



Board of Governors Meeting
Plaster Student Union, Traywick Parliamentary Room 313
Thursday, 5/9/2024
1:00 - 4:15 PM CT

I. Roll Call Presented By: Governor Lynn Parman

II. Approval of Minutes Presented By: Governor Lynn Parman

A. Approval of the open and closed minutes of the Board of Governors Meeting of February 16, 2024

II.A. Minutes of the February 16, 2024, Board of Governors Meeting - Page 5

B. Approval of the open and closed minutes of the Board of Governors Special Meeting of April 17, 2024

II.B. Minutes of the April 17, 2024, Board of Governors Special Meeting - Page 10

III. Consent Agenda Presented By: Governor Lynn Parman

A. President

1. Approval of Employment Agreement(s) for Athletics

III.A.1. Approval of Employment Agreements for Athletics - Page 13

2. Approval of Reappointment of Dr. John Jasinski as Provost

III.A.2. Reappointment Letter for Dr. John Jasinski as Provost - Page 15

B. Facilities and Equipment

1. Approval of Activity Report for the month of February 2024

III.B.1. Approval of Activity Report for the month of February 2024 - Page 17

2. Approval of Activity Report for the month of March 2024

III.B.2. Approval of Activity Report for the month of March 2024 - Page 20

3. Approval of proposal and award of contract to refurbish and renovate the main elevator at Carrington Hall

III.B.3. Approval of proposal and award of contract to refurbish and renovate the main elevator at Carrington Hall - Page 22

C. Human Resources

1. Approval of Actions Concerning Academic Employees

III.C.1. Approval of Actions Concerning Academic Employees - Page 24

2. Approval of Actions Concerning Nonacademic Employees

III.C.2. Approval of Actions Concerning Nonacademic Employees - Page 44

D. Procurement and Financial

1. Approval of Procurement Activity Report

III.D.1. Approval of Procurement Activity Report - Page 57

E. West Plains Campus

1. Approval of Employment Agreement(s) for Athletics

III.E.1. Approval of Employment Agreements for Athletics - West Plains - Page 66

2. Approval of Actions Concerning Academic Employees

III.E.2. Approval of Actions Concerning Academic Employees - West Plains - Page 68

3. Approval of Actions Concerning Nonacademic Employees

III.E.3. Approval of Actions Concerning Nonacademic Employees - West Plains.doc - Page 73

4. Approval of the New Academic Program for the Associate of Arts in Criminal Justice, with options in Criminology and Law Enforcement

III.E.4. Approval of the New Academic Program for the Associate of Arts in Criminal Justice, with options in Criminology and Law Enforcement - Page 74

5. Approval of the New Academic Program for the Associate of Science in Information Technology

III.E.5. Approval of the New Academic Program for the Associate of Science in Information Technology - Page 76

6. Approval of Resolution Conferring Honorary Associate of Arts Degree Upon Mrs. Margaret (Summers) Keister

III.E.6. Approval of Mrs. Margaret (Summers) Keister as the recipient of an Honorary Associate of Arts degree in General Studies from Missouri State University-West Plains - Page 78

IV. Making Our Missouri Statement

A. City of Springfield Proclamation Honoring President Clif Smart Presented By: Mayor Ken McClure

B. Board of Governors Excellence in Public Affairs Awards Presented By: Dr. Dee Siscoe, Vice President for Student Affairs, and Mary Ann Wood, Director of Public Affairs Support

1. Approval of a resolution to acknowledge the 2024-2025 Board of Governors Excellence in Public Affairs for Faculty and Staff award recipients

IV.B.1. Approval of a resolution to acknowledge the 2024-2025 Board of Governors Excellence in Public Affairs for Faculty and Staff award recipients - Page 79

V. Committee Reports

A. Risk Management and Audit Committee Presented By: Governor Chris Waters

B. Programs and Planning Committee Presented By: Governor Jeff Schrag

C. Finance and Facilities Committee Presented By: Governor Tim Francka

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

A. Commencement Preview

B. Approval of Memorandum of Understanding Between Missouri State University and the Missouri State University Foundation

VI.B. Approval of Memorandum of Understanding Between Missouri State University and the Missouri State University Foundation - Page 81

C. Approval of 2024 Wall of Fame Inductees (walk-on resolution)

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

A. Alliance for Healthcare Education Update

B. Enrollment Update

C. Legislative Wrap-up

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

A. Chancellor's Report

1. Enrollment Update

2. Higher Learning Commission (HLC) Update

IX. Academic Affairs

A. Faculty Senate Report Presented By: Dr. Elizabeth Walker, Past Chair of Faculty Senate, and Dr. Scott Zimmerman, Chair of Faculty Senate

IX.A. Faculty Senate Report - Page 93

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

1. Approval of a Resolution of Recognition for Dr. Elizabeth Walker for Service as 2023-2024 Chair of the Faculty Senate

IX.B.1. Approval of Resolution of Appreciation for Dr. Elizabeth Walker - Page 97

2. Introduction of Dr. Melissa Bledsoe, Dean of the Darr College of Agriculture

3. Announcement of the Missouri State Foundation Awards in Teaching, Research, and Service Excellence

4. Update on Academic Affairs Continuous Agility Process (CAP) Work Streams and Outputs for 2023-24

IX.B.4. Academic Affairs Continuous Agility Process (CAP) Work Streams and Outputs for 2023-24 Progress Report - Page 98

X. Student Affairs

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

B. Student Government Association Commendations Presented By: Dr. Dee Siscoe, Vice President for Student Affairs

1. Approval of a Resolution of Recognition of Spencer Vreeland for Service as Student Body President

X.B.1. Approval of Offer of Commendation of Spencer Vreeland as Student Body President - Page 108

2. Approval of a Resolution of Recognition of Elizabeth Simcoe for Service as Student Body Vice President

X.B.2. Approval of Offer of Commendation of Elizabeth Simcoe as Student Body Vice President - Page 109

C. Approval of Wyrick expenditures passed by a student vote April 2024 to be implemented in FY2025 Presented By: Dr. Dee Siscoe, Vice President for Student Affairs

X.C. Approval of Wyrick expenditures passed by a student vote April 2024 to be implemented in FY 2025 - Page 110

D. Student Affairs Report (written report) Presented By: Dr. Dee Siscoe, Vice President for Student Affairs

X.D. Student Affairs Report - Page 112

XI. Staff Senate

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

XI.A. Staff Senate Report - Page 116

B. Approval of a Resolution of Recognition of Laura Derrick for Service as 2023-2024 Staff Senate Chair Presented By: Matt Morris, Vice President for Administration and Finance

XI.B. Approval of Commendation to Laura Derrick for service as Staff Senate Chair - Page 118

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

A. Approval of consultant and authority to enter into an agreement for professional services in conjunction with the Judith Enyeart Reynolds Complex

XII.A. Approval of consultant and authority to enter into an agreeemnt for professional services in conjunction with the Judith Enyeart Reynolds Complex - Page 119

B. Storm Water Protection Program Annual Report (written report)

XII.B. Storm Water Protection Program Annual Report - Page 121

XIII. Inclusive Engagement Presented By: Dr. Algerian Hart, Assistant to the President for Inclusive Engagement

A. Report on 2024 Collaborative Diversity Conference

B. Office of Inclusive Engagement Report (written report)

XIII.B. Office of Inclusive Engagement Report - Page 122

XIV. Community and Global Partnerships (written reports only) Presented By: Brad Bodenhausen, Vice President for Community and Global Partnerships

A. Sponsored Research Report

XIV.A. Sponsored Research Report - Page 124

B. Ozarks Public Broadcasting – 2024 Local Content & Service Report to the Community

XIV.B. Ozarks Public Broadcasting 2023 Local Content & Service Report - Page 128

XV. Financial (written report only)

A. Development Report Presented By: Brent Dunn, Vice President for University Advancement

XV.A. Development Report - Page 136

XVI. Information Services (written report only) Presented By: Jeff Coiner, Chief Information Officer

A. Information Services Report

XVI.A. Information Services Report - Page 142

XVII. Marketing and Communications (written report only) Presented By: Suzanne Shaw, Vice President for Marketing and Communications

A. Marketing and Communications Report

XVII.A. Marketing and Communications Report - Page 143

XVIII. New Business

A. Approval of Resolution of Recognition for Student Governor Bradley Cooper Presented By: President Clif Smart

XVIII.A. Approval of Resolution of Recognition for Student Governor Bradley Cooper - Page 150

B. Approval of Resolution of Recognition for President Clif Smart (walk-on resolution) Presented By: Governor Lynn Parman

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

XIX. Closed Meeting Resolution - Page 151

XX. Adjournment Presented By: Governor Lynn Parman

II.A.

**MINUTES OF THE
BOARD OF GOVERNORS
MISSOURI STATE UNIVERSITY
FRIDAY, FEBRUARY 16, 2024**

The Board of Governors for Missouri State University held a meeting in the Robert W. Plaster Student Union, Traywick Parliamentary Room 313 on the Missouri State University campus in Springfield, Missouri on Friday, February 16, 2024, with Governor Lynn Parman, Chair of the Board of Governors, presiding. Governor Parman called the meeting to order at 1:00 p.m.

Roll Call

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

Absent – Anson Elliott, 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 Vice President for Legal Affairs and Compliance
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
Dee Siscoe, Vice President for Student Affairs
Mark Smith, Dean of the McQueary College of Health and Human Services
Rowena Stone, Secretary to the Board of Governors

Approval of Minutes

Governor Parman called for a motion to approve the open and closed minutes of the December 14, 2023, meeting. Governor Tim Francka provided a motion, receiving a second from Governor Ann Kampeter.

Motion passed 7-0.

Consent Agenda

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

President

Approval of Employment Agreement(s) for Athletics (Human Resources No. 1745-24)

Approval of Second Amendment Employment Agreement for Mr. Charles Michael Seabolt, Head Coach/Sport Director for the University's intercollegiate men's soccer program (Human Resources No. 1746-24)

Facilities and Equipment

Approval of Activity Report for the month of December 2023 (Activity Report No. 334-24)

Approval of consultant and authority to enter into an agreement for professional services in conjunction with the football locker room renovation at Forsythe Athletics Center (Agreement No. 471-24)

Ratification of contract to renovate the MSU baseball training facility at Hammons Fields (Agreement No. 472-24)

Approval of an amendment to special use agreement for radio tower space for KSMU-Branson between Missouri State University and Missouri Department of Conservation (Agreement No. 473-24)

Human Resources

Approval of Actions Concerning Academic Employees (Human Resources No. 1747-24)

Approval of Actions Concerning Nonacademic Employees (Human Resources No. 1748-24)

Procurement and Financial

Approval of Procurement Activity Report (Purchasing Activity Report No. 530-24)

West Plains Campus

Approval of Actions Concerning Academic Employees (West Plains Personnel No. 493-24)

Approval of Actions Concerning Nonacademic Employees (West Plains Personnel No. 494-24)

Governor Chris Waters provided a motion for approval of the consent agenda, receiving a second from Governor Travis Freeman.

Motion passed 7-0.

Governor Anson Elliott joined the meeting at this time.

Making Our Missouri Statement – Mock Trial Team

Dr. John Jasinski, Provost, introduced Dr. Jennifer LaPrade, Assistant Professor of Criminology and Coach of the Mock Trial Team. Dr. LaPrade provided a history of the Mock Trial Team, overview of competitions, and successes of the team. Students shared positive experiences of participating on the Mock Trial Team.

Committee Reports

Governor Waters provided a report on the Risk Management and Audit Committee meeting from earlier in the day.

Governor Jeff Schrag provided a report on the Programs and Planning Committee meeting from earlier in the day.

Governor Francka provided a report on the Finance & Facilities Committee meeting from earlier in the day.

President's Report

President Clif Smart provided a government relations update. He shared that the appointments of Governors Travis Freeman and Missy Gourley have been confirmed by the Senate and the Board has eight members serving within their terms.

President Smart shared that Governor Parson released his FY2025 budget recommendations that include a proposed 3% increase in funding for all public colleges and universities. The university will continue to advocate for additional funds to help offset increased MOSERS costs.

Executive Vice President's Report

Zora Mulligan, Executive Vice President, provided an enrollment update. Highlights of her report included spring 2024 enrollment numbers, fall 2024 enrollment indicators, ongoing FAFSA issues, progress on 2023-2024 Strategic Enrollment Management plan action items, and other admissions activities.

Ms. Mulligan and Dr. Mark Smith, Dean of the McQueary College of Health and Human Services, provided an update on the Alliance for Healthcare Education. Highlights of their report included connections to enrollment goals and the university's 2021-2026 Long Range Plan, timeline, internal coordination and work with partners, and hiring and budget.

West Plains Campus

Dr. Dennis Lancaster, Chancellor of the West Plains Campus, provided an update on enrollment for the West Plains campus. Highlights included head count, continuing students, and total credit hours being up while total new students is down.

Dr. Michael Orf, Vice Chancellor for Academic Affairs of the West Plains Campus, provided an update on the reaffirmation of accreditation report from the Higher Learning Commission (HLC) that stated the West Plains Campus was not meeting criterion 4B: the institution engages in ongoing assessment of student learning as part of its commitment to the education outcomes of its students. Dr. Orf reviewed the plan and next steps of responding and addressing the issue.

Dr. Lancaster shared an update on the Grizzly Lofts. He shared that there are 108 students currently living in the facility and that all food service operations have moved to the facility to have a greater focus on community building and creating a culture of belonging. He concluded his report by sharing that the City of West Plains is connecting the Lofts to its fiber loop (free of charge) with wi-fi access points scheduled for installation the week of spring break, addressing roof leaks and adding security cameras, and promoting the housing program for fall 2024.

Faculty Senate Report

Dr. Beth Walker, Chair of Faculty Senate, provided a report on happenings of Faculty Senate. Her report included information from the January Faculty Senate session, committee updates, and faculty concerns on safety.

Provost's Report

Dr. John Jasinski, Provost, provided an update on the Darr College of Agriculture dean search. Applications have been reviewed and semi-finalist interviews are in process. He shared next steps that include identifying finalists, conducting on-campus interviews, and hiring a dean with the goal of elevating the Darr College of Agriculture.

Dr. Jasinski shared that the Doctor of Education in Leadership, Learning, and Educational Change (EdD) program approved by the Board in December 2023 was approved by the Missouri Department of Higher Education and

Workforce Development (MDHEWD) in January 2024. The next step will be for approval by the Higher Learning Commission (HLC) with the goal of the first cohort starting fall 2024.

Dr. Jasinski presented on Artificial Intelligence (AI) use in Academic Affairs, highlighting the most promising uses of AI within academia. Uses include preparing students for the future of work, student support strategies, as a productivity enhancer, maximizing enrollment and fundraising, and discovery/research/knowledge. Natalie Allen, Clinical Associate Professor; Dr. Alex Hamwi, Associate Professor of Marketing; and Dr. Ridwan Sakidja, Professor of Physics, Astronomy, and Materials Science each presented on how they are integrating AI into their curriculum.

The meeting recessed for a break from 2:53 p.m. – 3:04 p.m.

Facilities and Equipment

Matt Morris, Vice President for Administration and Finance, presented a resolution for approval of consultant and authority to enter into an agreement for professional services in conjunction with the phase II renovation of Kampeter Health Sciences Hall (Agreement No. 474-24). Governor Jeff Schrag provided a motion for approval, receiving a second from Governor Francka.

Motion passed 8-0.

Mr. Morris presented a resolution for approval of proposal and award of contract for the turf replacement at Allison South Stadium (Bids & Quotations No. 1612-24). Governor Waters provided a motion for approval, receiving a second from Governor Kampeter.

Motion passed 8-0.

Mr. Morris presented a resolution for approval of bids and award of a contract for improvements to Hammons Student Center (Bids & Quotations No. 1613-24). Governor Francka provided a motion for approval, receiving a second from Governor Kampeter.

Motion passed 8-0.

Mr. Morris presented a walk-on resolution for approval of consultant and authority to enter into an agreement for professional services (Agreement No. 475-24) for design and construction of a new Alumni Center. Governor Waters provided a motion for approval, receiving a second from Governor Kampeter.

Motion passed 8-0.

Closed Session

It was determined that the Board of Governors needed to meet in a closed session to consider items of business provided in the Revised Statutes of Missouri. Governor Parman 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...” and

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

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

Governor Freeman provided a motion for approval, receiving a second from Governor Waters.

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

The open meeting recessed at 3:13 p.m. to go into closed session.

The open meeting reconvened at 4:38 p.m.

Adjournment

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

Motion passed 8-0.

The meeting adjourned at 4:38 p.m.

Lynn Parman
Board Chair

Approved at the meeting of
May 9, 2024

Rowena Stone
Secretary to the Board

**MINUTES OF THE
BOARD OF GOVERNORS SPECIAL MEETING
MISSOURI STATE UNIVERSITY
WEDNESDAY, APRIL 17, 2024**

The Board of Governors for Missouri State University held a special meeting via Zoom webinar on Wednesday, April 17, 2024, with Governor Lynn Parman, Chair of the Board, presiding. Governor Parman called the meeting to order at 4:02 p.m.

Roll Call

Present – Lynn Parman, Chair of the Board
Bradley Cooper, Student Governor
Anson Elliott, Governor
Tim Francka, Governor
Travis Freeman, Governor
Missy Gourley, Governor
Jeff Schrag, Governor
Chris Waters, 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 Vice President for Legal Affairs
and Compliance
Brent Dunn, Vice President for University Advancement
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 Humas Services
Rowena Stone, Secretary to the Board of Governors

Approval of Minutes

Governor Parman called for a motion to approve the open and closed minutes of the March 20, 2024, special meeting. Governor Tim Francka provided a motion, receiving a second from Governor Jeff Schrag.

Motion passed 7-0.

President's Report

President Smart presented a resolution for approval of the academic calendar for 2025-2026 (Curriculum No. 403-24). Governor Travis Freeman provided a motion for approval, receiving a second from Governor Anson Elliott.

Motion passed 7-0.

2024-2025 Fee Schedules

Matt Morris, Vice President for Administration and Finance, provided an overview of key dates of the budget process. He highlighted increases for undergraduate and graduate tuition and student service fees on the Springfield Campus and provided a comparison to other public Missouri four-year institutions. Mr. Morris highlighted additional information on Academic Affairs fees, international program fees, and auxiliary fees.

Dr. Dennis Lancaster, Chancellor of West Plains Campus, highlighted increases in tuition, auxiliary fees, other fees, and academic fees for the West Plains Campus. He provided a comparison of tuition and fees to other public Missouri two-year institutions.

President Smart presented the following resolutions for approval:

- 2024-2025 Fee Schedule for the Springfield Campus (Fees No. 162-24)
- 2024-2025 Fee Schedule for the West Plains Campus (West Plains Fees No. 22-24)

Governor Chris Waters provided a motion for approval of both resolutions, receiving a second from Governor Elliott.

Motion passed 7-0.

Procurement and Financial

Mr. Morris presented a resolution for approval of a procurement activity report for activities from March 13, 2024, through April 10, 2024 (Purchasing Activity Report No. 532-24). He provided information on the following items included in the report:

- Cheek Hall Data Center for Networking and Telecommunications
- Scanning Electron Microscope with Focused Ion Beam for Jordan Valley Innovation Center

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

Motion passed 7-0.

Brent Dunn, Vice President for University Advancement, presented a resolution for approval for naming the University Advancement Center (Gifts No. 178-24). Governor Francka provided a motion for approval, receiving a second from Governor Waters.

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 Parman asked if a resolution authorizing a closed meeting of the Board was prepared. Thereupon, the following resolution was presented for consideration:

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

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

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

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

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

A closed 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 4:42 p.m. to go into closed session.

The open meeting reconvened at 5:07 p.m.

Adjournment

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

Motion passed 7-0.

Meeting adjourned at 5:07 p.m.

Lynn Parman
Board Chair

Passed at the meeting of
May 9, 2024

Rowena Stone
Secretary to the Board

III.A.1.

MISSOURI STATE UNIVERSITY

BOARD RESOLUTION

HUMAN RESOURCES NO. 1749-24
Approval of Employment
Agreements for University Athletics

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

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

Lynn Parman
Board Chair

Passed at meeting of
May 9, 2024

Rowena Stone
Secretary to the Board

Comments:

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

Schedule 1

Coach/Administrator's Name	Area	Position	Contract Salary	Designation
Kimberlee Adkins	Acrobatics and Tumbling	Head Coach	\$42,000 annual	New Hire
Tarrance Crump	Men's Basketball	Assistant Coach	\$71,000 annual	New Hire
Carson Cunningham	Men's Basketball	Assistant Coach	\$100,000 annual	New Hire
Patrick Doll	Football	Compliance Coordinator	\$20.00 hourly	New Hire
Marco Harris	Men's Basketball	Assistant Coach	\$71,000 annual	New Hire
Quinn Peterson	Men's Basketball	Operations Assistant, Athletics	\$20.19 hourly	New Hire
Anthony Wales	Football	Assistant Coach, Running Backs	\$45,000 annual	New Hire
Kennedy Wingbermuehle	Stunt	Head Coach	\$40,000 annual	New Hire



Missouri State
UNIVERSITY

April 22, 2024

John Jasinski

Dear John:

I am writing to extend your position of provost 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 in this position will commence on June 1, 2024. Your employment will continue for a term of thirteen (13) months, through June 30, 2025.

As provost you will serve as the chief academic officer of the university and provide primary administrative leadership, direction, and evaluation for academic affairs. You will also be responsible for continuing the development and execution of the transformation plan for academic affairs. You will continue to report directly to the President.

Your annual salary will be \$325,000, paid on a monthly basis by direct deposit.

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 hours, 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 education benefits and use of the University services and facilities are described in the University's *Employee Handbook*.

Given your wealth of experience in higher education administration, an important role you will also fill is to support, mentor, and coach the academic leadership team.

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 Wednesday, April 24, 2024. 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 this role and I know that the incoming President looks forward to working with you.

Yours very truly,



Clifton M. Smart, III
President

cc: Office of Human Resources

I wish to be recommended for appointment as provost of Missouri State University on the terms set forth in this letter.



John Jasinski

04-22-2024
Date

III.B.1.

MISSOURI STATE UNIVERSITY

BOARD RESOLUTION

ACTIVITY REPORT NO. 335-24
Approval of Activity Report for the
month of February 2024

BE IT RESOLVED by the Board of Governors for Missouri State University that the attached Activity Report for the month of February 2024, as presented by Planning, Design and Construction, be accepted and approved.

Lynn Parman
Board Chair

Passed at meeting of
May 9, 2024

Rowena Stone
Secretary to the Board

COMMENTS:

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

It is recommended that the attached report be accepted.

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

February 2024

This report documents activities managed by Planning, Design and Construction for the month of February 2024. The projects listed here are greater than or equal to \$100,000.00 and did not exceed a project budget of \$250,000.00. Those project bids, notices to proceed, and activity on consultant contracts are listed on this activity report.

February 5, 2024

**Exterior Ceiling Repair,
Blair-Shannon House**

**Project Budget
\$190,000.00**

Bids were received to repair the exterior ceiling at Blair-Shannon House. Upon approval, a notice to proceed was issued to Bales Construction Company, Inc. in the amount of \$150,800.00.

The bids received on this project are as follows:

Contractor	Base Bid	Alt. 1	Total (Base Bid Only)
Bales Construction Company, Inc.	\$150,800.00	\$248,000.00	\$150,800.00
MSI Constructors	\$421,500.00	\$616,900.00	\$421,500.00

The project budget has been established as follows:

Project Budget	
Consulting Fees	\$2,500.00
Construction Contracts	\$150,800.00
Project Administration	\$1,000.00
Construction Contingency	\$35,700.00
Furniture, Fixtures, and Equipment	\$0.00
Telecommunications	\$0.00
Relocation Costs	\$0.00
Total Project Budget	\$190,000.00

This project includes the repair and/or replacement of the existing exterior soffit and ceiling with a new direct-applied exterior finish system (DEFS) ceiling at the south terrace of Blair-Shannon House. Work is scheduled to be completed by the fall 2024 semester.

Alternate 1 included the work associated with the southwest terrace ceiling. This alternate was not accepted due to cost.

This project is funded by the Residence Hall Reserve (\$190,000.00) budget.

February 26, 2024

**Dynometer Testing Space,
Plaster Center for Free Enterprise**

**Project Budget
\$230,000.00**

A bid was received to locate and modify a shipping container to hold a dynometer (dyno) testing area at Plaster Center for Free Enterprise. Upon approval, a notice to proceed was issued to Bales Construction Company, Inc. in the amount of \$192,370.74.

The bid received on this project is as follows:

Contractor	Base Bid
Bales Construction Company, Inc.	\$192,370.74

The project budget has been established as follows:

Project Budget	
Consulting Fees	\$16,900.00
Construction Contracts	\$192,370.74
Project Administration	\$1,492.19
Construction Contingency	\$19,237.07
Furniture, Fixtures, and Equipment	\$0.00
Telecommunications	\$0.00
Relocation Costs	<u>\$0.00</u>
Total Project Budget	\$230,000.00

This project locates and modifies a shipping container to hold a dynometer (dyno) testing area. This will be used by the MSU Cooperative Engineering Program Formula SAE team to test and calibrate engines. The shipping container will be located between the existing silos and the existing building and will be fenced off. The work is scheduled to be completed during the fall 2024 semester.

This project is funded by the Mechanical Engineering Program (\$230,000.00) budget.

III.B.2.

MISSOURI STATE UNIVERSITY

BOARD RESOLUTION

ACTIVITY REPORT NO. 336-24
Approval of Activity Report for the
month of March 2024

BE IT RESOLVED by the Board of Governors for Missouri State University that the attached Activity Report for the month of March 2024, as presented by Planning, Design and Construction, be accepted and approved.

Lynn Parman
Board Chair

Passed at meeting of
May 9, 2024

Rowena Stone
Secretary to the Board

COMMENTS:

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

It is recommended that the attached report be accepted.

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

March 2024

This report documents activities managed by Planning, Design and Construction for the month of March 2024. The projects listed here are greater than or equal to \$100,000.00 and did not exceed a project budget of \$250,000.00. Those project bids, notices to proceed, and activity on consultant contracts are listed on this activity report.

March 4, 2024

Refurbish and Renovate Main Elevator, Carrington Hall **Project Budget
\$240,000.00**

A proposal was received to refurbish and renovate the main elevator at Carrington Hall. Upon approval, a notice to proceed was issued to Kone, Inc. in the amount of \$203,457.56.

The proposal received on this project is as follows:

Contractor	Proposal
Kone, Inc.	\$203,457.56

The project budget has been established as follows:

Project Budget	
Consulting Fees	\$11,470.00
Construction Contracts	\$203,457.56
Project Administration	\$3,000.00
Construction Contingency	\$22,072.44
Furniture, Fixtures, and Equipment	\$0.00
Telecommunications	\$0.00
Relocation Costs	<u>\$0.00</u>
Total Project Budget	\$240,000.00

This project refurbishes and renovates the main elevator in Carrington Hall. Work includes a new power unit, controller, call station, and elevator cab finishes. Additionally, the doors at all four stops will be replaced. The work is scheduled to be completed during the spring 2025 semester.

Pursuant to RSMo 34.046, which allows Missouri State University to participate in contract agreements established by other public entities, the University is utilizing the OMNIA Partners Contract EV2516 with Kone, Inc. to perform the work under this contract.

This project is being paid from the Elevator, Carrington Hall budget funded by the Operating Maintenance and Repair (\$240,000.00) budget.

III.B.3.

MISSOURI STATE UNIVERSITY

BOARD RESOLUTION

BIDS & QUOTATIONS NO. 1614-24
Approval of proposal and award of contract
to refurbish and renovate the main elevator
at Carrington Hall

BE IT RESOLVED by the Board of Governors for Missouri State University that the proposal from Bales Construction Company, Inc. in the amount of One Hundred Eighteen Thousand Seven Hundred Thirty-one and 32/100ths dollars (\$118,731.32) to refurbish and renovate the main elevator at Carrington Hall be accepted, approved, and awarded.

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

Project Budget	
Consultant Fees	\$29,970.00
Construction Costs (Job Order Contracting Services)	\$118,731.32
Construction Costs (Elevator Procurement - AC Approval 3/4/24)	\$203,457.56
Project Administration	\$4,000.00
Construction Contingency	\$72,841.12
Furniture, Fixtures, and Equipment	\$0.00
Telecommunications	\$1,000.00
Relocation Costs	\$0.00
Total Project Budget	\$430,000.00
Funding Source	
Elevator, Carrington Hall budget	\$430,000.00
Total Funding Source	\$430,000.00

BE IT FURTHER RESOLVED that this be paid from the Elevator, Carrington Hall budget funded by the Operating Maintenance and Repair budget.

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

Lynn Parman
Board Chair

Passed at meeting of
May 9, 2024

Rowena Stone
Secretary to the Board

COMMENTS:

This project refurbishes and renovates the main elevator in Carrington Hall. Work includes a new power unit, controller, call station, and elevator cab finishes. The doors at all four stops will be replaced. Additionally, room 170 in Carrington Hall will be modified for utilization as the new elevator machine room. The work is scheduled to be completed during the spring 2025 semester.

This project will be paid from the Elevator, Carrington Hall budget funded by the Operating Maintenance and Repair (\$430,000.00) budget.

MISSOURI STATE UNIVERSITY

BOARD RESOLUTION

HUMAN RESOURCES NO. 1750-23
Approval of Actions Concerning
Academic Employees

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

RANKED FACULTY APPOINTMENT:

<u>Name</u>	<u>Position-Department</u>	<u>Salary</u>	<u>Effective</u>
Shawnee Glenn	Assistant Professor School of Anesthesia (12-month appointment)	\$170,000 annually	04/15/24
Shahab Abbaspour	Assistant Professor Mathematics	\$69,000 annually	08/12/24
Animesh Biswas	Assistant Professor Mathematics	\$71,000 annually	08/12/24
Tahsin Hyder	Assistant Professor Art & Design	\$66,500 annually	08/12/24
Takehiro Kado	Assistant Professor Biology	\$66,000 annually	08/12/24
Molly Lancaster	Assistant Professor Public Health & Sports Medicine	\$66,500 annually	08/12/24
Joel Love	Assistant Professor Music	\$70,000 annually	08/12/24
Amanda Montileone	Instructor Greenwood Laboratory School	\$46,000 annually	08/12/24
Sarah Murray	Assistant Professor Public Health & Sports Medicine	\$66,500 annually	08/12/24
Hazhar Rahmani	Assistant Professor Computer Science	\$110,000 annually	08/12/24
Henry Tsai	Assistant Professor Biomedical Sciences	\$65,000 annually	08/12/24

Academic Personnel Board Actions, cont'd.

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Bhupinder Vohra	Assistant Professor Biomedical Sciences	\$65,000 annually	08/12/24
Yifan Zhang	Assistant Professor Computer Science	\$110,000 annually	08/12/24

UNRANKED FACULTY APPOINTMENTS (Term):

<u>Name</u>	<u>Position-Department</u>	<u>Salary</u>	<u>Effective</u>
Rachel Moore	Clinical Assistant Professor Communication Sciences & Disorders (12-month appointment)	\$70,500 annually	06/10/24 06/30/25
Ellen Fogle	Clinical Instructor School of Teaching, Learning & Developmental Sciences	\$45,000 annually	08/12/24 05/09/25
Amy Hardee	Instructor Information Technology & Cybersecurity	\$52,000 annually	08/12/24 05/09/24
Adriana Howe	Clinical Instructor School of Teaching, Learning & Developmental Science	\$45,000 annually	08/12/24 05/09/25
Christopher Rodgers	Artist-in-Residence Art & Design	\$56,000 annually	08/12/24 05/09/25

(See Addendum A for Per Course Faculty Appointments)

(See Addendum B for Summer Appointments)

(See Addendum C for Supplemental Payments)

(See Addendum D for Graduate Teaching Assistant Appointments)

RESIGNATIONS:

<u>Name</u>	<u>Position-Department</u>	<u>Effective</u>
Catherine Jolivette	Professor Art & Design	04/30/24

Academic Personnel Board Actions, cont'd.

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John Gram	Senior Instructor History	05/10/24
Christopher Kelts	Associate Professor Music	05/10/24
Kyle Thomas	Assistant Professor Theatre & Dance	05/10/24

RETIREMENTS:

<u>Name</u>	<u>Position-Department</u>	<u>Effective</u>
Cynthia Macgregor	Professor School of Mental Health & Behavioral Sciences	05/10/24
Carolyn Shand-Hawkins	Instructor Mathematics	05/10/24
Margaret Weaver	Professor English	05/10/24

LEAVE WITH PAY:

<u>Name</u>	<u>Position-Department</u>	<u>Effective</u>
Zachary Burt	Senior Instructor Kinesiology	01/16/24 04/17/24
Emily Frazier	Assistant Professor School of Earth Environment & Sustainability	08/12/24 12/13/24
Oana Nelson	Instructor Mathematics	08/12/24 12/13/24
Yasmine Singh	Assistant Professor Languages Cultures & Religions	08/12/24 12/13/24

CHANGE OF STATUS:

<u>Name</u>	<u>Position-Department</u>	<u>Action</u>	<u>Effective</u>
Jeanne Cook	From: Department Head	Status Change	02/01/24
	Associate Professor Physical Therapy		
	To: Faculty Emeritus		
	Physical Therapy		
Marcia Himes	From: Associate Professor	Status Change	02/01/24 06/30/24
	Physical Therapy \$103,839 annually		
	To: Interim Department Head		
	Associate Professor Physical Therapy \$103,839 annually (\$1,180 monthly supplemental)		
D. Wayne Mitchell	From: Associate Professor	Status Change	02/01/24
	School of Mental Health & Behavioral Sciences		
	To: Faculty Emeritus		
	School of Mental Health & Behavioral Sciences		
Kyoungtae Kim	From: Interim Department Head	Status Change	03/01/24
	Professor Biology \$91,762 annually (\$2,700 monthly supplemental)		
	To: Department Head		
	Professor Biology \$130,154 annually		

Academic Personnel Board Actions, cont'd.

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Kimberly Ennis	From: Clinical Assistant Professor Physical Therapy \$69,888 annually (9-month appointment) To: Assistant Professor Physical Therapy \$89,888 annually (12-month appointment)	Status Change	07/01/24
Christopher Herr	From: Interim Department Head Professor Theatre & Dance \$86,376 annually (\$3,500 monthly supplemental) To: Department Head Professor Theatre & Dance \$135,000 annually	Status Change	07/01/24
Deborah Larson	From: Interim Department Head Professor Communication, Media, Journalism & Film \$78,043 annually (\$3,000 monthly supplemental) To: Department Head Professor Communication, Media, Journalism & Film \$135,000 annually	Status Change	07/01/24
Paula Patterson	From: Interim Department Head Professor Music \$72,830 annually (\$2,500 monthly supplemental) To: Department Head Professor Music \$135,000 annually	Status Change	07/01/24

Academic Personnel Board Actions, cont'd.

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George Connor	From: Professor Political Science & Philosophy To: Faculty Emeritus Political Science & Philosophy	Status Change	08/01/24
Denise Cunningham	From: School Director Professor School of Teaching, Learning & Developmental Sciences \$137,727 annually (12-month appointment) To: Professor School of Teaching, Learning & Developmental Sciences \$114,927 annually (9-month appointment)	Status Change	08/01/24
Douglas Gouzie	From: Professor School of Earth, Environment & Sustainability To: Faculty Emeritus School of Earth, Environment & Sustainability	Status Change	08/01/24
Cynthia MacGregor	From: Professor School of Mental Health & Behavioral Sciences To: Faculty Emeritus School of Mental Health & Behavioral Sciences	Status Change	08/01/24
Patrick Sells	From: Instructor Information Technology & Cybersecurity To: Faculty Emeritus Information Technology & Cybersecurity	Status Change	08/01/24

Academic Personnel Board Actions, cont'd.

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Margaret Weaver	From: Professor English	Status Change	08/01/24
	To: Faculty Emeritus English		

J. Dane Wallace	Instructor Languages, Cultures & Religions	Status Change	08/12/24
	From: \$36,750 annually (75% appointment)		
	To: \$46,000 annually (100% appointment)		

Passed at meeting of
May 9, 2024

Lynn Parman
Board Chair

Rowena Stone
Secretary to the Board

COMMENTS:

Shahab Abbaspur, Assistant Professor, Mathematics

Ph.D. University of Central Florida, 2022
M.Sc. Allameh Tabataba'i University, 2018
B.Sc. Sharif University of Technology, 2012

Experience: 2022 – Present, Graduate Teaching Assistant, University of Central Florida, Orlando, Florida; 2018 – 2022, Graduate Teaching Associate and Graduate Teaching Assistant, University of Central Florida, Orlando, Florida; 2016 – 2018, Graduate Teaching Assistant, Allameh Tabataba'i University, Tehran, Iran; 2016 – 2018, Teaching Assistant, Sharif University of Technology, Tehran, Iran; 2013 – 2018, Teacher, National Organization for Development of Exceptional Talents Schools, Tehran, Iran; 2006 – 2012, Teaching Assistant, Sharif University of Technology, Tehran, Iran; 2010 – 2011, Teacher, Kherad Institute School, Tehran, Iran.

Animesh Biswas, Assistant Professor, Mathematics

Ph.D. Iowa State University, 2020
M.E. Iowa State University, 2015
M.Tech. IIT Madras, 2009
B.E. Jadavpur University, 2007

Experience: 2020 – Present, Post Doctoral Scholar, University of Nebraska – Lincoln, Lincoln, Nebraska; 2014 – 2020, Teaching Assistant, Iowa State University, Ames, Iowa; 2011 – 2014, Graduate Assistant, Iowa State University, Ames, Iowa; 2009 – 2011, Associate Software Engineer, IBM India Software Lab, Bengaluru.

Shawnee Glenn, Assistant Professor, School of Anesthesia

D.NAP Missouri State University, 2020
B.SN. University of Missouri, Columbia, 2012
A.SN. Southwest Baptist University, 2009

Experience: 2023 – Present, Mercy Hospital, Aurora/Cassville, Aurora, Missouri; 2023 – Present, Per Course Faculty, Missouri State University, Springfield, Missouri; 2022 to Present, Mercy Hospital, Lebanon, Missouri; 2021 – 2022, Mercy Hospital Heart Hospital, Springfield, Missouri; 2020, Mercy Hospital Float Team, Springfield, Missouri.

Tahsin Hyder, Assistant Professor, Art & Design

M.Des. University of Illinois at Chicago, 2018
B.SS. BRAC University, 2014

Experience: 2021 – 2023, Visual Design Specialist, Big Blue Communications, Dhaka Bangladesh; 2019 – 2020, Teaching Scholar, University of Notre Dame, Notre Dame, Indiana; 2017, Graduate Teaching Assistant, University of Illinois at Chicago, Chicago, Illinois; 2016, Design Assistant, Toru-The Idea Tree, Dhaka, Bangladesh; 2014, Research Assistant, BRAC Institute of Governance and Development, Dhaka, Bangladesh.

Takehiro Kado, Assistant Professor, Biology

Ph.D. Kitasato University, 2019
D.V.M. Kitasato University, 2015
B.A. Kitasato University, 2015

Experience: 2023 – Guest Lecturer; 2022, Guest Lecturer; 2015 – 2019, Teaching Assistant, Kitasato University, Aomori, Japan.

Molly Lancaster, Assistant Professor, Public Health & Sports Medicine

Ph.D. University of Southern California, 2016
B.A. Fontbonne University, 2009
A.A. St. Louis Community College, 2007

Experience: 2022 – Present, Executive Director of Pre-Health Advisement, University of Southern California, Los Angeles, California; 2022 – Present, Adjunct Professor, University of Southern California, Los Angeles, California; 2018 – 2021, Faculty, Founding Director of Mind & Body Center, California State University Dominguez Hills, Los Angeles, California; 2016 – 2018, Adjunct Professor, Santa Monica College, Santa Monica, California; 2016 – 2017, Project Director, Friends Community Center, Los Angeles, California; 2016, Grant & Research Project Manager, University of California San Francisco School of Pharmacy, San Francisco, California; 2015 – 2016, Patient Experience Analyst & Consultant, University of California Davis Medical Center, Sacramento, California; 2014 – 2015, Organizational Development, Strategy & Culture Consultant, Southern California Edison, Pomona, California.

Joel Love, Assistant Professor, Music

D.MA. The University of Texas at Austin, 2014
M.Mus. University of Houston, 2010
B.Mus. Lamar University, 2007

Experience: 2015 – Present, Instructor, Houston Community College, Houston, Texas; 2012 – 2015, Faculty, Armstrong Community Music School, Austin, Texas; 2010 – 2014, Instructor of Record, University of Texas at Austin, Austin, Texas; 2008 – 2010, Faculty, University of Houston, Houston, Texas; 2007 – 2010, Graduate Assistant, University of Houston, Houston, Texas.

Amanda Montileone, Instructor, Greenwood Laboratory School

M.A. Southwest Baptist University, 2011
B.S. Southwest Baptist University, 2009

Experience: 2023 – Present, Contract Instructional Designer, Southwest Baptist University, Bolivar, Missouri; 2021 – 2022, Contract Digital Learning Director, Beyond Healing Institute, Springfield, Missouri; 2020 – 2021, Faculty, Greenwood Laboratory School, Springfield, Missouri; 2017 – 2020, Learning & Development Coordinator, Springfield Public Schools, Springfield, Missouri; 2015 – 2020, Contract Curriculum Writer, Launch Virtual Learning, Springfield, Missouri; 2014 – 2017, Teacher, Springfield Public Schools, Springfield, Missouri.

Sarah Murray, Assistant Professor, Public Health & Sports Medicine

Ph.D. Kansas State University, 2022
M.S. Illinois State University, 2005
B.S. Missouri State University, 2003

Experience: 2008 – Present, Senior Instructor, Missouri State University, Springfield, Missouri; 2017 – 2019, Student Orientation & Registration (SOAR) Advisor, Missouri State University, Springfield, Missouri; 2013 – 2018, Community Nutrition Preceptor, Dietetic Internship; 2006 – 2008, Per Course Instructor, Missouri State University, Springfield, Missouri; 2007 – 2018, Adjunct Faculty, Cox College of Nursing, Springfield, Missouri; 2003 – 2004, Graduate Assistant, Illinois State University, Normal, Illinois.

Hazhar Rahmani, Assistant Professor, Computer Science

Ph.D. University of South Carolina, Columbia, 2022
M.Sc. Sharif University of Technology, 2012
B.Sc. Iran University of Science & Technology, 2008

Experience: 2022 – Present, Postdoctoral Associate, University of Florida, Gainesville, Florida; 2018 – 2022, Graduate Research Assistant, University of South Carolina, Columbia, South Carolina.

Henry Tsai, Assistant Professor, Biomedical Sciences

Ph.D. University of Missouri, 2015
B.S. University of California, Irvine, 2010

Experience: 2021 – Present, Assistant Professor, Southern Connecticut State University, New Haven, Connecticut; 2018 – 2021, Assistant Professor, Missouri State University, Springfield, Missouri; 2015 – 2018, Postdoctoral Associate, Brown University, Providence, Rhode Island.

Bhupinder Vohra, Assistant Professor, Biomedical Sciences

Ph.D. Kurukshetra University, 1995
B.S. Kurukshetra University, 1992

Experience: 2023 – Present, Professor, William Jewell College, Liberty, Missouri; 2017 – 2023, Associate Professor, William Jewell College, Liberty, Missouri; 2014 – 2016, Assistant Professor, William Jewell College, Liberty, Missouri; 2013 – 2014, Associate Research Scientist, Yale University, West Haven, Connecticut; 2010 – 2013, Assistant Professor, university of Central Arkansas, Conway, Arkansas; 2007 – 2010, Research Instructor, Washington University, St. Louis, Missouri; 2002 – 2007, Senior Scientist, Washing University, St. Louis, Missouri; 2000 – 2002, Postdoctoral Research Associate, University of Minnesota, Minneapolis, Minnesota.

Yifan Zhang, Assistant Professor, Computer Science

Ph.D. University of Nevada - Reno, Reno, Expected May 2024
M.Eng. Nanjing University of Aeronautics & Astronautics, 2019
B.Eng. Huainan Normal University, 2016

Experience: 2020 – Present, Research Assistant, University of Nevada - Reno, Reno, Nevada; 2022 – Present, Guest Lecture/Teaching Assistant, University of Nevada - Reno, Reno, Nevada; 2020 – 2022, Teaching Assistant, University of Nevada - Reno, Reno, Nevada; 2019, Software Engineer, ZTE Corporation, Nanjing, China; 2017 – 2018, Visiting Student, Shenzhen Institutes of Advanced Technology, Shenzhen, China; 2016 – 2019, Research Assistant, Nanjing University of Aeronautics & Astronautics, Nanjing, China; 2016 – 2017, Teaching Assistant, Nanjing University of Aeronautics & Astronautics, Nanjing, China.

ADDENDUM A

The following have been appointed as Per Course Faculty for the fall semester: August 12, 2024 through December 13, 2024.

<u>Name</u>	<u>Department</u>	<u>Salary</u>
Arciniegas, Guillermo	Languages Cultures & Religions	\$2,787.00
Armstrong, Barrington	Foreign Language Institute	\$2,348.00
Benintendi, Melissa	School-Mental Health & Behavior Sci	\$1,630.00
Berman, Ilan	Defense & Strategic Studies	\$7,500.00
Bowdidge, Mark	Music	\$6,168.00
Chyet, Michael	Foreign Language Institute	\$850.00
Combs, Julia	Music	\$13,763.00
DeBoo, Robert	Music	\$472.00
Elkins, Kenneth	Honors College	\$2,400.00
Elliston, Hiromi	Foreign Language Institute	\$4,896.00
Fondren, Robyn	School-Mental Health & Behavior Sci	\$2,445.00
Gentile, Federica Wanda	Foreign Language Institute	\$2,448.00
Guo, Dongsheng	Foreign Language Institute	\$2,248.00
Hamilton, Cheri	College of Agriculture	\$2,400.00
Jo, Yoojin	Foreign Language Institute	\$4,796.00
Karr, Jeffrey	Languages Cultures & Religions	\$2,484.00
Kepling, Vicke	English	\$2,550.00
Liu, Fan	Foreign Language Institute	\$2,448.00
Marlo, Francis	Defense & Strategic Studies	\$7,500.00
Martin, Jacob	Comm Media Journalism & Film	\$2,448.00
Mercer, Chandler	Marketing	\$3,300.00
Miller, Worth	Honors College	\$3,200.00
Morgan, Melanie	Public Health & Sports Medicine	\$3,400.00
Murray, Kathleen	Music	\$6,000.00
Mutlu-Buyurgan, Eylem	Technology & Construction Mgmt	\$4,000.00
Nelson, Heather	Music	\$6,497.00
Newman, Kenneth	Information Tech & Cybersecurity	\$4,750.00
Potter, Ethan	School-Mental Health & Behavior Sci	\$4,890.00
Razumov, Stanley	Foreign Language Institute	\$850.00
Robuck, Alison	Music	\$1,357.00
Salloum, Georget	Foreign Language Institute	\$1,950.00
Sanada, Yudai	Foreign Language Institute	\$2,448.00
Scarborough, Jonita	School-Spec Ed Ldrshp Prof Studies	\$2,934.00
Schuldenzucker, Sarah	Foreign Language Institute	\$2,448.00
Sears, Rebecca	School-Spec Ed Ldrshp Prof Studies	\$2,196.00

Academic Personnel Board Actions, cont'd.

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St Pierre, Laurine	Music	\$2,734.00
Summitt, Diana	College of Agriculture	\$3,000.00
Wixson, Bobbi	College of Agriculture	\$1,000.00
Young, Emily	Music	\$13,600.00

ADDENDUM B

The following have been appointed as Summer Faculty for the summer semester: June 3, 2024 through July 26, 2024

<u>Name</u>	<u>Department</u>	<u>Salary</u>
Adams, Mollie	School of Accountancy	\$15,000.00
Adamson, Reesha	School-Spec Ed Ldrshp Prof Studies	\$15,545.00
Aho, Kyle	Music	\$3,841.00
Akbar Akhgari, Paria	Political Science & Philosophy	\$4,690.00
Allen, Jimmie	Art & Design	\$5,078.00
Amberg, Richard	Comm Media Journalism & Film	\$10,580.00
Arciniegas, Guillermo	Languages Cultures & Religions	\$2,484.00
Artman, Amy	Languages Cultures & Religions	\$3,719.00
Ausmus, Kristin	Mathematics	\$2,460.00
Austin, Rebekah	Information Tech & Cybersecurity	\$8,181.00
Baggett, Azaria	Theatre & Dance	\$1,000.00
Bajalan, Djene	History	\$5,440.00
Barber, Marlin	History	\$3,000.00
Barffour, Antoinette	Languages Cultures & Religions	\$5,097.00
Bassett, Damon	Schl of Earth Enviro & Sustain	\$8,422.00
Bauman R	Comm Media Journalism & Film	\$11,034.00
Benedict-Chambers, Amanda	School-Teaching Learn & Develop Sci	\$1,015.00
Bennett, Susan	Theatre & Dance	\$2,484.00
Benzer, Fatih	Missouri Fine Arts Academy	\$10,000.00
Bollinger, Salina	School of Social Work	\$3,440.00
Bowe, Laura	Biology	\$6,014.00
Boyle, Michael	Political Science & Philosophy	\$4,044.00
Brahnam, S.Berlin	Information Tech & Cybersecurity	\$16,159.00
Brattin, Ricky	Information Tech & Cybersecurity	\$22,216.00
Breygofle, Bryan	Chemistry & Biochemistry	\$1,847.00
BrooksBrewer, Eryn	Theatre & Dance	\$4,000.00
Brown, Orville	School-Spec Ed Ldrshp Prof Studies	\$508.00
Bunn, Roger	Mathematics	\$10,375.00
Cafagna, Marcus	English	\$5,000.00
Carden-Jessen, Melanie	Schl of Earth Enviro & Sustain	\$7,150.00
Carr, W. David	Public Health & Sports Med	\$1,098.00
Cerdas Cisneros, Maria	Languages Cultures & Religions	\$5,011.00
Chang, Ching-Wen	School-Spec Ed Ldrshp Prof Studies	\$1,015.00
Christian, McCall	Public Health & Sports Med	\$5,112.00
Chuchiak, John	History	\$15,338.00

Academic Personnel Board Actions, cont'd.

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Curran, Tyler	Comm Media Journalism & Film	\$7,200.00
Curry, Natalie	School of Social Work	\$4,726.00
Daniel, Todd	Information Tech & Cybersecurity	\$3,899.00
Dicke, Thomas	History	\$6,540.00
Dong, Mengming	Finance Economics & Risk Mgmt	\$1,500.00
Dowdy, Marci	School-Spec Ed Ldrshp Prof Studies	\$7,500.00
Dubey, Rahul	Computer Science	\$6,000.00
Dudash-Buskirk, Elizabeth	Comm Media Journalism & Film	\$5,438.00
Durham, Paul	School of Anesthesia	\$4,211.00
	Provost Office	\$3,750.00
Eisman, Karen	Information Tech & Cybersecurity	\$3,544.00
Ellickson, Mark	Political Science & Philosophy	\$13,166.00
Enticher-Stewart, Ronda	School of Nursing	\$3,689.00
Evener, Vincent	Languages Cultures & Religions	\$6,000.00
Ferry, Nichole	Theatre & Dance	\$6,000.00
Finch, Kim	School-Spec Ed Ldrshp Prof Studies	\$1,523.00
Flannery, Timothy	Finance Economics & Risk Mgmt	\$1,500.00
Foster, Lyle	Sociology Anthropology & Gerontology	\$4,704.00
Foster, Michael	Theatre & Dance	\$6,083.00
Frederick, Dana	Management	\$4,362.00
Gones, Tracie	Mathematics	\$2,460.00
Goodin, Kyle	School of Accountancy	\$8,190.00
Gram, John	History	\$8,064.00
Greene, Brian	Biology	\$5,456.00
Harbaugh, Adam	Mathematics	\$5,492.00
Haring, Katherine	Management	\$4,016.00
Harper, Kristin	Languages Cultures & Religions	\$3,762.00
Hart, Laura	Graduate College	\$6,000.00
Hass, Aida	Criminology & Criminal Justice	\$7,244.00
Hausback, Jason	Missouri Fine Arts Academy	\$3,000.00
Heinlein, Kurt	Theatre & Dance	\$10,823.00
Hellman, Daniel	Music	\$5,919.00
Herr, Christopher	Theatre & Dance	\$6,478.00
Herring, Tara	Biology	\$3,552.00
High, Brian	Chemistry & Biochemistry	\$10,648.00
Hoelscher, Seth	Finance Economics & Risk Mgmt	\$3,000.00
Hogeman, Catherine	Languages Cultures & Religions	\$11,581.00
Hopper, Tina-Marie	Biology	\$7,562.00
Horton III, Leonard	Comm Media Journalism & Film	\$1,562.00
Howard, Amber	School-Teaching Learn & Develop Sci	\$3,000.00
Jackson, Wendy	School of Social Work	\$3,440.00

Academic Personnel Board Actions, cont'd.

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Jennings, Bryan	Missouri Fine Arts Academy	\$3,000.00
Johnson, Richard	Information Tech & Cybersecurity	\$18,986.00
Jones, Steven	School-Spec Ed Ldrshp Prof Studies	\$1,523.00
Jutla, Rajinder	Schl of Earth Enviro & Sustain	\$6,538.00
Karr, Jeffrey	Languages Cultures & Religions	\$2,484.00
Kaula, Radhika	Information Tech & Cybersecurity	\$3,959.00
Kaula, Rajeev	Information Tech & Cybersecurity	\$20,588.00
Keller, Carl	School of Accountancy	\$22,150.00
Kelly-Williams, Suzette	School-Teaching Learn & Develop Sci	\$3,000.00
Kim, Kyongtae	School of Anesthesia	\$3,278.00
King, Elizabeth	School-Spec Ed Ldrshp Prof Studies	\$1,015.00
Kirkland-Ives, Mitzi	Art & Design	\$5,545.00
Koch, Philippa	Languages Cultures & Religions	\$5,311.00
LaPage, William	English	\$2,484.00
Lazic, Gordana	Comm Media Journalism & Film	\$14,044.00
Lazzelle, Lenae	School-Teaching Learn & Develop Sci	\$914.00
Lewis, Kayla	School-Teaching Learn & Develop Sci	\$1,553.00
Liu, Siming	Computer Science	\$17,208.00
Liu, Zongxi	Information Tech & Cybersecurity	\$15,000.00
Lombilla, Luis	Languages Cultures & Religions	\$3,910.00
Loughary, Jeffrey	Languages Cultures & Religions	\$7,356.00
Luellen, Heather	Theatre & Dance	\$6,000.00
Luo, Jun	Schl of Earth Enviro & Sustain	\$5,986.00
Mabee, Jonathan	Comm Media Journalism & Film	\$10,021.00
Maimone, Luciane	Languages Cultures & Religions	\$5,011.00
Mainali, Raju	Information Tech & Cybersecurity	\$11,912.00
Malega, Ronald	Schl of Earth Enviro & Sustain	\$5,647.00
Maruf, Adnan	Computer Science	\$6,000.00
Masterson, Gerald	Kinesiology	\$14,574.00
Mayer, Aaron	Theatre & Dance	\$10,000.00
McLean, Annie	School-Spec Ed Ldrshp Prof Studies	\$2,538.00
McNamara, Vicki	School-Spec Ed Ldrshp Prof Studies	\$7,500.00
Mears, Perry	Music	\$6,000.00
	Missouri Fine Arts Academy	\$3,000.00
Metzker, Helena	Chemistry & Biochemistry	\$9,406.00
Millana, Jocelyn	Comm Media Journalism & Film	\$5,011.00
Miller, Carol	Finance Economics & Risk Mgmt	\$750.00
Miller, F. Thornton	History	\$1,340.00
Mirza, Babur	Biology	\$3,000.00
Mitchell, David	Finance Economics & Risk Mgmt	\$1,500.00
Mitra, Saibal	Physics Astronomy & Mat Sci	\$7,116.00

Academic Personnel Board Actions, cont'd.

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Morris, Taleyna	Comm Media Journalism & Film	\$3,858.00
Murphy, Lindsey	School-Teaching Learn & Develop Sci	\$1,787.00
Neely, Jeremy	History	\$9,928.00
Novotny, Daniela	Public Health & Sports Med	\$4,131.00
Opitz, Matthew	History	\$2,700.00
Oyeniya, Bukola	History	\$5,290.00
Panzer, Sarah	History	\$10,706.00
Patto, Nathaniel	Comm Media Journalism & Film	\$6,000.00
Phelps, Quinton	Biology	\$22,567.00
Pickett, Kaleigh	School-Spec Ed Ldrshp Prof Studies	\$7,500.00
Pilkenton, Andrew	Art & Design	\$2,964.00
Pippa, Christina	Comm Media Journalism & Film	\$13,920.00
Prakash, Puneet	Finance Economics & Risk Mgmt	\$6,250.00
Prescott, John	Music	\$7,340.00
Pullan, Andrea	Mathematics	\$2,460.00
Putzo, Vadim	Graduate College	\$6,000.00
Qiu, Aaron	Missouri Fine Arts Academy	\$5,000.00
Ramsey, Megan	Finance Economics & Risk Mgmt	\$1,000.00
Reed, Michael	Physics Astronomy & Mat Sci	\$7,819.00
Rodrigues, Herbert	Sociology Anthropology & Gerontology	\$4,668.00
Rodriguez de la Vega, Vanessa	Languages Cultures & Religions	\$5,306.00
Romine, Devon	Physics Astronomy & Mat Sci	\$4,125.00
Rothenbaum, Nathan	Comm Media Journalism & Film	\$6,000.00
Sabo, Karen	Theatre & Dance	\$6,000.00
Santra, Santimukul	Chemistry & Biochemistry	\$6,000.00
Saquer, Jamil	Computer Science	\$21,474.00
Schmalzbauer, John	Languages Cultures & Religions	\$17,123.00
Scott, Vicky	Music	\$3,143.00
Seay, Travis	History	\$4,859.00
Sexton, Randall	Information Tech & Cybersecurity	\$11,158.00
Shah, Kishor	Mathematics	\$19,855.00
Shephard, Jason	Sociology Anthropology & Gerontology	\$3,835.00
Sherman-Wilkins, Kyler	Sociology Anthropology & Gerontology	\$5,693.00
Shirley, Corinne	Languages Cultures & Religions	\$6,010.00
Siebert, Matthew	Chemistry & Biochemistry	\$5,563.00
Smith, Lloyd	Computer Science	\$18,419.00
Sobel, Elizabeth	Sociology Anthropology & Gerontology	\$6,295.00
Stafford, Gary	Mathematics	\$10,126.00
StoutHart, Kristen	Comm Media Journalism & Film	\$7,088.00
Tapis, Gregory	School of Accountancy	\$23,564.00
Templeman, Maureen	Sociology Anthropology & Gerontology	\$4,505.00

Academic Personnel Board Actions, cont'd.

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Templer Rodrigues, Abby	Sociology Anthropology & Gerontology	\$6,537.00
Templeton, Kelly	Theatre & Dance	\$3,525.00
Thomas, Kyle	Theatre & Dance	\$4,353.00
Thompson, Kip	Public Health & Sports Med	\$5,432.00
Thornton, Kristen	School of Accountancy	\$4,095.00
Trevarthen, Jordan	English	\$2,484.00
Turner, Jon	Graduate College	\$6,000.00
Tyson, Garrett	Political Science & Philosophy	\$3,000.00
Uribe-Zarain, Ximena	School-Spec Ed Ldrshp Prof Studies	\$3,000.00
Van Landuyt, Cathryn	Information Tech & Cybersecurity	\$3,913.00
Van Ornum, Kim	Mathematics	\$3,803.00
Wait, D. Alexander	Biology	\$7,000.00
Walker, Alicia	Sociology Anthropology & Gerontology	\$10,556.00
Walters, Heather	Comm Media Journalism & Film	\$10,856.00
Wang, Weiyan	Comm Media Journalism & Film	\$5,299.00
Wehrman, Erin	Comm Media Journalism & Film	\$4,924.00
Werhan, Amanda	Mathematics	\$2,460.00
White, Timothy	Comm Media Journalism & Film	\$5,355.00
Wickham, Cameron	Mathematics	\$7,364.00
Wiggin, Sarah	Theatre & Dance	\$15,000.00
Worman, Frederick	Sociology Anthropology & Gerontology	\$5,372.00
Xie, Xiuye	Kinesiology	\$2,400.00
Yang, Zhiguo	Information Tech & Cybersecurity	\$10,708.00
Zheng, Xibei	Finance Economics & Risk Mgmt	\$1,000.00

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

<u>Name</u>	<u>Department</u>	<u>Salary</u>
Aho, Kyle	Music	\$3,829.00
Brattin, Ricky	Information Tech & Cybersecurity	\$9,500.00
Buyurgan, Nebil	Information Tech & Cybersecurity	\$9,500.00
Chapman, Carol	Music	\$635.00
Choi, Hyunjin	School-Teaching Learn & Develop Sci	\$4,505.00
Evans, Krista	Education Abroad	\$5,401.00
Franklin, Clay	Comm Sciences & Disorders	\$6,522.00
Frederick, Dana	International Business Program	\$6,808.00
Ge, Yidan	Information Tech & Cybersecurity	\$3,000.00
Goodin, Kyle	School of Accountancy	\$10,920.00
	Honors College	\$2,400.00
Harper, Kristin	Education Abroad	\$3,762.00
Hausback, Jason	Music	\$6,924.00
Hulme, Amy	Honors College	\$1,400.00
Jones, Lauren	Comm Sciences & Disorders	\$6,313.00
Lewis, Darcy	English	\$3,825.00
Mainali, Raju	Information Tech & Cybersecurity	\$9,500.00
Naayem, Anthony	International Business Program	\$2,300.00
Novik, Melinda	Public Health & Sports Med	\$6,565.00
Novotny, Daniela	Public Health & Sports Med	\$4,131.00
Palilunas, Dana	School-Spec Ed Ldrshp Prof Studies	\$1,000.00
Phelps, Quinton	Biology	\$3,727.00
Qiu, Wenping	Int'l Leadership & Training Center	\$10,500.00
Ravenscraft, Julia	School of Accountancy	\$7,140.00
Schaefer, Weirong	Languages Cultures & Religions	\$2,000.00
Schlinder, Kelly	Foreign Language Institute	\$3,048.00
Scroggins, Wesley	Management	\$9,568.00
Sexton, Randall	Information Tech & Cybersecurity	\$19,000.00
Speer, Jason	Information Tech & Cybersecurity	\$9,500.00
Thompson Chris	Music	\$9,365.00
Tracy, Matthew	Music	\$13,983.00
Van Landuyt, Cathryn	Information Tech & Cybersecurity	\$3,913.00
Witowski, Colette	Honors College	\$1,600.00
Yang, Zhiguo	Information Tech & Cybersecurity	\$9,500.00
Zhang, Xinge	Information Tech & Cybersecurity	\$3,000.00

ADDENDUM D

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
Engworo, Gentle	Mathematics	\$6,115.00
Fakunle, Mary	Chemistry and Biochemistry	\$5,023.00
Kanogo, Rahab	Chemistry and Biochemistry	\$5,023.00
Nyabayo, Tony	Chemistry and Biochemistry	\$5,023.00
Nyamwega, Grace	Mathematics	\$6,115.00
Oduro, Vida Ampomaa	Schl of Earth Enviro & Sustain	\$5,023.00
Shah, Sobia	Schl of Earth Enviro & Sustain	\$5,023.00

The following have been appointed as Graduate Teaching Assistants for the summer semester: June 3, 2024 through July 26, 2024.

<u>Name</u>	<u>Department</u>	<u>Salary</u>
Wilkinson, Conner	Finance, Economics & Risk Management	\$2,512.00
Legan, Tatum	Accounting	\$2,512.00
Booker, Steve	Communication Media Journalism & Film	\$2,512.00
Everett, Shane	Communication Media Journalism & Film	\$2,512.00
Robinson, Juliette	Finance, Economics & Risk Management	\$2,512.00
Hoover, Morgan	Public Health & Sports Medicine	\$2,512.00

The following have been appointed as Graduate Teaching Assistants for the Academic Year: August 12, 2024 through May 9, 2025.

<u>Name</u>	<u>Department</u>	<u>Salary</u>
Booker, Steve	Communication Media Journalism & Film	\$12,230.00
Dickens, Johnathan	Communication Media Journalism & Film	\$12,230.00
Friedrich, Caleb	Communication Media Journalism & Film	\$12,230.00
Jones, Brett	Communication Media Journalism & Film	\$12,230.00

MISSOURI STATE UNIVERSITY

BOARD RESOLUTION

HUMAN RESOURCES NO. 1751-23
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>
Christy Long	Financial Aid Counselor Financial Aid	42	\$42,000 annually	01/29/24
Ashlee Leider	Teacher Child Development Center	41	\$38,000 annually	01/29/24
Michael Hadley	Maintenance Technician II Facilities Maintenance	25	\$39,520 annually	01/29/24
Dustin Givens	Groundskeeper Grounds Services	22	\$34,840 annually	02/01/24
Ramona Gomez	Residence Hall Host/Hostess Residence Life, Housing & Dining Services (10-month position)	10	\$26,000 annually	02/05/24
Danielle Palmer	Project Manager – Architect Planning, Design & Construction	46	\$81,000 annually	02/12/24
Chelsea Zulker	Assistant Teacher Child Development Center	40	\$31,200 annually	02/14/24
Grace Mitchell	Marketing Specialist Bookstore	41	\$34,320 annually	02/16/24
Brandon Neeter	Maintenance Electrician Facilities Maintenance	26	\$47,840 annually	02/20/24
Yinxu Jiang	Finance & Accounting Specialist VP Community & Global Partnerships	43	\$50,000 annually	02/22/24

Non-academic Personnel Board Actions, cont'd.

Page 2

Regina Sporleder	Coordinator, Pharmacy Business Operations	43	\$49,500 annually	02/26/24
Robert Blanton	Campus Safety Specialist University Safety	24	\$35,360 annually	03/06/24
Erin Kelly	Event & Meeting Services Coordinator Plaster Student Union Event & Meeting Services	12	\$33,280 annually	03/11/24
Charlee Newton	Student Employment Specialist eFactory-Center for Business & Economic Development	42	\$40,000 annually	03/11/24
Erica Beauchamp	Custodian I Residence Life, Housing & Dining Services	21	\$31,200 annually	03/14/24
Garrett Colony	Grants Administrator Center for Resource Planning & Management	42	\$43,500 annually	03/18/24
Noah Juarez	HVAC Specialist Facilities Maintenance	26	\$54,080 annually	03/25/24
Kevin Moncrief	Custodial Specialist Residence Life, Housing & Dining Services	23	\$35,879 annually	03/27/24
Gina Broz	Custodian I Residence Life, Housing & Dining Services	21	\$31,200 annually	04/01/24
Laura Foster	Mental Health Clinician – Victim Services & Advocacy Specialist Counseling Center (10-month position)	44	\$40,000 annually	04/01/24

Non-academic Personnel Board Actions, cont'd.

Page 3

Dennis Riley	Custodian I Residence Life, Housing & Dining Services	21	\$31,200 annually	04/01/24
Laurie Robertson	Supply Buyer/Department Charge Coordinator Bookstore	42	\$40,000 annually	04/01/24
Amanda Vauble	Operations Administrator for Academic Affairs Office of the Provost	44	\$60,000 annually	04/01/24
Donald Tillman	Administrative Specialist II School of Teaching, Learning & Developmental Science (10-month position)	12	\$27,622 annually	04/02/24
Shane Dobson	Field & Maintenance Worker College of Agriculture- Mtn Grove	23	\$31,200 annually	04/08/24
Tyler Krtek	Paralegal Legal Affairs & Compliance	17	\$62,005 annually	04/15/24
David Stenerson	Accounting Specialist International Programs	13	\$39,520 annually	04/17/24
Catherine Henry	Administrative Assistant I Residence Life, Housing & Dining Services	11	\$31,720 annually	04/18/24
Egon Heidendal	Director Institutional Research	47	\$110,000 annually	04/22/24
Jordan Madison	Coordinator of Marketing & Recruitment Graduate College	42	\$48,000 annually	04/29/24
Tina Musil	Residence Hall Receptionist Residence Life, Housing & Dining Services (10-month position)	10	\$25,896 annually	07/25/24

RESIGNATIONS:

<u>Name</u>	<u>Position-Department</u>	<u>Effective</u>
Dominick Obie	Custodian I Residence Life, Housing & Dining Services	01/04/24
Dustin Braddish	Career Resources Specialist Career Center	01/05/24
Nathan Yancy	Administrative Assistant I Residence Life, Housing & Dining Services	01/30/24
Stacey Tune	Coordinator, Operations & Systems Cybersecurity & Enterprise Systems	02/09/24
Reginald Johnson	Assistant Coach Intercollegiate Athletics	02/14/24
Jacob Berry	Research Technician II Jordan Valley Innovation Center	02/19/24
Trista Marchetto	Executive Assistant II College of Business	02/21/24
Cameron Cheri	Research Specialist Biology	02/23/24
Donte Ellington Ellis	Assistant Coach Intercollegiate Athletics	03/01/24
Allison Allen	Academic Advisor – Marketing, Recruitment & Retention Specialist College of Natural & Applied Sciences	03/22/24
Qihua Wu	Senior Research Scientist Jordan Valley Innovation Center	03/22/24
Corey Tracy	Media Systems Engineer Faculty Center for Teaching, Leading & Learning	03/29/24
Kelly Netzer	Groundskeeper Grounds Services	03/31/24

Non-academic Personnel Board Actions, cont'd.

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Robert Crist	Custodian I Residence Life, Housing & Dining Services	04/01/24
Derek Kief	Assistant Coach Intercollegiate Athletics	04/08/24
Jalen Lee	Admission Counselor for Diversity Outreach & Recruitment Office of Admissions	04/08/24
Shannon McComb	Administrative Specialist II College of Education – Education Advisement	04/12/24
Josh Bell	Athletic Trainer Athletic Medical & Rehabilitation Services	04/29/24
Shawn McComb	Senior Application Developer Computer Services	04/30/24
Trang Tran	Academic Advisor, Marketing, Recruitment & Retention Specialist College of Natural & Applied Sciences	05/03/24

RETIREMENTS:

<u>Name</u>	<u>Position-Department</u>	<u>Effective</u>
Randy Stout	Field & Maintenance Crew Leader College of Agriculture – Mtn Grove	01/31/24
Christine Edwards	Administrative Specialist II Library	02/29/24
Brenda Wilson	Custodial Specialist Residence Life, Housing & Dining Services	02/29/24
Deborah Ewert	Coordinator, Telecommunications Networking & Telecommunications	03/31/24
Thomas Wright	Custodial Specialist Residence Life, Housing & Dining Services	03/31/24

Non-academic Personnel Board Actions, cont'd.

Page 6

Janet Wicks	Invoicing Specialist/Clinique Coordinator Bookstore	04/30/24
Cheryl Wiesmann	Academic Administrative Assistant III Art & Design	04/19/24
Robin Powell	Academic Administrative Assistant II Computer Science	05/31/24
Chris Heslip	Property Control Manager Facilities Management	06/30/24
Robin Kennedy	Video Communications Administrator – Pharm D McQueary College of Health & Human Services	06/30/24
Michelle Norgren	Project Director VESTA College of Agriculture	06/30/24

DECEASED:

<u>Name</u>	<u>Position-Department</u>	<u>Effective</u>
Carol Cozort	Professional Developer Agency for Teaching, Leading and Learning	03/27/24

LEAVE WITHOUT PAY:

<u>Name</u>	<u>Position-Department</u>	<u>Effective</u>
Joshua Brown	Campus Safety Specialist – Lead Office of University Safety	02/06/24

SEPARATION FROM EMPLOYMENT:

<u>Name</u>	<u>Position-Department</u>	<u>Effective</u>
Dana Ford	Head Athletics Coach Intercollegiate Athletics	03/31/24
Bertram Caruthers	Assistant Coach Intercollegiate Athletics	04/15/24
Sheldon Everett	Assistant Coach Intercollegiate Athletics	04/15/24

Non-academic Personnel Board Actions, cont'd.

Page 7

Matthew McGouran	Operations Assistant Intercollegiate Athletics	04/15/24
Randall Peele	Special Assistant to the Head Coach Intercollegiate Athletics	04/15/24
Jay Spoonhour	Assistant Coach Intercollegiate Athletics	04/15/24

CHANGE OF STATUS:

<u>Name</u>	<u>Position-Department</u>	<u>Action</u>	<u>Effective</u>
William Chastain	Maintenance Specialist – HVAC Facilities Maintenance From: GR 26, \$50,968 annually To: GR 26, \$56,159 annually	Salary Adjustment	12/11/23
Derrick Hawkins	HVAC – Food Service Equipment Mechanic Facilities Maintenance From: GR 26, \$51,177 annually To: GR 26, \$56,159 annually	Salary Adjustment	12/11/23
Tyler Norcross	HVAC – Food Service Equipment Mechanic Facilities Maintenance From: GR 26, \$50,600 annually To: GR 26, \$55,119 annually	Salary Adjustment	12/11/23
Edward Carson	From: Technical Director Juanita K. Hammons Hall for Performing Arts To: Staff Emeritus Juanita K. Hammons Hall for Performing Arts	Status Change	01/01/24

Non-academic Personnel Board Actions, cont'd.

Page 8

Donald Weber	<p>From: Director of Plaster Student Union Plaster Student Union Administration GR 46, \$78,291 annually</p> <p>To: Director of Plaster Student Union Plaster Student Union Administration GR 47, \$87,686 annually</p>	<p>Reclassification & Salary Adjustment</p>	01/01/24
Kelli Wells	<p>Custodian I Plaster Student Union From: GR 21, \$31,200 annually To: GR 21, \$32,760 annually</p>	Salary Adjustment	01/16/24
Nina Barudzic	<p>From: Director, Multicultural Programs Multicultural Programs & Student Diversity GR 45, \$65,730 annually</p>	Continuation of Appointment	01/17/24
Julie Abney	<p>From: Budget Officer Financial Services To: Staff Emeritus Financial Services</p>	Status Change	02/01/24
Tracey Epperson	<p>From: Boiler Fireman Facilities Maintenance GR 25, \$47,399 annually To: Powerhouse Supervisor Facilities Maintenance GR 27, \$57,000 annually</p>	Promotion	02/01/24
Lauren Gaskill	<p>From: Autism Resource Specialist Project ACCESS GR 42, \$55,125 annually To: Autism Resource Specialist – BCBA Project ACCESS GR 45, \$60,000 annually</p>	Promotion	02/01/24

Non-academic Personnel Board Actions, cont'd.

Page 9

Jamie Henline	From: Assistant Membership Manager KSMU GR 41, \$48,152 annually To: Manager of Donor Communications and Digital Fundraising GR 43, \$58,000 annually	Reclassification & Salary Adjustment	02/01/24
Timothy Hurt	From: Centralized User Support Specialist Computer Services GR 33, \$57,574 annually To: Endpoint Systems Administrator Computer Services GR 35, \$65,000 annually	Reclassification & Salary Adjustment	02/01/24
Rebekah Stewart	From: Assistant Vice President for Student Affairs – Multicultural Services Multicultural Services To: Assistant Vice President for Student Affairs Multicultural Services	Title Change	02/01/24
Lori Street	From: Membership Manager – Radio & TV KSMU GR 42, \$54,240 annually To: Manager of Donor Relations & Analyst KSMU GR 43, \$58,000 annually	Reclassification & Salary Adjustment	02/01/24
Nancy Underhill	From: Groundskeeper Grounds Services To: Staff Emeritus Grounds Services	Status Change	02/01/24

Non-academic Personnel Board Actions, cont'd.

Page 10

William McCoy	From: Custodian I Residence Life, Housing & Dining Services GR 21, \$33,087 annually To: Residence Hall Host/Hostess Residence Life, Housing & Dining Services GR 10, \$26,000 annually (10-month position)	Status Change	02/12/24
John Shepherd	From: Convenience Store Supervisor Bookstore To: Staff Emeritus Bookstore	Status Change	02/14/24
Thomas Barker	From: Field & Maintenance Worker College of Agriculture GR 23, \$32,760 annually To: Field & Maintenance Crew Leader College of Agriculture GR 24, \$35,006 annually	Promotion	02/16/24
Richard Britton	From: Boiler Fireman Facilities Maintenance GR 26, \$47,027 annually To: Boiler Operator II Facilities Maintenance GR 26, \$47,027 annually	Status Change	02/16/24
Angela Anderson	From: Academic Administrative Assistant II English To: Staff Emeritus English	Status Change	03/01/24
Christine Edwards	From: Administrative Specialist II Library Services To: Staff Emeritus Library Services	Status Change	03/01/24

Non-academic Personnel Board Actions, cont'd.

Page 11

Zackary Kelley	<p>From: Assistant Director, Campus Recreation – Aquatics Campus Recreation</p> <p>To: Assistant Director, Campus Recreation – Facilities & Risk Management Campus Recreation</p>	Title Change	03/01/24
Dandan Liu	<p>From: Director of China Programs Vice President of Community & Global Partnerships GR 43, \$71,793 annually</p> <p>To: Executive Director, International Partnerships Vice President of Community & Global Partnerships GR 46, \$83,000 annually</p>	Reclassification & Salary Adjustment	03/01/24
Benjamin Morris	<p>From: Boiler Fireman Facilities Maintenance</p> <p>To: Boiler Operator II Facilities Maintenance</p>	Title Change	03/01/24
Jeffrey Switzer	<p>From: Boiler Fireman Facilities Maintenance</p> <p>To: Boiler Operator II Facilities Maintenance</p>	Title Change	03/01/24
Ronald Franklin	<p>From: Custodian I Residence Life, Housing & Dining Services GR 21, \$32,760 annually</p> <p>To: Custodial Specialist Residence Life, Housing & Dining Services GR 23, \$35,880 annually</p>	Promotion	03/18/24
Deborah Ewert	<p>From: Coordinator, Telecommunications Networking & Telecommunications</p> <p>To: Staff Emeritus Networking & Telecommunications</p>	Status Change	04/01/24

Non-academic Personnel Board Actions, cont'd.

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Jamie Lee	<p>From: Centralized User Support Specialist Computer Services GR 33, \$52,986 annually</p> <p>To: Senior Centralized User Support Specialist Computer Services GR 34, \$57,000 annually</p>	Reclassification & Salary Adjustment	04/01/24
Christopher Palmer	<p>From: Preventative Maintenance Coordinator Facilities Maintenance GR 26, \$47,633 annually</p> <p>To: Maintenance Supervisor Facilities Maintenance GR 27, \$56,500 annually</p>	Promotion	04/01/24
Joseph Stewart	<p>From: Senior Fine Arts Producer KSMU</p> <p>To: Staff Emeritus KSMU</p>	Status Change	04/01/24
Stacey Stopczynski	<p>From: Accounting Technician Computer Services – BearPass Card GR 13, \$47,327 annually</p> <p>To: BearPass Card Administrator Computer Services - BearPass Card GR 34, \$57,000 annually</p>	Reclassification & Salary Adjustment	04/16/24
Janet Wicks	<p>From: Invoicing Specialist/Clinique Coordinator Bookstore</p> <p>To: Staff Emeritus Bookstore</p>	Status Change	05/01/24
Robin Kennedy	<p>From: Video Communications Administrator, PharmD College of Health & Human Services</p> <p>To: Staff Emeritus College of Health & Human Services</p>	Status Change	07/01/24

Michelle Norgren

From: Project Director Vesta
College of Agriculture
To: Staff Emeritus
College of Agriculture

Status Change

07/01/24

Passed at meeting of
May 9, 2024

Lynn Parman
Board Chair

Rowena Stone
Secretary to the Board

III.D.1.

MISSOURI STATE UNIVERSITY

BOARD RESOLUTION

PURCHASING ACTIVITY REPORT NO. 533-24
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.

Lynn Parman
Board Chair

Passed at meeting of
May 9, 2024

Rowena Stone
Secretary to the Board

COMMENTS:

Recommend the attached report summarizing all reportable Office of Procurement Services activity from February 6, 2024 through April 30, 2024 be approved.

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

FOR INFORMATIONAL PURPOSES ONLY

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

**Online Class – The Global Tech Experience
College of Business**

Revenue Contract

Missouri State University’s College of Business (COB) seeks to enter into an agreement with Podium Education Incorporated (Podium) to provide University students access to an online class, The Global Tech Experience.

Podium has developed custom content, technology, and services to deliver a unique online course, with an emphasis on both technology and intercultural skills, via its Platform, Global HQ. Renowned subject matter experts were utilized to design and produce world-class quality online content that features real-world global industry projects. University students would interact with students from throughout the United States and abroad.

Students are provided 24/7 technical support and academic assistance with Podium’s technology and services platform. A COB professor would serve as the instructor of record and as the liaison with Podium. While the primary target audience would be business students, COB would collaborate with other academic units wishing to make the online course available to their students.

Enrollment can be in one or more designated Missouri State University classes, based on standard tuition and fees and a *separate* program fee of \$1,800.00 that will be remitted, less applicable refunds, to Podium. The University’s standard Refund Schedule would apply to tuition and fees retained by the University, and program fees collected on behalf of and remitted to Podium.

February 6, 2024 through April 30, 2024

**ACTIVITY REPORT
PAGE TWO**

**Podium Enrollment and Revenue Estimates
Program Fee Per Student: \$1,800.00**

Year	Semester	Year	Students	Fees Collected / Remitted	Fees Aggregate
1	Summer	2024	10	\$18,000.00	\$18,000.00
	Fall	2024	8	\$14,400.00	\$32,400.00
	Spring	2025	8	\$14,400.00	\$46,800.00
2	Summer	2025	10	\$18,000.00	\$64,800.00
	Fall	2025	8	\$14,400.00	\$79,200.00
	Spring	2026	8	\$14,400.00	\$93,600.00
3	Summer	2026	10	\$18,000.00	\$111,600.00
	Fall	2026	8	\$14,400.00	\$126,000.00
	Spring	2027	8	\$14,400.00	\$140,400.00
4	Summer	2027	10	\$18,000.00	\$158,400.00
	Fall	2027	8	\$14,400.00	\$172,800.00
	Spring	2028	8	\$14,400.00	\$187,200.00
5	Summer	2028	10	\$18,000.00	\$205,200.00
	Fall	2028	8	\$14,400.00	\$219,600.00
	Spring	2029	8	\$14,400.00	\$234,000.00

Podium has been selected by the College due to its focus:

- Turn-key, fully online experiential content mapped to credit-bearing coursework
- Content in emerging technology disciplines featuring real-world company projects
- Content that includes an intercultural learning framework
- Technology platform that delivers content to students around the globe

The Global Tech Experience associated with this February 2024 through February 2029 contract would be offered from summer 2024 through spring 2029.

Note: Funding to be revenue.

February 6, 2024 through April 30, 2024

**ACTIVITY REPORT
PAGE THREE**

Additional program fee associated with The Global Tech Experience would be disclosed in promotional material and in the registration system.

Program fees would be placed in a new COB restricted fund used exclusively to collect and remit program fees on behalf of Podium.

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

**Books, North American/United Kingdom English Language Editions \$147,262.50
Meyer Library (Estimated)**

Renewal of Contract C7817-1 initiated with Gobi Library Solutions from EBSCO, for the purchase of Class I B Books.

Pursuant to University Policy, request approval for the Fifth Renewal for the contract term July 1, 2024, through June 30, 2025, with one additional University optional one-year renewal through June 30, 2026. **Subject to continued satisfactory performance, the University will continue to exercise the remaining available annual renewal options as needed.**

Note: Funding to be from ongoing operational budgets.

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

**Overhead Bridge Cranes \$147,843.00
Jordan Valley Innovation Center (JVIC)**

Recommend award to GH Cranes and Components for two five-ton top-running single bridge cranes that will be installed within the Jordan Valley Innovation Center, Building Six.

Crane systems are to include a bridge, trolley, hoist, power, control circuit conductors, safety and control mechanisms, and all other parts and services as defined in the specifications. The hoist and appurtenances are to be designed to withstand all stresses imposed under safe operating conditions, while handling loads within the rated capacity. Material, equipment and installation are to be included in the bid.

February 6, 2024 through April 30, 2024

**ACTIVITY REPORT
PAGE FOUR**

GH Cranes and Components were one of three solicitation respondents to the RFQ that contained specifications from the University Planning, Design and Construction office on how the cranes should be installed and interface with the new building structure.

The cranes will be used to interface with a large composite braiding system within JVIC, Building Six by transporting materials and mandrels. The cranes are needed in order to accomplish tasks in the statement of work for a federally funded program through a Cooperative Agreement with the U.S. Air Force titled *Large Scale Prototyping Development Braider for Rapid Manufacture of Affordable Composite Structures*.

Note: Fifty percent (50%) funding to be from Cooperative Agreement FA8650-21-2-5261 with the United States Air Force, paid through Center for Applied Science and Engineering (CASE) Development Braider I02972 072008 75003 021.

Fifty percent (50%) funding to be from Center for Applied Science and Engineering (CASE) Service Agreements B02364 072008 75003 021.

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

Recreational Equipment Foster Recreation Center Administration	\$149,110.00
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Pursuant to University policy, which allows for participation in contract agreements established by other public entities, the University requests approval to utilize NJPA Sourcewell Cooperative PRECOR Contract 081120-PCR. Equipment procured will be utilized through the University Foster Recreation Center.

Campus Recreation/Student Affairs is seeking to upgrade its PRECOR equipment systems. PRECOR offers a full selection of commercial-grade fitness equipment for cardio, strength, agility, and rehabilitation training, as well as digital fitness training solutions and services.

Included in cooperative contract terms is an initial four-year period from September 29, 2020, through October 1, 2024, with the option to renew for one additional one-year period ending October 1, 2025.

Note: Funding to be from ongoing operational budgets.

February 6, 2024 through April 30, 2024

**ACTIVITY REPORT
PAGE FIVE**

Single Feasible Source > \$100,000

National Public Radio (NPR) Core & Program Fees **\$215,000.00**
Broadcast Services – KSMU Radio **(Estimated One-Year)**

Recommend approval to process payment to National Public Radio (NPR) as the single feasible source (SFS 7955) for FY25 programming membership fees for the period of October 1, 2024 through September 30, 2025.

Subject to ongoing need and satisfactory performance, future annual payments will be made on a continuing basis.

NPR is the sole distributor of the following programs aired on KSMU Radio: *Morning Edition*, *All Things Considered*, *Fresh Air*, and *Here and Now*. These programs are established parts of KSMU's broadcast schedule.

Note: Funding to be from ongoing operational budgets.

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

Audit and Related Accounting Services **\$242,477.00**
Financial Services **(Estimated Core Services One Year)**

Execution of renewal of Contract 6102-1-AMD 2 with FORVIS to provide Audit and Related Accounting Services for the period of July 1, 2024 through June 30, 2025. This renewal is the first of four contract renewal options, and per the contract terms and conditions it will allow for a 3.2% increase in fees from the previous year.

Initial approval was given in 2023 to execute a five-year contract with FORVIS to provide Audit and Related Accounting Services for the initial period of July 1, 2023, through June 30, 2024, with four included renewal options.

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

Auditing services were quoted at a fixed rate for each year. Other services, such as tax and management consulting, foundation audits, and/or advisory services may also be requested

February 6, 2024 through April 30, 2024

**ACTIVITY REPORT
PAGE SIX**

on an as-needed basis throughout the effective period of the contract and will be billed under the terms of the proposal.

Note: Funding to be from ongoing operational budgets.

FOR APPROVAL

Contract for the purchase of goods and services estimated > \$100,000 that was competitively bid

**Bank Depository Services
Financial Services**

Revenue Contract

In response to a depository services solicitation posted on the internet, and sent to multiple area banks, ten bids were received.

Proposals were evaluated, and opportunities were extended to three respondents to make live presentations and to submit Best and Final Offers (BAFOs). Award is recommended to the incumbent, Cadence Bank, as the best overall value.

- Collateralization of Funds – Securities per State of Missouri requirements
- Competitive Interest on Deposits
- Low Investment Fee (Wealth Management)
- Strong Financial Strength
- Ongoing Gift Agreement for Foundation
- Waiver of Account Analysis Fees by Bank
- Payroll Processing Services Option
- Meetings Quarterly with University Finance for Depository Review
- Financial Literacy Education and Discounts to Employees and Students

The original contract period is to be July 1, 2024 through June 30, 2025, with three (3) optional one-year renewal periods.

Note: Revenue Contract – Funding source does not apply.

February 6, 2024 through April 30, 2024

**ACTIVITY REPORT
PAGE SEVEN**

Single purchase > \$250,000 from established cooperative contract

**Software Video Management System (VMS) \$463,729.32
Computer Services**

Pursuant to University policy, which allows the University to participate in contract agreements established by other public entities, the University seeks to utilize The Interlocal Purchasing System (TIPS) Contract 211101 through Radiophone.

This project provides and installs six servers and software to operate the university's video management system (VMS). The VMS stores the data from the university's surveillance cameras and makes it available for monitoring and retrieval by dispatch personnel and others. The current system is no longer supported and reached its maximum capacity.

An interdepartmental team evaluated a range of systems over the past six months, ultimately selecting the Motorola Avigilon system because of its server-based analytics which will maximize the capabilities of our existing cameras. The new system will have the capacity to support up to 1,000 cameras, which will allow for all current cameras and the addition of cameras for projects currently in progress or being planned. It is expandable to support additional needs throughout the life of the system.

Note: Funding to be from ongoing the operational budget.

February 6, 2024 through April 30, 2024

**ACTIVITY REPORT
PAGE EIGHT**

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

**Buildings and Contents Insurance \$2,306,747.00
All Campuses**

Recommend approval to process payment to FM Global and Acrisure, for the buildings and contents insurance premium and service fees for the period June 30, 2024 to June 30, 2025.

FM Global's Renewal Proposal with the same \$1 billion coverage, negotiated by Acrisure, contemplates a premium reduction of about two percent (2%) from the expiring program. As a result, the FM Global proposal continues to be the best available for the University, even more so than last year.

Total insurable values for the University are \$2,843,634,975, which is approximately a three percent (3%) increase over last year's values, making the two percent (2%) premium reduction even more meaningful. The standard deductible is \$250,000.00, with a \$500,000.00 Flood deductible, and a one percent (1%) per location deductible for Wind and Hail.

A leading world Property insurer, FM Global employs a non-traditional business model where risk and premiums are determined by engineering analysis and actuarial calculations, as opposed to only historically based actuarial calculations. Its business approach considers that property losses can be prevented or mitigated, and FM Global engineering personnel travel to insured locations to evaluate hazards and recommend improvements to property and work practices to reduce physical and financial risks if a loss occurs.

Note: Funding to be from ongoing operational budgets.

III.E.1.

MISSOURI STATE UNIVERSITY

BOARD RESOLUTION

WEST PLAINS PERSONNEL NO. 495-24
Approval of Employment
Agreements for University Athletics

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

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

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

Lynn Parman
Board Chair

Passed at meeting of
May 9, 2024

Rowena Stone
Secretary to the Board

Comments:

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

Schedule 1

Coach/Administrator's Name	Area	Position	Contract Salary	Designation
Robson Da Costa	Women's Volleyball – West Plains	Assistant Coach	\$40,000 annual	Continuing
Matthew Hughes	Rodeo – West Plains	Coach	\$60,000 annual	New Hire
Michael Poindexter Jr.	Men's Basketball – West Plains	Assistant Coach	\$40,000 annual	Continuing

III.E.2.

MISSOURI STATE UNIVERSITY

BOARD RESOLUTION

WEST PLAINS PERSONNEL NO. 496-24
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 REAPPOINTMENTS:

<u>Name</u>	<u>Rank</u>	<u>Salary</u>	<u>Effective</u>
ReBena Atkinson	Instructor	\$44,000.00 Annually	8/12/2024 5/16/2025
Charles L. Cook	Lecturer	\$52,962.00 Annually	8/12/2024 5/16/2025
Gabriel Foster	Lecturer	\$41,000.00 Annually	8/12/2024 5/16/2025
Elizabeth Mahan	Lecturer/Prog. Coord. Community Behavioral Health Support	\$52,416.00 Annually	7/1/2024 6/30/2025
Carla Neff	Instructor	\$54,600.00 Annually	8/12/2024 5/16/2025
Joanna Patillo	Instructor	\$52,000.00 Annually	8/12/2024 5/16/2025
Jenni Roberts	Instructor	\$49,111.08 Annually	8/12/2024 5/16/2025
Jennifer Strong	Instructor	\$49,000.00 Annually	8/12/2024 5/16/2025
Misty Walton	Instructor	\$52,000.00 Annually	8/12/2024 5/16/2025

FACULTY REAPPOINTMENTS AND PROMOTION:

<u>Name</u>	<u>Rank</u>	<u>Salary</u>	<u>Effective</u>
Jessica A. Banning	From: Instructor To: Assistant Professor	\$52,977.00 Annually	8/12/2024 5/16/2025
Sheila Rather	From: Instructor To: Assistant Professor	\$52,977.00 Annually	8/12/2024 5/16/2025

REAPPOINTMENT AND TENURE RECOMMENDED

<u>Name</u>	<u>Rank</u>	<u>Salary</u>	<u>Effective</u>
Lacey Campbell	Assistant Professor	\$59,538.00 Annually	8/12/2024

CHANGE OF STATUS:

<u>Name</u>	<u>Position/Department</u>	<u>Salary</u>	<u>Effective</u>
Brenda Smith	Ph.D. Received	\$51,008.00 Annually	8/1/2020

FACULTY RETIREMENTS:

<u>Name</u>	<u>Position/Department</u>	<u>Effective</u>
David J. White	Associate Professor of Business West Plains Campus	8/1/2024

EMERITUS FACULTY APPOINTMENT:

<u>Name</u>	<u>Position-Department</u>	<u>Effective</u>
David J. White	Change of status to Emeritus Faculty	8/1/2024

NON-ACADEMIC APPOINTMENT:

<u>Name</u>	<u>Position/Department</u>	<u>Salary</u>	<u>Effective</u>
Lacey Campbell	Coordinator of LPN to RN Programs/Assistant Professor	\$2,250.00 Annually	1/16/2024 7/31/2024
Lindsay Hill	Coordinator of Regular Track Nursing Program/Assistant Professor	\$2,250.00 Annually	1/16/2024 7/31/2024

(See Addendum A for Per Course Faculty Payments for the Spring 2024 semester)

(See Addendum B for Supplemental Payments for the Spring 2024 semester)

Lynn Parman
Board Chair

Passed at meeting of
May 9, 2024

Rowena Stone
Secretary to the Board

ADDENDUM A

Per Course payments for the Spring 2024 semester:

<u>Name</u>	<u>Department</u>	<u>Salary</u>
Valda Aguero	ART	\$2,412.00
Leslie Allen	ENG	\$3,600.00
Virginia Allsman	PSY	\$1,800.00
Paula Blackburn	COM	\$3,600.00
MaryAnn Boro	AGR	\$3,780.39
Teresa Brame	IDS	\$1,000.00
Sharon Bynum	HST	\$1,113.97
Patricia Chalfant	VIN	\$ 990.19
Jessica Clanton	PHY	\$1,237.74
Rachel Cobb	PSY	\$3,600.00
Christopher Cole	CHM	\$2,400.00
Thomas Cooper	EGR	\$1,980.00
Lillard Davis	GRY	\$5,400.00
Dennis Emslie-Drummond	VIN	\$1,200.00
John Fenske	CSC	\$2,170.00
Emily Reagan Fox	SOC	\$3,600.00
Mark Fugitt	REL	\$4,200.00
Stephen Fugitt	REL	\$2,100.00
Joseph Geller	VIN	\$ 742.65
Lisa Hall	CIS	\$4,008.00
John Hansen	ENG	\$5,400.00
Danny Hobbs	PSY/SOC	\$3,285.29
Rebecca Holman	SWK	\$1,485.30
Victoria Hutsell	THE	\$1,500.00
Mareta James	AGR	\$3,285.29
Ralph Jenkins	CIS	\$1,113.97
Esme Johnson	ART	\$3,600.00
Candace Killian	HST	\$6,300.00
Robert Kitt	ART	\$1,800.00
Cambry Knies	COM	\$5,400.00
Seth Lancaster	ENG	\$1,800.00
Michelle Ledbetter	BUS	\$1,400.00
Scott McWilliams	AGR	\$4,945.69
Darren Michaels	VIN	\$1,500.00
Typhanie Myers	EDU	\$2,100.00
Samantha Osborn	AGR	\$2,340.00
RA Pendergrass	PLS	\$4,200.00
Bonnie Peterson	CHM/PHY	\$8,663.11
Kapil Phuyal	GRY	\$5,208.00
Heather Nikki Poindexter	PLS	\$3,600.00
Shelia Priest	REL	\$3,600.00
Kimberly Ragsdale	COM	\$1,800.00
Laurette Roylance	BIO	\$4,614.00

Per Course payments for the Spring 2024 semester, Cont'd:

<u>Name</u>	<u>Department</u>	<u>Salary</u>
Unity Seay	SOC/PSY	\$3,600.00
Jason Self	CHM	\$6,414.09
Lissa Siemers	HIT	\$3,300.00
Danielle Sitnick-Raja	ACC	\$1,113.97
Tera Smith	CGP	\$1,485.29
Janice Sperry	MUS	\$1,800.00
Marcia Stumpff	IDS	\$ 371.32
Bethany Teeter	CRM	\$5,085.29
Patricia Thakur	PSY	\$4,200.00
Alice Vandergriff	ART	\$1,800.00
Ashton Vonallmen	CRM	\$3,000.00
Anna Westman	SPN	\$2,685.09
Debra Whetstine	ENG	\$5,400.00
Donald Colin Young	LAW	\$2,100.00

ADDENDUM B

Supplemental payments for the Spring 2024 semester:

<u>Name</u>	<u>Department</u>	<u>Salary</u>
Leigh Adams	ENG	\$ 2,040.00
Jessica Banning	NUR	768.00
Garland Barton	BUS/MGT	\$ 1,068.24
Dakota Bates	COM	\$ 1,500.00
Cathy Boys	CIS/CSC/EGR	\$ 7,335.00
Kris Brinkerhoff	CIS	\$ 645.25
Thora Broyles	MTH	\$ 3,000.00
Lacey Campbell	NUR	\$ 1,000.00
Judy Carr	SOC	\$ 3,000.00
Charles Cook	TEC/Prog. Coord. Duties	\$ 2,365.00
Marcus Cook	IDS	\$ 1,000.00
Melinda Denton	MTH	\$ 1,190.00
Ana Estrella	BIO	\$ 3,060.00
Alexandra Graham	ENG	\$ 4,200.00
Ronald Hensley	MTM	\$ 457.82
Phillip Howerton	ENG	\$ 1,000.00
Renee Keith	CFD	\$ 595.00
Krista Lair	CIS	\$ 4,008.00
Jason McCollom	HST/Dept. Chair Duties	\$ 4,500.00
Bryan Moore	IST	\$ 457.82
Michael Orf	PLS	\$ 6,000.00
Gary Phillips	Dept. Chair Duties	\$ 1,500.00
Alex Pinnon	IDS	\$ 1,530.00
Jacob Poulette	Prog. Coord. Duties	\$ 750.00
Frank Priest	ENG	\$ 510.00
Sharath Rongali	BIO/BMS	\$ 2,596.00
Dasha Russell	ACC/CIS/QBA/Prog. Coord. Duties	\$ 2,640.00
Tresa Ryan	HIT/Dept. Chair Duties	\$ 3,285.00
Brenda Smith	CFD/FCA/HSP/Prog. Coord. Duties	\$ 2,785.00
Deanna Smith	EPR/FIN/MKT	\$ 6,086.73
Carrie Steen	AGR	\$ 1,220.85
Hannah Suggs	COM	\$ 5,328.00
Krista Tate	HST	\$ 2,786.73
Jay Towell	MTH/Dept. Chair Duties	\$ 6,883.00
Lisa Wade	NUR	\$ 4,000.00
V. Jane Ward	EDU	\$ 2,100.00
Benjamin Wheeler	BMS/ENV/Dept. Chair Duties	\$10,850.00
David White	BUS/IDS/MGT	\$ 5,785.00
Joan Wright	PSY	\$ 1,373.45
Linda Wulff-Risner	AGR/Internship/Prog. Coord. Duties	\$ 8,190.00

III.E.3.

MISSOURI STATE UNIVERSITY

BOARD RESOLUTION

WEST PLAINS PERSONNEL NO. 497-24
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>
Matthew Hughes	Head Rodeo Coach WP Athletics	UN	\$60,000 Annually	06/01/2024

RETIREMENT:

<u>Name</u>	<u>Position-Department</u>	<u>Effective</u>
Thora Broyles	Preparatory Math Specialist WP Grizzly Tutoring Lab	06/01/2024

CHANGE OF STATUS:

<u>Name</u>	<u>Position-Department</u>	<u>Action</u>	<u>Effective</u>
Sheila Barton	From: Dir., Workforce Development Programs WP Workforce Development	Status Change	03/01/2024
	To: Staff Emeritus WP Workforce Development		

Lynn Parman
Board Chair

Passed at meeting of
May 9, 2024

Rowena Stone
Secretary to the Board

III.E.4.

MISSOURI STATE UNIVERSITY

BOARD RESOLUTION

WEST PLAINS CURRICULUM NO. 108-24
Approval of the New Academic Program for the
Associate of Arts in Criminal Justice, with options
in Criminology and Law Enforcement

BE IT RESOLVED by the Board of Governors for the Missouri State University that the Associate of Arts in Criminal Justice, with options in Criminology and Law Enforcement be approved for submission to the Coordinating Board for Higher Education.

Lynn Parman
Board Chair

Passed at meeting of
May 9, 2024

Rowena Stone
Secretary to the Board

COMMENTS:

1. Missouri State University-West Plains currently offers two related degrees: Associate of Arts (AA) in Criminology and Associate of Applied Science (AAS) in Law Enforcement.
2. The proposed AA in Criminal Justice, with options in Criminology and Law Enforcement will replace those two degrees.
3. Offering a single degree will be more efficient, more effective, and provide students with a clear pathway to their educational and career goals.
4. The Criminology option is designed for students interested in transfer to a four-year criminal justice or criminology program. This option contains the Missouri Higher Education Core Transfer curriculum (Core 42)
5. The Law Enforcement option is designed for students interested in a career in law enforcement. This option requires completion of a 700-clock hour state licensed basic peace officer academy. This requirement can be completed through any approved Peace Officer Standards and Training program. This option also includes some but not all Core 42 courses.
6. The proposed AA in Criminal Justice includes no new courses and utilizes existing criminology, law enforcement and general education classes. Existing full time and part time faculty will continue to teach courses in this program.
7. The program and curriculum have been reviewed and approved by the Missouri State University-West Plains Curriculum Committee and Faculty Senate. Upon approval by the Board of Governors, the program proposal will be forwarded to the Missouri Coordinating Board for Higher Education.

III.E.5.

MISSOURI STATE UNIVERSITY

BOARD RESOLUTION

WEST PLAINS CURRICULUM NO. 109-24
Approval of the New Academic Program for the
Associate of Science in Information Technology

BE IT RESOLVED by the Board of Governors for the Missouri State University that the Associate of Science in Information Technology be approved for submission to the Coordinating Board for Higher Education.

Lynn Parman
Board Chair

Passed at meeting of
May 9, 2024

Rowena Stone
Secretary to the Board

COMMENTS:

1. Missouri State University-West Plains currently offers an Associate of Applied Science (AAS) in Information Science and Technology. This degree is not a transfer degree but instead prepares students for employment after completion.
2. The proposed Applied Science (AS) in Information Technology is a transfer degree that contains 200-level information technology courses, several of the Missouri State University (MSU) College of Business admission requirements, and the Missouri Higher Education Core Transfer curriculum (Core 42.) This allows for seamless transfer to the MSU Information Technology program.
3. The proposed AS in Information Technology includes no new courses and utilizes existing information technology and general education classes. Existing full-time and part-time faculty will continue to teach courses in this program.
4. Information Technology is a high-demand field, and this degree will prepare students well for future success.
5. The proposed AS in Information Technology and the existing AAS in Information Science and technology will give students multiple pathways to achieving their career goals.
6. The program and curriculum have been reviewed and approved by the Missouri State University-West Plains Curriculum Committee and Faculty Senate. Upon approval by the Board of Governors, the program proposal will be forwarded to the Missouri Coordinating Board for Higher Education.

MISSOURI STATE UNIVERSITY

BOARD RESOLUTION

WEST PLAINS AWARDS NO. 13-24

Approval of Mrs. Margaret (Summers) Keister as the recipient of an Honorary Associate of Arts degree in General Studies from Missouri State University-West Plains

WHEREAS, Mrs. Keister has been selected by the Honorary Degree Selection Committee to receive an Honorary Associate of Arts degree in General Studies from Missouri State University-West Plains;

WHEREAS, Mrs. Keister started her career as a senior in high school. At the age of 18, she started her 67-year career at a local law and abstract office in 1957. Even though the firm changed ownership many times over the 67 years, Mrs. Keister remains a dedicated employee to this day.

WHEREAS, Mrs. Keister was valedictorian of her high school class and attended the SMSU Residence Center in West Plains, earning a total of 84 credit hours. Her coursework included sociology, psychology, math, geography, world history, and economics. Mrs. Keister had to put her higher education dreams on the back burner to focus on motherhood, thus she did not obtain her degree. However, being a proponent of education, Mrs. Keister encouraged both of her daughters to attend SMSU and continue to complete their degree programs on the Springfield campus. Her youngest daughter went on to obtain a Master of Science through the Springfield campus.

WHEREAS, From childhood, Mrs. Keister participated in 4-H, and through her membership, she became involved with the University of Missouri Extension Council, Hammond Mill Camp, and the associated White Oak and DOW youth camps. She used her annual vacation time to serve as a counselor at 4-H camp and continued her service to Hammond Mill and White Oak Camps by serving on boards as both Secretary and Treasurer at various times over the years. Mrs. Keister was a member of the West Plains Business and Professional Women's Club for many years, serving in the roles of Secretary and President. Representing the title company, Mrs. Keister joined the West Plains Chamber of Commerce and was the first woman to hold the office of President. She also served on the West Plains United Way Board and participated in local United Way fundraising efforts.

WHEREAS, Mrs. Keister's tireless devotion, energy, and talent to the title company and community have highlighted her champion attitude toward education as a whole. She has worked to provide positive development opportunities for area youth through the organizations listed above. She encourages young women in the community to pursue higher education through her work with the Business and Professional Women's Club (BPW) of West Plains.

NOW, THEREFORE, BE IT RESOLVED, the Missouri State University-West Plains Selection Committee recommends to the Board of Governors of Missouri State University that the Honorary Associate of Arts degree in General Studies be conferred upon Mrs. Margaret (Summers) Keister at the Missouri State University-West Plains' commencement ceremony in May 2024 in recognition of her professional and personal achievements.

Lynn Parman
Board Chair

Passed at meeting of
May 9, 2024

Rowena Stone
Secretary to the Board

IV.B.1.

MISSOURI STATE UNIVERSITY

BOARD RESOLUTION

AWARDS NO. 113-24

Approval of a resolution to acknowledge the 2024-2025 Board of Governors Excellence in Public Affairs for Faculty and Staff award recipients

WHEREAS, the Board of Governors of Missouri State University wishes to encourage and recognize outstanding faculty and staff in the area of public affairs; and

WHEREAS, the Board of Governors' Award for Faculty Excellence in Public Affairs and the Board of Governors' Award for Staff Excellence in Public Affairs have been established to duly honor up to three faculty and three staff annually; and

WHEREAS, the following individuals have established a record and provided evidence of distinctive work and accomplishments in support of the University's Public Affairs mission;

NOW THEREFORE, BE IT RESOLVED that the Board of Governors' Award for Faculty Excellence in Public Affairs be awarded to:

Dr. David Cornelison
Dr. Alan Tinkler and
Dr. Rebecca Woodard

And that the Board of Governors' Award for Staff Excellence in Public Affairs be awarded to:

Jennifer Johnston
Juli Panza

And that each awardee receives a \$1,500 grant to be used for projects related to their public affairs activities.

Lynn Parman
Board Chair

Passed at meeting of
May 9, 2024

Rowena Stone
Secretary to the Board

Comments: In accordance with Governing Policy G3.08, a committee selected these award recipients from a pool of nominees submitted by the academic colleges, the Duane G. Meyer Library, and the West Plains Campus for faculty and a pool of nominees from across both the Springfield and West Plains campuses for staff.

VI.B.

MISSOURI STATE UNIVERSITY

BOARD RESOLUTION

AGREEMENT NO. 476-24

Approval of Memorandum of Understanding
between Missouri State University and the
Missouri State University Foundation

WHEREAS, Missouri State University (“University”) was established by the Missouri General Assembly in 1905;

WHEREAS, the Missouri State University Foundation (“Foundation”) was established as a non-profit, 501(c)(3) corporation in 1981, for the purpose of advancing and supporting the work and mission of the University;

WHEREAS, the Association of Governing Boards of Universities and Colleges (“AGB”) recommends as a best practice the creation and implementation of a memorandum of understanding (“MOU”) between universities and their foundations, for the purpose of memorializing the relationship between the two (2) entities and clarifying the roles and responsibilities of each;

WHEREAS, the University and the Foundation are currently working together to design and construct the Clifton M. Smart III University Advancement Center, at considerable expense to both parties, which has prompted the creation of the proposed MOU; and

WHEREAS, the Foundation’s Board of Trustees approved the proposed MOU on April 25, 2024, and University Administration recommends approval of the attached MOU by the University’s Board of Governors.

NOW, THEREFORE, BE IT RESOLVED that the Board of Governors of Missouri State University approves the attached Memorandum of Understanding, authorizes the Board Chair and University President to execute same on behalf the University.

Lynn Parman
Board Chair

Passed at meeting of
May 9, 2024

Rowena Stone
Secretary to the Board

COMMENTS:

Term

The initial term of the MOU is 20 years, subject to renewal upon mutual agreement of the parties.

Executive Director of the Foundation

The Executive Director (“ED”) is employed by the University, which is responsible for hiring, compensating, evaluating, and terminating the ED. The Chair of the Foundation’s Board of Trustees shall serve on any search committee to select a new ED. Additionally, on a no less than annual basis, the University President, the Chair of the Foundation’s Board of Trustees, and the ED shall meet to establish the ED’s goals and to evaluate the ED’s performance.

University Representation on the Foundation’s Board of Trustees

Both the University President and a member of the Board of Governors shall serve as *ex officio* members of the Foundation’s Board of Trustees, as well as the Board of Trustees’ Executive Committee.

Foundation Representation in University Presidential Searches

In the event that the Board of Governors establishes a search committee to select a new University President, with said committee to be comprised of some individuals other than Board members, the Board shall include one (1) member of the Foundation’s Board of Trustees Executive Committee on the search committee.

Construction and Funding of Clifton M. Smart III University Advancement Center

The Foundation sold the Kenneth E. Meyer Alumni Center, which was owned by the Foundation, with the understanding that the University would build another building on its main campus for use by the Foundation.

The construction of the new building – which is to be named the Clifton M. Smart III University Advancement Center – is to be funded from: (a) the net sale proceeds of the Meyer Alumni Center, totaling \$5.8M; (b) \$6M in external money to be fundraised by the Foundation; (c) \$4M from the Foundation’s reserves. Construction costs above and beyond the \$15.8M shall be funded equally (i.e., 50%/50%) between the University and the Foundation.

Primary Use of Clifton M. Smart III University Advancement Center

For the initial term of the MOU (i.e., 20 years), the Clifton M. Smart III University Advancement Center will be for the primary use of the Foundation (including the Missouri State Alumni Association and the Office of University Advancement).

Missouri State University Foundation

EXHIBIT

1

Memorandum of Understanding Between the Board of Governors of Missouri State University and the Missouri State University Foundation

THIS MEMORANDUM OF UNDERSTANDING (“MOU”) was entered into as of this 9th day of May, 2024 by and between the BOARD OF GOVERNORS OF MISSOURI STATE UNIVERSITY (the “UNIVERSITY”) and the MISSOURI STATE UNIVERSITY FOUNDATION (the “FOUNDATION”).

RECITALS:

- The FOUNDATION was organized and incorporated in 1981 as a Missouri not-for-profit corporation qualifying under Section 501(c)(3) of the Internal Revenue Code.
- The FOUNDATION’s stated mission: to unite with passionate supporters and donors of the UNIVERSITY in pursuit of the UNIVERSITY’s goals and priorities, and to create significant philanthropic resources for the UNIVERSITY, its students, faculty, and staff, while serving as a responsible steward of those resources.
- The vision of the FOUNDATION is to be a valued advocate, catalyst for engagement and philanthropy, and trusted partner of the UNIVERSITY.
- The UNIVERSITY designates the FOUNDATION as the repository of private gifts made in support of the UNIVERSITY unless otherwise specified by the donor. In this capacity, the FOUNDATION has authority to endorse checks made out to the UNIVERSITY for gifts.
- The FOUNDATION, in connection with its fundraising and asset-management activities, utilizes staff (“Foundation Staff”) with expertise in alumni engagement, advancement services, fundraising, gift planning, investment management, and other capacities necessary for the fulfillment of its mission.
- The FOUNDATION has policies and procedures governing its investments and the management of its assets; it is solely responsible for these matters.
- The FOUNDATION has established gift-acceptance policies, naming policies, and provisions for the establishment of scholarships, chairs, and other endowed purposes.
- Consistent with its mission and to advance the plans and objectives of the UNIVERSITY, the FOUNDATION is allowed to associate the name “Missouri State University”, “MSU” or other similar names in connection with the operations of the FOUNDATION; however, the

Missouri State University Foundation

FOUNDATION operates under its own seal and logotype and does not use the UNIVERSITY seal or other identifying marks in the promotion of its business and activities unless specifically authorized to do so.

AGREEMENT

In consideration of the mutual commitments herein contained, and other good and valuable consideration, receipt of which is hereby acknowledged, the parties agree as follows:

SECTION 1: UNIVERSITY RESPONSIBILITIES

A. General Responsibilities

1. The UNIVERSITY Board of Governors (the “UNIVERSITY Board”) is responsible for overseeing the mission, leadership, and operations of the UNIVERSITY.
2. The UNIVERSITY Board is legally responsible for the performance and oversight of all aspects of UNIVERSITY operations.
3. The UNIVERSITY Board is responsible for the employment, compensation, and evaluation of all UNIVERSITY employees, including the President of the UNIVERSITY (the “President”).
4. The President is responsible for communicating on a regular basis the priorities and long-term plans of the UNIVERSITY, as approved by the UNIVERSITY Board, to the FOUNDATION.
5. The UNIVERSITY recognizes that the FOUNDATION is a separate, private corporation with the authority to keep all records and data confidential, consistent with law.
6. The President shall serve as an ex-officio member, without voting privileges, of the FOUNDATION Board of Trustees (the “FOUNDATION Board”) and the FOUNDATION Executive Committee (the “Executive Committee”), and shall assume a prominent role in fundraising activities.
7. One member of the UNIVERSITY Board designated by such Board shall serve as an ex-officio member, without voting privileges, of the FOUNDATION Board and the Executive Committee.
8. The Executive Director of the FOUNDATION (the “Executive Director”) shall be included as a member of the President’s senior administrative team.
9. The UNIVERSITY shall include the Executive Director as a participant in strategic planning for the UNIVERSITY.
10. The UNIVERSITY acknowledges that the FOUNDATION is a separate and distinct legal entity from the UNIVERSITY, that the FOUNDATION’s records are separate and distinct from

Missouri State University Foundation

the UNIVERSITY'S records, and that the UNIVERSITY does not serve as custodian of records for the FOUNDATION. The UNIVERSITY acknowledges that, under current Missouri law, the FOUNDATION's records (including, without limitation, those related to donor records) are not subject to the disclosure requirements of the Missouri Sunshine Law, as set forth in Mo. Rev. Stat. § 610.010 *et. seq.*

11. The UNIVERSITY recognizes that the FOUNDATION bears major responsibility for fundraising. UNIVERSITY representatives will coordinate fundraising initiatives, including major gifts solicitations with the FOUNDATION.

12. The President and certain other senior administrators of the UNIVERSITY will work with the leadership of the FOUNDATION Board and the Executive Director to identify, cultivate, and solicit prospects for private gifts.

13. The UNIVERSITY Board acknowledges the unique relationship it has with the FOUNDATION and the importance of input from the FOUNDATION being included in future presidential searches. In furtherance of this relationship, in the event that the UNIVERSITY Board selects a search committee that includes individuals other than UNIVERSITY Board members (e.g., University administrators, faculty, staff, or students, and/or community members), such search committee shall include at least one (1) voting member of the Executive Committee.

14. Subject to Sections 2.A.5 and 2.A.6, the UNIVERSITY is responsible for the employment and compensation of employees designated to work with the FOUNDATION, including the Executive Director. The UNIVERSITY Board and President hold the full and sole authority to hire, evaluate, and terminate the employment of the Executive Director so long as such individual is employed by the UNIVERSITY. Nevertheless, the FOUNDATION Executive Committee will be consulted in decisions regarding the hiring and termination of the Executive Director.

B. New Foundation/Alumni Building

1. In addition to the responsibilities set forth above, the UNIVERSITY shall undertake to design and construct a new building on the campus of the UNIVERSITY at the campus entrance located on the north corner of East Bear Boulevard and South National Avenue (the "New Building"), with completion of the New Building as soon as practicable, but not later than December 31, 2026.

2. The New Building will be approximately 28,000 square feet with adjacent parking facilities (including designated guest parking) and will be dedicated to the FOUNDATION for its headquarters offices for Foundation Staff and alumni activities.

3. The UNIVERSITY will provide the entire New Building for the primary use of the FOUNDATION, Missouri State Alumni Association, and the Office of University Advancement

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for the initial term of this MOU (i.e., 20 years), and any extension thereof. Use by the UNIVERSITY shall be coordinated with the Executive Director in order to ensure that such University use does not unduly interrupt or interfere with normal operations of the FOUNDATION, Missouri State Alumni Association, and/or the Office of University Advancement. For the avoidance of doubt, during the initial term of this MOU, the New Building shall house the offices of the FOUNDATION, Missouri State Alumni Association, and the Office of University Advancement.

4. The UNIVERSITY will pay all utilities (including telephone service, internet, cable) and maintenance costs for the New Building. It will fully furnish the space to be occupied or used by the FOUNDATION and provide all furniture, fixtures, and equipment reasonably necessary for the FOUNDATION's operation.

5. The UNIVERSITY acknowledges that the FOUNDATION has sold the Kenneth E. Meyer Alumni Center building and intends to transfer an initial sum (as set out in Section 2.A.8 below) to the UNIVERSITY from the proceeds of such sale to assist with the cost of construction and furnishing of the New Building and further acknowledges that the FOUNDATION is relying on the UNIVERSITY to complete the New Building.

SECTION 2: FOUNDATION RESPONSIBILITIES

A. General Responsibilities

1. The FOUNDATION shall maintain its status as a separately incorporated 501(c)(3) nonprofit organization created to raise, manage, distribute, and steward private resources to support the various priorities of the UNIVERSITY.

2. The FOUNDATION Board is responsible for the control and management of all assets of the FOUNDATION, including the prudent management of all gifts, consistent with donor intent.

3. The FOUNDATION is responsible for the performance and oversight of all aspects of its operations based on a comprehensive set of bylaws that clearly addresses the Board's fiduciary responsibilities, including expectations of individual board members based upon ethical guidelines and policies. The FOUNDATION will apprise the UNIVERSITY of significant changes made to the bylaws.

4. The FOUNDATION shall establish and enforce policies to identify and manage potential conflicts of interest and ensure that FOUNDATION assets do not directly or indirectly unduly benefit an individual or other person.

5. So long as the Executive Director remains a UNIVERSITY employee, the FOUNDATION shall participate with the UNIVERSITY in the hiring and the termination of its Executive Director, in the following manner:

Missouri State University Foundation

- a. The Chair of the FOUNDATION (the “FOUNDATION Chair”) shall serve on the UNIVERSITY search committee to select a new Executive Director. The Executive Committee will meet with all candidate finalists and with the President to provide its input and recommendation.
 - b. Should there be cause to terminate the Executive Director, the President and the FOUNDATION Chair shall confer before termination, provided, however, that the UNIVERSITY Board and President retain ultimate responsibility and authority to terminate the Executive Director.
 - c. All of the above shall be done in accordance with UNIVERSITY policies and procedures.
6. Prior to the start of the UNIVERSITY’s annual employee review process, the Executive Committee and the Executive Director will (a) establish goals for the Executive Director to be included in the Executive Director’s Appraisal and Development Plan (or similar document utilized by the UNIVERSITY (“ADP”)) for the upcoming calendar year and (b) evaluate the Executive Director’s performance based on the goals established in the Executive Director’s immediately preceding ADP, if applicable. The President will solicit input from the Chair prior to conducting the Executive Director’s annual review and establishing the goals and priorities in the Executive Director’s ADP for the upcoming year. In the event that the FOUNDATION, rather than the UNIVERSITY, employs the Executive Director, the Chair shall likewise solicit input from the President prior to conducting the Executive Director’s annual review and establishing the goals and priorities in the Executive Director’s ADP (or similar assessment tool) for the upcoming year. Additionally, regardless as to whether the UNIVERSITY continues to employ the Executive Director, or the FOUNDATION assumes employment of the Executive Director, the President and the Chair shall meet with the Executive Director on an annual basis to discuss the Executive Director’s goals and progress in achieving same.
7. The FOUNDATION will pay to the UNIVERSITY from its unrestricted funds as may be necessary to reimburse the UNIVERSITY for certain costs and expenses. The FOUNDATION may also provide for a discretionary fund for the President (or designees of the President) and will reimburse appropriate presidential expenditures. From time to time the FOUNDATION may also provide discretionary funds to units of the UNIVERSITY for special projects, events, speakers, and the like. All such expenditures must comply with the IRS 501(c)(3) code and be consistent with the FOUNDATION’s mission. Such funds will be audited as part of the FOUNDATION’s annual independent audit. This fund will be approved in advance by the FOUNDATION Board, along with the entire budget of the FOUNDATION.
8. The cost of constructing and furnishing the New Building referenced in Section 1.B.1 above shall be funded from the following sources: (a) the net proceeds from the sale of the Kenneth E. Meyer Alumni Center, (b) \$4,000,000 from the unrestricted reserves of the FOUNDATION,

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(c) donations designated for the New Building, and (d) the remainder by the UNIVERSITY. The FOUNDATION shall reimburse the UNIVERSITY for 50% of the funds expended by the UNIVERSITY pursuant to clause (d) of the preceding sentence (the “Reimbursable Amount”) by paying the UNIVERSITY in installments (without interest) of the Reimbursable Amount over a mutually agreeable period. Exhibit “A”, attached, provides an example of how the New Building funding model will work.

9.

B. Fundraising

1. The FOUNDATION shall create an environment conducive to increasing levels of private support for the mission and priorities of the UNIVERSITY.

2. The FOUNDATION is responsible for planning and executing comprehensive fundraising and donor-acquisition programs in support of the strategic priorities identified by the President and FOUNDATION Board. These programs include alumni activities, annual giving, major gifts, planned gifts, special projects, and campaigns as appropriate. The FOUNDATION provides such services, not as an employee or agent of the UNIVERSITY, but as an independent organization.

3. The FOUNDATION will establish, adhere to, and periodically assess its gift- management and acceptance policies. It will promptly acknowledge and issue receipts for all gifts and provide appropriate recognition and stewardship of such gifts.

4. The FOUNDATION shall not accept grants from state or federal agencies, except in special circumstances that are approved by the FOUNDATION Board and the governmental agency.

5. The FOUNDATION shall establish and enforce policies to protect donor confidentiality and rights.

C. Asset Management

1. The FOUNDATION will receive, hold, manage, invest, and disburse contributions of cash, securities, patents, copyrights, and other forms of property, including immediately vesting gifts and deferred gifts that are contributed in the form of planned and deferred-gift instruments.

2. The FOUNDATION will establish prudent asset-allocation, disbursement, and spending policies that adhere to applicable federal and state laws including the Uniform Prudent Investor Act (UPIA) and the Uniform Prudent Management of Institutional Funds Act (UPMIFA).

3. The FOUNDATION will engage an independent accounting firm annually to conduct an audit of the FOUNDATION’s financial and operational records and will provide the

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UNIVERSITY with a copy of the annual audited financial statements, including management letters.

4. The FOUNDATION will establish internal controls and other enterprise risk management practices commensurate with the FOUNDATION Board's fiduciary responsibility.

D. Entrepreneurial Activities

1. In consultation with the UNIVERSITY President, the FOUNDATION will explore current opportunities, including acquisition and management of real estate or personal property on behalf of the UNIVERSITY, for future allocation, transfer, or use.

2. The FOUNDATION may serve as an instrument for entrepreneurial activities for the UNIVERSITY and engage in such activities as purchasing, developing, or managing real estate for campus expansion and student housing, or participating in joint ventures that advance the mission of the UNIVERSITY.

3. The FOUNDATION may also acquire, hold, and manage real estate, personal property, licensing agreements and other forms of intellectual property, borrow or guarantee debt issued by third parties, or engage in other activities to increase FOUNDATION revenue with no direct connection to an institutional purpose.

E. Engagement and Alumni Relations

The FOUNDATION will foster and promote alumni relations. It will provide resources and Alumni and Engagement staff to engage with alumni and friends individually and through events, chapters, and affinity groups. The Missouri State University Alumni Association is under the auspices of the FOUNDATION which supports its activities and operation.

SECTION 3: FINANCES AND ADMINISTRATION

A. Transfer of Funds

1. The FOUNDATION will transfer funds to the designated entity within the UNIVERSITY in compliance with applicable laws, UNIVERSITY and FOUNDATION policies, and gift agreements.

2. The FOUNDATION will disclose to the UNIVERSITY any terms, conditions, or limitations imposed by donor or legal determination on the gift. The UNIVERSITY will abide by such restrictions and provide appropriate documentation, to the extent permitted by applicable law.

3. The FOUNDATION's disbursements on behalf of the UNIVERSITY must be reasonable business expenses that support the UNIVERSITY, are consistent with donor intent, and do not conflict with the law.

Missouri State University Foundation

4. All requests for FOUNDATION funds other than regular disbursements and expense reimbursements must be submitted to the FOUNDATION by the President or his or her designee.

B. Funding

1. The FOUNDATION, through its Executive Director, is responsible for working with the UNIVERSITY establishing a financial plan to fund the cost of FOUNDATION programs, operations, and services.

2. The value of all space and equipment, supplies, personnel, and other services which the UNIVERSITY provides to the FOUNDATION shall not exceed the benefit received by the UNIVERSITY from the FOUNDATION in any fiscal year. The UNIVERSITY will regularly keep track of the space and equipment, supplies, personnel, and other services it is providing to assure that this maximum amount is not being exceeded.

3. Consistent with its charitable purpose to support and advance the work of Missouri State University, the FOUNDATION Board has the right to use, as it sees fit, the annual unrestricted funds and assess fees for services; or assess fees on gifts, endowed funds, and other investments.

4. The FOUNDATION shall maintain, at its own expense, copies of the plans, budgets, and donor and alumni records developed in connection with the performance of its obligations.

5. The FOUNDATION will provide access to data and records to the UNIVERSITY on a need-to-know basis in accordance with applicable laws, FOUNDATION policies, and guidelines. The FOUNDATION will provide copies of its annual report and other information that may be publicly released.

SECTION 4: TERM OF THE MEMORANDUM OF UNDERSTANDING

1. This MOU is intended to set forth terms and conditions that will contribute to the coordination of the mutual activities of the FOUNDATION and the UNIVERSITY.

2. To ensure effective achievement of the items of the MOU, the UNIVERSITY and FOUNDATION officers and board representatives shall hold periodic meetings to foster and maintain productive relationships and to ensure open and continuing communications and alignment of priorities. The UNIVERSITY and FOUNDATION will review and, if appropriate, amend this MOU at least every five (5) years.

3. The initial term of this MOU is twenty (20) years. Following the initial term and each renewal term, the MOU shall automatically renew for a term of five (5) years unless either party gives written notice to the other party at least ninety (90) days prior to the end of the then current term of its intention to terminate the MOU. The party initiating termination of the MOU must act

Missouri State University Foundation

in good faith to provide an opportunity for a meeting to include the President (or the President's designee) and the FOUNDATION Board Chair (or the Board Chair's designee) within thirty (30) days of initial written notice of intention to terminate the MOU.

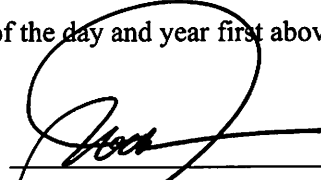
4. Notwithstanding the foregoing, either party may terminate this MOU in the event the other party defaults in the performance of its obligations and fails to cure the default within a reasonable time after receiving written show cause notice.

5. Should the UNIVERSITY choose to terminate this MOU, the FOUNDATION may require the UNIVERSITY to pay, within 180 days of written notice, all debt incurred by the FOUNDATION on the UNIVERSITY's behalf (if any), including, but not limited to, lease payments, advanced funds, and funds borrowed for specific initiatives. Should the FOUNDATION choose to terminate this MOU, the UNIVERSITY may require the FOUNDATION to pay debt it holds on behalf of the FOUNDATION (if any) in like manner.

6. Consistent with provisions appearing in the FOUNDATION's bylaws and its articles of incorporation, should the FOUNDATION cease to exist or cease to be an Internal Revenue Code 501(c)(3) nonprofit corporation, the FOUNDATION will transfer its assets and property to the UNIVERSITY, to a reincorporated successor FOUNDATION, to another 501(c)(3) organization affiliated with the UNIVERSITY, or to the state or federal government for public purposes, in accordance with the law and donor intent.

IN WITNESS WHEREOF, the parties have caused this Memorandum of Understanding to be executed by their duly authorized officers as of the day and year first above written.

Lynn Parman, Chair
Board of Governors of Missouri State
University

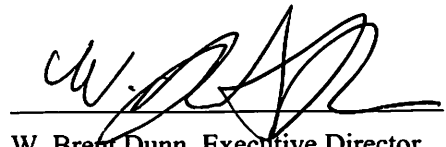


James H. Wilson, Chair
Board of Trustees of Missouri State
University Foundation

Date: _____

Date: 4-30-24

Clifton M. Smart, III, President
Missouri State University



W. Brent Dunn, Executive Director
Missouri State University Foundation



Missouri State University Foundation

Date: _____

Date: 4-30-24

EXHIBIT "A"

Funding Model for the New Building*

	\$ 5,800,000	Net Sale Proceeds from Meyer Alumni Center
	\$ 6,000,000	Fundraising for New Building (3-5 year pledges)
	<u>\$ 4,000,000</u>	Foundation reserves
	\$ 15,800,000	
		
	\$ 20,000,000	University's preliminary construction budget
	<u>\$ 15,800,000</u>	
	\$ 4,200,000	Balance will be split between University and Foundation
		
		\$2,100,000 from University
		\$2,100,000 from Foundation which will be funded by \$262,500 a year for 8 years

* NOTE: This Exhibit A is intended to set forth the methodology for funding the New Building. The parties acknowledge that the actual financial responsibilities of the parties are contingent upon the actual, final construction budget for the New Building.

IX.A.

Faculty Senate Report to Missouri State University Board of Governors – May 9, 2024

Since my last report to the Board, the Faculty Senate has met three times, including our May meeting where we welcomed new officers, Dr. Scott Zimmerman who is now Chair, Mike Foster, Chair-elect, and the Dr. Kim Finch, Secretary of the Faculty.

We have had a busy few months with faculty, staff, and students taking an active process in helping to select our next Missouri State President.

The written report below only provides a summary of curricular items as well as some highlights from various committees some of which I will present in greater detail during the May Board of Governors meeting.

FEBRUARY 2023 FACULTY SENATE SESSION

In addition to completing normal introductory activities, the Senate conducted the following business:

1. Chair Walker attended the University Space Allocation meeting and shared some of the discussion on needing large classrooms and renovations in Cheek Hall.
2. It was announced that CUPA information has been submitted.
3. It was announced that Policy Review Committee is looking at the university closure policy.
4. Chair Walker let senate know that the class disruption policy will be a future discussion and asked the Senate to bring her any concerns about the presentation regarding university safety from the January Senate session.
5. A discussion on a possible need for a diverse team to analyze all aspects of campus safety was briefly discussed.

[Up-date to February Senate Meeting - Because of discussion regarding safety on campus and thanks to Dr. Andrea Weber \(Dean of Students\) for continued support, Mike Foster has been selected to help represent Faculty on the BIT team.](#)

ELECTION OF THE UNIVERSITY HEARING COMMITTEE

Secretary Novik conducted the annual UHC election. New members were selected and are posted on the Senate website.

NEW BUSINESS

Discussion on international travel grant – Senator Backes addressed the loss of grants for international travel.

Discussion on Bear Power—Senator Horton – considering core classes for a certificate program. Chair Walker opened the floor for discussion on the presidential candidates.

IX.A.

MARCH 2023 FACULTY SENATE SESSION

The seventh meeting of the Faculty Senate for the 2023-2024 academic year was on Thursday, March 21, 2024. In addition to completing normal introductory activities, the Senate conducted the following business:

ANNOUNCEMENT REGARDING ERIC SHADE MEMORIAL FACULTY GOVERNANCE AWARD

Chair Walker announced that Professor Mike Hudson was selected by the Faculty Senate Executive Committee as the recipient of this year's faculty governance award.

PRESENTATION FROM THE NOMINATING COMMITTEE

Chair-Elect Scott Zimmerman presented the nominating committee's candidates for the 2024-2025 Chair-Elect and Secretary of the Faculty election to be held at the April session. Chair-Elect Candidate: Mike Foster, Professor, Theatre & Dance/RCASH Secretary of the Faculty Candidate: Kim Finch, Associate Professor, Special Education, Leadership & Professional Studies/COE

REPORT FROM THE COMMITTEE ON BUDGET & PRIORITIES

Committee member Stephen Haggard presented the report. Dr. Haggard answered questions from the Senate. I will highlight his report in my oral presentation to the Board.

DISCUSSION ON DWF RATES

Julie Masterson, Graduate College, led the discussion. Dr. Masterson answered questions from the Senate. Senate is concerned about the DWF rate and look forward to being part of the discussion surrounding the issues.

CURRICULAR PROPOSALS

The Faculty Senate discussed and approved two new programs, deleted two programs and voted to postpone deleting one and approving one other program until more information about the reason to delete and initiate; respectively, could be gathered by the program sponsors.

FSJC ELECTION OUTCOME: New faculty were elected and are presented on the Senate Website

NEW BUSINESS

Senator Foster made a motion for Rules Committee Chair, Seth Hoelscher, to present a Bylaws revision, unintentionally omitted in Bylaws updates from 2022-2023. The motion passed. To sum up this Bylaws revision: the Study Away Advisory Committee changed its name to Education Abroad. "Trips" was changed to "programs." The Senate will vote in April.

Marlin Barber, Office of Inclusive Engagement, presented information on the eleventh annual Collaborative Diversity Conference

IX.A.

APRIL 2023 FACULTY SENATE SESSION

The eighth meeting of the Faculty Senate for the 2022-2023 academic year was on Thursday, April 11, 2023. In addition to completing normal introductory activities, the Senate conducted the following business:

VOTING ON PROPOSED AMENDMENTS TO THE CONSTITUTION & BYLAWS OF THE FACULTY

The Senate unanimously voted yes for Charge 8 (see section above).

CANDIDATE FORUM FOR THE 2024-25 CHAIR-ELECT AND SECRETARY OF THE FACULTY

Chair-Elect Candidate Mike Foster gave his candidate statement. With no other candidate nominations, the Senate unanimously elected Mike Foster. Secretary of the Faculty candidate Kim Finch could not be present and Chair-elect Zimmerman spoke on her behalf. With no other candidate nominations, the Senate unanimously elected Kim Finch.

REPORT FROM THE COMMITTEE ON FACULTY CONCERNS

Andrea Applegate presented the survey report. I will provide key points during my presentation to the Board during the May meeting.

Senate Action on Administration Response to the Faculty Concerns Survey was discussed and passed SA 29-23/24

CAW UPDATE

Katrina Chavez announced that the Curricular Action Workflow system will need to be inactive for system updates for a time during the summer. Faculty Senate supports and appreciates all the work Katrina Chavez does especially during this time of transitioning from one system to another.

REPORT FROM AD HOC COMMITTEE ON CURRICULAR ACTION WORK FLOW

Lanya Lamouria, committee chair and substituting senator, proposed two Senate Actions that came out of the CAW committee.

- a. The Senate Action on Continued Support for the Curricular Action Workflow System passed. SA 30-23/24
- b. The Senate Action on Support for the Incoming Secretary of the Faculty passed. SA 31-23/24

REPORT FROM THE COMMITTEE ON POLICY REVIEW

Dr. Mike Hudson presented the report. Key points will be presented during my presentation to the Board in the May meeting.

From a previous question about the hiring process of the new MSU President, the confidentiality agreement signed by members of the selection committee was presented to Senate and a discussion on the importance of the agreement was discussed.

Due to the hour and number of remaining items on the agenda, the Senate planned a carryover meeting for 3:30 p.m., on Tuesday April 16th.

IX.A.

During the carryover meeting,

BUDGET UPDATE

Chair Beth Walker presented information from the Executive Budget Committee and answered questions.

CURRICULAR PROPOSALS

The senate discussed and passed two new courses, four new programs and one new interdisciplinary program. Senate also returned to curricular items tabled from the April meeting and approved two new programs and deleted one.

NEW BUSINESS

Faculty discussed ways to expand on the criteria for Distinguished Faculty and there was a discussion on the planned Faculty Senate Report to Dr. Williams

MAY 2023 FACULTY SENATE SESSION

Since the May Senate meeting falls between the completion of this written report and the actual BOG meeting, I have only included items that will be discussed. If discussion is warranted, I will present in my oral report to the Board.

REPORT ON CAW—Katrina Chavez, Office of the Registrar.

SENATE INTERNAL ACTION: Pay Equity Action—Mike Foster, Faculty Senate Chair-Elect

REPORT ON AD HOC COMMITTEE ON CURRICULAR MATTERS—Scott Zimmerman, Faculty Senate Chair

REPORT ON SENATE STRUCTURE—Scott Zimmerman, Faculty Senate Chair

RESOLUTION FOR THE 2023/2024 SENATE CHAIR, DR. ELIZABETH WALKER—Scott Zimmerman
Faculty Senate Chair.

RESOLUTION FOR THE 2023/2024 SECRETARY OF THE FACULTY, DR. MELINDA NOVIK— Scott
Zimmerman, Faculty Senate Chair.

RESOLUTION FOR THE 2023/2024 PARLIAMENTARIAN, DR. MICHAEL HUDSON—Mike Foster,
Faculty Senate Chair-Elect

FACULTY SENATE RESOLUTION ON PAY EQUITY

ADDITIONAL UPDATE

The Faculty Senate Executive Committee will be working over the summer and fall to up-date the Constitution and By-laws. Extensive revisions will be needed due to the restructuring of the University which then resulted in a new representative model for Senate. Committees and councils will more than likely be restructured, and by-laws revised for each.

Dr. Elizabeth L Walker, PhD
Professor College of Agriculture
2023-24 Faculty Senate Chair
ewalker@missouristate.edu

IX.B.1.

MISSOURI STATE UNIVERSITY

BOARD RESOLUTION

RECOGNITION NO. 22-24
Approval of Resolution of Appreciation
for Dr. Elizabeth Walker

WHEREAS, Dr. Elizabeth Walker, Professor in the School of Agricultural Science and Conservation, served as Chair of the Faculty Senate for the 2023-2024 academic year; and

WHEREAS, Dr. Walker has dedicated significant time and energy to advocate on behalf of the faculty and has worked in earnest to support curriculum development;

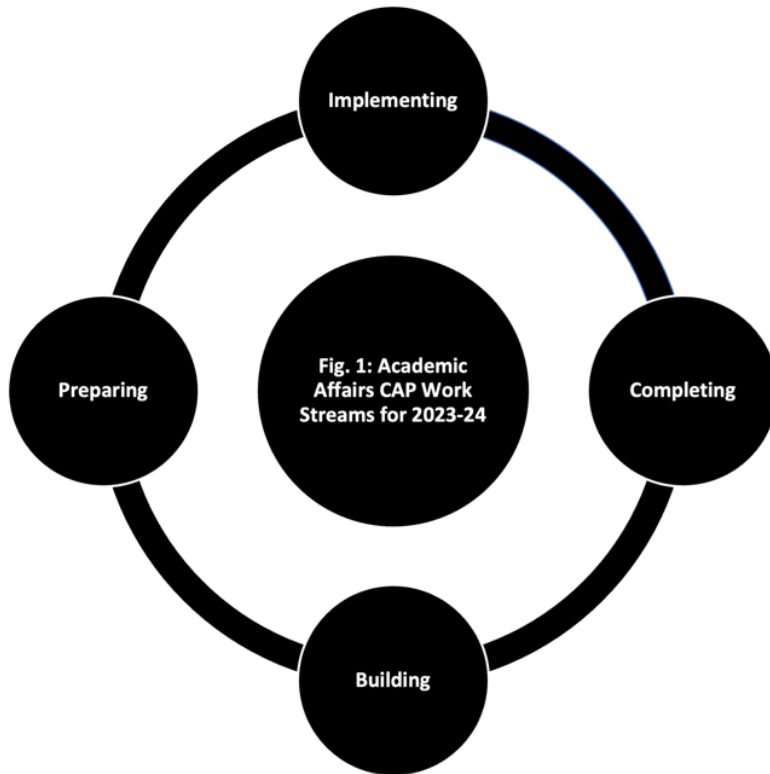
NOW, THEREFORE, BE IT RESOLVED, that the Board of Governors of Missouri State University expresses its sincere appreciation to Dr. Walker for her exemplary service as Chair of the Faculty Senate for the 2023-2024 academic year.

Lynn Parman
Board Chair

Passed at meeting of
May 9, 2024

Rowena Stone
Secretary to the Board

Missouri State University's Board of Governors Meeting of May 9, 2024
Update on Academic Affairs Continuous Agility Process (CAP) Work Streams and Outputs for 2023–24
Progress report as of April 30, 2024, from Provost Dr. John Jasinski and the Deans' Team



The Academic Affairs Continuous Agility Process (CAP) is a systematic, ongoing process that keeps academic affairs fresh, relevant and market-savvy. As part of a learning and growing organization, the process is designed to be continuous and agile. Work streams can be inserted into the system on an as-needed basis or cyclically.

The 2023–24 CAP addresses four work streams, as found in **Fig. 1**. They are intertwined and parallel in nature.

Throughout 2023–24, we addressed approximately 20 outputs across the four work streams. We knew that not all outputs could be fully completed and planned accordingly to allow for some ebb and flow due to the rhythm of the academic year. We also added or paused outputs as needed and continuously analyzed the potential for “stop doing” activities. A year-end progress update follows for each output. Outputs include designations as being completed (moving into full implementation) or ongoing (with more work to be done).

Work Stream 1: Implementing

- **Output 1: College realignment changes (Phase 3) (completed)**
 - ⇒ *Intended output: Complete all elements related to July 1, 2023, realignment and prepare for the changes to be effective July 1, 2024; all to be completed by July 1, 2024*
 - ⇒ *Responsible: College deans; Accountable: John Jasinski*

Numerous college-related academic realignment changes occurred from December 2022 through June 2023; these changes were within phases 1 and 2. The 2023–24 CAP includes an output regarding college realignment changes, phase 3. The intended output is to complete all elements related to the July 1, 2023, realignment and prepare for the changes to have taken effect by July 1, 2024.

Phase 3 changes executed since July 1, 2023, include:

- ⇒ **School names**
 - School of Earth, Environment and Sustainability (formerly the department of geography, geology and planning). Effective November 1, 2023.
 - School of Health Care Professions (comprised of the following programs: athletic training, audiology, occupational therapy, physician assistant studies, physical therapy, RStats, speech/language pathology and communication sciences and disorders undergraduate program). Effective July 1, 2024.

- School of Health Sciences (comprised of the following programs: dietetics and nutrition, health services, sports medicine, recreation, physical education, exercise and movement science, biomedical sciences and public health). Effective July 1, 2024.
- School of Hospitality and Agricultural Leadership (comprised of the following programs: hospitality leadership, agribusiness, agriculture education and agricultural communications). Effective January 4, 2024.
- School of Agricultural Science and Conservation (comprised of the following programs: animal science, equine science, pre-veterinary, environmental plant science, natural resources and wildlife conservation and management). Effective January 4, 2024.
- School of Construction, Design and Project Management (formerly the department of technology and construction management and the department of merchandising and fashion design). Effective July 1, 2024.

⇒ **Leadership personnel**

- Darr College of Agriculture (DCOAG)
 - Dr. Melissa Bledsoe, dean, DCOAG. Effective May 1, 2024.
 - Dr. Kara Wolfe, director, School of Hospitality and Agricultural Leadership and Dr. Lacy Sukovaty, director, School of Agricultural Science and Conservation. Effective August 1, 2023.
- College of Business (COB)
 - Dr. Xiang Guo, head of the department of information technology and cybersecurity. Effective January 1, 2024.
- College of Education (COE)
 - Dr. Minor Baker, director, School of Teaching, Learning and Developmental Sciences. Effective July 1, 2024.
- College of Natural and Applied Sciences (CNAS)
 - Dr. Kyoungtae Kim, head of the biology department. Effective March 1, 2024.
- McQueary College of Health and Human Services (MCHHS)
 - Dr. Michael Bird, director, School of Health Care Professions. Effective July 1, 2024.
 - Dr. Tona Hetzler, director, School of Health Sciences. Effective July 1, 2024.

⇒ **Website updates:** All website updates from academic realignment changes to date have been completed.

⇒ **Other updates:** Financial records, human resources records, MSU Foundation records, for example, have been updated per academic realignment changes.

• **Output 2: Brightspace learning management system (LMS) (near completion)**

⇒ *Intended output: Ensure complete changeover to Brightspace, effective May 13, 2024*

⇒ *Responsible: Nancy Gordon; Accountable: John Jasinski*

Academic affairs, information services and other areas have worked collaboratively to achieve these goals.

- ⇒ Planning and execution have taken place, with early adopter faculty trainings and workshops being implemented.
- ⇒ Open labs are frequently offered to assist faculty with course migration.
- ⇒ Visits/trainings with academic departments will continue through the fall semester.
- ⇒ Communication plans have been enacted.
- ⇒ Missouri State University-West Plains went live with Brightspace in January 2024, and we are on track to go live on the Springfield campus on May 13, 2024.
- ⇒ Ongoing analysis, monitoring, training and tool adoption is scheduled.

• **Output 3: Faculty Success (completed)**

⇒ *Intended output: Ensure full changeover to use of Faculty Success by all faculty, effective February 2024*

⇒ *Responsible: Letitia White Minnis; Accountable: John Jasinski*

Faculty Success was fully implemented across campus by February 2024. Faculty Success is an information system that maintains information generally reflected in faculty vitae; it provides detailed information regarding courses taught and service contributions, allows for digital monitoring and updating of faculty information and provides readily accessible information for annual reviews, the promotion and tenure process and reports related to accreditation and assessment.

- ⇒ In fall 2023, 28 faculty across three colleges, COE, CNAS and MCHHS, submitted applications for tenure and/or promotion via Faculty Success.
- ⇒ This spring, all faculty — across all colleges and University Libraries — received annual reviews via Faculty Success. Point persons from each area are in the process of debriefing and refining approaches.
- ⇒ The system will be fully deployed moving forward.

- **Output 4: Advising changes + transfer enhancements (ongoing)**

- ⇒ *Intended output: Update master articulation agreements for all 12 community colleges and prioritize development or updates for other 2+2 agreements*
- ⇒ *Responsible: Ross Hawkins, Kelly Wood; Accountable: Zora Mulligan*

In collaboration with human resources, the advising working group established three academic advisor positions/job descriptions, which provide career pathways for academic advisors. These advisor positions/job descriptions will be used campuswide, effective July 1, 2024, though the Deans' Team will help clarify and codify specific elements of the pathway. The group also reviewed master articulation plans for partner community colleges, ensured the plans are current and established an annual review cycle for 2+2 plans.

- ⇒ Advisor positions include academic advisor I, academic advisor II and senior academic advisor.
- ⇒ We are continuing work on establishing professional advising centers in each college.
- ⇒ Our top eight community college partners (those with highest enrollment) remain priority institutions for future 2+2 planning.
- ⇒ A transfer workgroup will provide improvement recommendations by July 1, 2024.

- **Output 5: Academic unit dashboard pilot use (ongoing)**

- ⇒ *Intended output: Go live with the pilot dashboard by September 2023*
- ⇒ *Responsible: Ken Brown; Accountable: John Jasinski*

In tandem with EAB, we previously selected pilot metrics for academic unit dashboards. Ongoing difficulties with EAB's Edify data warehouse (see below: Work Stream 1, Output 6) and employee departures in the office of institutional research limited the ability to develop dashboards for use by academic unit leaders (AULs). Nonetheless, we have made related progress.

- ⇒ We hired a new director of institutional research. The development of dashboards is a high priority.
- ⇒ AULs gathered to read *Start, Stop, or Grow? A Data-Informed Approach to Academic Program Evaluation and Management* and discussed how we will use dashboards for data-informed decision making, once these dashboards are available.
- ⇒ We engaged Gray Decision Intelligence on their *Markets* dashboard. This dashboard will give academic departments an external view of market demand for various academic programs, both existing and potential. The Gray DI Markets data also provides market-related information that will be useful to other areas on campus, such as athletics, marketing and communications, career services and enrollment management services.
- ⇒ Through Complete College America, we have engaged DXtera and the Postsecondary Data Partnership (PDP) to use their dashboards to gain insights into our internal data, benchmarked against other institutions that submit data to the PDP. The PDP is a nationwide effort to help colleges and universities gain a fuller picture of student progress and outcomes, meet reporting requirements and identify where to focus resources. The PDP dashboards highlight key performance indicators, including credit accumulation rates, gateway course completions, retention and persistence, outcome measures and more. These dashboards are near completion and should be available in the near term.

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- **Output 6: Data warehouse (EAB's Edify) (changing course)**
 - ⇒ *Intended output: Work with information services to implement Edify*
 - ⇒ *Responsible: Theresa McCoy, Chelsey Giles; Accountable: Jeff Coiner, Ken Brown*

After analysis and discussion with EAB, we pivoted from Edify. Instead, we will build our own data warehouse.

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- **Output 7: Curricular workflow process changes and continuing process improvements (ongoing)**
 - ⇒ *Intended output: Ensure changeover to new software is successful and other key elements from the spring 2023 report are addressed*
 - ⇒ *Responsible: Angela Young; Accountable: Ken Brown*

The curricular workflow process has reached a point of significant bottleneck over this past academic year; it is tapped for urgent improvement.

- ⇒ The office of the registrar is currently working with the modern campus implementation team to configure software that is designed to support the curricular action workflow.
- ⇒ In fall 2024, the office of the registrar will continue working with Faculty Senate Executive Committee and the office of the provost to address key elements from the 2023 report and to prepare the new curricular action software for training and use by faculty campuswide.

Work Stream 2: Completing

- **Output 1: Study teams from academic realignment, phase 2 (see below for status, such as completed or ongoing)**
 - ⇒ *Intended output: Ensure the work of each of the seven study teams is concluded by February 2024*
 - ⇒ *Responsible: Shawn Wahl – ROTC; Tammy Jahnke – Honors College; Barri Tinker – Outreach; Barri Tinker and Tom Peters – Haseltine Library; BIO/BMS – Tammy Jahnke and Mark Smith; three student pathways – Tammy Jahnke; eJournal of Public Affairs – Kathy Nordyke; Enrollment Management and Student Success Team – TBD; Accountable: John Jasinski*

Two other teams were added during the year: **DFW Rate Study Group** (Responsible: Ken Brown and Julie Masterson; Accountable: John Jasinski) and **Graduate College Tuition and Fees Study Team** (Responsible: Julie Masterson; Accountable: John Jasinski). One team, the **Enrollment/Student Success Study Team**, was paused.

- ⇒ **ROTC Study Team (completed):** As part of academic realignment, the department of military science moved to the Reynolds College of Arts, Humanities and Social Sciences (RCASH) as part of the School of Defense and Strategic Studies (effective July 1, 2023).
- ⇒ **Honors College Enhancement Task Force (ongoing):** The Honors College enhancement task force's charge was to assess the current state of the Honors College and provide recommendations for enhancing it. The task force completed its listening phase. An overall summary of data was presented to Faculty Senate on Nov. 9, 2023. The same summary, with further analysis and discussion-based questions, was shared with academic affairs leadership teams in December 2023. The task force submitted final recommendations for enhancements to the provost in March 2024. The task force recommended more transparency in pathways for honors students in each major; clarity for students on the benefits of an honors education; more input/regular advice from faculty, academic advisors, students and alumni to the honors college; enhanced use of data and improved systems; and significant changes to job descriptions and expectations of the director and assistant director. All recommendations align with the National Collegiate Honors Council's shared principles and practices. The Deans' Team is currently developing an action plan.
- ⇒ **Outreach Team (completed):** The Outreach off-campus programs and staff were moved under COE, effective January 2024. The budget was adjusted and will be added to COE's budget for fiscal year 2025.
- ⇒ **Haseltine Library (near completion):** Conversations are ongoing about moving Greenwood's Haseltine Library from University Libraries' jurisdiction to Greenwood/COE. This move is anticipated by July 1, 2024.

- ⇒ **BIO/BMS Review (ongoing):** The biology (BIO)/biomedical sciences (BMS) review addressed the charge of evaluating content, content level, syllabi and curriculum to eliminate duplication across colleges; optimize the benefit for students and develop clearer, distinct and cooperative pathways for current and prospective students. BIO and BMS faculty met in small groups during fall 2023 and submitted reports to department heads. The department heads submitted a final report to the deans in December 2023. An external faculty reviewer conducted a workshop and assessment in January 2024 and subsequently submitted findings and recommendations. An inter-departmental committee was then created with the central purpose of continuing discussion and collaboration. The committee will meet twice each semester for the following purposes: collaborate and review all curricular proposals prior to submission to college councils; review all scheduling to ensure that students can maximize enrollment in classes; carry out the action plan created by both departments in fall 2023; and maintain communication between BIO and BMS, including the planning of at least one event each semester that brings the departments together.
- ⇒ **Three Student Pathways Study Team (near completion):** Two of the three advising pathways are completed. An advising worksheet to explain the differences between COB's mechanical engineering technology program and CNAS's mechanical engineering program is complete, and a pre-health handbook is now available for use by advisors across campus. The third — for the information technology and cybersecurity department and the computer science department — is in progress, with predicted completion in summer 2024.
- ⇒ **eJournal of Public Affairs (completed and in deployment):** This has transitioned ownership and has a path forward for viability and visibility. The *eJournal of Public Affairs* was a scholarly peer-reviewed journal published by Missouri State until a few years ago. After a hiatus, the *eJournal* has been moved to the office of citizenship and service learning (CASL). In less than six months, CASL formed an Executive Leadership Board, a new editorial board and a new submission review board; completely revamped the website and created a new logo; publicized the relaunch of the *eJournal* with the American Association of State Colleges and Universities (AASCU) and the American Democracy Project; was accepted to present about the *eJournal's* relaunch at two national conferences during summer 2024; and received enough papers to produce the first issue of the relaunched *eJournal* in fall 2024, plus a second issue in spring 2025 and a third issue in fall 2025. It is the goal for the *eJournal of Public Affairs* to be the gold standard of scholarly journals that focus on civic engagement and public affairs topics, research and scholarship. Notably, the *eJournal* team accomplished this with a budget nearly \$100,000 less than the publication's previous iteration.
- ⇒ **DFW Rate Study Group (completed and in deployment):** The DFW rate study group's charge was to understand high DFW rates and provide recommendations for improving them. During a leadership mini-retreat in fall 2023, data demonstrating discrepancies among DFW rates across sections of the same course were presented. From that discussion, the team studied courses with high DFW rates as well as how to subcategorize these into courses with high intra-section variability versus those with low variability. The team identified potential factors that might influence this variability. The team also reviewed the literature regarding how to best address high DFW rates. In March 2024, an Academic Leadership Institute, consisting of all AULs, was dedicated to this topic. The study team provided an actionable dashboard of data to AULs on the DFW rates within their departments, schools and colleges. EAB's Dr. Christina Hubbard presented EAB's research on industry best practices to reduce DFW rates and limit the variation in DFW rates across course sections. Moving forward, leaders will continue to review specific course data with faculty to develop and implement effective strategies, emphasizing the need for a cultural shift from equating high failure rates with academic rigor.
- ⇒ **Graduate College Tuition and Fees Study Team (completed):** The Graduate College tuition and fees study team was enacted in November, and its charge was to study comparative rates and make recommendations for appropriate changes. All colleges were represented, and the team provided recommendations in January 2024, based on comparative factors and costs per degree. The recommendations were approved by the Executive Budget Committee and were part of the tuition and fee recommendations provided to the Board of Governors for approval at the April 2024 meeting.
- ⇒ **Enrollment/Student Success Study Team:** This study was paused.

- **Output 2: Academic Performance System (APS) (ongoing)**

- ⇒ *Intended output: Complete draft No. 1 by October 1, 2023, and ensure readiness for the Higher Learning Commission (HLC) response in 2024*
- ⇒ *Responsible: Mark Woolsey; Accountable: Ken Brown*

We completed draft No. 1 and described the “as is” process for our measurement system — the “what,” “how,” “who,” “why,” “when,” etc. Ongoing revisions reflect process changes.

- ⇒ This is on track to be refined and finalized by summer 2025, well in advance of HLC’s spring 2026 visit.

- **Output 3: Open Educational Resources (OER) study team, regarding year-long project with the American Association of Colleges & Universities (AAC&U) (near completion)**

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

We are on track to complete AAC&U’s year-long study and produce report recommendations by summer 2024.

- ⇒ The team reviewed data on OER use and OER interest on campus, addressed increasing OER awareness and explored an OER Champions program. OER offers a solution to challenges associated with inclusive access textbook programs on campuses by providing freely accessible and adaptable educational materials. OER promotes affordability, equity and flexibility, ensuring that all students have access to quality learning resources without financial barriers.
- ⇒ We hosted the MO A&OER Conference, which was held virtually on March 7, 2024.
- ⇒ Team members presented on OER at a Student Government Association (SGA) meeting. SGA shows interest in assisting with recognizing faculty who utilize OER in their courses. This is a first step towards creating the OER Champions program.
- ⇒ The OER team received the Faculty Watch survey results, which indicate OER awareness efforts have already made a slight impact and that faculty on campus are interested in using OER and other free resources for their students.
- ⇒ To begin gathering student perspectives, OER textbook-related questions were added to the psychology program’s exit survey, and similar questions will be added to specific courses that are using an OER Calculus textbook. Further study of these survey results is ongoing and will be included in the team’s final report and recommendations.
- ⇒ The OER team expects its work to extend beyond the AAC&U Institute on OER, which ends June 11, 2024.

Work Stream 3: Building

- **Output 1: Academic reinvestment strategy (completed)**

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

The Deans’ Team established reinvestment guidelines for the \$1.8 million pool allocated for program growth.

- ⇒ The Deans’ Team continues collecting investment possibilities and allocating monies from the reinvestment pool (e.g. faculty position support, agriculture support, etc.).
- ⇒ An academic affairs reserves approach has been built as part of an overall strategic funding approach — target amounts and identified investments have been articulated.
- ⇒ Monies reallocated from the former access and outreach budget are being used to support the organizational rebuilding of the office of institutional research (OIR).

- **Output 2: Data analytics approach (ongoing)**

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

As reported to the BOG in October 2023, one CAP area that was of particular concern was the overall approach to data collection and use. We took holistic, robust and aggressive steps to address this area (e.g., assigning Chief Academic Strategy Officer Ken Brown to develop a plan for a reimagined, best-in-class institutional effectiveness approach and a restructured OIR). Overall, our intent is to transform OIR to an entity that is both compliance driven and proactive in providing data, information and insights — with descriptive, diagnostic, predictive and/or prescriptive lenses.

- ⇒ We collected input from various leadership groups across campus, including the Deans' Team, Academic Leadership Institute and Academic Collaboration Team on what has and has not worked well with OIR in the past, as well as desirable outcomes.
- ⇒ Brown participated in an EAB-led institutional research collaborative that collected input from successful offices nationwide with the goal of understanding key features of a high-functioning OIR office.
- ⇒ As noted in Work Stream 1, Output 5, we hired a new director of institutional research, who joined us in April 2024. We also placed two graduate assistants in OIR to address short-term issues.
- ⇒ The intent is to implement the plan for a reimagined, best-in-class OIR office and overall institutional effectiveness approach over the next few months.

- **Output 3: Comparator and College and Universities Personnel Association (CUPA) approaches, including analysis of guidelines for institutional peers and individual positions (completed)**

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

The CUPA review/institutional comparator team — including faculty, AULs and administrators — was charged with defining and selecting institutional peers and ensuring that CUPA data submission is complete, accurate and current.

- ⇒ Research into the process used by other universities and systems for peer-school identification was completed. The research found a broad set of variables that universities and systems use to define themselves and their peer schools. Historically, Missouri State has compared itself, from a human resources standpoint, with Carnegie Classification schools that were classified as either “Master’s Colleges and Universities - Larger Programs” or “Doctoral/Professional Universities.” The team recommended Missouri State compare itself with both “Master’s Colleges and Universities - Larger Programs” and “Doctoral/Professional Universities” classifications. This significantly expanded the set of peer schools, increasing the likelihood that comparison data will exist for most Missouri State disciplines. The larger set of peers also ensures that individual schools will have less impact on the results, ensuring a better view of the markets for faculty in various disciplines.
- ⇒ The team articulated these CUPA data submission accuracy steps. Data were submitted that were complete, accurate and up to date. The process and the changes in data submission were reviewed with various groups, including the Deans' Team, AULs and Faculty Senate.
- ⇒ CUPA data results were shared with key stakeholders in March 2024. This included both the list of institutional peers and comparative salary data to those peers. These data have been posted on the internal university website for employees to review. The data were also presented to the Executive Budget Committee and was used in determining FY 2025 budget proposals.
- ⇒ We have worked with individual faculty, departments, schools and colleges who did not have comparison data within defined peer sets to provide data from a broader set of schools. This process provides additional data to faculty and administrators when making hiring, salary and equity-based pay raise decisions.
- ⇒ The improved CUPA salary reports for tenure and non-tenure track faculty were used by AULs and deans in evaluating FY 2025 faculty equity requests.

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

- ⇒ *Intended output: Update academic integrity policy, including AI as appropriate or developing separate AI policy by August 2023; develop/deploy approach to addressing AI in the classroom throughout 2023–24*
- ⇒ *Responsible: Ken Brown; Accountable: John Jasinski, with information services addressing the institutional component*

Following a provost's office-sponsored AI Forum in spring 2023, we addressed several areas in this evolving field.

- ⇒ We updated our academic integrity policy to include AI prior to August 2023.
- ⇒ We developed and deployed an approach to addressing AI within the classroom in August 2023.
- ⇒ We tracked classroom use of AI in fall 2023.
- ⇒ We presented examples of faculty approaches to AI in teaching and research to BOG in February 2024.
- ⇒ In tandem with President Clif Smart and at an EAB-hosted forum, we developed an approach to address AI at the March 2024 leadership mini-retreat.
- ⇒ A small group of faculty, staff and administrators are piloting Microsoft's Copilot AI tool, which is based on Chat GPT-4. Myriad areas within academic affairs are using AI.
- ⇒ We have provided, and will continue to provide, any number of professional development sessions about the use of AI within colleges and across academic affairs.

- **Output 5: Research strategy and research compliance (ongoing)**

- ⇒ *Intended output: Develop strategy for enhancing research, update the center and institute policy and develop an annual review mechanism for centers and institutes, delineate as-is process for research compliance and produce recommended changes*
- ⇒ *Responsible: Paul Durham and Amy Hulme, respectively; Accountable: Brad Bodenhausen, John Jasinski*

We are continuing to collect a broad array of inputs on research strategy (e.g., Carnegie Classifications, workload, types of research by college, infusing research into service offerings and community outreach in line with our public affairs mission, etc.). This work will be ongoing.

- ⇒ The research compliance report was delivered in December 2023. In concert with the office of research administration, we developed an action plan and have begun implementing the plan's measures.
- ⇒ We have received feedback on the center and institute policy and are working to refine definitions, points of contact, timelines, etc.
- ⇒ We are working to analyze promotion and tenure guidelines and workload policies, relative to research, through the lenses of transparency, accountability and equity across all academic units.
- ⇒ We are vetting how to better promote undergraduate and graduate research and share research findings locally and more broadly.

- **Output 6: Online strategy, including exploration of course offerings and modalities (ongoing)**

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

Many constituents have given input about the present state of online approaches. Much more work is needed.

- ⇒ An updating of modality terms and definitions was the first part of our study, and the analysis and recommendations continue to be refined in conjunction with campus feedback. We project this phase to be completed by September 2024 and fully implemented by fall 2025.
- ⇒ Development of an online strategy and articulating other offerings and modalities is ongoing. We have, for example, assessed internal operations and offerings, met with external vendors and reviewed best practices.

- **Output 7: Classroom technology approach, including research into hy-flex, immersive/active learning classrooms and facilities (ongoing)**

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

We paused this until spring 2024. In February 2024, study group visited Steelcase Learning and Innovation Center in Grand Rapids, Michigan, and toured multiple active learning spaces.

- ⇒ We have shared findings with various academic leadership groups, and Steelcase is providing virtual tours for those who were not part of the visit.
- ⇒ We are identifying a space in Meyer Library to set up an active-learning classroom that will serve as a research and development lab for new classroom design and professional development environment.
- ⇒ We are developing short- and long-term investment recommendations.

- **Output 8: Professional development approach (completed)**

- ⇒ *Intended output: Revamp professional development offerings for new faculty, AULs and administrative assistants*
- ⇒ *Responsible: Judith Martinez, Mark Smith, Mary Lynne Golden, respectively; Accountable: John Jasinski*

Thanks to the leadership of the Deans' Team, our professional development approach is maturing.

- ⇒ We named the new faculty onboarding construct "Bear Bridge." We have delivered monthly Bear Bridge curriculum for new faculty and mentees. We have also hosted numerous functions for new faculty.
- ⇒ We developed and delivered a pilot professional development program for AULs within academic affairs, called "Academic Leadership Values Through a Public Affairs Mission." The program and content are inspired by the three pillars of Missouri State's public affairs mission. Sessions are held monthly.
- ⇒ We held three professional development workshops for academic administrative assistants. The focus was on rolling out the new personnel action form (October), travel expense forms and reports and allowable expenses (November) and P-cards/budget reports/Argos (April).

- **Output 9: Academic advocacy and communication approach (completed)**

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

Since our previous update to BOG in fall 2023, the academic advocacy and communication approach has continued to grow its audience and influence. It's often deployed to further academic affairs objectives, including CAP outputs.

- ⇒ For example, specialized content was created to support Work Flow 1, Output 2 (regarding the [changeover to Brightspace learning management system](#)). Sample feedback (from a key stakeholder in the Brightspace transition) included: "It was presented in an informative and humorous way that I believe will help the message resonate." Similar content was created to support other CAP objectives, including Work Stream 1, Output 3 (regarding [Faculty Success](#)), Work Stream 3, Output 2 (regarding the [data analytics approach and commitment to data-informed culture](#)), Work Stream 3, Output 4 (regarding [AI](#)) and others.
- ⇒ In addition, specialized content was created to extend and reinforce critical partnerships with regional stakeholders in business and education. Examples include pieces that focus on the "[Pathways for Paraprofessionals](#)" program and the [community graduate assistantships program](#).
- ⇒ 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).

Work Stream 4: Preparing

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

- ⇒ *Intended output: Refine responses to Assurance Argument by summer 2024 and submit materials by early fall 2024 for the 2025 HLC visit*
- ⇒ *Responsible: Tammy Jahnke, Mark Woolsey and team; Accountable: John Jasinski*

Our next HLC site visit is scheduled for March 2026, which means that the Assurance Argument must be complete and submitted by early January 2026.

- ⇒ We developed an oversight committee whose purpose is to ensure that the Assurance Argument and evidence are submitted such that the university receives reaffirmation of accreditation for another 10 years from HLC. The oversight committee meets monthly.
- ⇒ Co-leads are charged with writing the Assurance Argument and collecting/archiving the evidence file.
- ⇒ The oversight committee has quarterly meetings with criterion sub-groups, which include students and faculty, plus select staff from administrative services, financial services, human resources, OIR, legal affairs and others as required.
- ⇒ The oversight committee is planning on holding regular, embedded conversations with various campus groups over the next 18 months.
- ⇒ We are also holding a workshop, “Assessment of Student Learning in Graduate Programs,” this summer. This addresses an ongoing HLC requirement, and 10 graduate programs have signed up for the workshop.

CAP Addendum: Other (Other process improvements and outputs, beyond the work streams above.)

- ⇒ Addressed ongoing enrollment and partnership-based issues.
- ⇒ Executed a new approach to BOG orientation materials.
- ⇒ Ensured programs such as the new Ed.D. were steered through state and national review processes and addressed issues related to program accreditation.
- ⇒ Invoked a revised remote learning policy in the event of campus closures or inclement weather.
- ⇒ Required completion of “Preparing for Emergencies” learning modules for all academic affairs personnel.
- ⇒ Helped address significant space-related issues.
- ⇒ Partnered with university advancement in introducing the “Big Idea” concept to the Deans’ Team.
- ⇒ Contributed to a Mountain Grove independent review.
- ⇒ Responded to various legislative response requests.
- ⇒ Addressed myriad other process improvements (e.g., solidified the internal reporting structure to the Missouri Department of Higher Education Workforce Development and HLC).
- ⇒ Provided an internal review of Faculty Senate bylaws and addressed other issues, such as faculty ombudsperson, safety, etc.
- ⇒ Per discussions with leadership from Faculty Senate and Staff Senate, created and executed campus-based academic facility tours in conjunction with the finance and facilities teams.
- ⇒ Improved the tracking system for graduate assistant tuition and fee waivers.
- ⇒ Completed all access and outreach budget-related matters.
- ⇒ Took on three reporting areas from the executive vice president: the office of institutional research, Missouri State Outreach and the registrar’s office.
- ⇒ Requested and gained approval for annual appraisal and development plans to be completed by associate deans and AULs.

X.B.1.

MISSOURI STATE UNIVERSITY

BOARD RESOLUTION

RECOGNITION NO. 23-24

Offer of commendation to Spencer Vreeland
for service as Student Body President

WHEREAS, Spencer Vreeland served as Student Body President at Missouri State University from May 2023 through May 2024, has been actively involved in student government throughout his collegiate career, and has been faithful and competent in the performance of his duties; and

WHEREAS, Spencer Vreeland has provided exceptional leadership which has resulted in a high level of respect for the Student Government Association among students, faculty, staff, and administration; and

WHEREAS, Spencer Vreeland has pursued a fully participatory form of student governance by working energetically to keep students informed of issues affecting the University and soliciting student input and ideas; and

WHEREAS, Spencer Vreeland has continually demonstrated his dedication to the University and his fellow students through many leadership and service roles in extracurricular activities and has represented the interest of students and effectively communicated their views to the University administration and to the Board of Governors; and

WHEREAS, Spencer Vreeland has conducted himself in a manner appropriately befitting the President of the Student Body of a major state university.

NOW, THEREFORE, BE IT RESOLVED by the Board of Governors for Missouri State University, that we commend Spencer Vreeland for outstanding service as Student Body President of Missouri State University from May 2023 through May 2024.

Lynn Parman
Board Chair

Passed at meeting of
May 9, 2024

Rowena Stone
Secretary to the Board

X.B.2.

MISSOURI STATE UNIVERSITY

BOARD RESOLUTION

RECOGNITION NO. 24-24

Offer of commendation to Elizabeth Simcoe
for service as Student Body Vice President

WHEREAS, Elizabeth Simcoe served as Student Body Vice President of Missouri State University from May 2023 through May 2024, has been actively involved in student government throughout her collegiate career, and has been faithful and competent in the performance of her duties; and

WHEREAS, Elizabeth Simcoe has presided over the Student Government Association Senate with considerable parliamentary skill, leadership, and motivation; and

WHEREAS, Elizabeth Simcoe has provided exceptional leadership which has resulted in a high level of respect for the Student Government Association among students, faculty, staff, and administration; and

WHEREAS, Elizabeth Simcoe has continually demonstrated her dedication to the University and her fellow students through many leadership and service roles in extracurricular activities; and

WHEREAS, Elizabeth Simcoe has conducted herself in a manner appropriately befitting the Vice President of the Student Body of a major state university.

NOW, THEREFORE, BE IT RESOLVED by the Board of Governors for Missouri State University, that we commend Elizabeth Simcoe for outstanding service as Student Body Vice President of Missouri State University from May 2023 through May 2024.

Lynn Parman
Board Chair

Passed at meeting of
May 9, 2024

Rowena Stone
Secretary to the Board

X.C.

MISSOURI STATE UNIVERSITY

BOARD RESOLUTION

FINANCE NO. 1108-24
Approval of Wyrick expenditures
passed by a student vote April 2024
to be implemented in FY 2025

WHEREAS, the Wyrick Commission reviewed and approved one proposal which was voted on by the student body; and

WHEREAS, President Smart endorsed the project for inclusion on the student ballot, and

WHEREAS, the student body voted to approve \$118,000 for construction of two Bearline covers (by a vote of 247 in favor, 57 opposed, and 35 abstentions) and;

WHEREAS, funds exist in the Wyrick account to implement this project as approved by the students,

NOW, THEREFORE, BE IT RESOLVED, by the Board of Governors of Missouri State University that an expenditure of Wyrick funds, as authorized by the Wyrick Commission and voted on by the students, be made to implement this project.

Lynn Parman
Board Chair

Passed at meeting of
May 9, 2024

Rowena Stone
Secretary to the Board

COMMENTS: Three projects were submitted to the Wyrick Commission for review and approval. The proposal for a Van for the Bookstore was rejected as it was not deemed a capital project, and a proposal for Modern Mall Lighting was rejected due to cost. Only one proposal was recommended to President Smart for his review, approval, and inclusion on the ballot. This proposal was then brought before the student body for voting. This project would place additional ADA compliant shelters on campus. The covers will allow students to avoid harsh weather conditions such as rain, snow, heat, etc. The total funds available are approximately \$313,675 and will cover the student portion of the cost of the project. Any remaining balance from the FY24 Wyrick funds will be available for next year or subsequent years.

Student Affairs Report
Missouri State University Board of Governors
May 9, 2024

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 February include:

Campus Recreation:

- **Campus Recreation** has launched an agreement with True Coach Software to enhance the quality of its Personal Training services, particularly benefiting students enrolled in online classes. This innovative software allows trainers to engage with students remotely, providing personalized workouts, tracking progress, and offering feedback in real-time. This advancement ensures that all students, regardless of their location or schedule, have access to top-notch fitness guidance and support from experienced trainers, further enriching their wellness journey.
- **Campus Recreation** is currently conducting its semesterly Skill Survey Career Readiness Evaluation for student employees. This evaluation is based on the National Association of Colleges and Employers (NACE) standards, ensuring that our student staff are equipped with the necessary skills and competencies for their future careers. To date, multiple students have secured professional internships, and Graduate Assistants have secured full-time positions going into the summer.
- **Campus Recreation** program numbers are on the rise this semester, displaying a growing interest in our offerings. We recently reached full capacity for an Outdoor Adventure Trip during Spring Break to Smokey Mountain National Park, featuring activities like hiking and white-water rafting. Responding to feedback, we've also reintroduced softball to our Rec Sports program and introduced new fitness challenges.

Dean of Students Areas:

- The annual campus **Memorial service** was held on Thursday, April 25th honoring 13 faculty, staff, and students who have passed away this year.
- The **Behavioral Intervention Team** has processed 787 cases (students of concern) as of April 2nd.
- The **Office of Student Conduct** held tabling events in the Plaster Student Union to educate students about the Code of Student Rights and Responsibilities. They also presented several trainings/presentations to Residence Life Staff, Fraternity and Sorority Life groups, and other departments about the work in the Office of Student Conduct, the conduct process, and the Code of Student Rights and Responsibilities.
- The **Office of New Student and Family Programs** opened URSA registration on March 1st, and 115 students are registered as of April 23rd. SOAR registration and planning is also underway for FTNIC students. And Spring Family Day was held on April 13th and 383 tickets were sold for the baseball game that day.
- The **Career Center** hosted the Job & Internship Career Fair on February 28th, 2024. There were 87 employer booths present, and 575 students attended.
- The **Counseling Center** has added a triage component to the stepped care model that provides screening appointments (scheduled and walk in) for students needing to access mental health services. They have redesigned coverage times for senior staff members that provide on-the-spot consultation as needed within the center. This helps address crisis assessment and response during business hours by making our highest trained and licensed professionals available. With the realignment of access points to the Counseling Center we have not had a waitlist all semester.

Magers Health and Wellness Center:

- The TEAM has successfully hired the **Coordinator, Pharmacy Business Operations**, Regina Sporleder. Regina brings 20+ years of pharmacy operations experience to MSU. She will also become an MSU graduate in May 2024.
- We have successfully hired a **Coordinator, Information Technology**, Chris Woodruff. Chris comes with 20 years of expertise working with the diverse technology of a medical center. His expertise will be an asset to the organization in an ever changing and challenging technological environment.
- Magers staff are initiating the launch of software platform POWER DMS. This platform will assist with tracking of our AAAHC accreditation standards and requirements, tracking of training, and business agreements.
- In **Student and Employee Wellness**, there has been continued growth in collaboration. One of the signature events is the De-Stress Fest. We will provide chair and facial massages for both students and employees on study day. Other collaborations are cooking demos, defense classes, yoga and many more.

Plaster Student Union:

- **MSU's Varsity Esports Team** travelled to Illinois State University to compete in the first ever Missouri Valley Esports League Playoffs. Missouri State finished in second place for Super Smash Brothers and third place for Rocket League.
- Beginning in the fall 2024 semester, \$1500 scholarships shall be awarded to students competing in the **Missouri Valley Conference Esports League**. Administered through a partnership among the Plaster Student Union, Kinesiology, and Financial Aid, the scholarships will allow for students to represent Missouri State for the athletic conference and other national competitions. Planning will begin to recruit new students for the fall 2025 semester this summer.
- **The Bear Pantry** will be relocated this summer from its current home in University Hall to the Plaster Student Union. To make space for the pantry, Student Employment Services will reside in the space formerly occupied by Commerce Bank, on the second floor of the Plaster Student Union.
- **Fraternity and Sorority Life** added 106 new members to its community during the spring 2024 semester. This increased the number of FTNICs who joined a fraternity or sorority for the current AY (Academic Year) to 24.3%
- **Greek Week** took place the week of April 8. Over 38,000 items and 12,000 pounds of food were donated to the Bear Pantry through the efforts of our fraternity and sorority members.
- **Student Activities Council (SAC)** successfully co-programmed 38% of its events this year, exceeding its goal of 30%. Co-programming increases overall engagement to the campus and community by partnering with others, extending funding for programs, and expanding the audiences of programs.
- **SAC** increased its membership for the year to the total desired membership for the organization. This number is consistent with pre-pandemic interest in providing campus-wide programming to students.
- **Traditions Council (TC)** hosted 61 events for the student body this academic year. This is a 32% increase from the previous year. During this year, they have tracked over 16,500 participants in attendance at their events. Additionally, they implemented 11 new events to support spirit, traditions, and athletes on-campus. They partnered with SAAC, acapella groups, Athletics, SAC, FSL, Family Programs, Homecoming, FRC, and more groups throughout the year to build a stronger community and promote collaboration.

Residence Life, Housing and Dining Services:

- About 130 students participated in the Resident Assistant (RA) selection process, including an individual interview and group process. One hundred and four RAs have been selected for the 24-25 academic year. This is the strongest applicant pool we have had since the pandemic.

- We currently have 3,360 active housing applications for the 24-25 academic year. Our first round of housing assignments for incoming students will be sent out on April 29, 2024. Housing assignments tell students what building and room they will be living in.
- Hosted Spring Resident Assistant (RA) training for the 24-25 RA staff on April 12-13, 2024.

Public Affairs:

- **Public Affairs Support (PAS)** and the History department hosted Helen Turner, the Director of Education for the St. Louis Kaplan Feldman Holocaust Museum, who spoke about the contemporary landscape of Holocaust education within the museum settings. This engaging speaker included 88 participants in an interactive, educational program exploring the dynamic nature of how we remember and learn from the past while fostering awareness, empathy, and remembrance. This program was made possible through a generous donation from Mary and Jeff Schrag and the Physical Therapy Specialists Clinic in West Plains.
- During March, Paws to the Polls interacted with about 400 students at the spring Voter Fair, while 112 campus community members attended the Paws to the Polls Local Forum with Springfield School Board 2024 Candidates.
- **PAS** partnered with the Sigma Pi fraternity to bring Brian Townsend, retired DEA special agent, to speak to 100 members of our campus community about the increasing dangers of synthetic opioids such as fentanyl. Participants gained valuable insights and practical guidance to comprehend the crisis and take meaningful action.

Student Support and Opportunity:

- **Access & Success Programs** updated an MOU with Big Brothers Big Sisters of Eastern Missouri signed on 3/7/2024 and a new MOU & Scholarship program with Girl Scouts of Eastern Missouri was signed on 4/3/2024.
- **Multicultural Programs-** the MRC (Multicultural Resource Center) hosted 20 successful events to date with attendance totaling 1000+ students. We had successful and new collaborations with black alumni, student organizations, and community partners (SPS, NAACP, Girl like me Network).
- The Transition Closet space was expanded, and we collected more donations this semester than any previous year.
- **TRIO Upward Bound** had seven UB seniors that have selected MSU to start their college journey & will be the first to be awarded the new UB scholarship. Supplemental Grants were Awarded: MO-KAN-NE State TRIO Association and Community Foundation of the Ozarks.
- **Inclusive Excellence Scholarship Program** was increased, and 247 awards were offered for the fall.

University Bookstore:

- **Spring Grad Fair.** Held Grad Fair on March 6 & 7 in the Bookstore. More than 600 students stopped by over the 2-day event. The bookstore sold 56k of graduate regalia, 15k in BearWear and souvenirs, and total store sales of 75k over this event! We also had Grad Photos in attendance to take headshots, and the event was very successful. Campus partners included; Career Center, COB Grad Programs, Grad College, Registrar, and International Services. Vendors in attendance; Herff Jones, and the SGF Network.
- **Showcase Event.** The Bookstore was open for extended hours to help support the showcase event on April 6. In addition to the bookstore being open, we extended the hours at Bear Necessities and Madison Avenue in the PSU to allow our visitors for the day the opportunity to see what we have to offer on the campus. A special 20% discount was provided to the families and sales for the day were strong at all three locations.

- **Spring Family Day at Hammonds Field.** The Bookstore participated in this event on April 13 to help enhance the special day. At our trailer we held a drawing for two baseball jerseys in which we had 160 guests enter and experienced about five times our normal game day sales from this event. We offered a “spin and win” discount which allowed up to 30% off the purchase, with a lucky spin! A beautiful day for a ballgame was had by all!

Respectfully submitted by,



Dr. Dee Siscoe,
Vice President for Student Affairs



STAFF SENATE BOARD OF GOVERNORS MAY 2024 REPORT

Another great year at MO State is almost complete with everyone looking forward to getting things done over the summer and ready for our returning and new students – as well as new President – next year.

Recruitment and Retention Committee

A final resolution was passed by the Senate at the December meeting. The Committee continues to work with HR to finalize the language and expectations with the name changing to “Parental Leave” for clarity. We believe this change to the Shared Leave Policy will enhance Missouri State’s ability to recruit and retain staff and we thank the President and Administration for their support and advocacy to make it possible.

Other items the Committee is working on: ADP updates, Credit Fee Waiver enhancements, Improving information distribution efficiency, Payment schedule for non-exempt employees, Staff Emergency Fund, and Transcript processing.

By-Laws Proposed Changes

The Executive Committee has been reviewing the representation model for the Senate this year and due to a wide variance between each Job Family numbers determined it would be more equitable to change the formula to a percentage from each Family and introduce representation from each VP Unit. This distribution would encourage more participation and a broader representation than what is current. We also revised language to address vacancy in the Chair position should it occur prior to new elections. Both of these changes were approved by the Senators and is being submitted to AC for review and approval.

Other Committees

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

- Activities: MSU Baseball vs. Mizzou tickets (97 attendees). Another movie night at Alamo Drafthouse for all Staff (will be a recurring event due to considerable interest). Upcoming event at “1984” arcade venue.
- Clif’s connection: Met with new staff.
- Executive Budget: Shared proposed budget items and collected Staff input. Staff is again thankful for the potential of increased compensation again this year. We will continue to work with HR to gather data from CUPA to make recommendations for next year’s budget.
- Faculty Senate: Continued collaboration with leadership on campus and budget items.
- Healthcare & Benefits: Accepted comments on companies submitting Request for Proposals.
- President’s Council on Accessibility: Updates on campus infrastructure transportation improvements.
- Public Affairs Committee: Adopt-a-Street trash pick-up, clothing drive for the MRC transition closet, Day of Caring - Ozarks Food Harvest volunteer day.

- Shared Leave: Approved new cases.
- Staff Excellence in Service Awards: Approved nine awards which were distributed at the Staff Awards Luncheon. (Also, Staff Senate Scholarships were Awarded to a Staff member a daughter of a Staff member at the Staff Awards Luncheon)
- Wall of Fame: Reviewed nominations and voted on recipients.

Meetings – Forums - Presentations

We had many great speakers and presentation since December and have more coming up through the end of this year into next:

- Alex Johnson, Director Community-Engaged Learning - Bear Pantry
- Zora Mulligan, Executive Vice President - SEM Plan Update
- President Clif Smart & VP Matt Morris - Campus Update & July 5th as an extra given day
- Scot Scobee, Director-Office of Human Resources - ADP Resolution Items Update
- David Hall, Director-University Safety - Campus Safety & Parking Update
- Brent Dunn – VP for University Advancement - new Advancement Center.
- Andrea Weber, Assistant VP for Student Affairs/Dean of Students - Behavioral Intervention Team.
- Eric Taylor, Instructional Designer-Educational Technology (FCTL) – Brightspace
- Dr. Beth Walker, Faculty Senate Chair – Faculty Survey Results
- Kyle Moats, Director of Athletics – Updates
- Algerian Hart, Assistant to the President for Inclusive Engagement – Updates
- Julia Holmes, Deputy Compliance Officer – President’s Accessibility Council Update

We have also participated in various Forums and presentations to campus partners:

- Public Affairs Hall of Fame Selection Committee Participation
- Presidential Search: Held Open Forum for Staff for each candidate
- SAE 735: Finance & Governance in Higher Education presentation about the role of Staff Senate
- SEM Council Participation

Staff Appreciation Week

We have our schedule for the week established. The events are familiar so could start being considered new traditions for Staff:

- Monday at Mother’s Brewery
- Tuesday “Class Photo”
- Thursday Fan Favorite Pineapple Whip
- Friday Floats and Games
- 2023-24 Staff Appreciation T-Shirt Sales Ongoing through May 10, 2024

Special Note: On behalf of the Senators and all Staff we thank President Smart for his steadfast support and participation in Staff sponsored events. He will be missed, but not forgotten.

Respectfully Submitted:

Laura Jean Derrick, Chair – Staff Senate

4/25/2024

XI.B.

MISSOURI STATE UNIVERSITY

BOARD RESOLUTION

RECOGNITION NO. 25-24

Offer of commendation to
Laura Derrick for service as
Staff Senate Chair

WHEREAS, Laura Derrick has served as Chair of the Staff Senate at Missouri State University for 2023-2024; and

WHEREAS, Laura Derrick has provided outstanding leadership which has resulted in a high level of respect for the Staff Senate among the University's staff, faculty, students, and administration; and

WHEREAS, Laura Derrick has pursued a fully participatory form of Staff Senate governance by working energetically to keep staff informed of issues affecting the University and soliciting staff input and ideas; and

WHEREAS, Laura Derrick has continually demonstrated her dedication to the University and her fellow staff, and has represented the interests of staff and effectively communicated their views to the University administration and to the Board of Governors; and

WHEREAS, Laura Derrick has conducted herself in a manner appropriately befitting the Chair of the Staff Senate of a major state University;

NOW, THEREFORE, BE IT RESOLVED, by the Board of Governors for Missouri State University, that we commend Laura Derrick for her outstanding service as Staff Senate Chair at Missouri State University for 2023-2024.

Lynn Parman
Board Chair

Passed at meeting of
May 9, 2024

Rowena Stone
Secretary to the Board

XIII.A.

MISSOURI STATE UNIVERSITY

BOARD RESOLUTION

AGREEMENT NO. 477-24

Approval of consultant and authority to enter into an agreement for professional services in conjunction with the Judith Enyeart Reynolds Complex

BE IT RESOLVED by the Board of Governors of Missouri State University that the professional services of Dake Wells Architecture in conjunction with the Judith Enyeart Reynolds Complex be accepted, approved, and awarded.

BE IT FURTHER RESOLVED that Dake Wells Architecture perform this work for a fixed fee of Nine Hundred Ninety-seven Thousand Seven Hundred Eighty-one and 25/100ths dollars (\$997,781.25) plus reimbursable expenses.

BE IT FURTHER RESOLVED that this be paid from the Judith Enyeart Reynolds Complex budget funded by private donations and University funds.

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

Lynn Parman
Board Chair

Passed at meeting of
May 9, 2024

Rowena Stone
Secretary to the Board

COMMENTS:

In conjunction with the September 2023 Board of Governors consultant approval, the University desires to facilitate the design of the Judith Enyeart Reynolds Complex for the Reynolds College of Arts, Social Sciences and Humanities. The Judith Enyeart Reynolds Complex, inclusive of Craig Hall and a new building at the Art Annex site, will be a significant part of Missouri State University's transformation plan. Through the plan, the University is modernizing its academic enterprise, better supporting students, maintaining and strengthening programs, and enhancing efficiency and collaboration.

This project will demolish the current Art Annex and replace it with a new facility that complements the design of the Grand Street Underpass and the John Goodman Amphitheatre at the Reynolds Arts Park. Most of the building's existing program requirements and occupants will be maintained in the new facility, which will also include a multi-purpose space for students, faculty, staff, alumni, donors, and community events.

Additional work will include the partial renovation of Craig Hall. This includes cosmetic and lighting upgrades to the lobby and corridors on both the first and second floors. There will be localized full renovation work at the east end of the building on the first floor. New fully accessible restrooms will be built on the first floor, and a ramp system will be installed on the north side of Coger Theatre to provide additional ADA access. Site upgrades for the building will include an ADA ramp at the southwest corner of the building, providing an accessible route to the south entrance.

A new addition is planned at the west facade of Craig Hall. This addition will provide the necessary space for a state-of-the-art scene shop with direct access to the stage, material storage, adequate ventilation, dust collection, and a fire protection system, creating a more functional workshop environment. The new and renovated buildings will include a student success center and state-of-the-art learning spaces.

The University will utilize a Construction Manager at Risk (CMAR) delivery method. Construction work is scheduled to be completed by the spring 2026 semester.

Dake Wells Architecture was the firm selected for this project due to previous experience with complex building construction projects. The consultant will provide comprehensive design services, from pre-design through post-construction.

This project will be paid from the Judith Enyeart Reynolds Complex budget funded by private donations and University funds.

XII.B.

ADMINISTRATION AND FINANCE

ANNUAL REPORT – STORM WATER PROTECTION PROGRAM

This annual activity report is provided to the Board through annual updates in accordance with the University's Municipal Separate Storm Water System (MS4) General Operating Permit MOR04C092. This permit was issued to the University on August 1, 2022, to allow for program development in protection of storm water quality at the Missouri State University main campus located at 901 S. National Avenue in Springfield, Missouri.

The storm water management program is managed through the Administration and Finance Division, as a cooperative effort with Environmental Management, Facilities Management, and Planning Design and Construction. Program activity for the 2023 reporting period includes development of a training module for the identified campus target audience; participation in a compliance assistance review with Department of Natural Resources personnel; completion of the required annual dry weather outfall inspection; and the addition of a public question/concern-reporting option to the stormwater webpage. An environmental firm (Environmental Works, Inc.) has been engaged to provide technical assistance toward completion of the written stormwater management plan.

For Board of Governors May 9, 2024 meeting

XIII.B.

REPORT TO BOARD OF GOVERNORS

ASSISTANT TO THE PRESIDENT

FOR INCLUSIVE ENGAGEMENT

May 2024

EVENTS

- 2nd Annual Inclusive Excellence Gala
- 2024 CDC VIP reception
- 12th Annual Maroon & White Honors Banquet & Scholarship Athlete Awards Ceremony
- National Association Diversity Officers in Higher Education NADOHE (Seattle, WA)
- WYMAN Amplify GALA 4/6/24
 - Honoree Kendrick D. Hooks Class of 2013 **MSU**
 - Honoree Brandy Higgins Class of 2013 **MSU**
- Webster University Conference
 - Panel (Navigating the Impact of the Supreme Court's Affirmative Action Decision in Higher Education)
- Good Morning Springfield

COLLABORATIONS/PARTNERSHIPS

- OIE Workshops and Talks
 - Benedict College, South Carolina
 - Cal State Long Beach, California
- DEI Roundtable
- Arvest Springfield, MO Board Meeting
- MSU Athletics Inclusive Engagement Council
- Commerce Bank OIE partnership growth w/ Pres. Keith Noble
- Community Partnership of the OZARKS (MSU Inclusive Outreach)
- Juneteenth 2024 Planning Committee
- MSU Men's (2/3) & Women's (2/29) Black History Month Celebration
 - 60 VIP's
 - Shirts, D9 acknowledgement, BHM Trivia

INITIATIVES

- 11th Annual Collaborative Diversity Conference
- Inclusive Excellence Institute
- Inclusive Engagement Council

XIII.B.

MEDIA

- Celebrating Diversity Interview w/ Emily Yeap, KSMU
- Arvest Bank Board press release announcing addition of Dr. Algerian Hart

ASSISTANT VICE PRESIDENT FOR INCLUSIVE EXCELLENCE AND FACULTY DEVELOPMENT

- April 2024 Podcast episode featuring Dr. Julie Masterson released.
- Attended NADOHE Conference (including workshops on cultivating innovative student pathways and faculty programs, updating workshops/trainings, and rebuilding IE toolkits).
- Workshop toolkit revision
- IEC collaboration and Equity Anchors
- CDC Panels (Veterans, MO Hwy Patrol, Student and Faculty life at PWIs and HBCUs)
- Collaborative Student Mentorship Program (MSU and Community Partnership)

INCLUSIVE ENGAGEMENT FELLOW

- Assisting with 2024 Collaborative Diversity Conference satisfaction surveys
- Inclusive Excellence Institute Funding Framework
- Researching continuing education units (CEUs) 2025 Collaborative Diversity Conference
- Strategic planning activities for Inclusive Engagement Institute development
- Participating in Inclusive Engagement Council meetings



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

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 March.

PROJECT HIGHLIGHTS

- **Paul Durham**, Distinguished Professor of Biology, received **\$427,500** from the **National Institutes of Health** to better understand the cellular and molecular changes in neuron-glia communication mediated by a polyphenol-enriched grape seed extract (GSE) to reduce the burden of chronic pain.
- **Lisa Wade**, Dean of Nursing and Allied Health, received **\$532,944** from the **Missouri State Board of Nursing** to develop, support, and expand nursing education at Missouri State University – West Plains, ultimately contributing to the reduction of nursing shortages in the state.
- **Denise Cunningham**, Director of the School for Teaching Learning & Developmental Sciences, received **\$617,760** from the **US Department of Education** via the **Missouri Department of Elementary and Secondary Education** to provide tuition and fees for students to take coursework for the Elementary Mathematics Specialist Certificate.

RESULTS

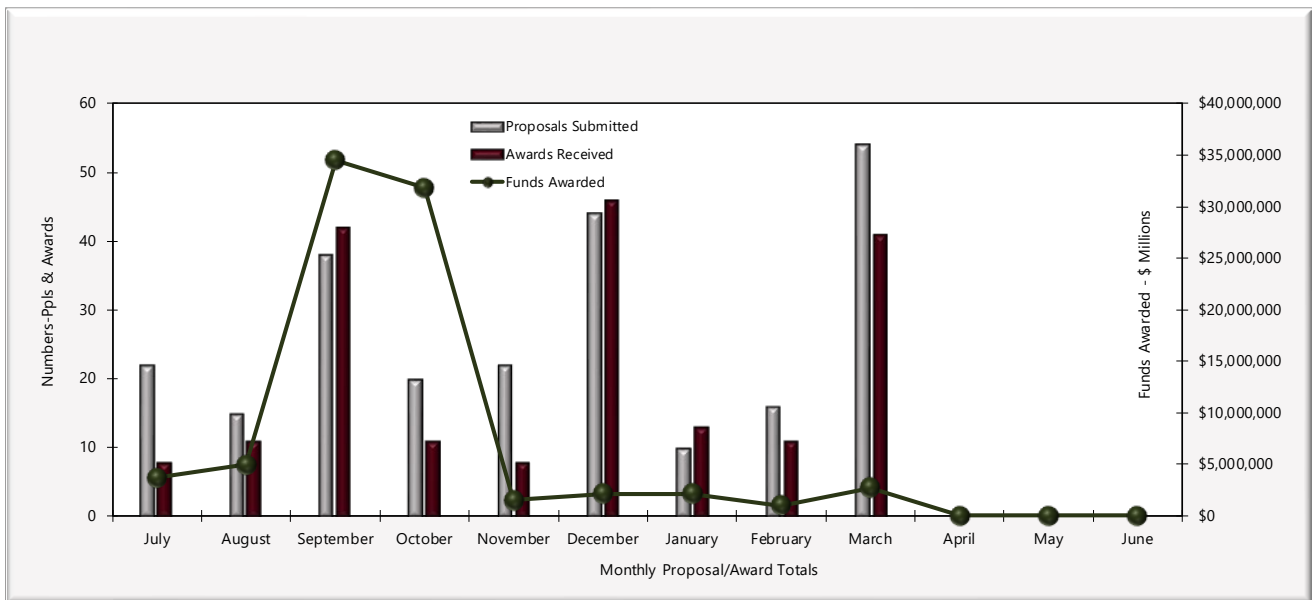
As of the end of March, the University has submitted 241 proposals for support of university-based projects. To date, 191 awards have been received – some of which are from proposals submitted during the previous fiscal year. The commitment of funds in these grants and contracts to date is \$84.6 million. 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	241	0%
Funds Requested	\$68,052,729	-2%
Named Investigators	87	-16%
Grants & Contracts Awarded	191	-9%
Funds Awarded	\$84,616,160	25%

External funding activity so far in FY 2024:

Sponsored Program Activity FY 2024

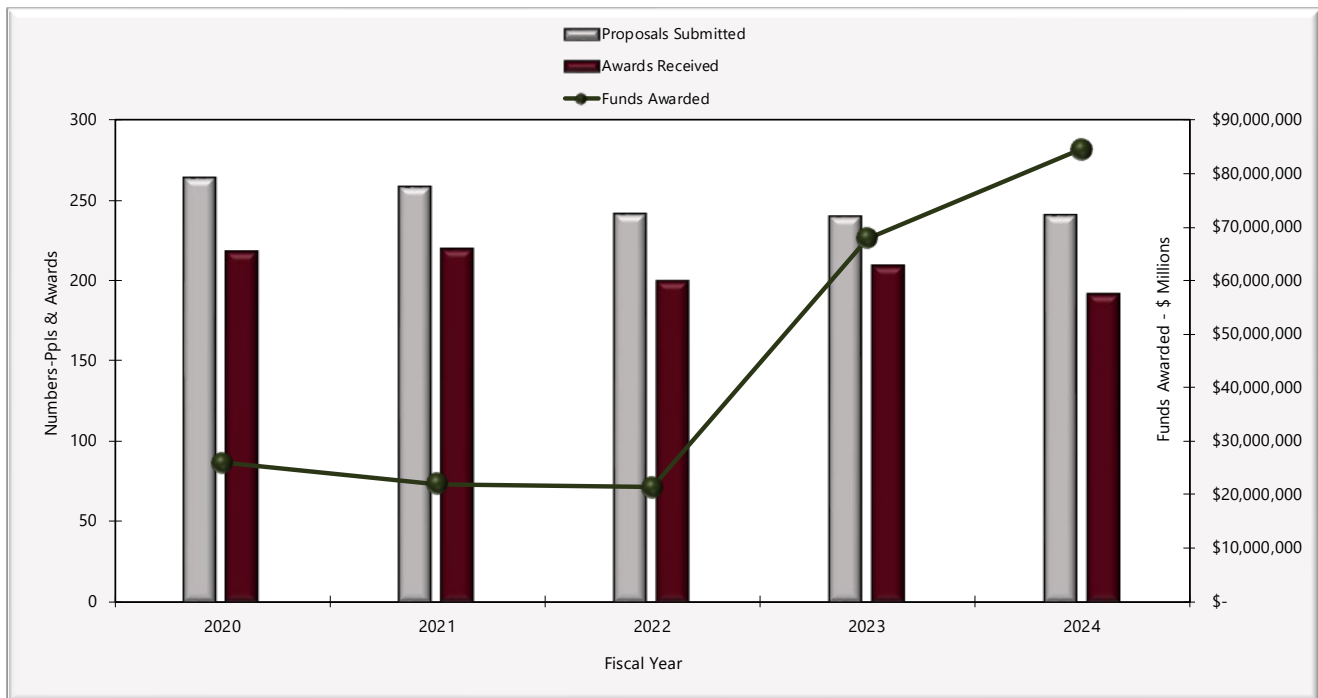
Month	Proposals Submitted	Total Awards	Dollars Awarded
July	22	8	\$3,726,641
August	15	11	\$4,961,541
September	38	42	\$34,524,404
October	20	11	\$31,799,961
November	22	8	\$1,531,545
December	44	46	\$2,152,405
January	10	13	\$2,165,761
February	16	11	\$1,013,981
March	54	41	\$2,739,921
April	0	0	\$0
May	0	0	\$0
June	0	0	\$0
	241	191	\$84,616,160



A comparison of activity over the last five years:

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

Fiscal Year	Proposals Submitted	Number of Awards						\$Millions	
		Facilities &						Requested	Awarded
		Education	Equipment	Infrastructure	Research	Service	Ttl Awds		
2020	264	27	0	3	36	152	218	\$ 48,317,794	\$ 25,958,186
2021	259	36	0	0	33	149	219	\$ 45,830,700	\$ 21,942,507
2022	242	28	1	0	29	10	199	\$ 43,288,183	\$ 21,350,913
2023	240	36	1	4	27	138	209	\$ 69,589,009	\$ 67,958,580
2024	241	33	0	4	32	122	191	\$ 68,052,729	\$ 84,616,160



Grant and contract activity for FY 2024, through March:

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	Award	
					Submit	\$	Submit	\$	\$	
ADMIN - Administrative Services	4	0	7	0	4	8	3	5	\$ 34,985,051	
CGP - Community & Global Partnerships	5	0	4	0	17	14	15	13	\$ 1,097,500	
CASE - Center for Applied Science & Engineering	2	0	3	0	8	10	7	9	\$ 28,375,926	
CBED - Center for Business & Economic Development	3	0	2	0	6	3	4	2	\$ 156,990	
CBLS - Center for Biomedical & Life Sciences	0	0	0	0	0	0	0	0	\$ -	
ILTC - International Leadership & Training Center	3	0	3	0	5	5	4	4	\$ 895,441	
JVIC - Jordan Valley Innovation Center	2	0	2	0	11	9	10	9	\$ 807,226	
SBDC - Small Business Development Center	2	0	1	0	9	8	9	8	\$ 557,492	
CNAS - College of Natural & Applied Sciences	1	44	1	19	82	33	51	28	\$ 2,263,771	
BSFS - Bull Shoals Field Station	0	1	0	1	3	3	3	3	\$ 3,793	
CRPM - Center for Resource Planning & Management	3	0	1	0	9	5	6	4	\$ 109,115	
OEWR - Ozark Environmental Water Research Institute	3	2	2	2	21	16	11	8	\$ 711,843	
COB - College of Business	0	2	0	2	2	2	2	2	\$ 191,670	
C-PRIME - Center for Project Innovation & Management Education	0	0	0	0	0	0	0	0	\$ -	
COE - College of Education	1	11	1	7	26	20	25	20	\$ 2,647,338	
ATLL - Agency for Teaching, Leading and Learning	1	0	1	0	5	5	5	5	\$ 3,645,655	
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	1	9	1	5	17	13	14	12	\$ 1,112,938	
CGB - Center for Grapevine Biotechnology	0	1	0	1	1	1	1	1	\$ 25,000	
MVEC - Mid-America Viticulture & Enology Center	1	2	1	2	5	7	4	5	\$ 106,542	
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	1	1	1	1	1	\$ 1,300	
MCHHS - McQueary College of Health & Human Services	3	11	2	8	26	20	23	18	\$ 2,935,719	
AHEC - Southwest Missouri Area Health Education Center	1	0	1	0	8	8	8	8	\$ 306,741	
OPHI - Ozarks Public Health Institute	1	0	1	0	3	3	3	3	\$ 794,276	
RSTATS - RStats Institute	1	0	0	0	1	0	0	0	\$ -	
OIE - Office of Inclusive Engagement	0	0	0	0	0	0	0	0	\$ -	
PRES - Office of the President	0	0	0	0	0	0	0	0	\$ -	
PROV - Office of the Provost	1	1	1	0	2	1	1	0	\$ -	
RCASH - Judith Enyear Reynolds College of Arts, Social Sciences & Humanities	1	9	0	4	15	7	10	7	\$ 756,624	
CAR - Berniece S. Warren Center for Archaeological Research	0	1	0	1	10	8	10	8	\$ 597,219	
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	0	0	\$ -	
CCE - Center for Community Engagement	1	0	1	0	2	1	2	1	\$ 321,970	
WP - West Plains Campus	3	2	4	1	10	8	9	7	\$ 1,209,020	
TOTAL	46	97	42	54	311	221	241	191	\$ 84,616,160	

* 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.

Ozarks Public Broadcasting

LOCAL CONTENT & SERVICE REPORT TO THE COMMUNITY

2023



KSMU Radio
Ozarks Public Television



Our Mission

Local Value

At KSMU Radio and Ozarks Public Television, we take our role of serving our audience and upholding their trust very seriously. We strive to keep listeners and viewers across the Ozarks informed, entertained, and inspired through in-depth news coverage, excellent educational content, and the civil exchange of ideas. A variety of local and national content is distributed through our media platforms, connecting audiences in meaningful ways. With a mission to explore ideas and deepen our shared understanding, the stations are focused on several priorities, including quality content, collaboration, and sustainability.

Key Services

- **Engaging community members** through local outreach.
- **Educating families** through each stage of life.
- **Celebrating diversity** to develop cultural competence and create inclusive communities.
- **Documenting, presenting, and preserving** the history and culture of the Ozarks.

Local Impact

Ozarks Public Broadcasting reaches our entire community. Because Ozarks Public Television and KSMU Radio are available free of charge, through over-the-air broadcast and online streaming, we're able to serve all families in our area—regardless of their financial means. Every child in the Ozarks has access to quality educational programming that promotes success in school, and every resident has access to information and ideas that encourage community engagement.

40,000

weekly KSMU
listeners



373,792

weekly OPT
viewers

Community Engagement

KSMU Trivia Nights

KSMU continued its partnership with Springfield Brewing Company to host Trivia Nights throughout the year. Teams of 2-6 people enjoy dinner, drinks, and five rounds of trivia to compete for bragging rights and prizes.

Studio Live Social Hour

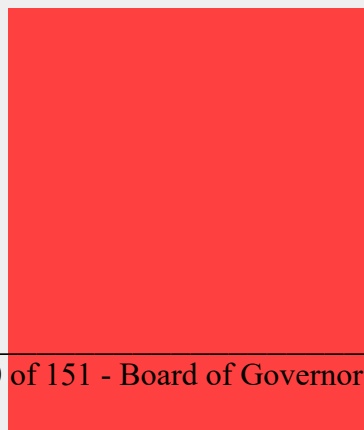
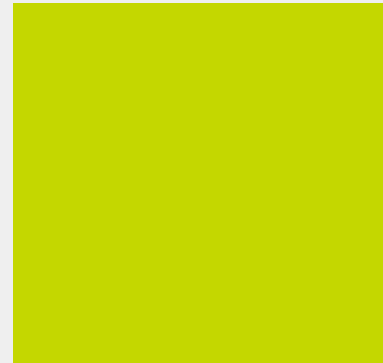
In January 2023, *Studio Live* Social Hour moved to its new location—Mother's Brewing Company. Social Hour features a performance from the monthly *Studio Live* guest and is free to attend. *Studio Live* is broadcast the second Friday of each month, and Social Hour follows that evening.

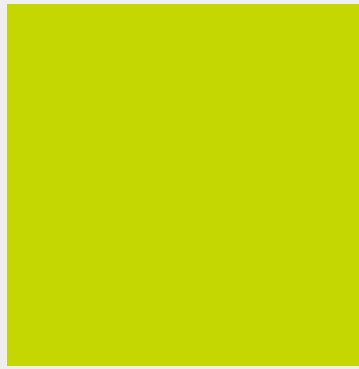
NPR Tiny Desk Contest Local Showcase

KSMU hosted the 2023 NPR Tiny Desk Contest Local Showcase at Mother's Brewing Company in June. The free event featured musicians Seth Darby, Justin Larkin, and Terrible Terrence, selected from a pool of 2023 Tiny Desk Contest entrants.

NPR's Noguchi Visits Springfield

As part of the Missouri State University Public Affairs Conference, KSMU hosted NPR Science Desk correspondent Yuki Noguchi. She spoke at the conference, met with journalism students, and visited with station donors.



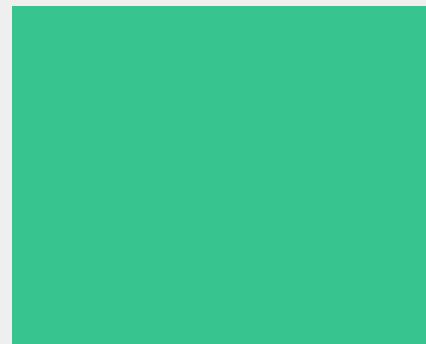


Local News

2023 was a time of growth for KSMU's trusted news team and our signature brand of "locally grown" news content. We're proud to make daily audio and digital news coverage available to everyone—without paywall barriers—thanks to pledge contributions and public resources.

Longtime KSMU journalist Michele Skalicky moved into the news director role. Not long afterward, the team welcomed Chris Drew as our new *Morning Edition* host and reporter. With the help of student interns and part-time reporters, KSMU Radio continued to document the daily life of the Ozarks.

The news team produced more local stories and added a local newscast each afternoon during *All Things Considered*. KSMU News reached beyond our own studios to collaborate with outside journalism partners including the nonprofit Springfield Daily Citizen. And KSMU continued its critical role supporting the Informed Voter Coalition. This nonpartisan coalition—made up of KSMU and a dozen other Ozarks community organizations—aims to provide equitable coverage during election cycles by interviewing candidates for local public office.




**INFORMED
VOTER
COALITION**

Educational Outreach

Seuss Science Day

Ozarks Public Television partnered with the Ozarks Regional YMCA to present Seuss Science Day in early 2023. The free family event, inspired by Dr. Seuss, encouraged kids to explore the world around them through interactive S.T.E.A.M. activities, reading, and more.

OPT/PBS KIDS® Writers Contest

Kids in kindergarten through third grade participated in the 2023 Writers Contest by writing and illustrating original stories. Local winners were honored at a banquet and had stories displayed at a local art gallery and children’s literacy festival.

99,892

children in the Ozarks tune in to OPT each week.



PBS KIDS and the PBS KIDS Logo are trademarks owned by Public Broadcasting Service. Used with permission.



81%

of parents agree PBS KIDS® helps prepare children for success in school.



Diverse Programming

Brave Talks

In July 2023, KSMU hosted *Brave Talks*, a four-episode limited series with Charity Jordan Rex of Harmony House and Kunti Bentley of MSU's Project HEAL. The conversations centered on intimate partner violence in our area and how we can work together to create a safer community for everyone.

Punk & Variations

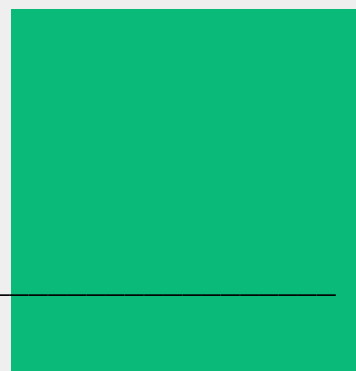
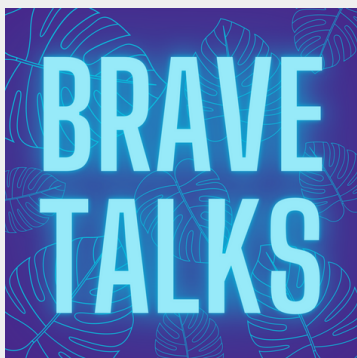
Student reporter and announcer Meghan McKinney launched KSMU's latest local music show *Punk & Variations*. Each week, she picks a hardcore genre, exploring old to modern music through punk, garage rock, grunge—anything with an aggressive sound.

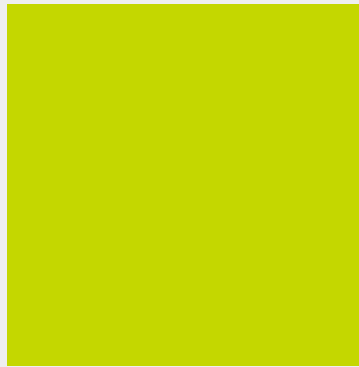
Unseen

In 2023, Ozarks Public Television aired the independent film *Unseen: How We're Failing Parent Caregivers & Why It Matters*. The documentary gives a candid look at families living with disability and calls for action to improve outcomes.

Sense of Community

Ozarks Public Television's ongoing public affairs series *Sense of Community* (SOC) featured topics this season including human trafficking, local news challenges, and much more. In 2023, KSMU added an encore broadcast of SOC's audio on 91.1 FM the week after each episode's television presentation.



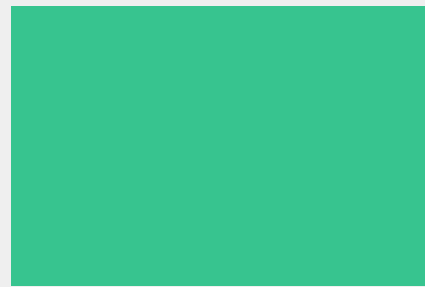


Stream these and many other OPT documentaries online, anytime, free of charge at video.optv.org.

Regional Reflection

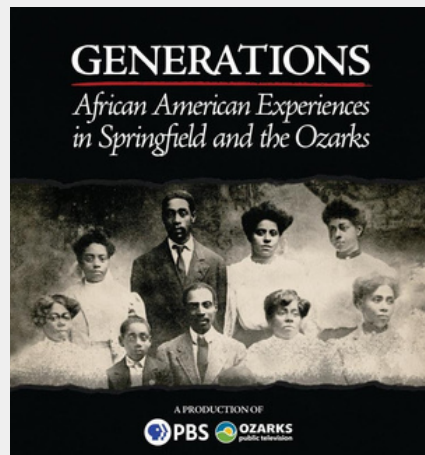
Now Showing

Premiering in May 2023, *Now Showing: The Life and Times of Springfield Movie Theaters* presented a nostalgic and entertaining look at the origin, history, and highlights of local theaters. The film recreates the novelty of the movie-going experience where audiences often sat in architecturally splendid auditoriums and watched wide-eyed as the adventures of their favorite stars filled two-story screens.



Generations

While Southwest Missouri is known for its rich culture and community, some aspects of the area’s history are often overlooked. Black Americans have played a pivotal role in the development and growth of our region since the early 1800s. In June 2023, Ozarks Public Television explored the unique experiences, challenges, tragedies, and successes of Black Americans in our area with the premiere of *Generations: African American Experiences in Springfield and the Ozarks*.



Campus Connections

Talking History

KSMU's first full-length podcast, *Talking History*, debuted in May 2023 in partnership with the Missouri State University Department of History. Hosts Djene Bajalan and Patrick Needham speak every month with historians and scholars about the ideas, people, and events that have shaped our world.

Astro Brief

Astro Brief is a weekly look into astronomy produced in cooperation with the Missouri Space Grant and the Missouri State University Department of Physics, Astronomy and Materials Science. Hosted by Dr. Mike Reed, the KSMU show explores a variety of topics and features astronomy-related guests.

Engaging the Community

This monthly KSMU program features Missouri State University President Clif Smart and KSMU News Director Michele Skalicky discussing the implications of national and international events on the University and local community.

Missouri State Journal

This weekly KSMU program is a collaboration with the Missouri State University Office of Strategic Communication and features faculty and staff from a variety of areas across campus sharing expert tips and advice.



Hear past episodes of each of these shows at ksmu.org.



**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 April		Running Totals		Year
		No.	Amount	No.	Amount	No.	Amount	No.	Amount	
Annual Gifts	FY 23	6,861	\$165,854	73	\$482,493	6,934	\$648,347	71,141	\$8,467,539	FY 23
	FY 24	6,792	\$168,684	64	\$273,937	6,856	\$442,621	68,529	\$8,296,886	FY 24
Capital Facilities	FY 23	10	\$1,279	3	\$135,611	13	\$136,890	230	\$3,582,773	FY 23
	FY 24	10	\$554	8	\$59,900	18	\$60,454	212	\$18,008,980	FY 24
One Time Gifts	FY 23	0	\$0	4	\$279,834	4	\$279,834	131	\$7,978,193	FY 23
	FY 24	0	\$0	12	\$111,500	12	\$111,500	148	\$2,930,038	FY 24
TOTALS	FY 23	6,871	\$167,133	80	\$897,938	6,951	\$1,065,071	71,502	\$20,028,505	FY 23
	FY 24	6,802	\$169,238	84	\$445,337	6,886	\$614,575	68,889	\$29,235,924	FY 24

**MISSOURI STATE UNIVERSITY FOUNDATION
INCOME SUMMARY TOTALS BY TYPE AND SOURCE
07/01/2023 TO 04/30/2024**

SOURCE	UNRESTRICTED CURRENT	RESTRICTED CURRENT	ENDOWMENT	GIFTS OF PROPERTY	NON-GIFT INCOME*	TOTAL 07/01/2023 TO 04/30/2024	TOTAL 07/01/2022 TO 04/30/2023
ALUMNI	\$70,076	\$3,419,468	\$660,672	\$255,807	\$271,441	\$4,676,994	\$3,576,586
FRIENDS	10,312	1,669,205	347,419	967,232	139,044	\$3,133,212	3,486,833
PARENTS	1,350	77,042	7,285	99	7,960	\$93,736	179,959
FOUNDATIONS	8,200	13,337,295	395,275	0	0	\$13,740,770	2,067,169
ORGANIZATIONS	32,200	984,955	1,305,871	11,658	0	\$2,334,684	4,861,850
BUSINESSES	16,364	1,320,611	247,192	3,013,448	658,913	\$5,256,528	5,856,107
GIFT TOTAL	\$138,502	\$20,808,576	\$2,963,714	\$4,248,244	\$1,077,358	\$29,235,924	\$20,028,504

*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 04/30/2024	TOTAL 07/01/2022 TO 04/30/2023
DEFERRED GIFTS	1,000,000	0	1,959,641	0	\$ 2,959,641	\$ 6,072,002

GRAND TOTAL FOR TESTAMENTARY GIFTS YET TO BE RECEIVED: \$82M

	NUMBER OF DONORS 07/01/2023 TO 04/30/2024	NUMBER OF DONORS 07/01/2022 TO 04/30/2023
ALUMNI	5,718	5,922
FRIENDS	10,659	11,109
PARENTS	674	761
FOUNDATIONS	50	51
ORGANIZATIONS	306	294
BUSINESSES	698	671
TOTAL	18,105	18,808

**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 March		Running Totals		
		No.	Amount	No.	Amount	No.	Amount	No.	Amount	Year
Annual Gifts	FY 23	8,858	\$348,339	112	\$532,897	8,970	\$881,236	64,207	\$7,819,191	FY 23
	FY 24	9,013	\$329,324	92	\$368,152	9,105	\$697,476	61,659	\$7,821,903	FY 24
Capital Facilities	FY 23	14	\$2,029	7	\$62,000	21	\$64,029	217	\$3,445,883	FY 23
	FY 24	58	\$4,589	7	\$30,525	65	\$35,114	194	\$17,939,398	FY 24
One Time Gifts	FY 23	0	\$0	10	\$348,258	10	\$348,258	127	\$7,698,359	FY 23
	FY 24	0	\$0	17	\$252,600	17	\$252,600	134	\$2,687,408	FY 24
TOTALS	FY 23	8,872	\$350,368	129	\$943,155	9,001	\$1,293,523	64,551	\$18,963,433	FY 23
	FY 24	9,071	\$333,913	116	\$651,277	9,187	\$985,190	61,987	\$28,448,709	FY 24

**MISSOURI STATE UNIVERSITY FOUNDATION
INCOME SUMMARY TOTALS BY TYPE AND SOURCE
07/01/2023 TO 03/31/2024**

SOURCE	UNRESTRICTED CURRENT	RESTRICTED CURRENT	ENDOWMENT	GIFTS OF PROPERTY	NON-GIFT INCOME*	TOTAL 07/01/2023 TO 03/31/2024	TOTAL 07/01/2022 TO 03/31/2023
ALUMNI	\$67,847	\$3,353,894	\$545,890	\$227,790	\$255,208	\$4,450,159	\$3,247,314
FRIENDS	10,526	1,468,698	311,498	966,701	135,661	\$2,893,084	3,288,335
PARENTS	910	72,986	5,915	99	7,960	\$87,870	175,536
FOUNDATIONS	8,200	13,285,235	395,275	0	0	\$13,688,710	1,968,135
ORGANIZATIONS	27,500	883,188	1,239,563	11,633	0	\$2,161,884	4,631,297
BUSINESSES	10,927	1,253,860	237,667	3,010,435	654,113	\$5,167,002	5,652,816
GIFT TOTAL	\$125,910	\$20,317,861	\$2,735,808	\$4,216,658	\$1,052,942	\$28,448,709	\$18,963,433

**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 03/31/2024	TOTAL 07/01/2022 TO 03/31/2023
DEFERRED GIFTS	1,000,000	0	1,959,641	0	\$ 2,959,641	\$ 6,040,000

GRAND TOTAL FOR TESTAMENTARY GIFTS YET TO BE RECEIVED: \$82M

	NUMBER OF DONORS 07/01/2023 TO 03/31/2024	NUMBER OF DONORS 07/01/2022 TO 03/31/2023
ALUMNI	5,490	5,768
FRIENDS	10,251	10,675
PARENTS	650	755
FOUNDATIONS	45	47
ORGANIZATIONS	276	282
BUSINESSES	651	629
TOTAL	17,363	18,156

**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 February		Running Totals		
		No.	Amount	No.	Amount	No.	Amount	No.	Amount	Year
Annual Gifts	FY 23	6,985	\$169,336	65	\$1,680,232	7,050	\$1,849,568	55,238	\$6,938,233	FY 23
	FY 24	6,174	\$1,582,067	55	\$191,514	6,229	\$1,773,581	52,244	\$7,069,259	FY 24
Capital Facilities	FY 23	15	\$2,307	4	\$12,000	19	\$14,307	195	\$3,381,576	FY 23
	FY 24	12	\$1,148	8	\$281,274	20	\$282,422	175	\$17,907,725	FY 24
One Time Gifts	FY 23	0	\$0	12	\$2,785,390	12	\$2,785,390	116	\$7,327,946	FY 23
	FY 24	0	\$0	10	\$507,047	10	\$507,047	117	\$2,434,808	FY 24
TOTALS	FY 23	7,000	\$171,643	81	\$4,477,622	7,081	\$4,649,265	55,549	\$17,647,755	FY 23
	FY 24	6,186	\$1,583,215	73	\$979,835	6,259	\$2,563,050	52,536	\$27,411,792	FY 24

**MISSOURI STATE UNIVERSITY FOUNDATION
INCOME SUMMARY TOTALS BY TYPE AND SOURCE
07/01/2023 TO 02/29/2024**

SOURCE	UNRESTRICTED CURRENT	RESTRICTED CURRENT	ENDOWMENT	GIFTS OF PROPERTY	NON-GIFT INCOME*	TOTAL 07/01/2023 TO 02/29/2024	TOTAL 07/01/2022 TO 02/28/2023
ALUMNI	\$59,156	\$3,175,978	\$481,968	\$226,515	\$251,825	\$4,194,972	\$2,935,026
FRIENDS	7,086	1,255,850	292,087	966,448	135,577	\$2,657,048	2,957,185
PARENTS	410	48,572	5,590	4	7,960	\$62,536	121,499
FOUNDATIONS	7,700	13,143,165	267,395	0	0	\$13,418,260	1,933,311
ORGANIZATIONS	27,450	872,457	1,207,513	10,624	0	\$2,118,044	4,302,744
BUSINESSES	10,451	1,177,128	223,617	2,910,623	639,113	\$4,960,932	5,397,990
GIFT TOTAL	\$112,253	\$19,673,150	\$2,478,170	\$4,114,214	\$1,034,475	\$27,411,792	\$17,647,755

**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 02/29/2024	TOTAL 07/01/2022 TO 02/28/2023
DEFERRED GIFTS	1,000,000	0	1,959,641	0	\$ 2,959,641	\$ 6,040,000

GRAND TOTAL FOR TESTAMENTARY GIFTS YET TO BE RECEIVED: \$82M

	NUMBER OF DONORS 7/1/2023 TO 02/29/2024	NUMBER OF DONORS 7/1/2022 TO 02/28/2023
ALUMNI	4,506	4,894
FRIENDS	8,769	9,458
PARENTS	471	540
FOUNDATIONS	43	39
ORGANIZATIONS	259	262
BUSINESSES	608	601
TOTAL	14,656	15,794

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. The West Plains campus went live with Brightspace for the Spring semester. That rollout went very well. The Springfield campus is preparing for our go live for the Summer and Fall semesters. Training and assistance for migrating and creating new courses has been available this year. Several courses are already being taught using the Brightspace LMS.

The Cheek Hall renovation project began late last year. We have been working with Mark Wheeler, Adam Schuler, and the Chrisner architect team on space needs and conceptual drawings for the renovation. Part of our plan for the improvements is to close the data center located in Cheek Hall. Most of our equipment will be relocated to the Blair-Shannon data center. A new virtual server environment and offsite backup systems will be located in the Springfield Underground - Bluebird Networks data center. The closure of the onsite data center will eliminate the expense for future improvements and ongoing operational costs associated with it. The plan will also provide an additional layer of security and business continuity for critical computer systems. We are currently working with the engineering consultants to plan the installation of equipment for a new, smaller footprint location in Cheek Hall that will serve as the network hub for the Springfield campus. Our plan is to have that up and running prior to the construction phase of the Cheek renovation.

We have a team including University Safety, Residence Life, West Plains IT, and Information Services working on the replacement options for our video surveillance system. The team has looked at several options and decided to go forward with the purchase of the Motorola Avigilon Video Management System. The cost and capabilities of the Motorola system fit our requirements more closely than any other system we looked at. We are also working to develop a cost-recovery method to fund much of the video surveillance system and limit the amount of one-time funding needed in the future.

Other projects include:

- Revising workflow for IT Purchase Requests. We expect streamlining the process and involving the right people earlier in the procurement and approval cycle will be more efficient.
- Replacing or upgrading computers with Windows 10 operating system which will no longer be supported by Microsoft effective in October 2025.
- Re-imagining and making improvements to our custom developed student success software. After reviewing other options, we have decided to hold off on purchasing software and instead make modifications to what we have developed to provide functionality that is desired by the advising team.
- Support for several major construction projects across the University system including Blunt Hall, Cheek Hall, Ascend, JVIC, and the Alliance for Healthcare Education.

XVII.A.

Marketing and Communications Report Missouri State University Board of Governors May 9, 2024

MarCom updates since the February 16, 2024 meeting

Web Strategy and Development (WSD)

The team has kicked off MCHHS and the Darr Ag college as the final areas of the academic realignment web updates. The team developed plans and timeline for the implementation.

The new university calendar successfully launched the week of March 22. All users have been trained and operations are running smoothly.

The team is now partnering with the registrar on implementing a new course catalog platform. Given the complexity of accessing courses and programs from across the website, this will be a detailed time-consuming conversion.

First quarter website results are attached.

Office of Strategic Communications

The team continues providing additional support for Admissions as we focus on FASFA communications to our prospective and admitted students.

They are also continuing their research in how to message to male prospective students. They have expanded the research to include focus groups to develop new messaging and new photography, etc. that will appeal to this audience. They've held several focus groups at area high schools and will continue through the summer. Focusing on MSU students in early fall.

We are saying good-bye to Sofia Perez. She's been leading the digital marketing team remotely from Columbia, MO. She missed being in an office – so is moving on to a in-person position. We have several applicants for the position, so are hopeful as we move forward.

Video Marketing

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

They have started shooting high-production-value videos for 2024 Mind's Eye.

Additionally, they are focused on creating videos specifically featuring Clif for Clifstagram in his final semester along with videos celebrating his accomplishments over the last 13 years.

Creative Services

The team has been partnering with office of financial aid in developing communication pieces targeted to our prospective students need to complete their FAFSA. Work on recruiting pieces for fall 2024 continues along with college, alumni and foundation publications.

Photographers are winding down spring athletics and are focusing on endo of year activities on campus.



Q1 2024 Analytics



Q1 site overview

Overall site health remains consistent

- Site engagement remains stable with a 54.69% Q1 average.
- The engagement rate on the homepage has exhibited a slight monthly decline, however the Q1 average remains strong at 57.42%.
 - **Action: Review and update the content flow as needed, update primary images, and aim for an engagement rate of 60% or higher.**
- It's worth noting that most metrics showed a decrease in March, but we anticipate a bounce-back in line with seasonal trends.

Metric	January	February	March	Q1 Total / *Avg.
Overall Engagement Rate	55.26%	55.75%	53.05%	*54.69%
Home page engagement rate	59.88%	56.84%	55.54%	*57.42%
Views	1,713,381	1,432,592	1,221,668	4,367,641
Users	388,687	373,015	361,490	1,123,192
New Users	329,712	320,756	340,815	991,283
Event Count (all)	9,642,037	7,512,689	6,256,250	23,410,976
Events per user	35.23	20.35	18.98	*24.85
Conversions (all)	8,594	7,863	5,748	22,205
Average engagement time	1.59	1.42	1.33	*1.45
Engaged sessions per user	2.24	2.04	1.95	*2.08

Traffic and events

Organic search remains the top traffic driver

- Strong and stable search engine visibility is driving traffic through organic channels.
- Marketing activity in February and March led to increased organic and referral traffic.
- Homepage CTA's are leading visitors to engage deeper into the site.
- Slate submissions remain consistent with seasonal patterns.

Traffic Channels Sessions

Channel	January	February	March	Total	%
Organic	149,389	141,164	122,663	413,216	49.62%
Direct	109,244	90,196	69,777	269,217	32.33%
Notset	3,072	4,164	6,840	14,076	1.69%
Referral	14,016	19,862	22,761	56,639	6.80
Organic Social	13,358	27,914	17,354	58,626	7.04%
Paid Search	5,368	4,523	5,513	15,404	1.85%
Email	2,015	1,515	1,925	5,455	0.65%

Events & Conversions

Event	January	February	March	Total
Homepage CTA	6,345	5,099	4,343	15,787
50% scroll	195,089	178,328	157,433	530,850
75% scroll	133,836	120,354	103,781	357,971
90% scroll	82,843	73,605	76,798	233,246
Internal link clicks	106,588	92,186	77,584	276,358
Form submits	36,860	29,485	24,855	91,200
slate form submits	3,080	3,320	2,400	8,800
slate application submits	1,477	1,015	754	3,246
Slate application account created	1,783	1,302	1,192	4,277



Content

Enrollment content remains consistently strong

- Both the application and admitted student portals have seen an increase in activity, which is in line with seasonal trends.
- However, the consistent rise in activity to the portals is likely a result of FAFSA delays. As a result, students may be returning to check their statuses more frequently than usual.
- The new FAFSA 2024 landing page was a success with an engagement rate of 83.06%

January	February	March
Home	Home	Home
Majors and Programs	Majors and Programs	Majors and Programs
College of Business	Apply for Admission - Future Students	College of Business
Apply for Admission - Future Students	College of Business	Apply for Admission - Future Students
Apply Now - Future Students	Apply New - Future Students	Apply New - Future Students
Become a Teacher Graduate	Libraries	Libraries
Application Status Portal	Application status portal	Admitted student portal
Scholarships for Freshman	Admitted student portal	Financial aid - FAFSA
Admitted Student Portal	Scholarships for Freshman	Application status portal
Financial aid - FAFSA	Future Students	Foundation Scholarships
Undergraduate Ap - Future Students	Financial aid - FAFSA	Scholarships for Freshman

SEO

SEO remains the #1 traffic driver

- There was a significant drop in the number of keywords that moved from page 1 to page 3 in March.
 - **Action: Review and optimize pages where keywords may be losing ground.**
- Program-related keyword groups continue to move up in search rankings.
- Search Engine Result features remain constant in providing priority visibility.
- 40,258 images were optimized at an average compression rate of 85% by BrightEdge Auto-pilot.

Top General Keywords	Top Program Keywords
Missouri universities	Degrees for doctors
Missouri State university	Application development programs
Missouri colleges	Teaching certification Missouri
Colleges in Springfield	Gerontology degree
Missouri financial aid	Missouri cpa requirements
Missouri State University costs	Hospitality leadership
Apply to Missouri State	Degrees for doctors
Admissions Missouri State	Nurse anesthesia
Financial aid Missouri colleges	Bachelor of Arts theater
Majors at Missouri colleges	Animal science minor
Missouri college majors	Defense and strategic studies
How to apply to colleges Missouri	Electronic arts degree

Keyword Rank	Jan	Feb	March
Page 1	83	88	38
Page 2	21	27	35
Page 3	18	33	56
Page 4-10	110	157	142
SERP features	41	43	44
Total	232	305	271

Chatbot

AI implementation is ongoing

- The percentage of answered questions has been gradually increasing, reaching an all-time high of 82.36% in March.
 - In relation to answered questions, fewer escalations to a human indicates visitors are finding more answers through the chatbot.
- We expect the percentage of answered questions to increase more quickly as we continue to implement and debug Mainstay's new AI tools.
- The FAFSA knowledge base was significantly updated with additional data as it became available from the Department of Education by both Mainstay and WSD.

Top chatbot content

1. Financial Aid/FAFSA - 24%
2. Admissions - 21%
3. General - 20%
4. Services - 9%
5. Billing - 4%

	Jan	Feb	March	Q1 Total	Average
Contacts	1,023	962	914	2,899	968
Incoming Messages	3,175	2,958	2,437	8,570	2,857
Outgoing messages	4,023	3,746	3,519	11,288	3,276
Escalated to human	7.01	6.52	6.27	-	6.6%
Questions answered	79.45%	80.06%	82.36%	-	80.62%

XVIII.A.

MISSOURI STATE UNIVERSITY

BOARD RESOLUTION

RECOGNITION NO. 26-24
Approval of Resolution of
Recognition for Student
Governor Bradley Cooper

WHEREAS, Bradley Cooper, was named to the Board of Governors on April 27, 2023, as the student member; and

WHEREAS, during Student Governor Cooper's time on the Board, the University grew and improved in many ways, including setting campus enrollment records; adding new certificate programs as well as bachelors, masters, and doctoral academic programs; the creation of the Judith Enyeart Reynolds College of Arts, Social Sciences, and; renovating multiple facilities on the Springfield campus (including Blunt Hall); naming of the Clifton M. Smart III University Advancement Center; construction of the ASCEND Program building on the West Plains campus; and setting records with regard to the University's private support, grants and sponsored contracts, and state appropriations; and

WHEREAS, Student Governor Cooper served on the Presidential Search Committee and its leadership team to find the 12th president of the University; and

WHEREAS, as an engaged student, Student Governor Cooper regularly traveled to attend University events and has consistently and enthusiastically supported the University in his business and social activities and raised the University's overall profile.

NOW, THEREFORE, BE IT RESOLVED that the faculty, staff, students, and administrators of Missouri State University, along with members of the Board of Governors, acknowledge and thank Bradley Cooper for his tireless and excellent work on behalf of the University as student member of the Board of Governors.

Lynn Parman
Board Chair

Passed at meeting of
May 9, 2024

Rowena Stone
Secretary to the Board

XIX.

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 the [revised statutes of the State of Missouri 610.021](#):

- 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,...”