



Board of Governors Meeting
West Plains Civic Center, Magnolia Room
Friday, 6/23/2023
8:30 AM - 2:00 PM CT

I. Roll Call Presented By: Governor Chris Waters

II. Approval of Minutes Presented By: Governor Chris Waters

A. Approval of minutes of the Board of Governors Meeting of May 18, 2023

II.A. Minutes of the Board of Governors Meeting of May 18, 2023 - Page 5

III. Consent Agenda Presented By: Governor Chris Waters

A. President

1. Approval of Employment Agreements for University Athletics

III.A.1. Approval of FY22-23 Employment for University Athletics - Page 11

B. Facilities and Equipment

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

III.B.1. Approval of Activity Report for the month of May 2023 - Page 14

C. Human Resources

1. Approval of Actions Concerning Academic Employees

III.C.1. Approval of Actions Concerning Academic Employees - Page 16

2. Approval of Actions Concerning Nonacademic Employees

III.C.2. Approval of Actions Concerning Nonacademic Employees - Page 50

3. Approval of Actions Concerning Employee Salary Increases Effective July 1, 2023

III.C.3. Approval of Actions Concerning Employee Salary Increases Effective July 1, 2023 - Page 66

4. Approval of Actions Concerning Employee Salary Increases Effective August 1, 2023

III.C.4. Approval of Actions Concerning Employee Salary Increases Effective August 1, 2023 - Page 108

5. Approval of FY2024 Additional Fringe Benefits to be Funded by Missouri State University

III.C.5. Approval of FY2024 Additional Fringe Benefits to be Funded by Missouri State University - Page 128

D. Procurement and Financial

1. Approval of Procurement Activity Report

III.D.1. Approval of Procurement Activity Report - Page 130

2. Approval of Rental Rates for Space in the Kenneth E. Meyer Alumni Center (Springfield campus) and the Richards House (West Plains campus) for Various Departments and University Related Offices

III.D.2. Approval of Rental Rates for Space in the Kenneth E. Meyer Alumni Center (Springfield campus) and the Richards House (West Plains campus) for Various Departments and Unive - Page 137

E. Student Affairs

1. Approval of Revisions to the Code of Student Rights and Responsibilities

III.E.1. Approval of Revisions to the Code of Student Rights and Responsibilities - Page 156

F. West Plains Campus

1. Approval of Employment Agreements for West Plains Campus Coaches

III.F.1. Approval of the 2023 Athletics Coaching Contracts - West Plains Campus - Page 191

2. Approval of Actions Concerning Nonacademic Employees

III.F.2. Approval of Actions Concerning Nonacademic Employees - Page 192

3. Approval of Revisions to the Missouri State University-West Plains Faculty Handbook

III.F.3. Approval of Revisions to the Missouri State University-West Plains Faculty Handbook - Page 194

4. Approval of Revisions to the Code of Student Rights and Responsibilities

III.F.4. Approval of the 2023 Revisions to the Code of Student Rights and Responsibilities - Page 209

5. Approval of Expenditures to Implement Student-Approved Capital Projects

III.F.5. Approval of Expenditures to Implement Student Approved Capital Projects - Page 232

IV. Committee Reports

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

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

C. Programs and Planning Committee Presented By: Governor Chris Waters

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

A. Welcome and Meeting Overview

B. Approval of the First Amendment to the Facility Use and Cooperation Agreement by and between the Board of Governors of Missouri State University and Springfield Daily Citizen Inc.

V.B. Approval of the First Amendment to the Facility Use and Cooperation Agreement by and between the Board of Governors of Missouri State University and Springfield Daily Citizen Inc. - Page 234

C. Approval of Appointment of Dr. Algerian Hart as Assistant to the President for Inclusive Engagement

V.C. Approval of Appointment of Dr. Algerian Hart as Assistant to the President for Inclusive Engagement - Page 236

VI. West Plains Campus

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

B. Making Our Missouri Statement – West Plains Campus Grizzly eSports Team Presented By: Dr. Dennis Lancaster, Chancellor of the West Plains Campus

C. Faculty Senate Report Presented By: Dr. Linda Wulff-Risner, Immediate Past Chair of West Plains Faculty Senate and Dr. Jason McCollom, Chair

D. Staff Senate Report Presented By: Bryan Moore, Immediate Past Chair of the West Plains Staff Senate, and Vickie Petkovic, Chair

E. Student Government Association Report Presented By: Trent Stine, SGA President, and Sophia Keeney, SGA Vice-President

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

A. Enrollment Update

B. Freshmen Legislative Tour Update

C. Student Success Work Update

VIII. Academic Affairs

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

1. Approval of Revisions to the Faculty Handbook (Springfield Campus)

VIII.A.1. Approval of Revisions to the Faculty Handbook - Page 238

IX. Community and Global Partnerships (written report only)

A. Sponsored Research Report (written report) Presented By: Brad Bodenhausen, Vice President for Community and Global Partnerships

IX.A. Sponsored Research Report - Page 241

X. Diversity, Equity, and Inclusion (written report only)

A. Division for Diversity, Equity, and Inclusion Report (written report) Presented By: Dr. Algerian Hart, Interim Chief Diversity Officer and Assistant to the President

XI. Student Affairs (written reports only)

A. Report from the Student Body President (written report) Presented By: Spencer Vreeland, Student Body President

XI.A. SGA Report - Page 245

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

XI.B. Student Affairs Report - Page 246

XII. Staff Senate (written report only)

A. Staff Senate Report (written report) Presented By: Will Hader, Chair of Staff Senate

XII.A. Staff Senate Report - Page 248

XIII. Human Resources Presented By: Matt Morris, Vice President for Administrative Services

A. Approval of Amendments to the Employee Handbook for Administrative, Professional, and Support Staff Employees and Related Policies

XIII.A. Approval of Amendments to the Employee Handbook for Administrative, Professional and Support Staff employees and related policies - Page 249

XIV. Facilities and Equipment Presented By: Matt Morris, Vice President for Administrative Services

A. Approval of proposal and award of a contract for the FY24 job order contracting services

XIV.A. Approval of proposal and award of a contract for the FY24 job order contracting services - Page 270

XV. Financial

A. Approval of FY2024 Property Insurance Procurement Resolution Presented By: Steve Foucart, Chief Financial Officer

XV.A. Approval of FY2024 Property Insurance Procurement Resolution - Page 272

B. Approval of FY2024 Internal Operating Budget Presented By: Steve Foucart, Chief Financial Officer

The FY24 Internal Operating Budget can be found at:

<https://www.missouristate.edu/financialservices/documentsandreports.htm>

XV.B. Approval of FY2024 Internal Operating Budget - Page 274

C. Development Report (written report) – Brent Dunn, Vice President for University Advancement

XV.C. Development Report - Page 275

XVI. Information Services (written report only)

A. Information Services Report (written report) – Jeff Coiner, Chief Information Officer

XVI.A. Information Services Report - Page 277

XVII. Marketing and Communications (written report only)

A. Marketing and Communications Report (written report) – Suzanne Shaw, Vice President for Marketing and Communications

XVII.A. Marketing and Communications Report - Page 278

XVIII. New Business

A. Approval of the 2024 Missouri State University Board of Governors Meeting Schedule Presented By: President Clif Smart

XVIII.A. Approval of 2024 Board of Governors Meeting Schedule - Page 279

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 282

XX. Adjournment Presented By: Governor Chris Waters

II.A.

**MINUTES OF THE
BOARD OF GOVERNORS
MISSOURI STATE UNIVERSITY
THURSDAY, MAY 18, 2023**

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 Thursday, May 18, 2023, with Governor Chris Waters, Chair of the Board of Governors, presiding. Governor Waters called the meeting to order at 1:00 p.m.

Roll Call

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

Absent – Gabriel Gore, Governor

Also present – Clif Smart, President
Brad Bodenhausen, Vice President for Community and Global Partnerships
Rachael Dockery, General Counsel and Chief Compliance Officer
Brent Dunn, Vice President for University Advancement
Steve Foucart, Chief Financial Officer
Algerian Hart, Interim Chief Diversity Officer and Assistant to the President
John Jasinski, Provost
Dennis Lancaster, Chancellor of the West Plains Campus
Victor Matthews, Dean of the College of Humanities and Public Affairs
Natalie McNish, Director of Internal Audit and Risk Management
Kyle Moats, Director of Athletics
Matt Morris, Vice President for Administrative Services
Zora Mulligan, Executive Vice President
Suzanne Shaw, Vice President for Marketing and Communications
Dee Siscoe, Vice President for Student Affairs
Rowena Stone, Secretary to the Board of Governors

Approval of Minutes

Governor Waters called for a motion to approve the open and closed minutes of the February 17, 2023, meeting. Governor Tim Francka provided a motion, receiving a second from Governor Lynn Parman.

Motion passed 8-0.

Consent Agenda

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

President

Approval of Employment Agreement(s) for Athletics (Human Resources No. 1725-23)

Academic Affairs

Approval of Revisions to the 2024-2025 Academic Calendar (Curriculum No. 405-22a)

Facilities and Equipment

Approval of Activity Report for the month of February 2023 (Activity Report No. 329-23)

Approval of Activity Report for the month of March 2023 (Activity Report No. 330-23)

Approval of Intergovernmental Agreement Regarding Law Enforcement Services with Missouri State University for Fiscal Year 2024 (Agreement No. 465-23)

Human Resources

Approval of Actions Concerning Academic Employees (Human Resources No. 1726-23)

Approval of Actions Concerning Nonacademic Employees (Human Resources No. 1727-23).

Procurement and Financial

Approval of Procurement Activity Report (Purchasing Activity Report No. 520-23)

West Plains Campus

Approval of Actions Concerning Academic Employees (West Plains Personnel No. 483-23)

Approval of Actions Concerning Nonacademic Employees (West Plains Personnel No. 484-23)

Approval of Resolution Conferring Honorary Associate of Arts Degree Upon Robert Louis "Lou" Wehmer (West Plains Awards No. 12-23)

Governor Amy Counts provided a motion for approval of the consent agenda, receiving a second from Governor Carol Silvey.

Motion passed 8-0.

Making Our Missouri Statement

Dr. Julie Masterson, Associate Provost and Dean of the Graduate College, reviewed information on the 3 Minutes Thesis (3MT) Competition and introduced Brianne Edwards, winner of the Missouri State University 3MT. Ms. Edwards presented on the effect of soil pH and native bacterial populations in selecting rhizobia endophytes within soybean root nodules.

Mary Ann Wood, Director of Public Affairs Support, announced the recipients of the 2023-2024 Excellence in Public Affairs Awards. Faculty winners included Dr. Paul Durham, Distinguished

Professor of Biology and Director for Cell Biology and the Center for Biomedical and Life Sciences; Dr. Ann Rost, Professor and Assistant Department Head of Psychology; and Dr. Suzanne Walker-Pacheco, Professor of Sociology and Anthropology. Staff winners included Christina Bowles, Coordinator of Student Success Coaches in the Center for Academic Success and Transition; Carrie Crews, Administrative Assistant II in the Darr College of Agriculture; and Daezia Smith, Leadership Program Specialist in International Programs. Governor Waters recommended approval of the resolution to acknowledge the 2023-2024 Excellence in Public Affairs award recipients (Awards No. 107-23). Governor Francka provided a motion, receiving a second from Governor Counts.

Motion passed 8-0.

Committee Reports

Governor Chris Waters reported out on the March 15, 2023, and April 19, 2023, Executive Committee meetings.

Governor Parman reported out on Finance and Facilities Committee meeting held earlier in the day.

Governor Kampeter reported out on the Programs and Planning Committee meeting held earlier in the day.

President's Report

President Smart welcomed the Board to commencement weekend. He shared 2,901 students will graduate across three ceremonies on Friday, May 19, with 1,986 earning undergraduate degrees and 915 earning graduate degrees, 116 of which are doctorates. He shared that on Saturday, 272 students will graduate with associate degrees on the West Plains campus.

President Smart provided a legislative update. He shared that the budget passed by Governor Parson includes:

- A 7% core operating appropriation increase for all public universities which will increase ongoing state appropriation by \$7 million for Missouri State's combined campuses
- An additional 2% core increase to be distributed to public universities through the performance funding formula which is under development
- \$2 million in one-time funding of a MoExcels grant for construction of an education and training hub
- \$17.5 million in one-time funding for the Center for Transformational Education for Life, Physical, and Health Sciences which will help fund Blunt, Kampeter, and Cheek Hall construction projects
- A one-time reimbursement for lowered tuition rates for veterans of about \$75,000

President Smart shared that there was no prohibition of spending on diversity, equity, and inclusion work in any of the budget bills and all financial aid programs were fully funded. He thanked Senator Lincoln Hough who was instrumental in the passage of the budget bills. Governor Parson and other legislators for their support this year, and Hahn DeBoef Governmental Relations for their work to bring resources back to the university.

President Smart concluded his report by presenting a resolution for approval of the 2023 Wall of Fame Inductees (Awards No. 107-23). The resolution approves former Missouri State University

employees to be added to the Wall of Fame. President Smart reviewed the 2023 inductees: Dr. Bradley Fisher, Dr. Gloria Galanes, Dr. Robert Lee Norton, Mary Kay Hunter, Dave Mackay, and John Wall. Governor Silvey made a motion for approval, receiving a second from Governor Francka.

Motion passed 8-0.

Executive Vice President's Report

Zora Mulligan, Executive Vice President, provided an enrollment update. Highlights of her report included indicators for fall 2023 that include first time new in college applications and deposits, housing contracts, and SOAR reservations. She shared factors contributing to the positive indicators that include establishing the MoState Access Award, keeping tuition affordable, and focusing on recruiting local high school students.

Academic Affairs

Dr. Mike Hudson, outgoing Chair of Faculty Senate, provided a report on happenings of Faculty Senate from the March and April Senate sessions.

Dr. Elizabeth Walker, incoming Chair of Faculty Senate, provided a report on happenings of Faculty Senate from the May session. Highlights of her report included resolutions of recognition, a report from the Committee on Faculty Concerns, and plans for Faculty Senate restructuring and increased communication.

Dr. John Jasinski, Provost, provided an update on happenings in Academic Affairs. He presented a resolution for approval of recognition for Dr. Mike Hudson, outgoing Faculty Senate Chair (Recognition No. 18-23). Governor Silvey provided a motion, receiving a second from Governor Counts.

Motion passed 8-0.

Dr. Jasinski presented a resolution for approval of revisions to G3.05 Honorary Doctoral Degrees (Faculty Policies No. 143-23). Governor Jeff Schrag provided a motion, receiving a second from Governor Parman.

Motion passed 8-0.

Dr. Jasinski presented a resolution for approval of bifurcation of G3.01 Constitution and Bylaws of the Faculty (Faculty Policies No. 144-23). Governor Francka provided a motion, receiving a second from Governor Kampeter.

Motion passed 8-0.

Dr. Jasinski announced the recipients of the Missouri State Foundation Awards in Teaching, Research, and Service. The teaching award recipients included Dr. Aida Hass-Wisecup, Professor of Criminology and Graduate Program Director, and Dr. Michelle Morgan, Associate Professor of History and BSED Program Coordinator. The research award recipients included Dr. John Chuchiak, Distinguished Professor of History and Director of Honors College, and Dr. Kevin Mickus, Distinguished Professor of Geography, Geology, and Planning. The service award recipients included Dr. Bill Sandel, Assistant Professor of Criminology and Criminal Justice, and Dr. Kyler Sherman-Wilkins, Assistant Professor of Sociology and Anthropology. He shared that

Dr. Michelle Morgan also received the Governor's Award for Excellence in Teaching at the state level.

Dr. Jasinski concluded his report by reviewing the spring 2023 research presentation forums.

Diversity, Equity, and Inclusion

Dr. Algerian Hart, Interim Chief Diversity Officer and Assistant to the President, reported out on the 2023 Collaborative Diversity Conference. Highlights of his report included connecting with the Springfield community, sponsorships, panelists, program schedule, data on attendees, registrations, and sponsorships, and information on the Inclusive Excellence Fund Gala and Awards.

Student Affairs

Colin Weber, Student Body Vice President, and Christina Nguyen, Student Body Vice President, provided a report on happenings of the Student Government Association and the student body. Highlights of their report included progress made on their platform initiatives of student success and stability, inclusive collaboration, and access and status. The Board thanked the students for their enthusiasm and leadership of the student body.

Spencer Vreeland, incoming SGA President, and Becca Falgout, incoming Chief of Staff introduced themselves to the Board.

Dr. Dee Siscoe, Vice President for Student Affairs presented a resolution for approval of an offer of commendation to Colin Weber for service as Student Body President (Recognition No. 19-23). Governor Francka provided a motion, receiving a second from Governor Counts.

Motion passed 8-0.

Dr. Siscoe presented a resolution for approval of an offer of Commendation to Christina Nguyen for service as Student Body Vice President (Recognition No. 20-23). Governor Parman provided a motion for approval, receiving a second from Governor Francka.

Motion passed 8-0.

Staff Senate

Will Hader, Chair of Staff Senate, provided a report on happenings of Staff Senate. Highlights of his report included initiatives for the year of developing internal and external partnerships, staff recruitment and retention efforts, and working with administration on staff compensation increases.

Matt Morris, Vice President for Administrative Services, presented a resolution for offer of commendation to William Hader for service as 2022-2023 Staff Senate Chair (Recognition No. 21-23). Governor Jeff Schrag provided a motion, receiving a second from Governor Kampeter.

Motion passed 8-0.

Governor Waters called for a recess from 2:20 p.m. to 2:30 p.m. The meeting reconvened at 2:30 p.m.

New Business – Transformation Plan Update

President Smart shared that transformation is happening across campus. The university began work on developing the transformation plan as a suggestion from the Board last year to think about how the world has changed and how the university moves forward with personnel changes occurring. He stated that the university is almost halfway through the transformation timeline and that tremendous amounts of work have been completed under the leadership team. He called upon Dr. Jasinski and Ms. Mulligan to provide additional details on the transformation plan.

Dr. Jasinski provided an update on academic realignments as part of the transformation plan. Highlights of his report included reasoning for realigning and guidelines to focus on student success, raise the academic profile, and enhance collaboration. Deans shared information on realignments within their respective colleges, including the creation of the Reynolds College of Arts, Social Sciences, and Humanities by combining the Reynolds College of Arts and Letters with the College of Humanities and Public Affairs, and increased support from University Libraries and the Graduate College.

Dr. Jasinski shared leadership changes for academic affairs, study groups and areas for further deliberation, additional strategies for reallocating and investing in academics, and updates to the learning management system.

Ms. Mulligan provided a presentation on transformation to drive enrollment. Highlights of her presentation included admissions efforts for 2022-2023 and 2023-2024 and potential updates to the university's advising model based on inputs received to inform decision-making.

The Board held discussion and provided feedback on the realignment efforts voicing their support and commending the deans, Dr. Jasinski, and Ms. Mulligan on the amount of work completed thus far.

Adjournment

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

Motion passed 8-0.

Meeting adjourned at 4:10 p.m.

Chris Waters
Board Chair

Approved at the meeting of
June 23, 2023

Rowena Stone
Secretary to the Board

III.A.1.

MISSOURI STATE UNIVERSITY

BOARD RESOLUTION

HUMAN RESOURCES NO. 1728-23
Approval of FY22-23 Employment
Agreements for University Athletics

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

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

Chris Waters
Board Chair

Passed at meeting of
June 23, 2023

Rowena Stone
Secretary to the Board

Comments:

These salaries will be paid from the salaries of previous employees who have left the University and/or through donations to the University, such that this increase does not represent a new expense to the Athletics Department or University.

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

All of the new hires were hired after April 1, 2023, such that they are not eligible for the 5% across-the-board salary increase approved for July 1, 2023.

Schedule 1

Coaches' Name	Athletic Program	Position	Contract Salary	Designation
Jay Spoonhour	Men's Basketball	Assistant Coach	\$110,000.00	New Hire
Blake Richter	Women's Basketball	Video Coordinator	\$35,000.00	New Hire
Lee Smothers	Men's and Women's Swimming and Diving	Assistant Coach	\$32,000.00	New Hire
Donte Ellington	Football	Assistant Coach - Co-Special Teams Coordinator – Wide Receivers Coach	\$48,500.00	New Hire
Darreon Reddick	Men's Basketball	Operations Assistant	\$20.19 per hour	New Hire
Brianna Walsh	Volleyball	Assistant Coach	\$43,500.00	New Hire
Marcus Brock	Men's Basketball	Assistant Strength and Condition Coach	\$40,000.00	
	Administrators			
Kathryn Coulson	Athletics	Compliance Coordinator	\$17.55 per hour	New Hire
Josh Bell	Athletics	Athletic Trainer, Athletics Medical and Rehabilitation Services	\$44,700.00	New Hire

Schedule 1

Administrators' Name	Area	Position	Contract Salary	Designation

III.B.1.

MISSOURI STATE UNIVERSITY

BOARD RESOLUTION

ACTIVITY REPORT NO. 331-23
Approval of Activity Report for the
month of May 2023

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

Chris Waters
Board Chair

Passed at meeting of
June 23, 2023

Rowena Stone
Secretary to the Board

COMMENTS:

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

It is recommended that the attached report be accepted.

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

May 2023

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

May 22, 2023

**Renovate Cafeteria, Phase II
Greenwood Laboratory School**

**Project Budget
\$236,000.00**

A bid was received to renovate the cafeteria at Greenwood Laboratory School. Work will include removal of the crow's nest, new flooring and lights, kitchenette installation, and constructing a new storage room. Upon approval, a notice to proceed was issued to Kenmar Construction, Inc. in the amount of \$187,213.45.

The bid received on this project is as follows:

Contractor	Base Bid
Kenmar Construction, Inc.	\$187,213.45

The project budget has been established as follows:

Project Budget	
Consulting Fees	\$4,500.00
Construction Contracts	\$187,213.45
Project Administration	\$1,286.55
Construction Contingency	\$43,000.00
Furniture, Fixtures, and Equipment	\$0.00
Telecommunications	\$0.00
Relocation Costs	<u>\$0.00</u>
Total Project Budget	\$236,000.00

This project is being funded by the Greenwood Laboratory School - General Funds (\$236,000.00).

MISSOURI STATE UNIVERSITY

BOARD RESOLUTION

HUMAN RESOURCES NO. 1729-23
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>
Mukulika Ghosh	Assistant Professor Computer Science	\$91,440 annually	06/05/23
Vincent Evener	Assistant Professor Religious Studies	\$60,000 annually	08/14/23
Ryan Gordon	Assistant Professor Kinesiology	\$61,000 annually	08/14/23
Adnan Maruf	Assistant Professor Computer Science	\$110,000 annually	08/14/23
Caitlin Masterson	Assistant Professor McQueary College of Health & Human Services	\$63,800 annually	08/14/23
Mo Mirbagheri	Assistant Professor Computer Science	\$110,000 annually	08/14/23
Nathan Patton	Assistant Professor Media, Journalism & Film	\$59,000 annually	08/14/23
Brad Powers	Assistant Professor Psychology	\$59,000 annually	08/14/23
Xiaoning Sun	Assistant Professor Counseling, Leadership & Special Ed	\$55,000 annually	08/14/23

UNRANKED FACULTY APPOINTMENTS (Term):

<u>Name</u>	<u>Position-Department</u>	<u>Salary</u>	<u>Effective</u>
Michael Albritton	Instructor Information Technology & Cybersecurity	\$50,956 annually	08/14/23 05/10/24

Academic Personnel Board Actions, cont'd.

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Brittney Banaei	Instructor	\$50,000	08/14/23
	Theatre & Dance	annually	05/10/24
Sherress Hicks	Clinical Assistant Professor	\$78,000	08/14/23
	Management	annually	05/10/24
Kim Jihyun	Instructor	\$58,000	08/14/23
	Economics	annually	05/10/24
Vicki McNamara	Instructor	\$45,000	08/14/23
	Counseling, Leadership & Special Ed	annually	05/10/24
Parker Payne	Artist-in-Residence	\$50,000	08/14/23
	Music	annually	05//10/24
Devon Romine	Instructor	\$55,000	08/14/23
	Physics, Astronomy & Mat Sciences	annually	05/10/24
Shaine Scarminach	Instructor	\$45,000	08/14/23
	History	annually	05/10/24
Ryan Smith	Instructor	\$44,000	08/14/23
	History	annually	05/10/24
Paula Kemp	Instructor	\$57,880	08/21/23
	Mathematics (50% FTE)	annually	05/10/24
Brandon Nase	Guest Artist	\$40,000	08/21/23
	Music (50% FTE)	annually	05/10/24

(See Addendum A for Summer Appointments)

(See Addendum B for Supplemental Payments)

(See Addendum C for Graduate Teaching Assistant Appointments)

RESIGNATIONS:

<u>Name</u>	<u>Position-Department</u>	<u>Effective</u>
Kelly Lettieri	Assistant Professor Counseling, Leadership & Special Ed	05/19/23
Kelsi Opat	Assistant Professor Agriculture Business, Communications & Education	05/19/23
Nihar Sreepada	Assistant Professor Communication	05/19/23
Alisha Tuttle	Clinical Assistant Professor School of Nursing	05/19/23
Stephanie Livers	Associate Dean College of Education Associate Professor Childhood Education & Family Studies	06/30/23

RETIREMENTS:

<u>Name</u>	<u>Position-Department</u>	<u>Effective</u>
Shouchuan Hu	Distinguished Professor Mathematics	05/19/23

DECLINED APPOINTMENT:

<u>Name</u>	<u>Position-Department</u>	<u>Effective</u>
Aminul Islam	Associate Professor Computer Science	08/14/23
Shaine Scarminach	Instructor History	08/14/23

NON-REAPPOINTMENTS:

<u>Name</u>	<u>Position-Department</u>	<u>Effective</u>
Pik Wah Lam-Chesnut	Instructor Counseling, Leadership & Special Ed	05/19/23

LEAVE WITH PAY:

<u>Name</u>	<u>Position-Department</u>	<u>Effective</u>
Catherine Jolivette	Professor Art & Design	01/23/23 05/19/23

SABBATICALS:

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

James Baumlin Distinguished Professor
English
Fall 2023
Ethos: A Cultural History from Homer to the Present Day

Amanda Benedict-Chambers Associate Professor
Childhood Ed & Family Studies
Fall 2023
Complete research that is beneficial to the elementary education program and to the broader field of educational research

Ching-Wen Chang Professor
Reading, Foundations & Technology
Spring 2024
Complete research that is beneficial to the educational technology program and to the broader field of educational research.

Cole Closser Assistant Professor
Art & Design
Fall 2023
On the Nature of Memory and Place: A Graphic Travelogue

Ann Marie Daehn Associate Professor
Music
Spring 2024
Complete the manuscript for the book Jan DeGaetani

Debra Finn Associate Professor
Biology
Spring 2024
Progress in understanding headwater stream biodiversity in Southern Oceania

Timothy Flannery	Associate Professor Economics Spring 2024 Analysis of the effectiveness of multiple-choice questions using a student experimental model of decision-making
Terrel Gallaway	Professor Economics Fall 2023 Impact of Covid-19 study on Springfield, Missouri
Nikolay Gerasimchuk	Distinguished Professor Chemistry Spring 2024 Preparation and Crystallographic Characterization of new Metal-based Compounds for Biomedical Applications.
Kartik Ghosh	Distinguished Professor Physics, Astronomy & Materials Science Spring 2024 Development of cathode materials for sodium ion rechargeable batteries
Sara Henary	Associate Professor Political Science Academic Year 2023/2024 Completing work on two journal articles on the thought of Alexis De Tocqueville, focusing on his work Democracy in America
Seth Hoelscher	Associate Professor Finance & Risk Management Fall 2023 The intersection of sustainability reporting, firm value, & professional development.
Marcus Howell	Associate Professor Art & Design Spring 2024 A new series of etchings, relief prints and mixed media drawings

Erin Kenny	Associate Professor Sociology and Anthropology Calendar Year 2024 Book manuscript on ethnographic research with the community development Organization RISE.
Philippa Koch	Associate Professor Religious Studies Academic Year 2023 - 2024 Book project entitled "Cartographies of Care: Religion, Medicine, and the Intimacies of Empire."
Luciane Maimone	Associate Professor World Languages and Cultures Fall 2023 Assessing Language Performance in Portuguese as a Second Language In Classrooms
Judith Martin	Professor World Languages and Cultures Fall 2023 Race, Gender and Genre in the Nineteenth-Century German Antislavery Novel.
David Romano	Professor Political Science Spring 2024 Completing a book on foreign policy making of the Kurdistan Regional Government
Kyler Sherman-Wilkins	Associate Professor Sociology and Anthropology Fall 2023 Social and Structural Determinants of Later-life Cognitive Health and Alzheimer's Dementia in the US
Xingping Sun	Distinguished Professor Mathematics Fall 2023 Machine Learning by Stochastic Quasi-interpolations on Spherical Domains

Julia Troche Associate Professor
 History
 Academic Year 2023/2024
 Complete book project entitled "Imhotep: The Man, The Myth, The Monster".

Suzanne Walker-Pacheco Professor
 Sociology and Anthropology
 Fall 2023
 Complete two journal articles on voting on college campuses with specific reference to the Paws to the Polls initiative at MSU

Songfeng Zheng Professor
 Mathematics
 Fall 2023
 To conduct research

CHANGE OF STATUS:

<u>Name</u>	<u>Position-Department</u>	<u>Action</u>	<u>Effective</u>
Keri Franklin	From: Associate Provost for Public Affairs & Assessment Office of Assessment \$150,611 annually (12-month appointment)	Status Change & Salary Adjustment	05/09/23
	To: Professor English \$97,051 annually (9-month appointment)		
Melissa Bledsoe	From: Interim Associate Dean Associate Professor Darr College of Agriculture \$76,471 annually (\$955 monthly supplemental)	Status Change	06/01/23
	To: Interim Dean Associate Professor Darr College of Agriculture \$76,471 annually (\$5,294 monthly supplemental)		07/01/24

Academic Personnel Board Actions, cont'd.

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Ken Brown	<p>From: Interim Dean Darr College of Agriculture Professor Economics \$157,813 annually (\$1,972 monthly supplemental) (12-month appointment)</p> <p>To: Chief Academic Strategy Officer Office of the Provost Professor Economics \$174,000 annually (12-month appointment)</p>	Status Change	06/01/23
Kathryn Patterson	<p>From: Clinical Associate Professor School of Nursing \$101,622 annually (12-month appointment)</p> <p>To: Director Clinical Associate Professor School of Nursing \$130,000 annually (12-month appointment)</p>	Status Change & Salary Adjustment	06/01/23
Stephen Berkwitz	<p>Department Head Religious Studies From: \$111,544 annually To: \$122,544 annually</p>	Salary Adjustment	07/01/23
Roberto Canales	<p>Department Head Professor Physician Assistant Studies</p>	Continuation of Appointment	07/01/23 06/30/28
Denise Cunningham	<p>From: Department Head Childhood Ed & Family Studies \$121,169 annually</p> <p>To: School Director Teaching, Learning & Developmental Science \$131,169 annually</p>	Status Change & Salary Adjustment	07/01/23

Academic Personnel Board Actions, cont'd.

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Christopher Herr	Interim Department Head Professor Theatre & Dance From: \$82,263 annually (\$2,500 monthly supplemental) To: \$82,263 annually (\$3,500 monthly supplemental)	Continuation of Appointment	07/01/23
Chin-Feng Hwang	From: Department Head Professor Environmental Plant Sciences & Natural Resources \$98,433 annually (10-month appointment) To: Chancellor, Mountain Grove Darr College of Agriculture \$114,286 annually (12-month appointment)	Status Change & Salary Adjustment	07/01/23
Jason Jolley	From: Associate Dean Reynolds College of Arts & Letters Department Head Professor World Languages & Cultures \$110,667 annually (\$2,500 supplemental monthly) To: Associate Dean Reynolds College of Arts & Humanities Professor World Languages & Cultures \$150,000 annually	Status Change	07/01/23
Jeffrey Jones	Department Head Finance & General Business From: \$172,563 annually To: \$184,563 annually	Salary Adjustment	07/01/23

Academic Personnel Board Actions, cont'd.

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Deborah Larson	Department Head Associate Professor Communication, Media, Journalism & Film From: \$68,326 annually (\$2,500 monthly supplemental) To: \$68,326 annually (\$3,000 monthly supplemental)	Salary Adjustment	07/01/23
Christopher Lynch	Department Head Professor Political Science & Philosophy From: \$115,000 annually To: \$122,000 annually	Salary Adjustment	07/01/23
Marjorie Shavers	From: Department Head Counseling, Leadership & Special Ed \$114,400 annually To: School Director Special Education, Leadership, & Professional Studies \$120,400 annually	Status Change	07/01/23
Mary Willis	Department Head Professor Sociology & Anthropology From: \$115,000 annually To: \$120,000 annually	Salary Adjustment	07/01/23
Shouchuan Hu	From: Distinguished Professor Mathematics To: Faculty Emeritus Mathematics	Status Change	08/01/23
Randy Hamm	From: Professor Music To: Faculty Emeritus Music	Status Change	08/01/23

Reed Olsen	From: Professor Economics	Status Change	08/01/23
	To: Faculty Emeritus Economics		
Robert Westenberg	From: Professor Theatre & Dance	Status Change	08/01/23
	To: Faculty Emeritus Theatre & Dance		

REAPPOINTMENTS:

Non-tenured, unranked faculty, effective August 14, 2023 through May 10, 2024, unless otherwise noted.

COLLEGE OF AGRICULTURE

Department of Agriculture Business

Nicole Busdieker-Jesse

Instructor

Katelyn McCoy

Instructor

Department of Animal Science

Natalie Mook

Senior Instructor

(07/01/23 – 06/30/24)

Department of Environmental Plant Science & Natural Resources

Jennifer Morgenthaler

Clinical Instructor

(07/01/23 – 06/30/24)

Maciej Pszczolkowski

Research Professor

(07/01/23 – 06/30/24)

Steven Schneider

Instructor

(07/01/23 – 06/30/24)

REYNOLDS COLLEGE OF ARTS & LETTERS

Department of Art & Design

Balazs Faa

Artist-in-Residence

Megan Frauenhoffer

Instructor

Andrew Goodwin

Artist-in-Residence

Aleksandra Wicierzewska

Artist-in-Residence

Department of Communication

Allison Coltharp	Senior Instructor
Nora Cox	Senior Instructor
Jason Howard	Senior Instructor
Jerri Kyle	Senior Instructor
Taleyna Morris	Senior Instructor
Kristen Stout	Instructor
Heather Walters	Senior Instructor

Department of Media, Journalism & Film

Jack Dimond	Senior Instructor
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Department of Music

Kyle Aho	Senior Instructor
Matin Morrison	Instructor
Vicky Scott	Senior Instructor

Department of Theatre & Dance

Eryn BrooksBrewer	Artist-in-Residence
Kathleen Hains	Artist-in-Residence
Aaron Mayer	Artist-in-Residence
Brandon Russell	Artist-in-Residence

Department of World Languages & Cultures

Kristin Harper	Instructor
Melanie Kleeschulte	Instructor
Luis Lombilla	Senior Instructor
Jeffrey Loughary	Instructor
Weirong Schaefer	Senior Instructor
Maria Sepulveda Hinojosa	Instructor
Corinne Shirley	Senior Instructor

COLLEGE OF BUSINESS

School of Accountancy

Kyle Goodin	Instructor
Kristen Thornton	Instructor

Department of Finance & Risk Management

Jana Ault-Phillips	Clinical Assistant Professor
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Russell Meek	Senior Instructor
Sandy Meyers	Clinical Assistant Professor
Anthony Na'ayem	Instructor

Department of Information Technology & Cybersecurity

Todd Daniel	Instructor
Karen Eisman	Instructor
Radhika Kaula	Senior Instructor
Jennifer Lowenthal-Hershey	Instructor
Raju Mainali	Instructor
Patrick Sells	Instructor
Jason Speer	Instructor
Cathy Van Landuyt	Senior Instructor

Department of Management

Michael Albritton	Senior Instructor
Dana Fredrick	Senior Instructor

Department of Marketing

David Hammons	Senior Instructor
Courtney Pham	Senior Instructor
Carly Pierson	Senior Instructor

Department of Technology & Construction Management

Nancy Asay	Senior Instructor
JaLynn Hill	Instructor
Marciann Patton	Senior Instructor
Dustin Steiro	Clinical Assistant Professor

COLLEGE OF EDUCATION

Department of Childhood Education & Family Studies

Amber Howard	Clinical Instructor
Robin Koerber	Clinical Assistant Professor
Courtney Lippee	Clinical Instructor
Debra Price	Instructor
Kimberly Roam	Clinical Assistant Professor
Melissa Schotthofer	Clinical Assistant Professor
V. Jane Ward	Instructor
Gina Wood	Clinical Assistant Professor

Department of Counseling, Leadership & Special Education

Amelia Chenoweth

Senior Instructor

Marcia Dowdy

Instructor

Michael Goeringer

Clinical Assistant Professor

Holly Metcalf

Clinical Associate Professor

Tara Oetting

Clinical Professor

Nathaniel Quinn

Senior Instructor

Department of Reading, Foundations & Technology

Annice McLean

Senior Instructor

Julie Steiger

Instructor

Krista Tate

Instructor

MCQUEARY COLLEGE OF HEALTH & HUMAN SERVICES

Department of Health & Human Services

Jessica Willis

Instructor

(07/01/23 – 06/30/24)

School of Anesthesia

James Keaton

Clinical Assistant Professor

(07/01/23 – 06/30/24)

Kati Morgan

Clinical Assistant Professor

(07/01/23 – 06/30/24)

Department of Biomedical Sciences

Rebecca Allen

Instructor

(07/01/23 – 06/30/24)

Nicole Gorley

Senior Instructor

Anna McWoods

Instructor

Rachel Stroud

Visiting Instructor

Department of Communication Sciences & Disorders

Sarah Barber

Clinical Associate Professor

(07/01/23 – 06/30/24)

Edith Bobbitt-Boyce

Clinical Associate Professor

(07/01/23 – 06/30/24)

Deborah Cron

Clinical Professor

07/01/23 – 06/30/24)

Kimberly Ireland
Clinical Assistant Professor
(07/01/23 – 06/30/24)

Lauren Jones
Clinical Associate Professor
(07/01/23 – 06/30/24)

Sarah Jones
Clinical Associate Professor
(07/01/23 – 06/30/24)

Jennifer Pratt
Clinical Associate Professor
(07/01/23 – 06/30/24)

Diderika Telting
Clinical Associate Professor

Department of Kinesiology

Emery Bryant
Zach Burt
Kirsten Hatz
Instructor
Senior Instructor
Senior Instructor

School of Nursing

Kathryn Adams
Alison Alaimo
Karla Conner
Alyssa Dieterich
Ronda Entlicher-Stewart
Alisha Jones
Emily Nemeth
Kathryn Patterson
Chelsea Plier
Sherri Ramirez
Ami Rohr
Maria Shade
Ashley Simpson
Clinical Associate Professor
Clinical Assistant Professor
Clinical Assistant Professor
Clinical Assistant Professor
Clinical Assistant Professor
Clinical Associate Professor
Clinical Assistant Professor
Clinical Professor
(07/01/23 – 06/30/24)
Clinical Assistant Professor
Clinical Assistant Professor
Clinical Assistant Professor
Clinical Assistant Professor
Clinical Assistant Professor
(07/01/23 – 06/30/24)
Clinical Assistant Professor
Clinical Assistant Professor

Department of Occupational Therapy

Tara Boehne
Clinical Associate Professor
(07/01/23 – 06/30/24)

Department of Physical Therapy

Kimberly Ennis
Clinical Assistant Professor

Department of Physician Assistant Studies

Kimberly Cook

Clinical Associate Professor
(07/01/23 – 06/30/24)

Department of Psychology

Hannah Harris

Instructor
(07/01/23 – 06/30/24)

Tanya Whipple

Senior Instructor

Department of Public Health & Sports Medicine

Sarah Bowman

Clinical Instructor

Jaime Gnau

Clinical Assistant Professor
(07/01/23 – 06/30/24)

Sarah Murray

Senior Instructor

Robert Niezgod

Visiting Assistant Professor

Daniela Novotny

Senior Instructor

Tara Stulce

Clinical Assistant Professor

School of Social Work

Salina Bollinger

Clinical Instructor

Natalie Curry

Clinical Associate Professor

Kelly Dudley

Clinical Instructor

Tiffany Havlin

Clinical Associate Professor

Wendy Jackson

Clinical Instructor

Regina Russell

Clinical Associate Professor

COLLEGE OF HUMANITIES & PUBLIC AFFAIRS

Department of Criminology & Criminal Justice

Paula Rector

Senior Instructor

Caryn Saxon

Senior Instructor

Ivy Yarckow-Brown

Senior Instructor

Department of Economics

Julie Gallaway

Senior Instructor

Department of History

John Gram

Senior Instructor

Department of Philosophy

Michael Boyle Senior Instructor

Department of Political Science

Nick Beatty Instructor

Department of Religious Studies

Micki Pulleyking Senior Instructor

J. Dane Wallace Instructor

Department of Sociology & Anthropology

Jason Shepard Senior Instructor

COLLEGE OF NATURAL & APPLIED SCIENCES

Department of Biology

Laura Bowe Senior Instructor

Tara Herring Senior Instructor

Tina Hopper Senior Instructor

Angela Plank Senior Instructor

Melissa Schoeben Instructor

Department of Chemistry & Biochemistry

Brian High Senior Instructor

Helena Metzker Senior Instructor

Department of Geography, Geology & Planning

Melanie Carden-Jessen Instructor

Department of Hospitality Leadership

Matthew Bekebrede Instructor

Wajeana White Instructor

Department of Mathematics

Joann Barnett Senior Instructor

Patti Blanton Senior Instructor

Roger Bunn Instructor

Oana Nelson Instructor

Carolyn Shand-Hawkins Instructor

Gary Stafford

Kimberly Van Ornum

Fan Zhou

Senior Instructor

Senior Instructor

Instructor

GRANTED TENURE:

(Effective August 14, 2023, unless otherwise noted)

REYNOLDS COLLEGE OF ARTS & LETTERS

Department of Art & Design

Joshua Albers

Maria Gerasimchuk-Djordjevic

Jin Seo

Associate Professor

Associate Professor

Associate Professor

Department of Communication

Erin Wehrman

Associate Professor

Department of English

Suneeta Thomas

Associate Professor

Department of Media, Journalism & Film

Jon Mabee

Jocelyn Millana

Associate Professor

Associate Professor

Department of World Languages & Cultures

Antoinette Barffour

Maria Cerdas Cisneros

Blanca Martinez

Associate Professor

Associate Professor

Associate Professor

COLLEGE OF BUSINESS

School of Accountancy

Gregory Tapis

Associate Professor

Department of Marketing

Jenifer Skiba

LinDa Li

Associate Professor

Associate Professor

Department of Technology & Construction Management

Aaron Sauer

Associate Professor

COLLEGE OF EDUCATION

Department of Childhood Education & Family Studies

Chloe Bolyard

Associate Professor

Greenwood Laboratory School

Jennifer Grace

Instructor

Reading, Foundations & Technology

Pamela Correll

Associate Professor

MCQUEARY COLLEGE OF HEALTH & HUMAN SERVICES

School of Anesthesia

Jill Layman

Associate Professor
(07/01/23 – 06/30/24)

Department of Psychology

Dana Paliliunas

Associate Professor

COLLEGE OF HUMANITIES & PUBLIC AFFAIRS

Department of History

Sarah Mellors

Associate Professor

Sarah Panzer

Associate Professor

Department of Sociology & Anthropology

Laura Hart

Associate Professor

Kyler Sherman-Wilkins

Associate Professor

Marnie Watson

Associate Professor

COLLEGE OF NATURAL & APPLIED SCIENCES

Department of Biology

Babur Mirza

Associate Professor

Quinton Phelps

Associate Professor

Department of Chemistry & Biochemistry

Cyren Rico

Associate Professor

Department of Geography, Geology & Planning

Krista Evans

Associate Professor

David Perkins

Associate Professor

Department of Hospitality Leadership

Liza Cobos

Associate Professor

Yoshimasa Kageyama

Associate Professor

PROMOTIONS:

Change of academic rank (new rank indicated)

Effective August 14, 2023 unless otherwise noted)

COLLEGE OF AGRICULTURE

Department of Agriculture Business

Nichole Busdieker-Jesse

Senior Instructor

Department of Environmental Plant Science & Natural Resources

Wenping Qiu

Distinguished Professor

REYNOLDS COLLEGE OF ARTS & LETTERS

Department of Art & Design

Joshua Albers

Associate Professor

Maria Gerasimchuk-Djordjevic

Associate Professor

Jin Seo

Associate Professor

Sarah Williams

Professor

Department of Communication

Eric Morris

Professor

Erin Wehrman

Associate Professor

Department of English

Catherine English

Professor

Lanya Lamouria

Professor

Suneeta Thomas

Associate Professor

Department of Media, Journalism & Film

Deborah Larson

Professor

Jon Mabee

Associate Professor

Jocelyn Millana

Associate Professor

Department of World Languages & Cultures

Antoinette Barffour

Associate Professor

Maria Cerdas Cisneros

Associate Professor

Blanca Martinez

Associate Professor

Department of Music

Carol Chapman

Professor

Ann Marie Daehn

Professor

Jason Hausback

Professor

COLLEGE OF BUSINESS

School of Accountancy

Gregory Tapis

Associate Professor

Department of Finance & Risk Management

Hugh Witte

Professor

Department of Marketing

LinDa Li

Associate Professor

Jenifer Skiba

Associate Professor

Department of Technology & Construction Management

Aaron Sauer

Associate Professor

COLLEGE OF EDUCATION

Department of Childhood Education & Family Studies

Chloe Bolyard

Associate Professor

Joanna Cemore-Brigden

Professor

Pamela Correll

Associate Professor

Department of Counseling, Leadership & Special Education

Reesha Adamson

Professor

MCQUEARY COLLEGE OF HEALTH & HUMAN SERVICES

School of Anesthesia

Jill Layman

Associate Professor
(07/01/23 – 06/30/24)

Department of Biomedical Sciences

Nicole Gorley

Senior Instructor

Department of Communication Sciences & Disorders

Kimberly Ireland

Clinical Associate Professor
(07/01/23 – 06/30/24)

Jennifer Pratt

Clinical Professor
(07/01/23 – 06/30/24)

School of Nursing

Kathryn Patterson

Clinical Professor
(07/01/23 – 06/30/24)

Department of Psychology

Dana Paliliunas

Associate Professor

Department of Public Health & Sports Medicine

Natalie Allen

Clinical Associate Professor
(07/01/23 – 06/30/24)

William Carr

Professor

Jaimie Gnau

Clinical Assistant Professor
(07/01/23 – 06/30/24)

Allan Liggett

Clinical Professor
(07/01/23 – 06/30/24)

COLLEGE OF HUMANITIES & PUBLIC AFFAIRS

Department of History

Sarah Mellors

Associate Professor

Sarah Panzer

Associate Professor

Department of Political Science

Nick Beatty

Senior Instructor

Department of Religious Studies

Amy Artman

Senior Instructor

Department of Sociology & Anthropology

Laura Hart	Associate Professor
Kyler Sherman-Wilkins	Associate Professor
Marnie Watson	Associate Professor

COLLEGE OF NATURAL & APPLIED SCIENCES

Department of Biology

Babur Mirza	Associate Professor
Quinton Phelps	Associate Professor

Department of Chemistry & Biochemistry

Gary Meints	Professor
Cyren Rico	Associate Professor

Department of Cooperative Engineering Program

Matthew Pierson	Professor
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Department of Geography, Geology & Planning

Krista Evans	Associate Professor
Melida Gutierrez	Distinguished Professor
David Perkins	Associate Professor

Department of Hospitality Leadership

Liza Cobos	Associate Professor
Yoshimasa Kageyama	Associate Professor

Chris Waters
Board Chair

Passed at meeting of
June 23, 2023

Rowena Stone
Secretary to the Board

COMMENTS:

Vincent M. Evener, Assistant Professor, Religious Studies

Ph.D.	University of Chicago, 2014
M.A.	University of Chicago, 2007
B.A.	Kenyon College, 2001

Experience: 2020 – Present, Associate Professor, United Lutheran Seminary, Philadelphia, Pennsylvania; 2019 – 2020, Assistant Professor, United Lutheran Seminary, Philadelphia, Pennsylvania; 2017 – 2019, Instructor, United Lutheran Seminary, Philadelphia, Pennsylvania; 2015 – 2017, Visiting Instructor, Lutheran Theological Seminary at Gettysburg, Gettysburg, Pennsylvania.

Ryan A. Gordon, Assistant Professor, Kinesiology

Ph.D.	Texas Woman's University, 2021
M.S.	Southern Illinois University Edwardsville, 2017
B.S.	Southern Illinois University Edwardsville, 2015

Experience: 2021 – Present, Assistant Professor, Drury University, Springfield, Missouri; 2021, Adjunct Faculty, Texas Woman's University, Denton, Texas; 2020 – 2021, Adjunct Instructor, Texas Wesleyan University, Fort Worth, Texas; 2017 – 2021, Graduate Teaching Assistant, Texas Woman's University, Denton, Texas.

Adnan Maruf, Assistant Professor, Computer Science

Ph.D.	Florida International University, Expected May 2023
M.Sc.	Florida International University, 2022
B.Sc.	Khulna University of Engineering & Technology, 2013

Experience: 2016 – Present, Graduate Research & Teaching Assistant, Florida International University, Miami, Florida; 2020, Systems Software Engineer Intern, Storage Solutions, San Diego, California; 2016, Senior Software Engineer and 2013 – 2016, Software Engineer, Samsung R&D Institute Bangladesh Ltd., Dhaka, Bangladesh.

Caitlin Masterson, Assistant Professor, McQueary College of Health & Human Services

Ph.D. University of Nebraska-Lincoln, 2019
M.S. Missouri State University, 2014
B.A. University of Arkansas-Little Rock, 2012

Experience: 2021 – Present, Visiting Assistant Professor, Missouri State University, Springfield, Missouri; 2021 – Present, Biostatistician, Clinvest Research Institute, Springfield, Missouri; 2012 – Present, Statistical Consultant, People Data Clarity, LLC; 2020 – 2021, Visiting Assistant Professor, University of Central Arkansas, Conway, Arkansas; 2019 – 2020, Institutional Effectiveness Data Specialist, Radford University, Radford, Virginia; 2018 – 2019, Adjunct Instruction, Missouri State University, Springfield, Missouri; 2017 – 2019, Teaching Assistant, University of Nebraska – Lincoln, Lincoln, Nebraska.

S. Mohammad Mirbagheri, Assistant Professor, Computer Science

Ph.D. University of Regina, 2020
M.Sc. Frankfurt University of Applied Sciences, 2015
B.Sc. Yazd University, 2007

Experience: 2020 – Present, Postdoctoral Fellow, University of Regina, Regina, Canada; 2016 – 2020, Research Assistant & Teaching Assistant, University of Regina, Regina, Canada; 2014 -2015, Research Fellow, Robert Bosch, Lollar, Germany; 2014, Intern, Robert Bosch, Lollar, Germany; 2008 – 2011, Network Administrator, Maharan Engineering Corporation, Tehran, Iran.

Nathan W. Patton, Assistant Professor, Media, Journalism & Film

M.F.A. University of Texas at Austin, 2019
B.S. University of Texas at Austin, 2016
A.A. Austin Community College, 2014

Experience: 2019 – Present, Lecturer, University of Texas at Austin, Austin, Texas; 2021, Lecturer, Champlain College, Burlington, Vermont; 2019 – 2020, Writing Consultant, WaterWalk Entertainment, Inc.; 2017 – 2019, Teaching Assistant, University of Texas at Austin, Austin Texas; 2014 – 2017, Nonfiction Editor, *Bat City Review*; 2014 – 2017, Script Reacher, Austin Film Festival, Austin, Texas; 2014, Apprentice, Austin Film Festival, Austin, Texas; Freelance Writer & Visual Artist, Fayetteville, Arkansas.

Bradley K. Powers, Assistant Professor, Psychology

Psy.D. Forest Institute of Professional Psychology, 1994
M.S. University of Nebraska, 1991
B.S. Kearney State College, 1988

Experience: 2020 – 2022, Director, Burrell Behavioral Health, Springfield, Missouri; 2017 – 2020, Behavioral Health Consultant – Psychologist, Pain Medicine Program Cox Health Systems, Springfield, Missouri; 2015 – 2017, Behavioral Health Consultant, Psychologist, Ozarks Community Hospital, Springfield and Mt Vernon, Missouri; 2000 – 2015, Associate Professor, Forest Institute of Professional Psychology, Springfield, Missouri; 2005 – 2010, Owner, Alternative Dispute Resolution Services, Nixa, Missouri; 2000 – 2019, Private Practice, Powers Psychological Service, LLC, Nixa, Missouri.

Xiaoning Sun, Assistant Professor, Counseling, Leadership & Special Education

Ph.D. The Ohio State University, 2022
M.Ed. Texas State University, 2018
M.Ed. The University of Texas at Austin, 2015
B.A. Jiansu University, 2010

Experience: 2022 – Present, Postdoctoral Fellow, The University of Utah, Salt Lake City, Utah; 2018 – 2022, Graduate Research Associate, The Ohio State University, Columbus, Ohio; 2020, Teaching Assistant, The Ohio State University, Columbus, Ohio; 2020, Teaching Assistant, The Ohio State University, Columbus, Ohio; 2017 – 2018, Graduate Assistant/ABA trainee, Texas State University, San Marcos, Texas; 2016, Research Assistant, Texas State University, San Marcos, Texas; 2015 – 2016, Kindergarten Support Teacher, International School of Texas, Austin, Texas; 2015, Graduate Assistant/Child Manager, The University of Texas at Austin, Austin, Texas; 2014 – 2015, Research Assistant, The University of Texas at Austin, Austin, Texas.

ADDENDUM A

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

<u>Name</u>	<u>Department</u>	<u>Salary</u>
Arciniegas, Guillermo	World Languages & Cultures	\$2,448.00
Atkinson, Jamie	Reading Foundations & Tech	\$8,000.00
Ausmus, Kristin	Mathematics	\$2,460.00
Auteri, Giorgianna	Biology	\$6,000.00
Bacon, Karen	Comm Sciences & Disorders	\$2,445.00
Barnett, Joann	Mathematics	\$1,600.00
Barudzic, Nina	Multicultural Services	\$2,754.00
Bauman, Isabelle	Communication	\$10,255.00
Baumlin, James	English	\$7,788.00
Bennett, Susan	Theatre & Dance	\$3,000.00
Benzer, Fatih	Art & Design	\$4,104.00
Bishop, Rhonda	Childhood Ed & Family Studies	\$3,758.00
Bosch, Eric	Chemistry & Biochemistry	\$7,558.00
Brown, Orville	Counseling Leadership & Spec Ed	\$6,563.00
Bryant, Emery	Kinesiology	\$5,677.00
Buening, Caitlin	Physical Therapy	\$915.00
Bunn, Roger	Mathematics	\$6,088.00
Burge, Sara	English	\$3,516.00
Cafagna, Marcus	English	\$5,094.00
Cagle, Leah	Occupational Therapy	\$2,000.00
Calihman, Matthew	English	\$5,440.00
Cesare, Alicia	Childhood Ed & Family Studies	\$2,445.00
Chang, Ching-Wen	Reading Foundations & Tech	\$8,000.00
Chapman, Carol	Music	\$3,346.00
Chaston, Joel	English	\$6,183.00
Choi, Hailey	Childhood Ed & Family Studies	\$8,000.00
Clark, Shannon	Reading Foundations & Tech	\$3,045.00
Cobos, Liza	Hospitality Leadership	\$6,000.00
Cornelison, David	Physics Astronomy & Mat Sci	\$11,613.00
Correll, Pamela	Reading Foundations & Tech	\$8,000.00
Cronin, Stephanie	Comm Sciences & Disorders	\$2,445.00
Cupka Head, Susan	School of Social Work	\$2,445.00
Curran, Tyler	Media Journalism & Film	\$4,896.00
Curry, Natalie	School of Social Work	\$1,500.00
Czyzniejewski, Michael	English	\$16,215.00

Academic Personnel Board Actions, cont'd.

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Dalton, Tracy	English	\$7,273.00
Davis, Tammi	Childhood Ed & Family Studies	\$14,874.00
DePriest, Christopher	Theatre & Dance	\$10,000.00
Derossett, Regan	Music	\$2,145.00
Dicke, Crystal	Library	\$10,882.00
Dillon, Randy	Communication	\$7,034.00
Dimond, Jack	Media Journalism & Film	\$3,767.00
Drake, Nancy	Physical Therapy	\$915.00
Dudash-Buskirk, Elizabeth	Communication	\$5,180.00
Dudley, Kelly	School of Social Work	\$3,150.00
Dunn, Amy	Reading Foundations & Tech	\$6,090.00
Echols, Leslie	Psychology	\$1,500.00
Elliott, Lori	Reading Foundations & Tech	\$3,045.00
English, Cathie	English	\$5,065.00
Fallone, Melissa	Psychology	\$9,842.00
Farha, Nicholas	Reading Foundations & Tech	\$3,045.00
Felton, Ashley	Reading Foundations & Tech	\$3,045.00
Finch, Kim	Counseling Leadership & Spec Ed	\$8,000.00
Frederick, Dana	Management	\$4,005.00
Garrad, Richard	Biomedical Sciences	\$6,882.00
Garrison-Kane, Linda	Counseling Leadership & Spec Ed	\$6,605.00
Gault, Amy	College of Arts & Letters	\$2,448.00
Gibson, Hugh	Kinesiology	\$9,684.00
Gillam, Ken	English	\$10,314.00
Glenn, Shawnee	School of Anesthesia	\$4,800.00
Goering, Dan	Management	\$10,433.00
Gones, Tracie	Mathematics	\$2,460.00
Goss, Benjamin	Management	\$15,828.00
Hadley, Heidi	English	\$4,467.00
Harbaugh, Adam	Mathematics	\$6,830.00
Hatz, Kirsten	Kinesiology	\$1,732.00
Hausback, Jason	Music	\$4,500.00
Hesser, Patti	Comm Sciences & Disorders	\$3,260.00
Hetzler, Brandon	Public Health & Sports Med	\$1,600.00
Himes, Joe	Physical Therapy	\$3,000.00
Hoegeman, Catherine	Sociology & Anthropology	\$4,864.00
Holland, Lydia	Physical Therapy	\$915.00
Holley, Lauren	Childhood Ed & Family Studies	\$2,445.00
Hollibaugh, Casey	Kinesiology	\$2,924.00
Hornburg, Andrew	Music	\$7,473.00
Hough, Lyon	Biomedical Sciences	\$9,440.00

Academic Personnel Board Actions, cont'd.

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Howard, Amber	Childhood Ed & Family Studies	\$7,020.00
Howard, Jason	Communication	\$10,000.00
Huang, Shyang	Physics Astronomy & Mat Sci	\$6,254.00
Hutchison, Connor	School of Accounting	\$4,200.00
Ibbetson, Sara	Psychology	\$815.00
Iqbal, Razib	Computer Science	\$34,431.00
Jackson, William	Education Abroad	\$2,040.00
John, Judith	English	\$5,897.00
Karr, Jeffrey	World Languages & Cultures	\$2,448.00
Killion, John	Mathematics	\$10,506.00
Kim, Junyoung	Kinesiology	\$3,423.00
Kleeschulte, Melanie	World Languages & Cultures	\$3,611.00
Kleinsasser, Steven	Comm Sciences & Disorders	\$2,445.00
Knowles, Amy	English	\$3,978.00
Kyle, Jerri	Communication	\$3,000.00
Lam-Chesnut, Pik Wah	Counseling Leadership & Spec Ed	\$3,375.00
Lamouria, Lanya	English	\$5,060.00
LaPage, William	College of Arts & Letters	\$2,448.00
Lazic, Gordana	Communication	\$13,612.00
Lee, Kenman	Reading Foundations & Tech	\$4,645.00
Lenetta, Choate	Psychology	\$5,490.00
Lewis, Darcy	College of Arts & Letters	\$2,754.00
Lewis, Kayla	Reading Foundations & Tech	\$5,138.00
Liu, Siming	Computer Science	\$5,236.00
Lohman, Amy	Comm Sciences & Disorders	\$2,445.00
Lombilla, Luis	World Languages & Cultures	\$7,448.00
Loughary, Jeffrey	World Languages & Cultures	\$5,951.00
Luellen, Heather	Theatre & Dance	\$3,000.00
Mabee, Jonathan	Media Journalism & Film	\$13,190.00
Martinez, B. Judith	World Languages & Cultures	\$16,602.00
Mays, Larry	Kinesiology	\$4,511.00
McCluney, Ebony	Kinesiology	\$1,500.00
McLean, Annice	Reading Foundations & Tech	\$5,257.00
McShan, Keith	Kinesiology	\$5,987.00
Meraz, Juan	Reading Foundations & Tech	\$3,045.00
Mitra, Saibal	Physics Astronomy & Mat Sci	\$6,477.00
Morris, Eric	Communication	\$7,341.00
Morris, Taleyna	Communication	\$3,674.00
Nelson, Oana	Mathematics	\$3,262.00
Newman, Jonathan	English	\$9,544.00
Niezgoda, Robert	Public Health & Sports Med	\$1,500.00

Academic Personnel Board Actions, cont'd.

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Nixon, Sarah	Reading Foundations & Tech	\$5,828.00
Oyenyi, Bukola	History	\$5,038.00
Paliliunas, Dana	Psychology	\$1,500.00
Parke, Nicole	Reading Foundations & Tech	\$2,445.00
Payne, Amy	World Languages & Cultures	\$2,448.00
Pearman, Cathy	Reading Foundations & Tech	\$7,052.00
Piccolo, Diana	Childhood Ed & Family Studies	\$24,960.00
Pippa, Christina	Media Journalism & Film	\$14,419.00
Pullan, Andrea	Mathematics	\$2,460.00
Ragan, Gay	Mathematics	\$1,600.00
Reed, Mike	Physics Astronomy & Mat Sci	\$7,447.00
Rodriguez de la Vega, Vanessa	World Languages & Cultures	\$5,053.00
Rogers, Lori	English	\$3,527.00
Rogers, Valorie	College of Business	\$3,200.00
Rudnick, Dennis	Reading Foundations & Tech	\$8,000.00
Satterfield, Michelle	Childhood Ed & Family Studies	\$2,445.00
Schlinder, Kelly	World Languages & Cultures	\$2,448.00
Schmalzbauer, John	Religious Studies	\$16,465.00
Schweissguth, Amanda	Mathematics	\$2,460.00
Scott, Shari	Counseling Leadership & Spec Ed	\$2,560.00
Scroggins, Wesley	Management	\$17,470.00
Seawright, Leslie	English	\$9,597.00
Shah, Kishor	Mathematics	\$18,910.00
Shao, Feibo	Management	\$9,606.00
Shirley, Corinne	World Languages & Cultures	\$6,207.00
Slavych, Bonnie	Comm Sciences & Disorders	\$3,000.00
Slone, Allison	Comm Sciences & Disorders	\$2,445.00
Smith, Alaina	TRIO Programs	\$500.00
Smith, Cody	Kinesiology	\$1,500.00
Sottile, James	Counseling Leadership & Spec Ed	\$6,764.00
Spates, Stephen	Missouri Fine Arts Academy	\$10,000.00
	Communication	\$4,689.00
Sreepada, Nihar	Communication	\$4,134.00
Stafford, Gary	Mathematics	\$9,643.00
Stanton, Rhonda	English	\$10,076.00
Stout, Kristen	Communication	\$6,750.00
Su, Weihang	Music	\$1,200.00
Sullivan, Patrick	Mathematics	\$6,988.00
Sun, Xingping	Mathematics	\$7,664.00
Tapis, Kanu	Management	\$19,212.00
Tarbox, Judy	English	\$3,503.00

Academic Personnel Board Actions, cont'd.

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Templeton, Maureen	Psychology	\$3,000.00
Thornsberry, Jeanette	Comm Sciences & Disorders	\$2,445.00
Tinkler, Alan	English	\$10,059.00
Trevarthen, Jordan	College of Arts & Letters	\$2,448.00
Turner, John	English	\$7,776.00
	Counseling Leadership & Spec Ed	\$5,221.00
Twibell, Andrew	Media Journalism & Film	\$5,000.00
Van Ornum, Kimberly	Mathematics	\$3,569.00
Wallen, Stacey	Comm Sciences & Disorders	\$2,000.00
Walters, Heather	Communication	\$14,764.00
Weaver, Margaret	English	\$12,188.00
Wehrman, Erin	Communication	\$23,628.00
Weiss, Janet	Physical Therapy	\$1,830.00
Werhan, Amanda	Mathematics	\$2,460.00
Whipple, Tanya	Psychology	\$1,500.00
White, Timothy	Media Journalism & Film	\$10,200.00
Wickham, Cameron	Mathematics	\$7,013.00
Wiechert, Raegan	Library	\$2,891.00
Williams, Joseph	Biomedical Sciences	\$3,000.00
Willis, Steve	Art & Design	\$7,553.00
Wilson, Dan	Kinesiology	\$10,445.00
Wise, Allison	Psychology	\$2,745.00
Woodard, Rebecca	Kinesiology	\$10,354.00
Xie, Xiuye	Kinesiology	\$7,632.00
Zimmerman, David	Psychology	\$1,500.00

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

<u>Name</u>	<u>Department</u>	<u>Salary</u>
Balasundaram, Isaac	Information Tech & Cybersecurity	\$3,000.00
Brahnam, S.	Information Tech & Cybersecurity	\$9,500.00
Brattin, Rick	Information Tech & Cybersecurity	\$9,500.00
Burt, Zachary	Kinesiology	\$3,592.00
Davis, Joshua	Information Tech & Cybersecurity	\$9,500.00
Gerasimchuk-Djordjevic, Maria	Art & Design	\$4,314.00
Goddard, Stacy	Kinesiology	\$3,534.00
Guo, Xiang	Information Tech & Cybersecurity	\$9,500.00
Heinlein, Kurt	Theatre and Dance	\$4,123.00
Hulett, Michelle	Education Abroad	\$4,514.00
Kaula, Rajeev	Information Tech & Cybersecurity	\$19,000.00
Kitheka, Bernard	Kinesiology	\$428.00
Liang, Yating	Kinesiology	\$524.00
Pettijohn, Catherine	English Language Institute	\$2,400.00
Smith, Cody	Kinesiology	\$3,393.00
Speer, Jason	Information Tech & Cybersecurity	\$9,500.00
Thompson, Kip	Public Health & Sports Med	\$23,543.00
Wiecierzewska, Aleksandra	Art & Design	\$3,533.00
Zhang, Xinge	Information Tech & Cybersecurity	\$3,000.00

ADDENDUM C

The following have been appointed as Graduate Teaching Assistants for the summer semester: June 5, 2023 through August 4, 2023.

<u>Name</u>	<u>Department</u>	<u>Salary</u>
Bennett, Alexzandra	Technology & Construction Management	\$2,392.00
Brent, Brittaney	History	\$2,392.00
Brown, Hailey	Media, Journalism & Film	\$2,392.00
Curless, Preston	Accounting	\$2,392.00
Darko, Jeffery	Chemistry & Biochemistry	\$2,912.00
Donahoe, Kayla	Public Health & Sports Medicine	\$2,392.00
Garland, Joshua	Chemistry & Biochemistry	\$2,392.00
Harris, Jenna	Management	\$2,392.00
Jedlicka, Caitlin	First Year Programs	\$2,912.00
Klingenberg, Alexandria	Mathematics	\$2,392.00
Landgraf, Niklas	Physics Astronomy & Materials Sci	\$1,456.00
Madupalli, Jayanth	Computer Science	\$2,392.00
Malloy, Alyssa	Media, Journalism & Film	\$2,392.00
Martinez, Lydia	Communication	\$2,392.00
Munshe, Fahad	Physics Astronomy & Materials Sci	\$1,456.00
Murtuza, H M	Communication	\$2,392.00
Olatunji, Dayo	Mathematics	\$2,392.00
Rector, Lauren	Counseling, Leadership & Special ED	\$2,392.00
Sedra, Erin	Art & Design	\$1,456.00
Soden, Karly	Kinesiology	\$1,456.00
Tabassum, Tasnuva	English	\$2,392.00
Talbot, Michael	Finance & Risk Management	\$2,392.00
Toedebusch, Hanna	Marketing	\$2,392.00
Urich, Stephanie	Public Health & Sports Medicine	\$2,392.00

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

<u>Name</u>	<u>Department</u>	<u>Salary</u>
Cannon, Jacob	Media, Journalism & Film	\$11,648.00
Corredor Silva, Daniel	Music	\$5,824.00
Eastman, Erich	Music	\$11,648.00
Lauf, Hunter	Communication	\$11,648.00
Lee, Jueun	English	\$11,648.00
Murtuza, H M	Communication	\$11,648.00

Academic Personnel Board Actions, cont'd.

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Ogu, Cynthia	Communication	\$11,648.00
Randle, Billie	English	\$11,648.00
Turnbaugh, Brodee	Communication	\$11,648.00

MISSOURI STATE UNIVERSITY

BOARD RESOLUTION

HUMAN RESOURCES NO. 1730-23
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>
Kayla Guilbault	Content Strategist Web Strategy & Development	42	\$40,000 annually	05/03/23
Cheryl Dronet	Assistant Box Office Manager Juanita K. Hammons Hall for Performing Arts	42	\$36,750 annually	05/08/23
Douglas Maples	Custodian I Custodial Services	21	\$31,200 annually	05/08/23
Karen Evans	Administrative Specialist II Financial Aid	12	\$31,200 annually	05/15/23
Darin Wallace	Senior Accountant-Analyst Financial Services	44	\$65,000 annually	05/15/23
Joshua Brown	Campus Safety Specialist Lead University Safety	25	\$39,478 annually	05/22/23
Jacob Clark	Academic Advisor College of Education	42	\$37,253 annually	05/22/23
Justin Daugherty	Campus Safety Specialist University Safety	24	\$35,360 annually	05/22/23
Dennis Ellis	Maintenance Technician II Facilities Maintenance	25	\$39,520 annually	05/22/23
Laura Osborn	Assistant Teacher Child Development Center	40	\$31,200 annually	05/22/23
Kayla Brockgreitens	Administrative Assistant II Residence Life, Housing & Dining Services	12	\$32,240 annually	05/30/23

Non-academic Personnel Board Actions, cont'd.

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Simon Charles	Campus Safety Specialist University Safety	24	\$35,360 annually	05/30/23
Molly Regier	Administrative Specialist II Child Development Center	12	\$31,720 annually	05/30/23
Tongbin Zan	Senior Accountant-Analyst Financial Services	44	\$61,000 annually	05/30/23
Sierra Chitwood	Coordinator of Residence Life - Living-Learning Communities Residence Life, Housing & Dining Services	43	\$46,000 annually	06/01/23
Jamie Cornelsen	Director Child Development Center	46	\$78,000 annually	06/01/23
Kathryn Coulson	Compliance Coordinator – Athletics Intercollegiate Athletics	42	\$36,504 annually	06/01/23
Kristen Stump	Residence Hall Director Residence Life, Housing & Dining Services	42	\$40,500 annually	06/01/23
Destiny Switzer	Residence Hall Director Residence Life, Housing & Dining Services	42	\$40,500 annually	06/01/23
Katie Cowan	Admissions Counselor Office of Admissions	41	\$38,002 annually	06/05/23
Enya Eyerman	Food Service Coordinator Child Development Center	21	\$31,200 annually	06/05/23
Brooke Golden	Admissions Counselor Office of Admissions	41	\$38,002 annually	06/05/23
Ning Graham	Senior Accountant-Analyst Financial Services	44	\$57,000 annually	06/05/23

Non-academic Personnel Board Actions, cont'd.

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Hanna Henroid	Admissions Counselor Office of Admissions	41	\$38,002 annually	06/05/23
Charles Kellough	Admissions Counselor Office of Admissions	41	\$38,002 annually	06/05/23
Daniel Pierce	Research Archaeologist Center for Archeological Research	43	\$54,754 annually	06/05/23
Allicia Baum	Director Counseling Center	47	\$89,000 annually	06/12/23
Julia Dixon	Custodian I Residence Life, Housing & Dining Services	21	\$31,200 annually	06/12/23
Sarah Riley	Director of Development Office of Development	44	\$60,000 annually	06/20/23
William Clark	Custodian I Residence Life, Housing & Dining Services	21	\$31,200 annually	06/21/23
Reiley Snavely	Residence Hall Director Residence Life, Housing & Dining Services	42	\$40,500 annually	06/21/23
Rebekah Leathers	Coordinator, Student Engagement - Programs Office of Student Engagement	41	\$40,000 annually	06/26/23
Andrew Thompson	Residence Hall Director Residence Life, Housing & Dining Services	42	\$40,500 annually	06/26/23
Caroline Wieters	Assistant Director Campus Recreation – Recreational Sports Campus Recreation	42	\$45,000 annually	06/26/23
Christopher Drew	Morning Host-Reporter KSMU	43	\$48,000 annually	06/29/23

Non-academic Personnel Board Actions, cont'd.

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Virginia Dunagan	Professional Developer Agency for Teaching, Leading & Learning	45	\$53,500 annually	07/05/23
Matthew King	Residence Hall Director Residence Life, Housing & Dining Services	42	\$40,500 annually	07/10/23

RESIGNATIONS:

<u>Name</u>	<u>Position-Department</u>	<u>Effective</u>
Cassandra Clark	VESTA Missouri Program Coordinator Darr College of Agriculture	03/31/23
Travis Fisher	Deputy Director Ozarks Public Health Institute	04/14/23
Nichole Kobus	Custodian I Plaster Student Union – Facilities	04/15/23
Katie Evans	Autism Resource Specialist Project ACCESS	04/28/23
Cassandra Henne	Project Coordinator Southwest Missouri Area Health Education Center	04/28/23
Jase Herl	Assistant Coach Intercollegiate Athletics	04/28/23
Hester Herndon	Food Service Coordinator Child Development Center	04/28/23
Kelly Dalton	Manager, Accounts Payable-Budgeting Financial Services	05/05/23
Gautam Balasundaram	Assistant Director/Senior Procurement Card Coordinator Procurement Services	05/12/23
Melissa Eiken	Executive Assistant II Library	05/12/23

Non-academic Personnel Board Actions, cont'd.

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Donald Phillips	Residence Hall Night Host/Hostess Residence Life, Housing & Dining Services	05/12/23
Anastasia Lux	Assistant Coach Intercollegiate Athletics	05/15/23
Cher Thao	Custodian Apprentice Custodial Services	05/19/23
Martin Gross	Operations Assistant Athletics Intercollegiate Athletics	05/25/23
Patrick Long	Coordinator Plaster Student Union – eSports	05/26/23
Nannan Dong	Business Intelligence & Database Analyst Institutional Research	05/30/23
Vickie Taylor	Centralized User Support Specialist Computer Services	05/31/23
Jared Brugmann	Assistant Strength-Conditioning Coach Intercollegiate Athletics	06/06/23
Nadia Pshonyak	Administrative Specialist II Residence Life, Housing & Dining Services	06/15/23
Lindsey Lovekamp	Autism Resource Specialist Project ACCESS	06/30/23
Everett Martin	Admission Counselor Office of Admissions	07/28/23
RETIREMENTS:		
<u>Name</u>	<u>Position-Department</u>	<u>Effective</u>
Tamara Flores	Administrative Specialist III Business Advisement Center	05/31/23
William Gibbs	Residence Hall Host/Hostess Residence Life, Housing & Dining Services	05/31/23

Non-academic Personnel Board Actions, cont'd.

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Patricia Ingle	Director of Development Office of Development	05/31/23
Donna Young	Administrative Specialist III Facilities Management	05/31/23
Susanne Howard	Research Specialist II Darr College of Agriculture – Mtn Grove	06/30/23
Michael Klem	Coordinator Facilities Maintenance & Support Darr College of Agriculture	06/30/23
Nancy Underlin	Academic Administrative Assistant II Economics	06/30/23
Scott Turk	Database Analyst Computer Services	07/31/23
Joseph Arens	Enterprise Systems Administrator Cybersecurity & Enterprise Systems	12/31/23

LAY-OFF:

<u>Name</u>	<u>Position-Department</u>	<u>Effective</u>
Kristin Arnette	Enrollment Management Analyst Enrollment Management & Services	06/30/23

LEAVE WITHOUT PAY:

<u>Name</u>	<u>Position-Department</u>	<u>Effective</u>
Michelle Oliver	Receptionist	05/20/23
	Residence Life, Housing & Dining Services	07/26/23
Kyra Cook	Receptionist	05/21/23
	Residence Life, Housing & Dining Services	07/26/23
Jennifer Meyer	Residence Hall Host/Hostess	05/21/23
	Residence Life, Housing & Dining Services	08/07/23
Kaley Hallmark	Research Scientist	05/24/23
	Center for Applied Science & Engineering	08/22/23

SEPARATION FROM EMPLOYMENT:

<u>Name</u>	<u>Position-Department</u>	<u>Effective</u>
Alan McGowne	Custodian I Residence Life, Housing & Dining Services	04/21/23

CHANGE OF STATUS:

<u>Name</u>	<u>Position-Department</u>	<u>Action</u>	<u>Effective</u>
Ronald Keith Boaz	From: Senior Associate Athletic Director Athletics & Entertainment Facilities Intercollegiate Athletics GR 48, \$119,332 annually To: Executive Director, Athletic & Entertainment Facilities Intercollegiate Athletics GR 48, \$125,000 annually	Title Change & Salary Adjustment	02/01/23
Chuck Busby	From: Internet Analyst Web Strategy & Development To: Internet Specialist Web Strategy & Development	Title Correction	02/01/23
Jeanne Lindeman	From: Business Process & Reporting Analyst – Enrollment Management Office of the Registrar To: Business Process & Reporting Analyst - Enrollment Management Enrollment Management Systems & Reporting	Transfer	04/05/23
Michelle Dane	Accounting Technician Financial Services From: GR 13, \$33,825 annually To: GR 13, \$35,360 annually	Salary Adjustment	05/01/23
Mona Hampton	Procurement Technician Financial Services From: GR 13, \$32,706 annually To: GR 13, \$35,360 annually	Salary Adjustment	05/01/23

Non-academic Personnel Board Actions, cont'd.

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Maria Lopez	Accounting Technician Financial Services From: GR 13, \$32,706 annually To: GR 13, \$35,360 annually	Salary Adjustment	05/01/23
Virginia Moore	Accounting Technician Financial Services From: GR 13, \$32,706 annually To: GR 13, \$35,360 annually	Salary Adjustment	05/01/23
Tammy Nalley	Accounting Technician Financial Services From: GR 13, \$33,159 annually To: GR 13, \$35,360 annually	Salary Adjustment	05/01/23
Erica Robertson	Accounting Technician Financial Services From: GR 13, \$31,990 annually To: GR 13, \$35,360 annually	Salary Adjustment	05/01/23
Strausie Stephens	Accounting Technician Financial Services From: GR 13, \$28,805 annually (87.50 FTE) To: GR 13, \$30,939 annually (87.50 FTE)	Salary Adjustment	05/01/23
Mark Woolsey	Assessment & Learning Outcomes Consultant Office of Assessment From: GR 43, \$53,848 annually To: GR 45, \$70,413 annually	Reclassification & Salary Adjustment	05/03/23
Alexis Curran	Coordinator, Simulation Center School of Nursing From: GR 43, \$53,000 annually (100% FTE) To: GR 43, \$39,750 annually (75% FTE)	Status Change	05/04/23

Non-academic Personnel Board Actions, cont'd.

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Robert Slavens	<p>From: Groundskeeper Grounds Services GR 22, \$33,946 annually</p> <p>To: Custodial Specialist Custodial Services GR 23, \$35,880 annually</p>	Promotion	05/08/23
Oliver Motzkus	<p>From: Information Specialist Financial Aid GR 13, \$31,690 annually</p> <p>To: Administrative Specialist II Financial Aid GR 12, \$32,448 annually</p>	Status Change & Salary Adjustment	05/16/23
Yen Tran	<p>Vietnam Admission Coordinator International Programs</p> <p>From: GR 42, \$42,000 annually</p> <p>To: GR 42, \$42,723 annually</p>	Salary Adjustment	05/20/23
Steven Bowen	<p>From: Maintenance General Mechanic Facilities Maintenance GR 25, \$38,479 annually</p> <p>To: Maintenance Technician II Facilities Maintenance GR 25, \$39,520 annually</p>	Title Change & Salary Adjustment	05/22/23
Shannon McComb	<p>From: Administrative Specialist II Professional Education Advisement GR 12, \$31,200 annually</p> <p>To: Administrative Specialist III Professional Education Advisement GR 13, \$34,319 annually</p>	Reclassification & Salary Adjustment	05/22/23
Joshua McIver	<p>Maintenance Technician II Facilities Maintenance</p> <p>From: GR 25, \$38,479 annually</p> <p>To: GR 25, \$39,520 annually</p>	Salary Adjustment	05/22/23

Non-academic Personnel Board Actions, cont'd.

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Timothy McIver	<p>From: Maintenance General Mechanic Facilities Maintenance GR 25, \$38,479 annually</p> <p>To: Maintenance Technician II Facilities Maintenance GR 25, \$39,520 annually</p>	Title Change	05/22/23
Teri Poindexter	<p>From: Senior Graphic Designer Creative Services GR 42, \$47,228 annually</p> <p>To: Assistant Director, Creative Services – Design Creative Services GR 43, \$53,665 annually</p>	Promotion	05/22/23
Ian Alaimo	<p>From: Technology Coordinator McQueary College of Health & Human Services GR 36, \$86,424 annually</p> <p>To: Director of Information Technology & Operations McQueary College of Health & Human Services GR 47, \$86,424 annually</p>	Reclassification	06/01/23
Jussara Ave-Lallemant	<p>Residence Hall Director Residence Life, Housing & Dining Services</p> <p>From: GR 42, \$36,509 annually</p> <p>To: GR 42, \$40,500 annually</p>	Salary Adjustment	06/01/23
Sheri Ballard	<p>Senior Accountant-Analyst Financial Services</p> <p>From: GR 44, \$54,767 annually</p> <p>To: GR 44, \$65,000 annually</p>	Salary Adjustment	06/01/23
Kristin Bilyeu	<p>Senior Accountant-Analyst Financial Services</p> <p>From: GR 44, \$55,319 annually</p> <p>To: GR 44, \$65,000 annually</p>	Salary Adjustment	06/01/23

Non-academic Personnel Board Actions, cont'd.

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Morganza Byrd	Senior Accountant-Analyst Financial Services From: GR 44, \$53,000 annually To: GR 44, \$57,000 annually	Salary Adjustment	06/01/23
Nicholas Carter	From: Clothing/Soft Goods Inventory Specialist Bookstore GR 42, \$38,081 annually To: Inventory Merchandising & Offsite Venue Coordinator Bookstore GR 43, \$42,000 annually	Reclassification & Salary Adjustment	06/01/23
Jing Chen	Senior Accountant-Analyst Financial Services From: GR 44, \$53,000 annually To: GR 44, \$57,000 annually	Salary Adjustment	06/01/23
Matt Curry	From: Director Jordan Valley Innovation Center To: Assistant Director Jordan Valley Innovation Center	Title Change	06/01/23
Michelle Dane	Accounting Technician Financial Services From: GR 13, \$35,359 annually To: GR 13, \$35,959 annually	Salary Adjustment	06/01/23
Amy Daniels	Senior Accountant-Analyst Financial Services From: GR 44, \$53,000 annually To: GR 44, \$57,000 annually	Salary Adjustment	06/01/23
William Brent Dunn	Vice President for University Advancement University Advancement From: \$176,530 annually To: \$181,530 annually	Continuation of Appointment & Salary Adjustment	06/01/23 06/30/28

Non-academic Personnel Board Actions, cont'd.

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Paul Essel	Manager, Grants Accounting Financial Services From: GR 45, \$66,344 annually To: GR 46, \$80,000 annually	Reclassification & Salary Adjustment	06/01/23
Yan Gao	Senior Accountant-Analyst Financial Services From: GR 44, \$53,000 annually To: GR 44, \$61,000 annually	Salary Adjustment	06/01/23
Julia Holmes	Deputy Compliance Officer Legal Affairs & Compliance From: GR 45, \$76,812 annually To: GR 47, \$76,812 annually	Reclassification	06/01/23
Patricia Ingle	From: Director of Development Office of Development To: Staff Emeritus Office of Development	Change of Status	06/01/23
Lynda Jochims	Senior Accountant-Analyst Financial Services From: GR 44, \$53,000 annually To: GR 44, \$65,000 annually	Salary Adjustment	06/01/23
Jonathan Keeth	From: Research Technician II Center for Applied Science & Engineering GR 43, \$70,401 annually To: Research Scientist, JVIC Center for Applied Science & Engineering FR 44, \$77,043 annually	Reclassification & Salary Adjustment	06/01/23

Non-academic Personnel Board Actions, cont'd.

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Rishi Patel	From: Senior Research Scientist Center for Applied Science & Engineering GR 45, \$89,472 annually To: Research Director, JVIC Center for Applied Science & Engineering GR 47, \$89,472 annually	Reclassification	06/01/23
Teresa Raymond	Senior Accountant-Analyst Financial Services From: GR 44, \$53,000 annually To: GR 44, \$57,000 annually	Salary Adjustment	06/01/23
Tiera Tyler	Residence Hall Director Residence Life, Housing & Dining Service From: GR 42, \$36,991 annually To: GR 42, \$40,500 annually	Salary Adjustment	06/01/23
Mary Bohlen	From: Assessment & Learning Outcomes Consultant Office of Assessment To: Assessment & Accreditation Consultant Office of Assessment	Title Change	06/05/23
Shayla Lupfer	Vivarium Technician Research Administration From: GR 21, \$28,077 annually (90% FTE) To: GR 21, \$31,200 annually (100% FTE)	Status Change	06/05/23
Holly Robinson	From: Director Child Development Center GR 46, \$65,000 annually To: Teacher Child Development Center GR 41, \$37,705 annually	Status Change	06/05/23

Non-academic Personnel Board Actions, cont'd.

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Mark Woolsey	From: Assessment & Learning Outcomes Consultant Office of Assessment To: Assessment & Accreditation Consultant Office of Assessment	Title Change	06/05/23
Gabby Catlin	From: Interim Director Student Conduct Assistant Director Student Conduct Dean of Students Office GR 42, \$40,040 annually (\$500 monthly supplemental) To: Director Student Conduct Dean of Students Office GR 45, \$52,000 annually	Status Change	06/12/23
Hailey Diestelkamp	Operations Assistant Intercollegiate Athletics From: GR 13, \$31,303 annually To: GR 13, \$35,000 annually	Salary Adjustment	06/15/23
Joan Armstrong	Director Project Access – Autism Program Specialist Project ACCESS	Continuation of Appointment	07/01/23 06/30/24
Edwin Garton	Instructional Technical Support Specialist Project ACCESS	Continuation of Appointment	07/01/23 06/30/24
Lauren Gaskill	Autism Resource Specialist Project ACCESS	Continuation of Appointment	07/01/23 06/30/24
Scott Handley	From: Assistant Director Honors College GR 43, \$55,322 annually To: Associate Director Honors College GR 46 \$78,273 annually	Promotion	07/01/23

Non-academic Personnel Board Actions, cont'd.

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Algerian Hart	From: Interim Chief Diversity Officer & Assistant to the President Office of the President \$120,617 annually	Title Change	07/01/23
	To: Assistant to the President for For Inclusive Excellence Office of the President \$165,000 annually		
Michael Klem	From: Coordinator Facilities Maintenance & Support Darr College of Agriculture	Status Change	07/01/23
	To: Staff Emeritus Darr College of Agriculture		
Matthew Morris	From: Vice President for Administrative Services Administrative Services \$160,935 annually	Status Change	07/01/23
	To: Vice President for Administration & Finance Administration & Finance \$225,000 annually		
Jacqueline Patterson	From: Executive Assistant II McQueary College of Health & Human Services GR 13, \$39,100 annually	Reclassification & Department Change	07/01/23
	To: Administrative Assistant III School of Mental Health & Behavioral Sciences GR 13, \$39,100 annually		

Rebeca Reut-Robinson	From: Executive Assistant I McQueary College of Health & Human Services GR 12, \$37,919 annually To: Executive Assistant II McQueary College of Health & Human Services GR 13, \$39,600 annually	Reclassification & Salary Adjustment	07/01/23
Nancy Underlin	From: Academic Administrative Assistant II Economics To: Staff Emeritus Economics	Status Change	07/01/23
Joseph Arens	From: Enterprise System Administrator Cybersecurity & Enterprise System To: Staff Emeritus Cybersecurity & Enterprise System	Status Change	01/01/24

Chris Waters
Board Chair

Passed at meeting of
June 23, 2023

Rowena Stone
Secretary to the Board

MISSOURI STATE UNIVERSITY

BOARD RESOLUTION

HUMAN RESOURCES NO. 1731-23

Approval of Actions Concerning Employee Salary
Increases July 1, 2023

BE IT RESOLVED by the Board of Governors for Missouri State University that the salary adjustments indicated for Academic and Non-academic employees, as itemized below, are effective July 1, 2023.

<u>Name</u>	<u>Department</u>	<u>Current Salary</u>	<u>Faculty Promotions</u>	<u>Equity</u>	<u>ATB Adjustment</u>	<u>New Salary</u>
Abdullah, Elijah W.	Wp Physical Plant	\$31,200			\$1,560	\$32,760
Aberle, Joygrace A.	Health & Wellness Center	\$40,803			\$2,040	\$42,843
Abid, Nabila Binte	Financial Aid	\$42,000			\$2,100	\$44,100
Abney, Julie A.	Financial Services	\$54,216		\$2,784	\$2,850	\$59,850
Acharya, Sreekanth	Computer Services	\$73,217			\$3,661	\$76,878
Adams, Karen C.	Enrollment Management & Services	\$38,931			\$1,947	\$40,878
Adams, Leigh A.	Wp Dean of Acad Affairs Office	\$61,000			\$3,050	\$64,050
Adamson, Benjamin T.	Athletics Communications	\$55,245			\$2,762	\$58,007
Adamson, Reesha M.	College of Education	\$70,661	\$6,000		\$3,833	\$80,494
Adinegara, Veronica	Creative Services	\$68,000			\$3,400	\$71,400
Adkins, Gilbert G.	Lebanon Center	\$47,896			\$2,395	\$50,291
Adkison, Robert L.	Counseling Center	\$31,769		\$1,823	\$1,680	\$35,272
Adkisson, Brittney L.	Wp Director of Univ-Community Pgms	\$31,200			\$1,560	\$32,760
Ahlstrand, Patrick S.	Fac Mgmt-Custodial	\$31,511			\$1,576	\$33,087
Ailor, Shannon C.	Research Administration	\$44,295		\$3,149	\$2,372	\$49,816
Akers, Leslie L.	College of Agriculture	\$33,457		\$4,015	\$1,874	\$39,345
Akin, Yuka	Health & Wellness Center	\$58,132			\$2,907	\$61,039
Alaimo, Ian L.	McQueary College of Hlth & Hman Svs	\$86,424			\$4,321	\$90,745
Aleshire, Donnie E.	Fac Mgmt-Maintenance	\$46,562			\$2,328	\$48,890
Alldrige, Barbara J.	Res Life Hous & Din Svc-Fac & Oper	\$37,105		\$1,000	\$1,905	\$40,010
Allen, Allison Z.	College of Natl & App Science	\$36,509		\$3,491	\$2,000	\$42,000
Allen, Linda M.	Chemistry and Biochemistry	\$39,290			\$1,965	\$41,255
Allen, Matthew R.	Cybersecurity and Enterprise System	\$73,431			\$3,672	\$77,103
Allen, Rebecca L.	Biomedical Sciences	\$53,225			\$2,661	\$55,886
Alley, Thomas H.	Fac Mgmt-Custodial	\$31,824			\$1,591	\$33,415
Allgeier, Shane P.	Residence Life Housing & Dining Svc	\$59,559			\$2,978	\$62,537
Allison, Michael K.	Fac Mgmt-Custodial	\$31,512			\$1,576	\$33,088

Amason, Craig R.	Library	\$64,480		\$3,224	\$67,704
Anderson, Angela G.	English	\$38,859		\$1,943	\$40,802
Anderson, Gayle A.	Res Life Hous & Din Svc-Fac & Oper	\$33,592		\$1,680	\$35,272
Anderson, Lesa D.	Military Science	\$23,611		\$1,181	\$24,792
Anderson, Rachel M.	Assoc Vp For Economic Development	\$95,000		\$4,750	\$99,750
Anderson-Ituarte, Julie J.	Disability Resource Center	\$52,000		\$2,600	\$54,600
Angel, Holly D.	Intercollegiate Athletics	\$31,366		\$1,568	\$32,934
Anitsal, Ismet	Marketing	\$154,682		\$7,734	\$162,416
Antonopoulos, Sophia R.	Ctr For Biomedical & Life Sciences	\$50,000	\$1,000	\$2,550	\$53,550
Applegate, Andrea D.	Physician Assistant Studies	\$89,495	\$1,000	\$4,525	\$95,020
Applewhite, Olivia C.	Athletics-Basketball-Women	\$80,000		\$4,000	\$84,000
Arens, Joseph A.	Cybersecurity and Enterprise System	\$66,851		\$3,343	\$70,194
Armstrong, Etta N.	Missouri State Outreach	\$33,355		\$1,668	\$35,023
Armstrong, Joan E.	Provost Office	\$78,852		\$3,943	\$82,795
Arnold, Albert E.	Computer Services	\$67,161		\$3,358	\$70,519
Arnold, Mark D.	Library	\$68,173	\$1,200	\$3,469	\$72,842
Arti, FNU	Internal Audit and Risk Management	\$68,557		\$3,428	\$71,985
Assmann, Ira L.	Admissions	\$52,000		\$2,600	\$54,600
Atkinson, Susan M.	Athletic Medical & Rehab Services	\$46,097		\$2,305	\$48,402
Aurentz, Cynthia L.	School Of Nursing	\$94,099		\$4,705	\$98,804
Ave-Lallemant, Jussara C.	Residence Life Housing & Dining Svc	\$40,500		\$2,025	\$42,525
Babb, Charles J.	Occupational Therapy	\$31,200	\$1,000	\$1,610	\$33,810
Bailey, Sherry A.	Registrar	\$35,464		\$1,773	\$37,237
Baird, Craig E.	College of Natl & App Science	\$60,832		\$3,042	\$63,874
Baker, Anne M.	Library	\$72,958		\$3,648	\$76,606
Baker, Jessica	JQH Arena	\$31,200		\$1,560	\$32,760
Balanean, Adrian D.	Registrar	\$35,606		\$1,780	\$37,386
Bales, Sandra L.	Dept of Hospitality Leadership	\$34,305	\$700	\$1,750	\$36,755
Balisle, Jessica F.	Ksmu	\$52,000		\$2,600	\$54,600
Ballard, Sheri L.	Financial Services	\$65,000		\$3,250	\$68,250
Ballinger, Norma C.	Residence Life Housing & Dining Svc	\$31,200		\$1,560	\$32,760
Banion, John A.	Procurement Services	\$58,626		\$2,931	\$61,557
Barakat, Terry M.	English Language Institute	\$46,334	\$2,317	\$2,433	\$51,083
Barber, Marlin C.	History	\$80,000		\$4,000	\$84,000

Barber, Sarah R.	Communication Sciences & Disorders	\$82,987		\$4,149	\$87,136
Barker, Angela J.	College Of Arts & Letters	\$74,571		\$3,729	\$78,300
Barker, Rachelle L.	Financial Aid	\$42,000		\$2,100	\$44,100
Barker, Thomas W.	College of Agriculture	\$31,200		\$1,560	\$32,760
Barlowe, Jason M.	Greenwood Lab School	\$44,631		\$2,232	\$46,863
Barnette, Megan E.	Admissions	\$33,632		\$1,682	\$35,314
Barnhill, Sean M.	College of Business	\$62,400		\$3,120	\$65,520
Barnts, Kelly S.	Assoc Vp For Economic Development	\$44,990	\$1,266	\$2,313	\$48,569
Bartolotta, Thomas	Office of University Safety	\$37,408		\$1,870	\$39,278
Barton, Garland G.	Wp Dean of Acad Affairs Office	\$45,760		\$2,288	\$48,048
Barton, Sheila F.	Wp Dean of Acad Affairs Office	\$54,679		\$2,734	\$57,413
Barton, Travis J.	Res Life Hous & Din Svc-Fac & Oper	\$31,512		\$1,576	\$33,088
Barton, Tyler	Residence Life Housing & Dining Svc	\$31,200		\$1,560	\$32,760
Barudzic, Nina	Multicultural Services	\$62,600		\$3,130	\$65,730
Bass, Randy J.	Health & Wellness Center	\$121,717		\$6,086	\$127,803
Bass, Toni D.	Agency For Teaching, Leading & Lng	\$54,203		\$2,710	\$56,913
Bassen, Penny L.	Fac Mgmt-Custodial	\$31,512		\$1,576	\$33,088
Bates, Dakota Q.	Wp Director of Univ Communications	\$61,000		\$3,050	\$64,050
Baumann, Denise M.	Residence Life Housing & Dining Svc	\$74,770	\$1,000	\$3,789	\$79,559
Beach, Jeremy L.	Office of University Safety	\$38,032		\$1,902	\$39,934
Beach, Kimberly C.	Wp Financial Aid	\$32,343		\$1,617	\$33,961
Bean, Marcella L.	Wp Allied Health Division	\$38,072		\$1,904	\$39,976
Beard, Ryan D.	Athletics-Football-Men	\$275,000		\$13,750	\$288,750
Beck, Adam C.	Physics Astronomy & Materials Sci	\$31,200		\$1,560	\$32,760
Beck, Catherine A.	Bear Claw	\$36,047		\$1,802	\$37,849
Beck, Chelsea M.	Planning, Design & Construction	\$47,776		\$2,389	\$50,165
Becker, Brett G.	Wp Information Technology Services	\$67,117		\$3,356	\$70,473
Becker, Kelly R.	Wp Information Technology Services	\$54,885		\$2,744	\$57,629
Beckham, Tracy L.	School of Anesthesia	\$198,547		\$9,927	\$208,474
Bedell, Dax O.	Opt	\$56,421		\$2,821	\$59,242
Beiger, Kymmee E.	Residence Life Housing & Dining Svc	\$32,136		\$1,607	\$33,743
Bell, Deana R.	Wp Physical Plant	\$31,200		\$1,560	\$32,760
Bennett, Jessica L.	Library	\$60,131		\$3,007	\$63,138
Benson, Tara E.	Psu-Student Engagement	\$70,038		\$3,502	\$73,540

Bentley, Kunti D.	Title Ix Office	\$49,515		\$2,476	\$51,991
Benton, Kimberly S.	Bursars Office	\$42,072		\$2,104	\$44,176
Benton, Robert C.	Fac Mgmt-Grounds	\$33,946		\$1,697	\$35,643
Berkwitz, Stephen C.	Religious Studies	\$122,544		\$6,127	\$128,671
Berry, Jacob A.	Jordan Valley Innovation Center	\$48,880	\$3,910	\$2,640	\$55,430
Berry, Jessica I.	Child Development Center	\$36,689		\$1,834	\$38,523
Berry, Melissa D.	Institutional Equity & Compliance	\$107,640		\$5,382	\$113,022
Berry, Ruben W.	Agency For Teaching, Leading & Lng	\$31,200		\$1,560	\$32,760
Besara, Rachel M.	Library	\$117,971		\$5,899	\$123,870
Bilyeu, Kristin M.	Financial Services	\$65,000		\$3,250	\$68,250
Bingham, Brent P.	Res Life Hous & Din Svc-Fac & Oper	\$34,414	\$2,500	\$1,846	\$38,760
Bird, Biff J.	Wp Information Technology Services	\$54,474		\$2,724	\$57,198
Bird, Evonne C.	McQueary College of Hlth & Hman Svs	\$42,600		\$2,130	\$44,730
Bird, H M.	Kinesiology	\$121,000		\$6,050	\$127,050
Black, James E.	Office of University Safety	\$41,516		\$2,076	\$43,592
Black, Troy D.	Fac Mgmt-Maintenance	\$49,677		\$2,484	\$52,161
Blacksher, Julie R.	Modern & Classical Languages	\$35,699		\$1,785	\$37,484
Blades, Jesse A.	Agency For Teaching, Leading & Lng	\$61,934		\$3,097	\$65,031
Blades, Melissa S.	Missouri State Outreach	\$42,490		\$2,125	\$44,615
Blake, Michael E.	Fac Mgmt-Custodial	\$33,677		\$1,684	\$35,361
Blankenship, Melissa D.	Hammons Student Center	\$71,128		\$3,556	\$74,684
Bledsoe, Melissa A.	College of Agriculture	\$76,471		\$3,824	\$80,295
Bledsoe, Nathaniel R.	Postal Services	\$33,280		\$1,664	\$34,944
Blevins, Brian	Hammons Student Center	\$36,328		\$1,816	\$38,144
Bloom, Mariah B.	Institutional Equity & Compliance	\$51,000		\$2,550	\$53,550
Boaz, Ronald K.	Hammons Student Center	\$125,000		\$6,250	\$131,250
Bobbitt-Boyce, Edith	Communication Sciences & Disorders	\$80,900		\$4,045	\$84,945
Boddie, John M.	Fac Mgmt-Maintenance	\$50,966		\$2,548	\$53,514
Bodenhausen, Bradley V.	Vp Community & Global Partnerships	\$162,240	\$2,760	\$8,250	\$173,250
Boehne, Tara L.	Occupational Therapy	\$94,379		\$4,719	\$99,098
Bogart, Michele M.	Office of Human Resources	\$42,332		\$2,117	\$44,449
Bogue, John P.	College of Business	\$46,000		\$2,300	\$48,300
Bohlen, Mary-Margaret	Assessment	\$58,000		\$2,900	\$60,900
Bonds, Jim P.	Res Life Hous & Din Svc-Fac & Oper	\$45,073	\$1,000	\$2,304	\$48,377

Bones, Barbara A.	Residence Life Housing & Dining Svc	\$37,878		\$1,894	\$39,772
Booth, Heather L.	Ahec	\$48,661	\$2,800	\$2,573	\$54,034
Borneman, Dea A.	Library	\$84,653		\$4,233	\$88,886
Boslaugh, Benjamin S.	Fac Mgmt-Maintenance	\$70,724	\$500	\$3,561	\$74,785
Bowden, Tiffany L.	Office of University Safety	\$36,317		\$1,816	\$38,133
Bowen, Steven D.	Fac Mgmt-Maintenance	\$39,520		\$1,976	\$41,496
Bowers, Alyssa L.	Admissions	\$44,990		\$2,249	\$47,239
Bowers, Patricia Y.	Wp Dean of Acad Affairs Office	\$41,724		\$2,086	\$43,810
Bowles, Christina S.	Centr Academic Success & Transition	\$43,680		\$2,184	\$45,864
Bowles, Philip N.	Web Strategy and Development	\$83,017		\$4,151	\$87,168
Braddish, Dustin J.	Career Center	\$40,510	\$350	\$2,043	\$42,903
Braddish, Toni	Residence Life Housing & Dining Svc	\$46,000	\$2,000	\$2,400	\$50,400
Braden, Steven D.	Res Life Hous & Din Svc-Fac & Oper	\$53,638	\$2,000	\$2,782	\$58,420
Bradley, Trisha N.	Ahec	\$70,786		\$3,539	\$74,325
Branch, Guy N.	Fac Mgmt-Custodial	\$31,200		\$1,560	\$32,760
Brandt, Steven C.	Res Life Hous & Din Svc-Fac & Oper	\$31,200		\$1,560	\$32,760
Branson, Debra A.	Development Office	\$65,589		\$3,279	\$68,868
Brantley, Andy L.	Fac Mgmt-Maintenance	\$43,679		\$2,184	\$45,863
Bray, William O.	Mathematics	\$137,196		\$6,860	\$144,056
Breedlove, Gates M.	Academic Advising and Transfer Ctr	\$36,991	\$3,009	\$2,000	\$42,000
Brennan, Kelly J.	Vp Marketing & Communications	\$48,618		\$2,431	\$51,049
Bresee, Tara N.	Adult Student Services	\$35,873		\$1,794	\$37,667
Breshears, Andrea M.	Networking & Telecommunications	\$39,207		\$1,960	\$41,168
Breshears, Rhonda K.	College of Agriculture	\$44,172	\$1,000		\$45,172
Breslin, Arianna E.	Child Development Center	\$36,690		\$1,835	\$38,525
Brewer, Gene A.	Bookstore	\$41,541		\$2,077	\$43,618
Brewer, Kimberly A.	Child Development Center	\$31,200		\$1,560	\$32,760
Brewington, Cody H.	Employer Partnerships	\$62,400		\$3,120	\$65,520
Bridges, Cindy J.	Wp Student Advisemnt & Acad Sup Ctr	\$53,585	\$3,800	\$2,869	\$60,254
Bridges, Phillip R.	English Language Institute	\$48,650	\$2,433	\$2,554	\$53,637
Brinkerhoff, Kris A.	Wp Director Of Univ Communications	\$54,133		\$2,707	\$56,840
Britton, Richard L.	Fac Mgmt-Maintenance	\$44,788		\$2,239	\$47,027
Brower, Shawn R.	Fac Mgmt-Maintenance	\$51,723		\$2,586	\$54,309
Brown, Abby M.	Computer Services	\$60,752		\$3,038	\$63,790

Brown, Jeffrey D.	Environmental Health & Safety	\$40,439		\$2,022	\$42,461
Brown, Kenneth H.	College of Agriculture	\$157,813		\$7,891	\$165,704
Brown, Lori A.	Health & Wellness Center	\$165,360		\$8,268	\$173,628
Brown, Robert L.	College of Business	\$38,491	\$1,509	\$2,000	\$42,000
Brown, Samuel J.	Fac Mgmt-Maintenance	\$40,018		\$2,001	\$42,019
Browning, Kenneth R.	Office of University Safety	\$39,478		\$1,974	\$41,452
Broyles, Thora J.	Wp Dean of Acad Affairs Office	\$44,163		\$2,208	\$46,371
Broz, Victor	Res Life Hous & Din Svc-Fac & Oper	\$31,200		\$1,560	\$32,760
Bryan, Michelle M.	Wp Registration & Records	\$51,500		\$2,575	\$54,075
Buckner, Mindy	Health & Wellness Center	\$32,447		\$1,622	\$34,069
Buckner, Sally J.	Reading Foundations & Technology	\$34,431		\$1,722	\$36,153
Burasco, Nico R.	Opt	\$38,743		\$1,937	\$40,680
Burger, Mary E.	Athletics-Tennis-Women	\$40,000		\$2,000	\$42,000
Burkhart, Sarah J.	Health & Wellness Center	\$42,577		\$2,129	\$44,706
Burks, Teresa L.	Res Life Hous & Din Svc-Fac & Oper	\$33,591	\$2,288	\$1,794	\$37,673
Burrough, Elizabeth K.	School of Nursing	\$31,416	\$2,040	\$1,673	\$35,129
Burton, Charles E.	Res Life Hous & Din Svc-Fac & Oper	\$32,448		\$1,622	\$34,070
Burton, Kelsi M.	Ctr Resource Planning & Management	\$44,000		\$2,200	\$46,200
Busby, Charles M.	Web Strategy and Development	\$53,791		\$2,690	\$56,481
Busby, Cindy R.	Vp University Advancement	\$60,531		\$3,027	\$63,558
Butcher, Darla J.	Agency For Teaching, Leading & Lng	\$64,161		\$3,208	\$67,369
Byrd, Morganza A.	Financial Services	\$57,000		\$2,850	\$59,850
Cahoj, Patricia A.	Physical Therapy	\$104,159		\$5,208	\$109,367
Cahoj, Richard J.	Wp Bookstore	\$39,305		\$1,965	\$41,270
Caldwell, Kelly	Fac Mgmt-Custodial	\$31,824		\$1,591	\$33,415
Calico, Dean A.	Fac Mgmt-Custodial	\$32,760		\$1,638	\$34,398
Campbell, Garry	Fac Mgmt-Custodial	\$31,824		\$1,591	\$33,415
Campbell-Hicks, Meagan L.	Admissions	\$33,516		\$1,676	\$35,192
Canada, Corey B.	Web Strategy and Development	\$106,500		\$5,325	\$111,825
Canales, Roberto	Physician Assistant Studies	\$131,865		\$6,593	\$138,458
Cantrell, Shelley M.	Vp Administrative Services	\$45,119		\$2,256	\$47,375
Capps, Jennifer R.	Academic Advising and Transfer Ctr	\$38,480	\$1,520	\$2,000	\$42,000
Capps, Steven C.	Learning Diagnostic Clinic	\$78,632		\$3,932	\$82,564
Cardin, Ashlea D.	Occupational Therapy	\$115,351		\$5,768	\$121,118

Cardin, Kelly C.	Office of University Safety	\$40,974		\$2,049	\$43,023
Carnahan, Grant M.	Athletics Strength & Conditioning	\$41,000		\$2,050	\$43,050
Carrroll, Tracy	Geography Geology & Planning	\$31,769		\$1,588	\$33,357
Carson, Edward K.	Juanita K Hammons Hall	\$46,984		\$2,349	\$49,333
Carter, Marissa A.	Res Life Hous & Din Svc-Fac & Oper	\$34,839		\$1,742	\$36,581
Carter, Nicholas A.	Bookstore	\$42,000		\$2,100	\$44,100
Carter, Scott W.	Development Office	\$65,000		\$3,250	\$68,250
Carter, Thomas A.	Opt	\$78,447		\$3,922	\$82,369
Caruthers, Bertram	Athletics-Basketball-Men	\$100,000		\$5,000	\$105,000
Casada, Debra K.	Fac Mgmt-Custodial	\$39,915	\$1,000	\$2,046	\$42,961
Case, William P.	Opt	\$63,584		\$3,179	\$66,763
Catlin, Gabrielle E.	Dean Of Students Office	\$52,000		\$2,600	\$54,600
Cavin, Acacia F.	Child Development Center	\$35,000		\$1,750	\$36,750
Cavitt, Anyta M.	Coe-Education Advisement	\$38,743	\$6,019	\$2,238	\$47,000
Cavitt, Bruce A.	Wp Student Advisemnt & Acad Sup Ctr	\$40,267		\$2,013	\$42,280
Cederwall, Craig M.	Facilities Management	\$39,851		\$1,993	\$41,844
Chakraborty, Sapna	Occupational Therapy	\$116,276		\$5,814	\$122,090
Chambers, Jeffery D.	Fac Mgmt-Grounds	\$64,165	\$750	\$3,246	\$68,161
Chang, James J.	English	\$31,200		\$1,560	\$32,760
Chastain, William S.	Fac Mgmt-Maintenance	\$48,541		\$2,427	\$50,968
Chavez, Katrina	Registrar	\$57,200		\$2,860	\$60,060
Chen, Jing	Financial Services	\$57,000		\$2,850	\$59,850
Chen, Li-Ling	Envrn Plnt Sci & Nat Rsrcs	\$48,847		\$2,442	\$51,289
Cheney, Andrew J.	Athletic Medical & Rehab Services	\$46,500		\$2,325	\$48,825
Cheri, Cameron R.	Biology	\$38,141		\$1,907	\$40,048
Chesman, Jeremy A.	Music	\$86,032	\$8,314	\$4,717	\$99,063
Childress, Priscilla	Dean of Students Office	\$62,130		\$3,107	\$65,237
Childs, Elaina K.	Financial Aid	\$33,628		\$1,681	\$35,309
Chitwood, Sierra	Residence Life Housing & Dining Svc	\$46,000	\$2,000		\$48,000
Chorn, Gary D.	Fac Mgmt-Maintenance	\$73,143	\$500	\$3,682	\$77,325
Chorn, Malynda L.	Facilities Management	\$43,154		\$2,158	\$45,312
Christian, Katelynn P.	Dr Mary Jo Wynn Acdm Achievement Ct	\$38,000	\$2,000	\$2,000	\$42,000
Church, Kimberly S.	Accounting	\$168,821		\$8,441	\$177,262
Cinkosky, Heather R.	Health & Wellness Center	\$42,306		\$2,115	\$44,422

Citterio, Chiara	Counseling Center	\$54,132		\$2,707	\$56,839
Clark, Donald L.	Fac Mgmt-Custodial	\$66,415	\$750	\$3,358	\$70,523
Clark, Drew I.	Wp Director of Univ Communications	\$37,440		\$1,872	\$39,312
Clark, James M.	Fac Mgmt-Grounds	\$42,086		\$2,104	\$44,190
Clark, Kimberly A.	Advancement Services	\$35,647		\$1,782	\$37,429
Claussen, Patty A.	Coe-Education Field Experiences	\$41,600		\$2,080	\$43,680
Clayton, Lauren	Office of University Safety	\$35,360		\$1,768	\$37,128
Clayton, Ryan	Res Life Hous & Din Svc-Fac & Oper	\$31,824		\$1,591	\$33,415
Clements, Melinda J.	Residence Life Housing & Dining Svc	\$32,760		\$1,638	\$34,398
Clemmons, Vera V.	Office of University Safety	\$40,589		\$2,029	\$42,618
Clouse, Nick D.	Faculty Ctr For Teaching & Learning	\$46,198		\$2,310	\$48,508
Cobban, Jean A.	College of Agriculture	\$35,513	\$1,000	\$1,826	\$38,339
Cochran, Alexander M.	Vp University Advancement	\$31,200		\$1,560	\$32,760
Cockrum, Angela P.	Networking & Telecommunications	\$73,428		\$3,671	\$77,099
Coffman, Lance R.	Sbdc	\$55,488		\$2,774	\$58,262
Coffman, Steven D.	Networking & Telecommunications	\$100,000		\$5,000	\$105,000
Cohen, Lori J.	Health & Wellness Center	\$212,000		\$10,600	\$222,600
Coiner, Jeffery S.	CIO Information Services	\$159,180	\$5,820	\$8,250	\$173,250
Cole, Alice R.	Fac Mgmt-Custodial	\$31,512		\$1,576	\$33,088
Cole, Andrew C.	College of Hum & Pub Affairs	\$52,083		\$2,604	\$54,687
Collier, Jonathan M.	Fac Mgmt-Maintenance	\$54,089	\$1,000	\$2,754	\$57,843
Collins, Alyssa D.	Wp Business Office	\$46,800		\$2,340	\$49,140
Collins, CJ	Wp Information Technology Services	\$62,574		\$3,129	\$65,703
Collins, David J.	Athletics-Swimming-Men	\$78,109		\$3,905	\$82,014
Collins, Kileene M.	Wp Student Services	\$31,720		\$1,586	\$33,306
Combs, Cheryl R.	Employer Partnerships	\$53,638		\$2,682	\$56,320
Compton, Pamela	Residence Life Housing & Dining Svc	\$31,824		\$1,591	\$33,415
Conaway, Christy L.	English Language Institute	\$42,420	\$2,121	\$2,227	\$46,768
Conlon, Shannon L.	Library	\$41,620		\$2,081	\$43,701
Consiglio, David J.	Athletics Strength & Conditioning	\$43,491		\$2,175	\$45,666
Consolino, Dominic	College of Hum & Pub Affairs	\$47,589		\$2,379	\$49,968
Cook, Jeanne L.	Physical Therapy	\$116,542		\$5,827	\$122,369
Cook, Kimberly D.	Physician Assistant Studies	\$92,511		\$4,626	\$97,137
Cook, Kyra R.	Residence Life Housing & Dining Svc	\$26,000		\$1,300	\$27,299

Cook, Marcus L.	Wp Student Advisemnt & Acad Sup Ctr	\$36,600		\$1,830	\$38,430
Cook, Sara L.	Health & Wellness Center	\$165,360		\$8,268	\$173,628
Cook, Sheila	Sociology & Anthropology	\$33,279		\$1,664	\$34,943
Cooley, Douglas J.	Wp Admissions	\$32,447		\$1,622	\$34,069
Coones, Jacquelyn L.	Development Office	\$90,000	\$5,000	\$4,750	\$99,750
Coons, Jason N.	Office of Human Resources	\$42,500	\$350	\$2,143	\$44,993
Cordry, Bryce M.	Cybersecurity and Enterprise System	\$62,574		\$3,129	\$65,703
Cortez, Willie G.	Fac Mgmt-Maintenance	\$40,819		\$2,041	\$42,860
Coulter, Terrie A.	Intercollegiate Athletics	\$43,263		\$2,163	\$45,426
Cox, Christopher C.	SBDC	\$55,274		\$2,764	\$58,038
Cox, Jennifer C.	Vp Administrative Services	\$96,515	\$8,247	\$5,238	\$110,000
Cox, Ronda G.	Greenwood Lab School	\$32,167		\$1,608	\$33,775
Cozort, Carol A.	Agency For Teaching, Leading & Lng	\$57,413		\$2,871	\$60,284
Craig, Rebecca L.	Wp Financial Aid	\$38,743		\$1,937	\$40,680
Cramer, Michael W.	Fac Mgmt-Custodial	\$31,512		\$1,576	\$33,088
Creson, Michelle D.	Financial Aid	\$35,682		\$1,784	\$37,466
Crews, Carrie D.	College Of Agriculture	\$39,174	\$1,000	\$2,009	\$42,183
Crist, Robert	Res Life Hous & Din Svc-Fac & Oper	\$31,824		\$1,591	\$33,415
Crockett, Jeffrey G.	Office of University Safety	\$37,431		\$1,872	\$39,303
Crockett, Jonathan	Facilities Management	\$58,179		\$2,909	\$61,088
Cron, Deborah A.	Communication Sciences & Disorders	\$85,425		\$4,271	\$89,696
Culbertson, Cory B.	Fac Mgmt-Custodial	\$31,824		\$1,591	\$33,415
Culver, Sandra E.	College of Business	\$71,243		\$3,562	\$74,805
Cummings, Ranald	Opt	\$33,279		\$1,664	\$34,943
Cummings, Valerie D.	Web Strategy and Development	\$53,132		\$2,657	\$55,789
Cunningham, Beth	Athletics-Basketball-Women	\$330,000		\$16,500	\$346,500
Cunningham, Denise D.	Teaching, Learning, and Developmental Sci	\$131,169		\$6,558	\$137,727
Cunningham, Simone K.	Facilities Management	\$32,239		\$1,612	\$33,851
Cunningham, Teresa A.	Academic Advising and Transfer Ctr	\$36,509	\$3,491	\$2,000	\$42,000
Cunningham, Thomas E.	Ctr Resource Planning & Management	\$45,633		\$2,282	\$47,915
Cupka Head, Kevin M.	College of Hum & Pub Affairs	\$83,200		\$4,160	\$87,360
Curbow, Caitlin E.	Postal Services	\$32,664		\$1,633	\$34,297
Curless, Jacob E.	JQH Arena	\$31,200		\$1,560	\$32,760
Curran, Alexis M.	School of Nursing	\$39,750		\$1,988	\$41,738

Curran, Joshua D.	College of Business	\$42,000		\$2,100	\$44,100
Curry, Matthew T.	Jordan Valley Innovation Center	\$116,457	\$9,317	\$6,289	\$132,062
Curtis, Lamar L.	Financial Services	\$56,388		\$2,819	\$59,207
Curtis, Scott M.	Chemistry and Biochemistry	\$43,915		\$2,196	\$46,111
Cyr, Gail L.	Health & Wellness Center	\$77,234		\$3,862	\$81,096
Dane, Michelle L.	Financial Services	\$35,959		\$1,798	\$37,757
Daniels, Amy J.	Financial Services	\$57,000		\$2,850	\$59,850
Daniels, Thomas D.	Res Life Hous & Din Svc-Fac & Oper	\$33,446		\$1,672	\$35,118
Darter, Tommy G.	Fac Mgmt-Maintenance	\$45,426		\$2,271	\$47,697
Davidson, Bradley W.	International Programs	\$56,333		\$2,817	\$59,150
Davidson, Michael P.	Fac Mgmt-Maintenance	\$50,445		\$2,522	\$52,967
Davis, Alicia M.	Office of University Safety	\$35,671		\$1,784	\$37,455
Davis, Brenna R.	Creative Services	\$42,096		\$2,105	\$44,201
Davis, Chelsea E.	Disability Resource Center	\$39,206		\$1,960	\$41,166
Davis, Janet L.	College of Business	\$34,640	\$3,000	\$1,882	\$39,522
Davis, John W.	Campus Recreation	\$31,824		\$1,591	\$33,415
Davis, Misty N.	Wp Physical Plant	\$33,903		\$1,695	\$35,599
Davis, Ruth A.	Office of University Safety	\$36,578		\$1,829	\$38,407
Day, Kaya P.	Physical Therapy	\$35,537	\$1,000	\$1,827	\$38,364
Day, Lori K.	Admissions	\$36,895		\$1,845	\$38,740
Deal, Kerri D.	Dean of Students Office	\$38,746		\$1,937	\$40,683
Deal, William P.	Psychology	\$108,559		\$5,428	\$113,987
Deason, Jerome S.	Fac Mgmt-Custodial	\$31,200		\$1,560	\$32,760
Deckard, Shelly K.	Vp Community & Global Partnerships	\$58,821		\$2,941	\$61,762
Decker, James B.	Missouri State Outreach	\$66,851		\$3,343	\$70,194
Dees, Charles C.	Fac Mgmt-Grounds	\$45,440		\$2,272	\$47,712
Deever, Nakia	Fac Mgmt-Custodial	\$31,824		\$1,591	\$33,415
Del Pilar, Jose A.	Fac Mgmt-Custodial	\$31,512		\$1,576	\$33,088
Dembele, Moussa	Juanita K Hammons Hall	\$36,719		\$1,836	\$38,555
Denbow, Cortney D.	Plaster Student Union Admin	\$40,000	\$2,858	\$2,143	\$45,001
Denniston, Emily M.	Assoc Vp For Economic Development	\$89,000		\$4,450	\$93,450
Denson, Chloe R.	Cybersecurity And Enterprise System	\$70,817		\$3,541	\$74,358
Depriest, Christopher S.	Theatre & Dance	\$56,987		\$2,849	\$59,836
Derrick, Laura J.	Planning, Design & Construction	\$77,052	\$1,500	\$3,928	\$82,480

Derricks, Shannon E.	Athletic Medical & Rehab Services	\$58,535		\$2,927	\$61,462
Dettmers, Crystal R.	Student Employment Service	\$38,100		\$1,905	\$40,005
DeWitt, Clyta A.	Bookstore	\$31,200		\$1,560	\$32,760
Dexter, Kim	Fac Mgmt-Maintenance	\$43,679		\$2,184	\$45,863
Dickens, Kristen R.	Ctr Resource Planning & Management	\$46,000		\$2,300	\$48,300
Dickerson, Kerry	Vp University Advancement	\$95,486		\$4,774	\$100,260
Diestelkamp, Hailey J.	Athletics-Basketball-Women	\$35,000		\$1,750	\$36,750
Dionne, Dawn M.	Wp Food Service	\$38,743		\$1,937	\$40,680
Dirks-Ham, Chelsea R.	Athletics-Swimming-Men	\$48,204		\$2,410	\$50,614
Dixon, Kimberly J.	Sbdc	\$50,000		\$2,500	\$52,500
Dixon, Stephanie	Public Affairs And Assessment	\$39,391		\$1,970	\$41,361
Dixon, Tammy L.	Counseling Center	\$68,664	\$1,749	\$3,521	\$73,934
Dockery, Rachael M.	Legal Affairs And Compliance	\$174,627	\$10,373	\$9,250	\$194,250
Dogwiler, Toby J.	Geography Geology & Planning	\$130,258		\$6,513	\$136,771
Donnellan, Debra M.	Office of Human Resources	\$62,096		\$3,105	\$65,201
Donnelson, Nicki L.	Assoc Vp For Economic Development	\$65,000		\$3,250	\$68,250
Douglas, Briar A.	Psu-Student Engagement	\$36,991	\$2,000	\$1,950	\$40,941
Douglas, Carole K.	Residence Life Housing & Dining Svc	\$55,319	\$1,500	\$2,841	\$59,660
Douglas, Jennifer L.	Bookstore	\$45,760	\$1,373	\$2,357	\$49,490
Douglas-Frerking, Cassie B.	Media, Journalism & Film	\$31,200		\$1,560	\$32,760
Downing, Michael B.	Athletics-Football-Men	\$46,000		\$2,300	\$48,300
Driskell, Russell D.	Agriculture-Mtn Grv Campus	\$41,074		\$2,054	\$43,128
Driskell, Vickie J.	Wp Director Of Univ Communications	\$44,553		\$2,228	\$46,781
Driver, Donna J.	Res Life Hous & Din Svc-Fac & Oper	\$35,945		\$1,797	\$37,742
Dubree, Kimberly L.	College of Education	\$45,897		\$2,295	\$48,192
Dudden, Katie N.	Development Office	\$48,464		\$2,423	\$50,887
Dudden, Paul D.	Facilities Management	\$50,000		\$2,500	\$52,500
Dulaney, Julie A.	Wp Admissions	\$32,447		\$1,622	\$34,069
Dunn, William B.	Vp University Advancement	\$181,530		\$9,077	\$190,607
Durden, Joni R.	Biology	\$36,265		\$1,813	\$38,078
Durden, Karen G.	Library	\$38,691		\$1,935	\$40,626
Dykes, Barbara J.	Wp Instruction	\$41,059		\$2,053	\$43,112
Earnshaw, Dylan	College of Natl & App Science	\$38,743	\$3,638	\$2,119	\$44,500
Easley, Robert E.	Res Life Hous & Din Svc-Fac & Oper	\$32,073		\$1,604	\$33,677

Eason, Armani R.	Multicultural Services	\$37,500	\$595	\$1,905	\$40,000
Easter, Eric C.	Planning, Design & Construction	\$68,000		\$3,400	\$71,400
Easter, Lauren N.	Campus Recreation	\$54,670	\$5,995	\$3,033	\$63,698
Edmond, Brian S.	Computer Services	\$94,861		\$4,743	\$99,604
Edwards, Christine J.	Library	\$35,604		\$1,780	\$37,384
Edwards, Tanya	Fac Mgmt-Custodial	\$31,200		\$1,560	\$32,760
Elkins, Brandon M.	Office of University Safety	\$39,478		\$1,974	\$41,452
Elkins, John A.	Fac Mgmt-Maintenance	\$37,439		\$1,872	\$39,311
Elkins, Sherry B.	Career Center	\$40,820		\$2,041	\$42,861
Elliott, Cindy L.	Physical Therapy	\$38,081		\$1,904	\$39,985
Elliott, Kevin M.	Athletics-Football-Men	\$46,680		\$2,334	\$49,014
Ellis, Carol A.	Bookstore	\$37,094	\$742	\$1,892	\$39,728
Ellis, Deborah L.	Health & Wellness Center	\$49,074		\$2,454	\$51,528
Elrod, Keri L.	Wp Aquatics-Wellness	\$53,638		\$2,682	\$56,320
Elsworth, Elizabeth A.	Office of University Safety	\$35,098		\$1,755	\$36,853
Embretson, Scott A.	Bookstore	\$48,019	\$1,441	\$2,473	\$51,933
Emery, Ashley N.	Intercollegiate Athletics	\$38,000		\$1,900	\$39,900
Emery, Jeremy J.	Agriculture-Mtn Grv Campus	\$35,390		\$1,770	\$37,160
Endicott, Jordan D.	Political Science	\$38,542		\$1,927	\$40,469
Engler, Karen	Counseling Leadership & Special Ed	\$88,749		\$4,437	\$93,187
Epperson, Tracey J.	Fac Mgmt-Maintenance	\$45,142		\$2,257	\$47,399
Essary, Brenda E.	Childhood Ed & Family Studies	\$32,239		\$1,612	\$33,851
Essel, Paul J.	Financial Services	\$80,000		\$4,000	\$84,000
Estes, Rebecca A.	Wp Student Advisemnt & Acad Sup Ctr	\$31,669		\$1,583	\$33,252
Euglow, Rebecca A.	Registrar	\$35,606	\$2,394	\$1,900	\$39,900
Euglow, Todd R.	Career Center	\$50,103		\$2,505	\$52,608
Evans, Kelly T.	Financial Aid	\$61,196		\$3,060	\$64,256
Evans, Ronnie D.	Agency For Teaching, Leading & Lng	\$53,040		\$2,652	\$55,692
Everett, Sheldon D.	Athletics-Basketball-Men	\$104,000		\$5,200	\$109,200
Ewert, Deborah J.	Networking & Telecommunications	\$87,044		\$4,352	\$91,396
Fairchild, Austin L.	Fac Mgmt-Custodial	\$31,511		\$1,576	\$33,087
Fairchild, Marisa D.	Fac Mgmt-Custodial	\$31,512		\$1,576	\$33,088
Falls, Berlin D.	Fac Mgmt-Custodial	\$37,807		\$1,890	\$39,697
Falls, Karen S.	Fac Mgmt-Custodial	\$37,042		\$1,852	\$38,894

Fan, Jinzi	International Programs	\$51,416	\$3,085	\$2,725	\$57,226
Fansler, Gregory T.	Vp University Advancement	\$110,448		\$5,522	\$115,970
Farris, Robin E.	Counseling Leadership & Special Ed	\$53,638		\$2,682	\$56,320
Feeney, Sylvia M.	School of Anesthesia	\$216,057		\$10,803	\$226,860
Feind, Danny W.	Ksmu	\$60,115		\$3,006	\$63,121
Ferber, Jason C.	Opt	\$42,768		\$2,138	\$44,906
Ferguson, Michael L.	Alumni Relations	\$53,944		\$2,697	\$56,641
Ferguson, Wendy M.	Development Office	\$114,400	\$5,000	\$5,970	\$125,370
Fife, Jordan	Athletics-Track-Women	\$67,057		\$3,353	\$70,410
Figueiredo, Patricia L.	Wp Athletics-Women	\$61,161		\$3,058	\$64,219
Fischer, Scott R.	Library	\$33,327		\$1,666	\$34,993
Fishback, Nelson T.	Athletics-Football-Men	\$54,203		\$2,710	\$56,913
Fisher, Destiney R.	Fac Mgmt-Custodial	\$31,512		\$1,576	\$33,088
Fisher, Megan B.	Athletics Communications	\$36,991		\$1,850	\$38,841
Flannery, Sean M.	Computer Services	\$62,392		\$3,120	\$65,512
Ford, Dana S.	Athletics-Basketball-Men	\$455,903		\$22,795	\$478,698
Forester, Carol L.	Office of University Safety	\$33,979		\$1,699	\$35,678
Forshee, Bryan T.	Technology & Construction Mgmt	\$50,717		\$2,536	\$53,253
Foster, Karen M.	Plaster Student Union Admin	\$42,408	\$3,600	\$2,300	\$48,308
Foucart, Stephen C.	Financial Services	\$178,279		\$8,914	\$187,193
Fouch, Ronald	Athletics-Football-Men	\$69,915		\$3,496	\$73,411
Fox, Michael	Networking & Telecommunications	\$47,589		\$2,379	\$49,968
Francka, Jacob J.	Fac Mgmt-Maintenance	\$47,609		\$2,380	\$49,989
Franklin, Keri R.	English	\$97,050		\$4,853	\$101,903
Franklin, Ronald L.	Res Life Hous & Din Svc-Fac & Oper	\$31,200		\$1,560	\$32,760
Frazier, Toryana N.	Financial Services	\$40,685		\$2,034	\$42,719
Frederick, Teresa L.	Res Life Hous & Din Svc-Fac & Oper	\$97,522		\$4,876	\$102,398
Freeman, Kevin L.	Agency For Teaching, Leading & Lng	\$54,203		\$2,710	\$56,913
Freeman, Louis M.	Web Strategy And Development	\$41,598		\$2,080	\$43,678
Frerichs, Warren R.	Graduate College	\$39,884	\$116	\$2,000	\$42,000
Frey, Mary K.	Campus Recreation	\$33,200		\$1,660	\$34,860
Frid, Danny A.	Athletics-Soccer-Men	\$41,600		\$2,080	\$43,680
Friedland, Russell A.	Athletics-Volleyball-Women	\$59,559		\$2,978	\$62,537
Friga, Tara M.	Disability Resource Center	\$39,206		\$1,960	\$41,166

Fritz, Marla D.	Advancement Services	\$32,447	\$1,000	\$1,672	\$35,119
Frizell, Michael L.	Bear Claw	\$69,265		\$3,463	\$72,728
Galloway, Terrel A.	Economics	\$106,398		\$5,320	\$111,718
Gao, Yan	Financial Services	\$61,000		\$3,050	\$64,050
Gardner, Arianna S.	Alumni Relations	\$50,000		\$2,500	\$52,500
Gardner, Hobart J.	Fac Mgmt-Maintenance	\$41,019		\$2,051	\$43,070
Gardner, Michael R.	Office of University Safety	\$44,556		\$2,228	\$46,784
Garland, Brett E.	Criminology	\$133,593		\$6,680	\$140,273
Garland, Diana K.	Bear Claw	\$64,553		\$3,228	\$67,781
Garner, Chuck L.	Agency For Teaching, Leading & Lng	\$87,360		\$4,368	\$91,728
Garretson, Tanya L.	Planning, Design & Construction	\$66,500		\$3,325	\$69,825
Garrett, Jackson S.	Admissions	\$38,001		\$1,900	\$39,901
Garton, Edwin M.	Provost Office	\$69,066		\$3,453	\$72,519
Gaskill, Lauren A.	Provost Office	\$52,500		\$2,625	\$55,125
Gaspard, Mason J.	International Services	\$41,600	\$3,500	\$2,255	\$47,355
Gastler, Hailey B.	Fac Mgmt-Grounds	\$33,279		\$1,664	\$34,943
Ge, Yidan	Financial Services	\$41,727		\$2,086	\$43,813
Gebken, Richard J.	Technology & Construction Mgmt	\$130,000		\$6,500	\$136,500
Geiger, Lacey J.	Computer Services	\$61,196		\$3,060	\$64,256
Genisio, Carlye J.	Psu-Student Engagement	\$41,600	\$3,000	\$2,230	\$46,830
George, Jessica N.	Fac Mgmt-Custodial	\$31,824		\$1,591	\$33,415
George, Nathaniel C.	Fac Mgmt-Custodial	\$31,512		\$1,576	\$33,088
Gibby, Zachary D.	Computer Services	\$52,157		\$2,608	\$54,765
Gibson, Peggy S.	Fac Mgmt-Custodial	\$31,512		\$1,576	\$33,088
Gieselmann France, Tracie D.	Library	\$47,578		\$2,379	\$49,957
Gilbert, Tyler	Facilities Management	\$33,495		\$1,675	\$35,170
Gildard, Myles	McQueary College of Hlth & Hman Svcs	\$55,640		\$2,782	\$58,422
Giles, Chelsey N.	Enrollment Management & Services	\$85,783		\$4,289	\$90,072
Gladden, Monte D.	Jqh Arena	\$53,050		\$2,653	\$55,703
Glaessgen, Tracey A.	Centr Academic Success & Transition	\$64,674		\$3,234	\$67,908
Glynn, Timothy S.	Res Life Hous & Din Svc-Fac & Oper	\$32,760		\$1,638	\$34,398
Gnau, Jaime B.	Public Health and Sports Medicine	\$50,989	\$2,500	\$2,674	\$56,163
Goerndt, Angela M.	Research Administration	\$52,296	\$2,092	\$2,719	\$57,107
Goheen, Donicia K.	Residence Life Housing & Dining Svc	\$31,512		\$1,576	\$33,088

Goheen, Lindsey K.	Residence Life Housing & Dining Svc	\$26,000		\$1,300	\$27,299
Golden, Mary L.	Provost Office	\$59,451		\$2,973	\$62,424
Gong, Xiao'ou	College of Business	\$59,313		\$2,966	\$62,279
Good, William C.	College of Natl & App Science	\$48,963		\$2,448	\$51,411
Goodman, Melissa R.	Intercollegiate Athletics	\$53,638		\$2,682	\$56,320
Goodwin, Amy M.	Communication Sciences & Disorders	\$31,835	\$1,000	\$1,642	\$34,477
Goodwin, Debra A.	Development Office	\$39,521		\$1,976	\$41,497
Goodwin, Juliana L.	Creative Services	\$40,813		\$2,041	\$42,854
Gordon, Nancy A.	Faculty Ctr For Teaching & Learning	\$76,638		\$3,832	\$80,470
Grace, Amy R.	Fac Mgmt-Grounds	\$33,613		\$1,681	\$35,294
Graham, Alexandra E.	Wp Dean of Acad Affairs Office	\$51,959		\$2,598	\$54,557
Graham, Christy L.	Graduate College	\$52,128		\$2,606	\$54,734
Graham, Diana	Res Life Hous & Din Svc-Fac & Oper	\$41,868	\$2,000	\$2,193	\$46,061
Green, Carol J.	Institutional Research	\$45,382		\$2,269	\$47,651
Green, Marian E.	Counseling Leadership & Special Ed	\$33,886		\$1,694	\$35,580
Greer, Brenda K.	Fac Mgmt-Custodial	\$31,512		\$1,576	\$33,088
Grevillius, Jeffrey R.	Bookstore	\$54,386	\$1,632	\$2,801	\$58,819
Gribben, Eric A.	Fac Mgmt-Maintenance	\$45,426	\$955	\$2,319	\$48,700
Griffith, Kasey L.	Athletics-Softball-Women	\$54,000		\$2,700	\$56,700
Grills, Benton G.	Wp Physical Plant	\$32,428		\$1,621	\$34,049
Grimsley, Jared A.	Residence Life Housing & Dining Svc	\$47,008	\$2,000	\$2,450	\$51,458
Grindstaff, Brian K.	College of Natl & App Science	\$53,405		\$2,670	\$56,075
Grisham, Paige M.	Development Office	\$52,000		\$2,600	\$54,600
Gross, Tracy L.	Faculty Ctr For Teaching & Learning	\$62,000	\$2,000	\$3,200	\$67,200
Guensch, Darren P.	Athletics-Basketball-Women	\$120,000		\$6,000	\$126,000
Guillen, Tristen K.	Plaster Student Union Physical Plnt	\$31,200		\$1,560	\$32,760
Gunion, Sarah E.	Financial Aid	\$42,000		\$2,100	\$44,100
Guo, Xiang	Information Tech and Cybersecurity	\$133,593		\$6,680	\$140,273
Guttin, Keith	Athletics-Baseball-Men	\$137,751		\$6,888	\$144,639
Gwaltney, Michael	Wp Physical Plant	\$31,200		\$1,560	\$32,760
Hackney, James M.	Physical Therapy	\$111,933		\$5,597	\$117,530
Hackworth, Michel K.	Financial Services	\$100,000		\$5,000	\$105,000
Hader, William K.	International Programs	\$63,607		\$3,180	\$66,787
Haener, Lori B.	Health & Wellness Center	\$52,938		\$2,647	\$55,585

Hagenhoff, Cynthia M.	Institutional Research	\$60,000		\$3,000	\$63,000
Hahn, Kathleen S.	School of Anesthesia	\$43,028		\$2,151	\$45,179
Hall, David A.	Office of University Safety	\$109,874		\$5,494	\$115,368
Hall, John A.	Criminology	\$45,000		\$2,250	\$47,250
Hall, Stefani N.	Multicultural Services	\$36,925		\$1,846	\$38,771
Hallmark, Kaley	Jordan Valley Innovation Center	\$52,000	\$1,040	\$2,652	\$55,692
Halpin, Maxwell C.	Athletics-Football-Men	\$74,984		\$3,749	\$78,733
Hamilton, Melisa A.	Assoc Vp For Economic Development	\$50,000		\$2,500	\$52,500
Hamilton, Timmarie I.	Social Work	\$43,608		\$2,180	\$45,788
Hammar, Abraham T.	International Programs	\$63,000	\$2,000	\$3,250	\$68,250
Hammers, Michael G.	Fac Mgmt-Maintenance	\$51,574		\$2,579	\$54,153
Hamon, Pascal	English Language Institute	\$60,876		\$3,044	\$63,920
Hampton, Mona J.	Procurement Services	\$35,959		\$1,798	\$37,757
Handley, Scott E.	Honors College	\$78,273		\$3,914	\$82,187
Haney, Lisa M.	Ctr For Archeological Research	\$43,996		\$2,200	\$46,196
Haney, Teresa A.	Admissions	\$85,783		\$4,289	\$90,072
Hankins, Amy D.	Library	\$39,178		\$1,959	\$41,137
Harbaugh, Rebecca	Registrar	\$61,780		\$3,089	\$64,869
Hardy, Jason A.	College Of Business	\$40,243		\$2,012	\$42,255
Hargiss, Raymond	Campus Recreation	\$42,640		\$2,132	\$44,772
Haring, Katherine	College of Business	\$56,421		\$2,821	\$59,242
Harp, Paige E.	Library	\$43,212		\$2,161	\$45,373
Harp, Patrick D.	Computer Services	\$50,463		\$2,523	\$52,986
Harper, Alison K.	Alumni Relations	\$67,446		\$3,372	\$70,818
Harris, Alma J.	Wp Physical Plant	\$31,200		\$1,560	\$32,760
Harris, Hannah J.	Psychology	\$54,216		\$2,711	\$56,927
Harris, Laura M.	Agency For Teaching, Leading & Lng	\$53,040		\$2,652	\$55,692
Harrison, Rebecca L.	International Programs	\$38,743		\$1,937	\$40,680
Hart, Algerian	Asst to President for Inclusive Engagement	\$165,000		\$8,250	\$173,250
Harter, Sharon K.	McQueary College Of Hlth & Hman Svs	\$31,200	\$1,500	\$1,635	\$34,335
Hartzler, Nathan S.	College of Arts & Letters	\$55,875		\$2,794	\$58,669
Harvey, Terrill A.	Bookstore	\$36,289	\$1,452	\$1,887	\$39,628
Hashmi, Stephanie T.	Communication	\$31,719		\$1,586	\$33,305
Haskins, Joanna L.	Agency For Teaching, Leading & Lng	\$52,000		\$2,600	\$54,600

Hatz, Caleb J.	Childhood Ed & Family Studies	\$48,847		\$2,442	\$51,289
Haug, Allison D.	Creative Services	\$40,560		\$2,028	\$42,588
Hauschildt, Mitchell D.	Athletic Medical & Rehab Services	\$53,232		\$2,662	\$55,894
Hauschildt, Shannon M.	Physician Assistant Studies	\$95,003	\$1,000	\$4,800	\$100,803
Hawkins, Derrick L.	Fac Mgmt-Maintenance	\$47,671	\$1,069	\$2,437	\$51,177
Hawkins, Joseph S.	Athletics-Baseball-Men	\$77,000		\$3,850	\$80,850
Hawkins, Ross J.	Academic Advising And Transfer Ctr	\$80,184		\$4,009	\$84,193
Hawkins, Thomas R.	Fac Mgmt-Custodial	\$32,136		\$1,607	\$33,743
Haymans, Leonard A.	Fac Mgmt-Maintenance	\$54,089		\$2,704	\$56,793
Haynes, Brian K.	Fac Mgmt-Maintenance	\$40,418		\$2,021	\$42,439
Haynes, Tabitha J.	Vp Diversity & Inclusion	\$72,601		\$3,630	\$76,231
Hays, Brian J.	College Of Natl & App Science	\$57,507	\$2,500	\$3,000	\$63,007
Hays, Nicole	Computer Services	\$56,369		\$2,818	\$59,187
Hecke, Brianna M.	Psu-Event and Meeting Services	\$31,200		\$1,560	\$32,760
Helton, Kelli N.	Psychology	\$32,479	\$1,000	\$1,674	\$35,153
Henderson, Tabitha L.	Finance & General Business	\$33,022	\$1,500	\$1,726	\$36,248
Hendrickson, Donald R.	Advancement Services	\$53,549		\$2,677	\$56,226
Henline, Jamie L.	Ksmu	\$45,858		\$2,293	\$48,151
Hensley, Kathryn M.	Financial Services	\$53,049	\$3,951	\$2,850	\$59,850
Hensley, Ronald E.	Wp Physical Plant	\$65,264		\$3,263	\$68,527
Herchenroeder, Cory A.	Athletics-Soccer-Women	\$36,400		\$1,820	\$38,220
Hernandez, Tamara L.	Office of Human Resources	\$39,266	\$350	\$1,981	\$41,597
Herr, Christopher J.	Theatre & Dance	\$82,263		\$4,113	\$86,376
Heslip, Chris F.	Facilities Management	\$44,218		\$2,211	\$46,429
Heslip, Christina P.	Fac Mgmt-Custodial	\$31,512		\$1,576	\$33,088
Hess, Joshua W.	Water Institute	\$43,491		\$2,175	\$45,666
Hesse, Holly R.	Athletics-Softball-Women	\$92,702		\$4,635	\$97,337
Hetzler, Tona M.	Public Health and Sports Medicine	\$131,029		\$6,551	\$137,580
Hicks, Lindsey K.	Wp Career Development Center	\$44,720		\$2,236	\$46,956
High, Carrie A.	Fac Mgmt-Custodial	\$32,760		\$1,638	\$34,398
Hight, Shanna M.	Agency For Teaching, Leading & Lng	\$54,203		\$2,710	\$56,913
Hill, Patrick R.	Art & Design	\$37,838		\$1,892	\$39,730
Hill, Sheryl K.	Residence Life Housing & Dining Svc	\$32,448		\$1,622	\$34,070
Himes, Marcia K.	Physical Therapy	\$98,894		\$4,945	\$103,839

Hintze, Ingrid G.	Plaster Student Union Physical Plnt	\$31,512		\$1,576	\$33,088
Hittenberger Ortiz, Rhonda L.	Agency For Teaching, Leading & Lng	\$53,040		\$2,652	\$55,692
Hoelscher, Carrisa	Graduate College	\$62,523		\$3,126	\$65,649
Hoener, Jeff D.	Computer Services	\$62,574		\$3,129	\$65,703
Hoff, Nathan E.	Registrar	\$65,395		\$3,270	\$68,665
Hoggarth, Joshua	Fac Mgmt-Custodial	\$31,824		\$1,591	\$33,415
Holland, Sharon L.	Wp Bookstore	\$50,705		\$2,535	\$53,240
Holman, Gregory J.	Ksmu	\$48,000		\$2,400	\$50,400
Holmes, Julia M.	Legal Affairs and Compliance	\$76,812	\$5,000	\$4,091	\$85,903
Holt, Shannon B.	Registrar	\$60,640		\$3,032	\$63,672
Hook, Joi A.	Agency For Teaching, Leading & Lng	\$36,967		\$1,848	\$38,815
Hope, Marsha A.	Admissions	\$39,557		\$1,978	\$41,535
Hopkins, Jennifer B.	Greenwood Lab School	\$72,800		\$3,640	\$76,440
Hopkins, Joshua T.	College of Education	\$49,754	\$3,000	\$2,638	\$55,392
Hornback, James F.	College of Business	\$40,243		\$2,012	\$42,255
Hornberger, Robert S.	Enrollment Management & Services	\$127,088		\$6,354	\$133,442
Horne, Nicholas V.	Trio	\$52,000		\$2,600	\$54,600
Horst, Kevin	Fac Mgmt-Maintenance	\$40,419		\$2,021	\$42,440
Horton, Tara L.	Sbdc	\$65,000		\$3,250	\$68,250
Howell, Cynthia L.	Development Office	\$67,446		\$3,372	\$70,818
Hubbard, Austin	Printing Services	\$36,748	\$3,827	\$2,029	\$42,604
Huelskamp, James G.	Fac Mgmt-Maintenance	\$41,040		\$2,052	\$43,092
Huey, Paula J.	Office of Human Resources	\$45,595		\$2,280	\$47,875
Huff, Amy N.	Office of Education Abroad	\$40,000		\$2,000	\$42,000
Huff, Kristina N.	Wp Student Services	\$31,512		\$1,576	\$33,088
Hughson, Joshua C.	Networking & Telecommunications	\$45,759		\$2,288	\$48,047
Humbyrd, Sandra J.	Agency For Teaching, Leading & Lng	\$54,203		\$2,710	\$56,913
Humiston, John L.	Fac Mgmt-Maintenance	\$42,548		\$2,127	\$44,675
Hunt, Anna B.	Theatre & Dance	\$41,420		\$2,071	\$43,491
Hunt, Chastity A.	Intercollegiate Athletics	\$107,957		\$5,398	\$113,355
Hurn, Patrick J.	Office of Human Resources	\$83,200		\$4,160	\$87,360
Hurt, Timothy W.	Computer Services	\$54,839		\$2,742	\$57,581
Hurt, Luke A.	Wp Student Life	\$53,600		\$2,680	\$56,280
Huskisson Coker, Marilyn M.	Fac Mgmt-Custodial	\$31,200		\$1,560	\$32,760

Hwang, Chin-Feng	Darr College of Agriculture	\$114,286		\$5,714	\$120,000
Iler, Bradley L.	Office of University Safety	\$33,800		\$1,690	\$35,490
Iler, Kimberly A.	Social Work	\$27,377		\$1,369	\$28,746
Ingle, Patricia G.	Development Office	\$75,707		\$3,785	\$79,492
Inmon, Joshua S.	Juanita K Hammons Hall	\$44,101		\$2,205	\$46,306
Ireland, Kimberly D.	Communication Sciences & Disorders	\$68,072	\$5,000	\$3,654	\$76,726
Ireton, Michael A.	Fac Mgmt-Custodial	\$31,200		\$1,560	\$32,760
Irons, Chrystal D.	Sbdc	\$89,000		\$4,450	\$93,450
Ives, Brandon T.	Ctr For Archeological Research	\$41,500		\$2,075	\$43,575
Ivy-Medlock, Vonetta L.	Institutional Equity & Compliance	\$51,000		\$2,550	\$53,550
Jacobsen, Jeffrey E.	Athletics-Swimming-Men	\$31,200		\$1,560	\$32,760
Jacobson, Victoria L.	Financial Aid	\$53,638		\$2,682	\$56,320
Jaeger, Randall W.	Fac Mgmt-Custodial	\$31,824		\$1,591	\$33,415
Jahnke, Tamera S.	College of Natl & App Science	\$167,171		\$8,359	\$175,530
Jarvis, Michael L.	Greenwood Lab School	\$34,611	\$4,160	\$1,939	\$40,710
Jasinski, John	Provost Office	\$240,000		\$12,000	\$252,000
Jay, Jon R.	Res Life Hous & Din Svc-Fac & Oper	\$41,869	\$2,500	\$2,218	\$46,587
Jean, Paula M.	Res Life Hous & Din Svc-Fac & Oper	\$40,000	\$1,500	\$2,075	\$43,575
Jeffreys, Joshua	Computer Services	\$48,963		\$2,448	\$51,411
Jenkins, Paige M.	Psu-Student Engagement	\$41,600	\$3,000	\$2,230	\$46,830
Jennings, Shannon M.	Cybersecurity and Enterprise System	\$66,954		\$3,348	\$70,302
Jessee, Katy J.	College of Business	\$43,014	\$1,500	\$2,226	\$46,740
Jett, Melissa J.	Wp Admissions	\$53,638		\$2,682	\$56,320
Jimenez, Nicole	Athletics Strength & Conditioning	\$42,000		\$2,100	\$44,100
Jochims, Lynda A.	Financial Services	\$65,000		\$3,250	\$68,250
Johns, Justin L.	Academic Advising and Transfer Ctr	\$58,517		\$2,926	\$61,442
Johnson, Alex B.	Citizenship & Service Learning	\$47,601		\$2,380	\$49,981
Johnson, Mark A.	Res Life Hous & Din Svc-Fac & Oper	\$37,043		\$1,852	\$38,895
Johnson, Reginald L.	Athletics-Football-Men	\$91,695		\$4,585	\$96,280
Johnson, Sandra L.	Faculty Senate	\$34,730		\$1,737	\$36,467
Johnston, Jennifer A.	English Language Institute	\$55,101	\$2,755	\$2,893	\$60,749
Jolley, Jason R.	College of Arts & Letters	\$150,000		\$7,500	\$157,500
Jones, Adja D.	Dr Mary Jo Wynn Acdm Achievement Ct	\$55,000		\$2,750	\$57,750
Jones, Barbara J.	College of Arts & Letters	\$56,003		\$2,800	\$58,803

Jones, Douglas W.	Fac Mgmt-Grounds	\$33,280		\$1,664	\$34,944
Jones, Grant P.	Internal Audit and Risk Management	\$67,600		\$3,380	\$70,980
Jones, Jacqueline M.	Financial Services	\$45,884		\$2,294	\$48,178
Jones, Jeffrey S.	Finance & General Business	\$184,563		\$9,228	\$193,791
Jones, Kallen A.	Residence Life Housing & Dining Svc	\$48,620		\$2,431	\$51,051
Jones, Lauren E.	Communication Sciences & Disorders	\$80,163		\$4,008	\$84,171
Jones, Matthew C.	Hammons Student Center	\$41,421		\$2,071	\$43,492
Jones, Nadine J.	Technology & Construction Mgmt	\$35,656		\$1,783	\$37,439
Jones, Peggy S.	Vp Student Affairs	\$54,386		\$2,719	\$57,105
Jones, Regan E.	Athletics Communications	\$36,991		\$1,850	\$38,841
Jones, Sarah M.	Communication Sciences & Disorders	\$78,913		\$3,946	\$82,859
Jones, Scott A.	Provost Office	\$70,699		\$3,535	\$74,234
Jones, Sherry J.	Geography Geology & Planning	\$37,585		\$1,879	\$39,464
Kahre, Peggy	Marketing	\$34,204		\$1,710	\$35,914
Kane, Kevin C.	Athletics-Golf-Women	\$45,559		\$2,278	\$47,837
Karmakar, Keya	Facilities Management	\$33,799		\$1,690	\$35,489
Katangur, Ajay K.	Computer Science	\$155,487	\$8,000	\$8,174	\$171,661
Kaughman, Kristen G.	Graduate College	\$32,947		\$1,647	\$34,594
Kean, Charlene R.	College of Business	\$42,000		\$2,100	\$44,100
Keaton, James K.	School of Anesthesia	\$171,392		\$8,570	\$179,962
Keele, Campbell M.	Academic Advising and Transfer Ctr	\$43,680		\$2,184	\$45,864
Keene, Amy M.	Admissions	\$37,429		\$1,871	\$39,300
Keeth, Jonathan G.	Jordan Valley Innovation Center	\$77,043		\$3,852	\$80,895
Kelley, Bart L.	Office of Human Resources	\$65,288		\$3,264	\$68,552
Kelley, Zackary L.	Campus Recreation	\$42,640	\$4,300	\$2,347	\$49,287
Kemp, Michael A.	Fac Mgmt-Maintenance	\$46,562		\$2,328	\$48,890
Kennedy, Kathleen A.	History	\$124,978		\$6,249	\$131,227
Kennedy, Robin D.	McQueary College of Hlth & Hman Svs	\$66,523		\$3,326	\$69,849
Kerley, Christina J.	Wp Business Office	\$57,535	\$1,812	\$2,967	\$62,314
Kerley, Lauren E.	Wp Financial Aid	\$36,991		\$1,850	\$38,841
Kerns, Ronald E.	Wp Director of Univ Communications	\$41,726		\$2,086	\$43,812
Kersey, Rachel E.	Library	\$47,000		\$2,350	\$49,350
Kesireddy, Jhansi	Residence Life Housing & Dining Svc	\$58,240		\$2,912	\$61,152
Ketchum-Brewer, Karmen L.	College of Business	\$43,746	\$1,500	\$2,262	\$47,508

Kettering, Denise T.	Advancement Services	\$89,287		\$4,464	\$93,751
Kettler, Bonnie B.	Juanita K Hammons Hall	\$32,447		\$1,622	\$34,069
Keuneke, Mark A.	Hammons Student Center	\$39,519		\$1,976	\$41,495
Keyes, Chloe E.	Ctr For Biomedical & Life Sciences	\$50,000	\$4,000	\$2,700	\$56,700
Kidula, Iris K.	English Language Institute	\$42,397		\$2,120	\$44,517
Kielhofner, Robert B.	Facilities Management	\$109,874		\$5,494	\$115,368
Kiely, Janae J.	Facilities Management	\$55,000		\$2,750	\$57,750
Kim, Hae	Biology	\$38,100		\$1,905	\$40,005
Kindhart, Richard S.	Athletics Communications	\$81,302		\$4,065	\$85,367
King, Mikala A.	Wp Student Services	\$52,000		\$2,600	\$54,600
Kingham, Susan D.	Psu-Student Engagement	\$34,616		\$1,731	\$36,347
Kintner, Ellen G.	Financial Aid	\$38,250		\$1,913	\$40,163
Kirk, William G.	College of Agriculture	\$40,559		\$2,028	\$42,587
Kleeschulte, Luke A.	Facilities Management	\$39,831		\$1,992	\$41,823
Kleier, Kevin C.	Facilities Management	\$31,200		\$1,560	\$32,760
Kliethermes, Sean W.	Admissions	\$56,351		\$2,818	\$59,169
Knackstedt, Konya L.	Campus Recreation	\$47,174		\$2,359	\$49,533
Knepper, Charna M.	Health & Wellness Center	\$53,972		\$2,699	\$56,671
Knight, Choompoonoot	Registrar	\$43,193		\$2,160	\$45,353
Knight, Rachel A.	Opt	\$110,437		\$5,522	\$115,959
Kostas, Makenzie K.	Athletics-Basketball-Women	\$70,000		\$3,500	\$73,500
Kouns, Holly B.	Library	\$75,627		\$3,781	\$79,408
Kramer, Vicki	Provost Office	\$43,090	\$1,839	\$2,246	\$47,175
Kunkel, Allen D.	Assoc Vp For Economic Development	\$145,000		\$7,250	\$152,250
Lacava, William B.	Residence Life Housing & Dining Svc	\$70,401	\$500	\$3,545	\$74,446
Ladd, Ronda R.	Vp Administrative Services	\$42,094		\$2,105	\$44,199
Lafarlette, Melissa D.	Public Health And Sports Medicine	\$31,712	\$1,000	\$1,636	\$34,348
Lair, Heath F.	Wp Information Technology Services	\$52,524		\$2,626	\$55,150
Lair, Krista J.	Wp Dean of Acad Affairs Office	\$53,560		\$2,678	\$56,238
Laird, Molly B.	Public Health And Sports Medicine	\$32,447	\$1,000	\$1,672	\$35,119
Lambert, Joshua D.	Library	\$75,971		\$3,799	\$79,770
Lancaster, Dennis L.	Wp Chancellor Office	\$166,400		\$8,320	\$174,720
Lancaster, Natosha A.	Financial Aid	\$50,000		\$2,500	\$52,500
Landrum-Horner, John R.	Agency For Teaching, Leading & Lng	\$52,000		\$2,600	\$54,600

Lange, Evelyn R.	Child Development Center	\$37,706		\$1,885	\$39,591
Lapel, Christina M.	International Services	\$52,000		\$2,800	\$58,800
Larimore Vargas, Aubrey E.	Computer Services	\$62,574		\$3,129	\$65,703
Larson, Deborah L.	Media, Journalism & Film	\$68,326	\$6,000	\$3,716	\$78,043
Laswell, Kevin M.	Res Life Hous & Din Svc-Fac & Oper	\$32,760		\$1,638	\$34,398
Laverentz, Russell H.	Wp Athletics-Men	\$52,000		\$2,600	\$54,600
Lavish, LaTrisha D.	Ahec	\$42,866		\$2,268	\$47,634
Lawson, Jeffrey L.	Library	\$36,343		\$1,817	\$38,160
Layman, Jill K.	School Of Anesthesia	\$176,246	\$5,000	\$9,062	\$190,308
Leas, Brian P.	Faculty Ctr For Teaching & Learning	\$62,574		\$3,129	\$65,703
Lebeck, Kathleen G.	COE-Education Field Experiences	\$37,253		\$1,863	\$39,116
Lee, Anthony R.	Fac Mgmt-Custodial	\$36,004	\$1,000	\$1,850	\$38,854
Lee, Chandler T.	Fac Mgmt-Custodial	\$31,512		\$1,576	\$33,088
Lee, Jalen B.	Admissions	\$38,001		\$1,900	\$39,901
Lee, Jamie N.	Computer Services	\$50,463		\$2,523	\$52,986
Lee, Jason A.	Networking & Telecommunications	\$66,328		\$3,316	\$69,644
Lee, Jonathan E.	Computer Services	\$73,431		\$3,672	\$77,103
Lee, Rose M.	College of Education	\$43,600	\$1,000	\$2,230	\$46,830
Leeper, Nancy M.	Wp Student Services	\$47,320		\$2,366	\$49,686
Lehmann, Timothy A.	Disability Resource Center	\$40,522		\$2,026	\$42,548
Lester, Sharon D.	Bursars Office	\$37,900		\$1,895	\$39,795
Letterman, Debbie S.	Psu-Event and Meeting Services	\$44,562	\$3,000	\$2,378	\$49,940
Letterman, Emily R.	Office of Strategic Communication	\$43,865		\$2,193	\$46,058
Lewellen, Ashleigh M.	Campus Recreation	\$74,564		\$3,728	\$78,292
Lewin, Monica M.	Financial Aid	\$42,000		\$2,100	\$44,100
Lewis, Betty L.	International Programs	\$67,271	\$4,112	\$3,569	\$74,952
Li, Yingying	Office of Education Abroad	\$25,553	\$3,073	\$1,431	\$30,057
Liggett, Allan J.	Public Health and Sports Medicine	\$80,702	\$6,000	\$4,335	\$91,037
Lilly, Josiah G.	Intercollegiate Athletics	\$31,761		\$1,588	\$33,349
Lin, Shawn R.	Computer Services	\$67,161		\$3,358	\$70,519
Lindeman, Jeanne M.	Enrollment Management & Services	\$59,559		\$2,978	\$62,537
Lindsay, George L.	Fac Mgmt-Maintenance	\$49,131		\$2,457	\$51,588
Lindsay, Teresa A.	Financial Services	\$90,000		\$4,500	\$94,500
Lininger, M G.	College Of Natl & App Science	\$41,568		\$2,078	\$43,646

Lippelman, Joshua A.	Office Of University Safety	\$35,360		\$1,768	\$37,128
Liu, Dandan	Vp Community & Global Partnerships	\$65,118	\$3,256	\$3,419	\$71,793
Livingston, Corbin R.	Opt	\$31,200		\$1,560	\$32,760
Lo, Tsee B.	Fac Mgmt-Grounds	\$34,611		\$1,731	\$36,342
Lofton, Denise	Office of Human Resources	\$54,153		\$2,708	\$56,861
Loge, Jana L.	Agency For Teaching, Leading & Lng	\$78,582		\$3,929	\$82,511
Long, Donald L.	Wp Athletics-Women	\$45,000	\$4,550	\$2,478	\$52,028
Long, Ronnie J.	Office Of University Safety	\$35,359		\$1,768	\$37,127
Long, Shelia J.	Agriculture-Mtn Grv Campus	\$31,200		\$1,560	\$32,760
Lopez, Maria L.	Bursars Office	\$35,959		\$1,798	\$37,757
Loveland, Marina C.	Research Administration	\$67,962	\$2,718	\$3,534	\$74,215
Lowrey, Shannen M.	Child Development Center	\$31,200		\$1,560	\$32,760
Luebbert, Randall E.	Agency For Teaching, Leading & Lng	\$52,000		\$2,600	\$54,600
Lueck, Eric B.	Agriculture-Mtn Grv Campus	\$33,584		\$1,679	\$35,263
Lueck, Marty	Agriculture-Mtn Grv Campus	\$80,046		\$4,002	\$84,048
Luellen, Heather M.	Theatre & Dance	\$55,794		\$2,790	\$58,584
Luhm, Aaron J.	Admissions	\$38,001		\$1,900	\$39,901
Lupfer, Shayla M.	Research Administration	\$31,200		\$1,560	\$32,760
Lynch, Christopher T.	Political Science	\$122,000		\$6,100	\$128,100
Lynch, Ethan M.	Computer Services	\$52,817		\$2,641	\$55,458
Lyon, Eric W.	Fac Mgmt-Custodial	\$42,288	\$1,000	\$2,164	\$45,452
Maben, Katelyn D.	Physician Assistant Studies	\$87,838	\$1,000	\$4,442	\$93,280
Mack, Bryan E.	Athletics-Track-Women	\$41,600		\$2,080	\$43,680
Maddeaux, Stacey	Agency For Teaching, Leading & Lng	\$52,000		\$2,600	\$54,600
Madsen, Michelle M.	Residence Life Housing & Dining Svc	\$53,000	\$1,500	\$2,725	\$57,225
Magruder, Matthew A.	Admissions	\$61,196		\$3,060	\$64,256
Mahan, Elizabeth W.	Wp Allied Health Division	\$49,920		\$2,496	\$52,416
Maher-Felton, Lyssa E.	Communication Sciences & Disorders	\$31,704	\$1,000	\$1,635	\$34,339
Malarkey, Elizabeth A.	Ksmu	\$41,844		\$2,092	\$43,936
Mallonee, Blanca V.	Student Success	\$41,817		\$2,091	\$43,908
Mantie-Kozlowski, Alana R.	Communication Sciences & Disorders	\$120,500		\$6,025	\$126,525
Marcak, Angela J.	Wp Registration & Records	\$33,633		\$1,682	\$35,315
Marcum, Andrew C.	College of Business	\$56,001	\$3,000	\$2,950	\$61,951
Mardis, Michael	Planning, Design & Construction	\$81,777	\$1,500	\$4,164	\$87,441

Marler, Morgan E.	Office of Education Abroad	\$23,687	\$2,833	\$1,326	\$27,846
Marler, Travis L.	College of Education	\$49,723		\$2,486	\$52,209
Marre Jr, Ted	Res Life Hous & Din Svc-Fac & Oper	\$32,136		\$1,607	\$33,743
Martin, Everett M.	Admissions	\$38,001		\$1,900	\$39,901
Martin, Galen L.	Health & Wellness Center	\$57,200		\$2,860	\$60,060
Martin, Keith A.	Office of University Safety	\$36,317		\$1,816	\$38,133
Martin, Robert J.	Cybersecurity and Enterprise System	\$109,823	\$5,177	\$5,750	\$120,750
Massey, Eddie	Agriculture-Mtn Grv Campus	\$31,200		\$1,560	\$32,760
Masterson, Julie J.	Graduate College	\$159,552		\$7,978	\$167,530
Mathis, S A.	Biology	\$138,296		\$6,915	\$145,211
Matl, Taylor M.	Admissions	\$44,990		\$2,249	\$47,239
Matthews, John W.	Office of University Safety	\$59,552	\$4,524	\$3,204	\$67,280
May, Kennedy N.	Child Development Center	\$31,200		\$1,560	\$32,760
Mayanovic, Robert A.	Physics Astronomy & Materials Sci	\$130,936		\$6,547	\$137,483
Mayer, Rachel C.	Theatre & Dance	\$33,279		\$1,664	\$34,943
Mayes, Hillary J.	McQueary College of Hlth & Hman Svs	\$67,600		\$3,380	\$70,980
McBride, Amber M.	Graduate College	\$45,000		\$2,250	\$47,250
McCall, Stefanie D.	Opt	\$46,800		\$2,340	\$49,140
McCart, Rachelle I.	Fac Mgmt-Custodial	\$33,853		\$1,693	\$35,546
McCarty, Mark A.	Printing Services	\$71,581	\$5,013	\$3,830	\$80,423
McClarnon, Callie N.	Office of Human Resources	\$43,368	\$350	\$2,186	\$45,904
McComb, Shannon R.	Coe-Education Advisement	\$31,200		\$1,560	\$32,760
McComb, Shawn W.	Computer Services	\$59,992		\$3,000	\$62,992
McCoy, Jodi Lynn	Art & Design	\$52,060		\$2,603	\$54,663
McCoy, Katelyn N.	Agribusiness, Ag Ed & Comm	\$52,957	\$986	\$2,697	\$56,640
McCoy, Tai L.	Admissions	\$43,523	\$4,352	\$2,394	\$50,269
McCoy, Theresa A.	Cio Information Services	\$118,475		\$5,924	\$124,399
McCoy, William J.	Res Life Hous & Din Svc-Fac & Oper	\$31,511		\$1,576	\$33,087
McCrary, Kenneth L.	College of Natl & App Science	\$70,722		\$3,536	\$74,258
McCrary, Sue A.	Library	\$54,403	\$300	\$2,735	\$57,438
McDaniel, Lindsey M.	Development Office	\$48,000		\$2,400	\$50,400
McDonald, Michelle D.	Admissions	\$33,622		\$1,681	\$35,303
McElwain, Amanda J.	Facilities Management	\$32,885		\$1,644	\$34,529
McElwain, Jason T.	Fac Mgmt-Maintenance	\$51,574		\$2,579	\$54,153

McEowen, Lisa L.	Library	\$44,247		\$2,212	\$46,459
McFadden, Robert C.	Campus Recreation	\$32,760		\$1,638	\$34,398
McGauley, Larry J.	Fac Mgmt-Maintenance	\$51,310		\$2,566	\$53,876
McGee, Emily A.	Planning, Design & Construction	\$77,919	\$2,500	\$4,021	\$84,440
McGhee, Matthew	Residence Life Housing & Dining Svc	\$47,381	\$2,500	\$2,494	\$52,375
McGowne, Alan G.	Res Life Hous & Din Svc-Fac & Oper	\$31,512		\$1,576	\$33,088
McIntyre, Dawn M.	Financial Services	\$54,216	\$2,784	\$2,850	\$59,850
McIver, Joshua	Fac Mgmt-Maintenance	\$39,520		\$1,976	\$41,496
McIver, Timothy R.	Fac Mgmt-Maintenance	\$39,520		\$1,976	\$41,496
McKenzie, Seamus D.	Opt	\$45,000		\$2,250	\$47,250
McKinney, Rebekah J.	Wp Library	\$57,416		\$2,871	\$60,287
McKinnis, Karen R.	Ozarks Public Health	\$133,014		\$6,252	\$139,266
McLaughlin, John E.	Res Life Hous & Din Svc-Fac & Oper	\$31,824		\$1,591	\$33,415
McMurray, Steven	School Of Nursing	\$47,007		\$2,350	\$49,357
McNay, Jennifer	Health & Wellness Center	\$176,384		\$8,819	\$185,203
McNish, Natalie B.	Internal Audit and Risk Management	\$124,800	\$5,200	\$6,500	\$136,500
McRoberts, Steven E.	Intercollegiate Athletics	\$118,475		\$5,924	\$124,399
McShan, Jessica R.	McQueary College of Hlth & Hman Svs	\$41,600		\$2,080	\$43,680
McWilliams, Katie L.	Admissions	\$37,444		\$1,872	\$39,316
Medina, Lu	Financial Services	\$40,000		\$2,000	\$42,000
Meinert, David B.	College Of Business	\$218,897		\$10,945	\$229,842
Mellon, Bascom L.	Office Of University Safety	\$35,359		\$1,768	\$37,127
Melton, Emily M.	Assoc Vp For Economic Development	\$38,001		\$1,900	\$39,901
Melton, Micki J.	Procurement Services	\$46,278		\$2,314	\$48,592
Mendenhall, Kathy G.	Provost Office	\$61,300		\$3,065	\$64,365
Menefee, Kelsey M.	Advancement Services	\$51,692	\$3,000	\$2,735	\$57,427
Meraz, Juan	Vp Diversity & Inclusion	\$91,560		\$4,578	\$96,138
Merritt, Clayton D.	Res Life Hous & Din Svc-Fac & Oper	\$31,200		\$1,560	\$32,760
Metzger, Benjamin P.	Admissions	\$61,196		\$3,060	\$64,256
Meyer, Bradley S.	Opt	\$42,550		\$2,128	\$44,678
Meyer, Jennifer R.	Residence Life Housing & Dining Svc	\$26,832		\$1,342	\$28,174
Michalak, Janeen L.	Management	\$32,772		\$1,639	\$34,411
Miller, Andrea L.	Library	\$63,742		\$3,187	\$66,929
Miller, Charles K.	English Language Institute	\$38,264	\$1,913	\$2,009	\$42,186

Miller, Dian T.	Juanita K Hammons Hall	\$43,350		\$2,168	\$45,518
Miller, Duane F.	Intercollegiate Athletics	\$39,206		\$1,960	\$41,166
Miller, Kathy L.	Advancement Services	\$45,499		\$2,275	\$47,774
Miller, Lisa J.	Res Life Hous & Din Svc-Fac & Oper	\$31,200		\$1,560	\$32,760
Million, Lesley C.	College Of Agriculture	\$38,458		\$1,923	\$40,381
Mills, Brandon A.	Cybersecurity And Enterprise System	\$62,574		\$3,129	\$65,703
Mincey, Martha E.	Art & Design	\$54,713		\$2,736	\$57,449
Mings, Deidre A.	Office of Human Resources	\$65,052		\$3,253	\$68,305
Minor, Andrew R.	Fac Mgmt-Custodial	\$31,511		\$1,576	\$33,087
Mitchell, Donald A.	Fac Mgmt-Custodial	\$32,448		\$1,622	\$34,070
Mitchell, Jeffrey D.	Legal Affairs And Compliance	\$109,186		\$5,459	\$114,645
Mitchell, Mirosłaba L.	Office of University Safety	\$33,979		\$1,699	\$35,678
Mitchell, Shanon N.	Planning, Design & Construction	\$77,052	\$1,500	\$3,928	\$82,480
Mittler, David M.	Res Life Hous & Din Svc-Fac & Oper	\$31,200		\$1,560	\$32,760
Moake, Sara A.	Financial Services	\$40,000		\$2,000	\$42,000
Moats, Kyle L.	Intercollegiate Athletics	\$192,400		\$9,620	\$202,020
Moentnisch, Shirley J.	Library	\$48,163		\$2,408	\$50,571
Moles, Howard A.	Jqh Arena	\$31,200		\$1,560	\$32,760
Moncrief, Keith A.	Fac Mgmt-Custodial	\$35,240		\$1,762	\$37,002
Monkres, Lisa J.	Counseling Leadership & Special Ed	\$32,307		\$1,615	\$33,922
Monticelli, Donna M.	Wp Admissions	\$32,447		\$1,622	\$34,069
Mook, Natalie	Animal Science	\$48,847	\$2,500	\$2,567	\$53,914
Moore, Amy M.	Agency For Teaching, Leading & Lng	\$53,040		\$2,652	\$55,692
Moore, Bryan	Cybersecurity And Enterprise System	\$62,574		\$3,129	\$65,703
Moore, David B.	Opt	\$86,511		\$4,326	\$90,837
Moore, Paula M.	English Language Institute	\$66,414	\$3,321	\$3,487	\$73,222
Moore, Robert C.	Financial Aid	\$85,783		\$4,289	\$90,072
Moore, Terry W.	Fac Mgmt-Maintenance	\$43,679		\$2,184	\$45,863
Moore, Virginia K.	Financial Services	\$35,359		\$1,768	\$37,127
Morelock, Melissa A.	Fac Mgmt-Custodial	\$31,512		\$1,576	\$33,088
Moreno, Ronald D.	Fac Mgmt-Custodial	\$37,558		\$1,878	\$39,436
Moreno, Sherry L.	Fac Mgmt-Custodial	\$33,652		\$1,683	\$35,335
Morgan, Kati A.	School Of Anesthesia	\$160,000		\$8,000	\$168,000
Morganthaler, Jennifer S.	Envrn Plnt Sci & Nat Rsrcs	\$45,396	\$2,500	\$2,395	\$50,291

Morris, Benjamin M.	Fac Mgmt-Maintenance	\$45,232		\$2,262	\$47,494
Morris, Matthew D.	Vp Administration & Finance	\$225,000		\$11,250	\$236,250
Morris, Thomas M.	Campus Recreation	\$42,640		\$2,132	\$44,772
Morrison, Jeffery K.	Plaster Student Union Physical Plnt	\$38,743	\$4,500	\$2,162	\$45,405
Morrissey, Dennis R.	Fac Mgmt-Maintenance	\$49,326		\$2,466	\$51,792
Morrissey, Sarah I.	Cooperative Engineering Program	\$40,696	\$700	\$2,070	\$43,466
Morrow, Samantha L.	Theatre & Dance	\$38,720		\$1,936	\$40,656
Moser, Derek W.	Library	\$75,000		\$3,750	\$78,750
Moser, Linda T.	English	\$128,544		\$6,427	\$134,971
Moskalski, Suzanne R.	Financial Services	\$41,143		\$2,057	\$43,200
Mostyn, Andrea L.	Office of Strategic Communication	\$78,383		\$3,919	\$82,302
Motzkus, Shaylee A.	Financial Aid	\$32,447		\$1,622	\$34,070
Mulligan, Zora	Provost Office	\$240,000		\$12,000	\$252,000
Mullins, Marchalain	Computer Services	\$67,161		\$3,358	\$70,519
Mulvey, Adam J.	Intercollegiate Athletics	\$31,612		\$1,581	\$33,193
Munoz Aliaga, Rut E.	Networking & Telecommunications	\$64,451		\$3,223	\$67,674
Murphy, Alexander F.	Athletics-Football-Men	\$36,587		\$1,829	\$38,416
Murphy, Donna E.	Physician Assistant Studies	\$40,039		\$2,002	\$42,041
Murphy, Jill C.	Office of Human Resources	\$67,486		\$3,374	\$70,860
Murphy, Judith T.	Trio	\$31,823		\$1,591	\$33,415
Murphy, Michael J.	College of Natl & App Science	\$74,813		\$3,741	\$78,554
Murphy, Robert G.	Networking & Telecommunications	\$47,589		\$2,379	\$49,968
Muse, Nicole E.	CIO Information Services	\$46,256		\$2,313	\$48,569
Mustion, Barbara M.	Wp Business Office	\$40,842		\$2,042	\$42,884
Mwengi, Suzanne	Centr Academic Success & Transition	\$37,072		\$1,854	\$38,926
Myers, Carrie A.	Fac Mgmt-Custodial	\$31,824		\$1,591	\$33,415
Nag, Nandita	Physics Astronomy & Materials Sci	\$38,743		\$1,937	\$40,680
Nagle, John C.	Office of Video Marketing	\$59,857		\$2,993	\$62,850
Nalley, Tammy J.	Procurement Services	\$35,959		\$1,798	\$37,757
Neidigh, Douglas W.	Geography Geology & Planning	\$50,000		\$2,500	\$52,500
Neighbors, Darrell W.	Health & Wellness Center	\$31,200		\$1,560	\$32,760
Nelson, Diane K.	Health & Wellness Center	\$36,443	\$1,560	\$1,900	\$39,903
Nelson, Kirk C.	Athletics-Soccer-Women	\$65,000		\$3,250	\$68,250
Netzer, Frederick	Fac Mgmt-Grounds	\$40,506		\$2,025	\$42,531

Netzer, Kelly G.	Fac Mgmt-Grounds	\$34,611		\$1,731	\$36,342
Neuschwander, Nathan M.	Library	\$53,069		\$2,653	\$55,722
Newton, Sean C.	Physical Therapy	\$106,057		\$5,303	\$111,360
Nichols, Elvin J.	Hammons Student Center	\$43,324		\$2,166	\$45,490
Nichols, Linda A.	Financial Aid	\$43,648		\$2,182	\$45,830
Nichols, Mary B.	Alumni Relations	\$53,700	\$5,000	\$2,935	\$61,635
Nielsen, Tyler R.	Campus Recreation	\$43,491		\$2,175	\$45,666
Nimmo, Sara S.	Health & Wellness Center	\$130,000		\$6,500	\$136,500
Norat, Timothy	Fac Mgmt-Custodial	\$31,824		\$1,591	\$33,415
Norcross, Tyler	Fac Mgmt-Maintenance	\$46,624	\$1,566	\$2,410	\$50,600
Nordyke, Kathy J.	Citizenship & Service Learning	\$64,915		\$3,246	\$68,161
Norgren, Michelle L.	College of Agriculture	\$87,417		\$4,371	\$91,788
Norris, Joye H.	Counseling Leadership & Special Ed	\$62,843		\$3,142	\$65,985
Nowell, Y A.	Juanita K Hammons Hall	\$38,743		\$1,937	\$40,680
Oaks, Crockett W.	Wp Business Office	\$88,400		\$4,420	\$92,820
Obie, Dominick D.	Res Life Hous & Din Svc-Fac & Oper	\$31,200		\$1,560	\$32,760
O'Connell, Brenda C.	Hammons Student Center	\$38,350		\$1,918	\$40,268
O'Connor, Monica M.	Opt	\$39,531		\$1,977	\$41,508
Oconnor, Rhonda R.	Library	\$38,956		\$1,948	\$40,904
Odom, Melinda J.	Agency For Teaching, Leading & Lng	\$53,040		\$2,652	\$55,692
Oetting, Kristi A.	Computer Services	\$87,044		\$4,352	\$91,396
Oetting, Tara L.	Counseling Leadership & Special Ed	\$75,563		\$3,778	\$79,341
Oliver, Andrew J.	Disability Resource Center	\$66,414		\$3,321	\$69,735
Oliver, Michelle J.	Residence Life Housing & Dining Svc	\$26,208		\$1,310	\$27,518
Olsen, Michelle D.	Institutional Research	\$104,588		\$5,229	\$109,817
Olson, Debra J.	Health & Wellness Center	\$53,972		\$2,699	\$56,671
Oney, Charles N.	Fac Mgmt-Maintenance	\$45,426	\$2,414	\$2,392	\$50,232
Onofrey, Jeremy P.	Plaster Student Union Physical Plnt	\$31,200		\$1,560	\$32,760
Orf, Michael	Wp Dean of Acad Affairs Office	\$104,000		\$5,200	\$109,200
Ortiz, Frank	Fac Mgmt-Custodial	\$45,772	\$1,000	\$2,339	\$49,111
Ortiz, Mark T.	Athletic Medical & Rehab Services	\$44,720		\$2,236	\$46,956
Osei, Siera L.	Agency For Teaching, Leading & Lng	\$53,040		\$2,652	\$55,692
Osler, Margaret E.	Residence Life Housing & Dining Svc	\$38,455	\$1,000	\$1,973	\$41,428
Owen, Daniel R.	Fac Mgmt-Custodial	\$31,200		\$1,560	\$32,760

Owen, Marc R.	Water Institute	\$63,877		\$3,194	\$67,071
Owrey, Savonna J.	Bookstore	\$38,056		\$1,903	\$39,959
Page, Autumn R.	Fac Mgmt-Custodial	\$31,512		\$1,576	\$33,088
Palmer, Christopher R.	Fac Mgmt-Maintenance	\$45,365		\$2,268	\$47,633
Panza, Juli A.	Coe-Education Advisement	\$74,880		\$3,744	\$78,624
Paris, Tamara D.	Accounting	\$32,663		\$1,633	\$34,296
Parnell, Patrick M.	International Services	\$67,539	\$3,377	\$3,546	\$74,462
Parrott, Neva J.	Wp Library	\$55,084		\$2,754	\$57,838
Parsons, Stacy L.	Wp Business Office	\$32,949		\$1,647	\$34,596
Patel, Rishi J.	Jordan Valley Innovation Center	\$89,472	\$7,158	\$4,831	\$101,461
Patrick, Jamie L.	Office of Human Resources	\$67,600		\$3,380	\$70,980
Patterson, Jacqueline	McQueary College Of Hlth & Hman Svs	\$39,100	\$1,000	\$2,005	\$42,105
Patterson, Kathryn A.	School of Nursing	\$124,000	\$6,000	\$6,500	\$136,500
Patterson, Kim M.	Merchandising And Fashion Design	\$34,611		\$1,731	\$36,342
Pattison, Matthew W.	Residence Life Housing & Dining Svc	\$32,823		\$1,641	\$34,464
Patton, Tracy L.	Library	\$45,463		\$2,273	\$47,736
Payne, Brian D.	Office of University Safety	\$35,359		\$1,768	\$37,127
Peace, Robert M.	Networking & Telecommunications	\$64,451		\$3,223	\$67,674
Pearce, Ashley S.	Computer Services	\$52,157		\$2,608	\$54,765
Pearce, Lori A.	Psu-Event and Meeting Services	\$33,860	\$2,000	\$1,793	\$37,653
Pearson, Belinda A.	Community Outreach	\$45,396		\$2,270	\$47,666
Pecsok, Karen L.	Wp Admissions	\$33,084	\$3,702	\$1,839	\$38,626
Pedersen, Johnna N.	Research Administration	\$67,094	\$2,684	\$3,489	\$73,267
Peele, Randall D.	Athletics-Basketball-Men	\$42,000		\$2,100	\$44,100
Penkalski, James T.	Athletic Medical & Rehab Services	\$78,379		\$3,919	\$82,298
Penkalski, Melissa R.	School of Nursing	\$98,879		\$4,944	\$103,823
Penn, Barbara J.	Advancement Services	\$36,006		\$1,800	\$37,806
Penner, Robert S.	Office of University Safety	\$27,889		\$1,394	\$29,284
Perez Batres, Luis A.	Management	\$161,200		\$8,060	\$169,260
Perez, Deborah J.	Financial Aid	\$31,678		\$1,584	\$33,262
Perez, Sofia M.	Office of Strategic Communication	\$52,520		\$2,626	\$55,146
Perine, Elizabeth M.	Athletics-Softball-Women	\$56,596		\$2,830	\$59,426
Perkins, Amy A.	Music	\$42,460		\$2,123	\$44,583
Perkins, Gary D.	Fac Mgmt-Custodial	\$32,448		\$1,622	\$34,070

Perretta, Tanya L.	Residence Life Housing & Dining Svc	\$26,000		\$1,300	\$27,299
Perry, Dennis R.	Fac Mgmt-Maintenance	\$48,343		\$2,417	\$50,760
Perryman, Michael J.	Fac Mgmt-Maintenance	\$58,015		\$2,901	\$60,916
Peters, Thomas A.	Library	\$141,256		\$7,063	\$148,319
Petersen, Sylvia M.	Envrn Plnt Sci & Nat Rsrcls	\$38,743		\$1,937	\$40,680
Peterson, Rachel A.	Vp University Advancement	\$60,070		\$3,004	\$63,074
Petkovic, Vickie F.	Wp Student Advisemnt & Acad Sup Ctr	\$38,100		\$1,905	\$40,005
Petr, Jeffrey B.	Cybersecurity And Enterprise System	\$79,245		\$3,962	\$83,207
Petree, Nicholas S.	Athletics-Baseball-Men	\$66,000		\$3,300	\$69,300
Petrino, Dominic	Athletics-Football-Men	\$108,834		\$5,442	\$114,276
Pettijohn, Catherine C.	English Language Institute	\$42,420	\$2,121	\$2,227	\$46,768
Pettus, David G.	College of Arts & Letters	\$65,449		\$3,272	\$68,721
Pfankuch, Joseph	Financial Aid	\$42,000		\$2,100	\$44,100
Phay, Jared J.	Wp Athletics-Men	\$61,166		\$3,058	\$64,224
Phillips, April A.	Childhood Ed & Family Studies	\$60,000		\$3,000	\$63,000
Phillips, Jacob R.	Ctr Resource Planning & Management	\$44,720		\$2,236	\$46,956
Phillips, Lovelynn M.	Fac Mgmt-Custodial	\$31,200		\$1,560	\$32,760
Phillips, Mary G.	College of Business	\$46,278		\$2,314	\$48,592
Phinney, Tennie J.	Legal Affairs and Compliance	\$48,451		\$2,423	\$50,874
Phipps, Amy	Agency For Teaching, Leading & Lng	\$54,203		\$2,710	\$56,913
Phipps, Kimberly D.	Printing Services	\$38,050		\$1,903	\$39,953
Piercy, Angela F.	Cooperative Engineering Program	\$32,447		\$1,622	\$34,069
Piercy, Kevin L.	Computer Services	\$96,922		\$4,846	\$101,768
Piilola, Malinda L.	Advancement Services	\$33,799		\$1,690	\$35,489
Pinegar, Angela R.	Advancement Services	\$53,141		\$2,657	\$55,798
Pinkham, Courtney C.	Ctr Resource Planning & Management	\$38,131		\$1,907	\$40,038
Piotrowski, Josiah G.	College of Agriculture	\$32,447		\$1,622	\$34,069
Pitts, James B.	Fac Mgmt-Custodial	\$40,419		\$2,021	\$42,440
Plank, Angela L.	Biology	\$58,552		\$2,928	\$61,480
Plybon, John L.	Fac Mgmt-Maintenance	\$45,426		\$2,271	\$47,697
Poindexter, Teri L.	Creative Services	\$53,665		\$2,683	\$56,348
Politte, Jordan C.	Agency For Teaching, Leading & Lng	\$56,421		\$2,821	\$59,242
Polm, Michael A.	Fac Mgmt-Maintenance	\$64,984	\$500	\$3,274	\$68,758
Pomrening, Holly L.	Health & Wellness Center	\$29,203		\$1,460	\$30,663

Ponder, Crystal D.	Office of Human Resources	\$43,368	\$350	\$2,186	\$45,904
Poort, Melissa R.	Computer Science	\$31,200		\$1,560	\$32,760
Potochnik, Robert G.	Computer Services	\$55,272		\$2,764	\$58,036
Powell, Robin G.	Computer Science	\$42,296		\$2,115	\$44,411
Pratt, Jennifer M.	Communication Sciences & Disorders	\$81,537	\$6,000	\$4,377	\$91,914
Prescott, John S.	Music	\$93,967		\$4,698	\$98,665
Price, Cheryl S.	Art & Design	\$35,375		\$1,769	\$37,144
Prock, Casondra S.	Honors College	\$31,990		\$1,599	\$33,589
Proctor, Janene A.	Research Administration	\$57,024	\$2,281	\$2,965	\$62,270
Pruitt, James C.	Facilities Management	\$79,040	\$500	\$3,977	\$83,517
Pruitt, Lindsey R.	Health & Wellness Center	\$33,800		\$1,690	\$35,490
Pszczolkowski, Maciej A.	Envrn Plnt Sci & Nat Rsrcs	\$81,808		\$4,090	\$85,898
Puckett, Erica N.	Wp Admissions	\$44,200		\$2,210	\$46,410
Pulley, Rheanna L.	English Language Institute	\$41,000	\$2,050	\$2,153	\$45,203
Pulliam, David M.	Fac Mgmt-Custodial	\$31,200		\$1,560	\$32,760
Pulliam, Matthew T.	Cooperative Engineering Program	\$38,407	\$700	\$1,955	\$41,062
Qiu, Zhongsong	College of Arts & Letters	\$53,063		\$2,653	\$55,716
Quin, Jessica M.	Chemistry and Biochemistry	\$31,200		\$1,560	\$32,760
Quinn, Justin A.	Fac Mgmt-Maintenance	\$56,931		\$2,847	\$59,778
Quirk, Ted	Ksmu	\$55,375		\$2,769	\$58,144
Radier, George O.	College of Business	\$43,014	\$1,500	\$2,226	\$46,740
Ragan, Kent P.	College of Business	\$194,716		\$9,736	\$204,452
Ragsdale, Chansouk D.	Library	\$44,558		\$2,228	\$46,786
Raines, Ashley E.	Vp Diversity & Inclusion	\$48,569		\$2,428	\$50,997
Raines, Daniel L.	Dr Mary Jo Wynn Acdm Achievement Ct	\$61,934		\$3,097	\$65,031
Raines, Judy A.	Health & Wellness Center	\$35,619		\$1,781	\$37,400
Rains, Devonna J.	Music	\$32,989		\$1,649	\$34,638
Rainwater, Douglas G.	Provost Office	\$81,207		\$4,060	\$85,267
Raleigh, Phillip M.	Graduate College	\$35,146		\$1,757	\$36,903
Randol, Kimberly A.	Speech Language Hearing Clinic	\$35,151	\$1,000	\$1,808	\$37,959
Rapp, Kelly E.	Career Center	\$78,471		\$3,924	\$82,395
Ratcliff, Victoria G.	Trio	\$37,000		\$1,850	\$38,850
Rawls, Michelle R.	Athletic Medical & Rehab Services	\$32,756		\$1,638	\$34,394
Ray, Bryan J.	Ctr Resource Planning & Management	\$67,842		\$3,392	\$71,234

Ray, Madison D.	Residence Life Housing & Dining Svc	\$31,200		\$1,560	\$32,760
Raymer, Kai K.	Web Strategy And Development	\$42,910		\$2,146	\$45,056
Raymond, Teresa	Financial Services	\$57,000		\$2,850	\$59,850
Rebaza-Vasquez, Jorge L.	College of Natl & App Science	\$133,704		\$6,685	\$140,389
Rebmann, Donna L.	Academic Advising and Transfer Ctr	\$48,040		\$2,402	\$50,442
Reed, Jerilyn J.	Health & Wellness Center	\$57,200		\$2,860	\$60,060
Reed, Patricia C.	College of Natl & App Science	\$38,847		\$1,942	\$40,789
Reed, Ryan R.	Multicultural Services	\$63,736		\$3,187	\$66,923
Reel, Tena S.	Health & Wellness Center	\$42,577		\$2,129	\$44,706
Rees, Christopher E.	Cybersecurity And Enterprise System	\$73,285		\$3,664	\$76,949
Reese, Chantz J.	Agriculture-Mtn Grv Campus	\$31,200		\$1,560	\$32,760
Reeves, Kyle L.	Postal Services	\$31,200		\$1,560	\$32,760
Reger, Elizabeth A.	College of Business	\$71,700		\$3,585	\$75,285
Reichling, Susanna B.	Library	\$41,020		\$2,051	\$43,071
Reilly, Tuamafa A.	Intercollegiate Athletics	\$62,000		\$3,100	\$65,100
Reimer, Anthony R.	Jqh Arena	\$40,476		\$2,024	\$42,500
Reut-Robinson, Rebeca L.	McQueary College of Hlth & Hman Svs	\$39,600	\$1,000	\$2,030	\$42,630
Revell, Todd E.	Office of University Safety	\$81,000		\$4,050	\$85,050
Reyes Sam, Jorge I.	International Services	\$42,741	\$3,500	\$2,312	\$48,553
Reynolds, Holly N.	Counseling Center	\$47,960		\$2,398	\$50,358
Rhodes, Joy L.	Office of University Safety	\$35,098		\$1,755	\$36,853
Rhodes, Norman J.	Plaster Student Union Physical Plnt	\$34,200		\$1,710	\$35,910
Rice, Stacy A.	Faculty Ctr For Teaching & Learning	\$64,024		\$3,201	\$67,225
Richards, Byron G.	Fac Mgmt-Maintenance	\$42,270		\$2,114	\$44,384
Richardson, Timothy	Residence Life Housing & Dining Svc	\$32,136		\$1,607	\$33,743
Richesin, Danielle N.	Intercollegiate Athletics	\$38,743		\$1,937	\$40,680
Ricker, Kristen V.	Agency For Teaching, Leading & Lng	\$54,203		\$2,710	\$56,913
Rietman, Charles C.	Wp Physical Plant	\$34,840		\$1,742	\$36,582
Rigby, Rachel C.	Registrar	\$42,142	\$1,051	\$2,160	\$45,353
Robertson, Erica L.	Financial Services	\$35,959		\$1,798	\$37,757
Robertson, Monica A.	Copy This	\$31,200		\$1,560	\$32,760
Robinson, Barbara S.	Physical Therapy	\$117,204		\$5,860	\$123,064
Robinson, Holly M.	Child Development Center	\$37,705		\$1,885	\$39,590
Robinson, Susan G.	Opt	\$70,271		\$3,514	\$73,785

Rockney, Andrea	Agency For Teaching, Leading & Lng	\$59,783		\$2,989	\$62,772
Rockwell, Rae Ann E.	Art & Design	\$35,805		\$1,790	\$37,595
Rogers, Katy J.	Fac Mgmt-Custodial	\$32,760		\$1,638	\$34,398
Rogers, Koen W.	Computer Services	\$52,817		\$2,641	\$55,458
Rogers, Robert W.	Fac Mgmt-Custodial	\$31,512		\$1,576	\$33,088
Rogg, Laura A.	Networking & Telecommunications	\$34,844		\$1,742	\$36,586
Roland, Alan C.	Outreach Tech & Equipment	\$61,843		\$3,092	\$64,935
Roop, Kristin B.	Admissions	\$52,060		\$2,603	\$54,663
Rosario, Vinicius d.	Admissions	\$38,001		\$1,900	\$39,901
Rose, Angela B.	English Language Institute	\$38,264	\$1,913	\$2,009	\$42,186
Rose, Daniel J.	Library	\$32,873		\$1,644	\$34,517
Rose, John P.	Defense And Strategic Studies	\$123,831		\$6,192	\$130,023
Rose, Michelle S.	Creative Services	\$54,673		\$2,734	\$57,407
Rosewell, Kristina K.	Career Center	\$32,198		\$1,610	\$33,808
Ross, Jaime M.	Provost Office	\$71,760		\$3,588	\$75,348
Rowe, Angela M.	Vp University Advancement	\$53,040		\$2,652	\$55,692
Rozell, Elizabeth J.	College Of Business	\$194,716		\$9,736	\$204,452
Rude, Brian M.	Copy This	\$38,520		\$1,926	\$40,446
Russell, Benjamin A.	Office of University Safety	\$35,359		\$1,768	\$37,127
Ruzicka, Francis X.	Fac Mgmt-Maintenance	\$61,044		\$3,052	\$64,097
Ryan, Francis J.	Fac Mgmt-Maintenance	\$40,419		\$2,021	\$42,440
Ryan, Tresa L.	Wp Instruction	\$61,462		\$3,073	\$64,535
Sailors, Pamela R.	College of Hum & Pub Affairs	\$112,702		\$5,635	\$118,337
Saitta, Alicia M.	Admissions	\$45,000		\$2,250	\$47,250
Sandbothe, Betsy A.	Institutional Equity & Compliance	\$65,000		\$3,250	\$68,250
Sanders, Jason B.	Office of University Safety	\$60,000		\$3,000	\$63,000
Santos, Theodore J.	Fac Mgmt-Custodial	\$32,136		\$1,607	\$33,743
Satake, Yosuke	Planning, Design & Construction	\$68,000		\$3,400	\$71,400
Satterfield, Camron S.	Ctr For Biomedical & Life Sciences	\$48,500	\$3,880	\$2,619	\$54,999
Scanlon, Breanna L.	Financial Aid	\$42,000		\$2,100	\$44,100
Schehrer, Devin L.	Residence Life Housing & Dining Svc	\$59,136	\$1,500	\$3,032	\$63,668
Scheidt, Michael P.	Wp Information Technology Services	\$48,963		\$2,448	\$51,411
Scheve, Jesse R.	Creative Services	\$44,065		\$2,203	\$46,268
Schiller, Megan L.	Computer Services	\$62,574		\$3,129	\$65,703

Schimmer, Matthew	Fac Mgmt-Maintenance	\$45,881	\$500	\$2,319	\$48,700
Schlinder, Kelly A.	Coe-Education Advisement	\$39,783	\$4,979	\$2,238	\$47,000
Schluterman, Ivy D.	Residence Life Housing & Dining Svc	\$53,000	\$1,500	\$2,725	\$57,225
Schmidt, Karl M.	Development Office	\$100,000		\$5,000	\$105,000
Schnapp, Lewis P.	Bookstore	\$48,880		\$2,444	\$51,324
Schneider, Steven J.	Envrn Plnt Sci & Nat Rsrcs	\$54,203		\$2,710	\$56,913
Schrader, Bonnie K.	Facilities Management	\$31,512		\$1,576	\$33,088
Schull, Cynthia S.	Financial Services	\$145,000		\$7,250	\$152,250
Scobee, Scot R.	Office of Human Resources	\$113,119		\$5,656	\$118,775
Scott, Karen C.	Childhood Ed & Family Studies	\$34,204		\$1,710	\$35,914
Scott, LaDarien	Athletics-Football-Men	\$108,834		\$5,442	\$114,276
Scott, Matthew R.	Career Center	\$40,370	\$475	\$2,042	\$42,887
Scriven, Leslie M.	Fac Mgmt-Custodial	\$31,512		\$1,576	\$33,088
Seabolt, Charles M.	Athletics-Soccer-Men	\$74,880		\$3,744	\$78,624
Seery, Kaitlyn R.	Dept of Hospitality Leadership	\$39,884	\$4,878	\$2,238	\$47,000
Seever, Natalie M.	Advancement Services	\$65,024		\$3,251	\$68,275
Seibel, Craig E.	Res Life Hous & Din Svc-Fac & Oper	\$34,891	\$2,000	\$1,845	\$38,736
Seifert-Anspaugh, Adair	Office of Strategic Communication	\$42,000		\$2,100	\$44,100
Sellar, Shane R.	Disability Resource Center	\$31,200		\$1,560	\$32,760
Sellers, Marie S.	Physical Therapy Clinic	\$36,894	\$1,000	\$1,895	\$39,789
Sexton, James P.	Bookstore	\$92,766		\$4,638	\$97,404
Shahan, Tara J.	Wp Registration & Records	\$36,475		\$1,824	\$38,299
Sharkey, Paula E.	Office of University Safety	\$44,553		\$2,228	\$46,780
Sharp, Keith W.	Res Life Hous & Din Svc-Fac & Oper	\$44,990	\$1,500	\$2,325	\$48,815
Sharum, Stephen G.	Postal Services	\$36,306		\$1,815	\$38,121
Shavers, Marjorie C.	Special Education, Leadership, And Professi	\$120,400		\$6,020	\$126,420
Shaw, Jason L.	Physical Therapy	\$100,758		\$5,038	\$105,796
Shaw, Margaret S.	Vp Marketing & Communications	\$160,935	\$14,065	\$8,750	\$183,750
Shelley, Riannon K.	Occupational Therapy	\$43,680		\$2,184	\$45,864
Sheppard, Terasa M.	Residence Life Housing & Dining Svc	\$26,208		\$1,310	\$27,518
Sheppard, Tessa L.	Child Development Center	\$37,706		\$1,885	\$39,591
Shields, Amanda L.	Juanita K Hammons Hall	\$36,750		\$1,838	\$38,588
Shiple, Teresa F.	Wp Dean of Acad Affairs Office	\$42,850		\$2,143	\$44,993
Shively, Eric P.	McQueary College of Hlth & Hman Svs	\$67,306		\$3,365	\$70,671

Sholley, Kathleen M.	Coe-Education Advisement	\$38,743	\$4,000	\$2,137	\$44,880
Shrestha, Aishwarya	Ctr Resource Planning & Management	\$44,720		\$2,236	\$46,956
Shuler, Adam	Planning, Design & Construction	\$78,471	\$1,500	\$3,999	\$83,970
Silva-Galicia, Flora M.	Bookstore	\$32,239		\$1,612	\$33,851
Simmons, Daniel	College of Arts & Letters	\$142,857		\$7,143	\$150,000
Simpson, Ashley K.	School of Nursing	\$82,684		\$4,134	\$86,818
Simpson, Sonya L.	Child Development Center	\$31,200		\$1,560	\$32,760
Siscoe, Denita S.	Vp Student Affairs	\$189,325		\$9,466	\$198,791
Skalicky, Michele R.	Ksmu	\$62,000		\$3,100	\$65,100
Skeeters, Priscilla K.	Bookstore	\$54,488	\$1,635	\$2,806	\$58,929
Skelton, Amanda J.	Financial Aid	\$31,678		\$1,584	\$33,262
Skibiski, Barbara J.	School of Anesthesia	\$167,481	\$10,000	\$8,874	\$186,355
Skinner, Sophia L.	Wp Library	\$41,773		\$2,089	\$43,862
Slane, William B.	Opt	\$48,963		\$2,448	\$51,411
Slavens, Robert	Fac Mgmt-Custodial	\$35,879		\$1,794	\$37,673
Sliger, Ashley D.	Planning, Design & Construction	\$59,192	\$1,500	\$3,035	\$63,727
Smart, Sandra L.	SBDC	\$57,416		\$2,871	\$60,287
Smiley, Taryn J.	Intercollegiate Athletics	\$41,600		\$2,080	\$43,680
Smith, Alaina J.	Multicultural Services	\$45,000	\$714	\$2,286	\$48,000
Smith, Alex R.	Music	\$31,719		\$1,586	\$33,305
Smith, Allison	Computer Services	\$60,752		\$3,038	\$63,790
Smith, Cullen A.	JQH Arena	\$41,540		\$2,077	\$43,617
Smith, Daezia C.	International Programs	\$49,491		\$2,475	\$51,966
Smith, Deanna M.	West Plains Center	\$47,896		\$2,395	\$50,291
Smith, Joshua J.	Biomedical Sciences	\$96,156		\$4,808	\$100,964
Smith, Krysta M.	Residence Life Housing & Dining Svc	\$31,200		\$1,560	\$32,760
Smith, Mark A.	McQueary College of Hlth & Hman Svs	\$175,248		\$8,762	\$184,010
Smith, Patricia R.	Wp Chancellor Office	\$46,723		\$2,336	\$49,059
Smith, Stephanie M.	Development Office	\$73,815	\$5,000	\$3,941	\$82,756
Smith, Tanya L.	Procurement Services	\$47,654		\$2,383	\$50,037
Smulczenski, Kelly M.	Development Office	\$41,219		\$2,061	\$43,280
Snodgrass, Joseph J.	Health & Wellness Center	\$31,200	\$1,560	\$1,638	\$34,398
Snodgrass, Ronald E.	Greenwood Lab School	\$119,600		\$5,980	\$125,580
Snow, Donald B.	Music	\$88,827		\$4,441	\$93,268

Snow, LeAnne	Physician Assistant Studies	\$40,986		\$2,049	\$43,035
Snyder, Sheira	Biomedical Sciences	\$34,130	\$1,000	\$1,757	\$36,887
Sommers, Emily R.	Mathematics	\$31,200		\$1,560	\$32,760
Spalding, Roger M.	Networking & Telecommunications	\$69,804		\$3,490	\$73,294
Sparks, Andrew B.	Computer Services	\$73,217		\$3,661	\$76,878
Speer, Robert W.	Jordan Valley Innovation Center	\$63,751	\$1,913	\$3,283	\$68,947
Spinabella, Julie C.	Admissions	\$42,331		\$2,117	\$44,448
Spurlin, Joseph L.	Agency For Teaching, Leading & Lng	\$53,040		\$2,652	\$55,692
Spurrier, Joan D.	Development Office	\$65,000		\$3,250	\$68,250
Stafford, Neal H.	Athletics-Golf-Men	\$42,848		\$2,142	\$44,990
Stagner, Kimberly N.	Academic Advising And Transfer Ctr	\$45,396		\$2,270	\$47,666
Stanton, Shannon K.	Juanita K Hammons Hall	\$73,270		\$3,664	\$76,934
Starchman, Gary	Res Life Hous & Din Svc-Fac & Oper	\$31,200		\$1,560	\$32,760
Steele, Melvin L.	Wp Director Of Univ-Community Pgms	\$54,500		\$2,725	\$57,225
Steen, Carrie	Wp Dean Of Acad Affairs Office	\$53,638		\$2,682	\$56,320
Steeves, Jared S.	Fac Mgmt-Grounds	\$33,613		\$1,681	\$35,294
Steinshouer, Linda K.	Social Work	\$35,374	\$1,000	\$1,819	\$38,193
Stephens, Carrie M.	Office of University Safety	\$52,000	\$4,968	\$2,848	\$59,816
Stephens, Jill R.	Missouri State Outreach	\$49,936		\$2,497	\$52,433
Stephens, Strausie N.	Financial Services	\$30,939		\$1,547	\$32,486
Stevens, Linda C.	Health & Wellness Center	\$37,118		\$1,856	\$38,974
Stewart, James R.	Office of University Safety	\$62,469	\$1,608	\$3,204	\$67,280
Stewart, Joseph R.	Ksmu	\$43,672		\$2,184	\$45,856
Stewart, Marjorie A.	Career Center	\$54,937		\$2,747	\$57,684
Stewart, Rabekah D.	Multicultural Services	\$97,051		\$4,853	\$101,904
Stockmann, Edward F.	Registrar	\$32,447	\$3,017	\$1,773	\$37,237
Stokes, Michael C.	Residence Life Housing & Dining Svc	\$26,000		\$1,300	\$27,300
Stone, Rowena A.	President's Office	\$70,271		\$3,514	\$73,785
Stopczynski, Stacey L.	Computer Services-Bearpass Card	\$45,073		\$2,254	\$47,327
Storie, Anthony L.	Res Life Hous & Din Svc-Fac & Oper	\$31,824		\$1,591	\$33,415
Stout, Randy J.	Agriculture-Mtn Grv Campus	\$34,464		\$1,723	\$36,187
Stout, Tracy L.	Library	\$79,816		\$3,991	\$83,807
Stovall, Julianne D.	Student Employment Service	\$37,000		\$1,850	\$38,850
Street, Lori D.	Ksmu	\$51,657		\$2,583	\$54,240

Strider, Angela M.	Residence Life Housing & Dining Svc	\$71,760	\$1,000	\$3,638	\$76,398
Strong, Elizabeth C.	Office of Education Abroad	\$67,624		\$3,381	\$71,005
Strong, Joe R.	Faculty Ctr For Teaching & Learning	\$56,546		\$2,827	\$59,373
Strope, Kimberly R.	Office of University Safety	\$35,360		\$1,768	\$37,128
Stroup, Matthew L.	Computer Services	\$46,945		\$2,347	\$49,292
Stucker, Joshua A.	Fac Mgmt-Custodial	\$31,512		\$1,576	\$33,088
Stuppy, Joshua D.	Networking & Telecommunications	\$100,000		\$5,000	\$105,000
Sullivan, John W.	Music	\$31,200		\$1,560	\$32,760
Sullivan, Maxine C.	Music	\$34,501		\$1,725	\$36,226
Swift, Donald S.	Fac Mgmt-Maintenance	\$60,015		\$3,001	\$63,016
Swift, Mary M.	Office of Video Marketing	\$42,640		\$2,132	\$44,772
Swigert, Dwayne A.	Library	\$44,244		\$2,212	\$46,456
Swindell, Lori L.	Financial Services	\$80,000		\$4,000	\$84,000
Swingle, Ethan C.	Intercollegiate Athletics	\$56,000		\$2,800	\$58,800
Switzer, Jeffrey G.	Fac Mgmt-Maintenance	\$48,169		\$2,408	\$50,577
Swope, Julianna P.	College of Business	\$39,410		\$1,971	\$41,381
Syler, Christopher W.	Fac Mgmt-Custodial	\$32,760		\$1,638	\$34,398
Syler, Melody A.	Fac Mgmt-Custodial	\$41,113	\$1,000	\$2,106	\$44,219
Talty, Beverly S.	Health & Wellness Center	\$58,132		\$2,907	\$61,039
Tankersley, Annette J.	Agency For Teaching, Leading & Lng	\$52,000		\$2,600	\$54,600
Tate, Pamela K.	Wp Dean of Acad Affairs Office	\$42,641		\$2,132	\$44,773
Taylor, Eric D.	Faculty Ctr For Teaching & Learning	\$53,735		\$2,687	\$56,422
Taylor, Lisa M.	Graduate College	\$59,060		\$2,953	\$62,013
Taylor, Matthew I.	Computer Services	\$52,157		\$2,608	\$54,765
Tebo, Kim A.	Registrar	\$35,606	\$2,394	\$1,900	\$39,900
Templeton, Kelly M.	Theatre & Dance	\$60,388		\$3,019	\$63,407
Terry, Jane E.	Religious Studies	\$37,187		\$1,859	\$39,046
Thakkar, Divya H.	Counseling Center	\$49,878		\$2,494	\$52,372
Theissen, Ryan C.	Fac Mgmt-Grounds	\$35,401		\$1,770	\$37,171
Thomas, Kristen R.	Coe-Education Advisement	\$38,743	\$3,638	\$2,119	\$44,500
Thomas, Tramain L.	Athletics-Football-Men	\$59,559		\$2,978	\$62,537
Thompson, Dustin A.	Ctr For Archeological Research	\$43,392		\$2,170	\$45,562
Thornton, Brittney M.	Health & Wellness Center	\$31,200	\$1,560	\$1,638	\$34,398
Thurman, Patrick D.	Res Life Hous & Din Svc-Fac & Oper	\$31,200		\$1,560	\$32,760

Tibbs, Bart A.	Admissions	\$57,616		\$2,881	\$60,497
Tinkler, Barri E.	College of Education	\$156,000	\$6,000	\$8,100	\$170,100
Titus, Christy L.	Criminology	\$33,937		\$1,697	\$35,634
Toebben, Braden	Kinesiology	\$32,989		\$1,649	\$34,638
Tolleson, Melissa A.	Provost Office	\$39,180		\$1,959	\$41,139
Tomerlin, Mary P.	College Of Business	\$44,140	\$1,860	\$2,300	\$48,300
Totsch, Carly B.	McQueary College of Hlth & Hman Svs	\$41,957		\$2,098	\$44,055
Totty, Angela D.	Wp Student Services	\$102,014		\$5,101	\$107,115
Towell, Kelley L.	Wp Financial Aid	\$38,743		\$1,937	\$40,680
Townsend, Steven B.	Printing Services	\$42,011		\$2,101	\$44,112
Tracy, Corey R.	Faculty Ctr For Teaching & Learning	\$54,402		\$2,720	\$57,122
Tran, Yen T.	International Programs	\$42,723		\$2,136	\$44,859
Treese, Joe I.	Fac Mgmt-Maintenance	\$46,562	\$1,500	\$2,403	\$50,465
Trewatha-Bach, Stacey R.	Public Affairs and Assessment	\$53,638		\$2,682	\$56,320
Trotter, Alisa D.	College Of Business	\$54,540		\$2,727	\$57,267
Tucker, Catherine D.	Academic Advising and Transfer Ctr	\$32,011	\$4,036	\$1,802	\$37,849
Tucker, Timothy R.	Missouri State Outreach	\$52,154		\$2,608	\$54,762
Tune, Stacey A.	Cybersecurity and Enterprise System	\$87,044		\$4,352	\$91,396
Turk, Scott A.	Cybersecurity and Enterprise System	\$66,954		\$3,348	\$70,302
Turner, Britni	Financial Aid	\$42,000		\$2,100	\$44,100
Turner, Pamela J.	Agriculture-Mtn Grv Campus	\$42,964	\$1,000	\$2,198	\$46,162
Turner, Steve M.	Fac Mgmt-Custodial	\$36,006	\$1,000	\$1,850	\$38,856
Turner, Steven L.	Agriculture-Mtn Grv Campus	\$36,365		\$1,818	\$38,183
Tyler, Tiera N.	Residence Life Housing & Dining Svc	\$40,500	\$500	\$2,050	\$43,050
Underhill, Nancy B.	Fac Mgmt-Grounds	\$34,611		\$1,731	\$36,341
Underwood, Deborah A.	Financial Services	\$90,000		\$4,500	\$94,500
Underwood, Stacey J.	Fac Mgmt-Custodial	\$32,760		\$1,638	\$34,398
Ungeheier, Marcus	Fac Mgmt-Maintenance	\$45,881		\$2,294	\$48,175
Utne, Benjamin L.	Cybersecurity and Enterprise System	\$73,431		\$3,672	\$77,103
Van Rhein, Stephanie M.	Provost Office	\$65,343		\$3,267	\$68,610
Vaneva, Teodora H.	Computer Services	\$73,366		\$3,668	\$77,034
Varney, Joshua M.	Fac Mgmt-Custodial	\$31,200		\$1,560	\$32,760
Vaughan, David A.	Environmental Health & Safety	\$84,415		\$4,221	\$88,636
Vaughan, Julie A.	Financial Services	\$54,216	\$2,784	\$2,850	\$59,850

Vaughan, Lori A.	Graduate College	\$33,799		\$1,690	\$35,489
Vaughn, Eric F.	Campus Recreation	\$54,665	\$5,995	\$3,033	\$63,693
Veach, Susan A.	Financial Services	\$42,165		\$2,108	\$44,273
Wade, Lisa M.	Wp Instruction	\$54,080		\$2,704	\$56,784
Wade, Lori L.	Kinesiology	\$37,018	\$1,000	\$1,901	\$39,919
Wadley, Dustin T.	Fac Mgmt-Grounds	\$35,651		\$1,783	\$37,433
Wahl, Shawn T.	College of Arts & Letters	\$175,248		\$8,762	\$184,010
Walker, Jennifer D.	Wp Financial Aid	\$58,626		\$2,931	\$61,557
Walker, Kimberly N.	McQueary College of Hlth & Hman Svs	\$47,840		\$2,392	\$50,232
Walker, Mary L.	Financial Aid	\$32,448		\$1,622	\$34,070
Walker, Tammy L.	Fac Mgmt-Mountain Grove	\$31,512		\$1,576	\$33,088
Wall, Rebekkah A.	Career Center	\$39,250	\$550	\$1,990	\$41,790
Wallentine, Scott W.	Physical Therapy	\$108,630		\$5,432	\$114,062
Walters, Charles D.	Facilities Management	\$52,981		\$2,649	\$55,630
Walters, Katharine C.	Facilities Management	\$32,239		\$1,612	\$33,851
Wanekaya, Adam	Chemistry and Biochemistry	\$124,284		\$6,214	\$130,498
Wantland, Carisma A.	Facilities Management	\$34,694		\$1,735	\$36,428
Wantland, Evan J.	Fac Mgmt-Grounds	\$35,401		\$1,770	\$37,171
Wantland, Jason	Fac Mgmt-Custodial	\$31,512		\$1,576	\$33,088
Ward, Andrew G.	Physical Therapy	\$93,775		\$4,689	\$98,464
Ward, Dennis E.	Res Life Hous & Din Svc-Fac & Oper	\$37,518		\$1,876	\$39,394
Ward, Jennifer L.	Financial Aid	\$34,699		\$1,735	\$36,434
Warnow, Cynthia M.	Office of University Safety	\$37,065		\$1,853	\$38,918
Warren, Melissa L.	Computer Services	\$60,752		\$3,038	\$63,790
Waterman, Kelly S.	History	\$31,199		\$1,560	\$32,759
Waugh, Douglas D.	Ksmu	\$67,758		\$3,388	\$71,146
Weathersbee, Scotlyn R.	Residence Life Housing & Dining Svc	\$26,000		\$1,300	\$27,299
Webb, Jennifer M.	Fac Mgmt-Custodial	\$31,824		\$1,591	\$33,415
Weber, Andrea M.	Dean Of Students Office	\$117,624		\$5,881	\$123,505
Weber, Donald T.	Plaster Student Union Admin	\$74,563		\$3,728	\$78,291
Weber, Krishia L.	Health & Wellness Center	\$32,448		\$1,622	\$34,070
Webster, Misty L.	Fac Mgmt-Grounds	\$35,401		\$1,770	\$37,171
Webster, Nicole L.	Veteran Student Center	\$43,680		\$2,184	\$45,864
Weiss, Caleb	Fac Mgmt-Maintenance	\$40,419		\$2,021	\$42,440

Welch, Granvill L.	Fac Mgmt-Custodial	\$32,448		\$1,622	\$34,070
Welch, James J.	Admissions	\$56,421		\$2,821	\$59,242
Welker, Dylan C.	College Of Natl & App Science	\$31,200	\$700	\$1,595	\$33,495
Wells, Alysia S.	Multicultural Services	\$40,000	\$1,800	\$2,090	\$43,890
Wells, Gary W.	Fac Mgmt-Maintenance	\$55,113		\$2,756	\$57,869
Wells, Kelli A.	Plaster Student Union Physical Plnt	\$31,200		\$1,560	\$32,760
Wells, Randy A.	Fac Mgmt-Custodial	\$31,824		\$1,591	\$33,415
West Staples, Victoria R.	Learning Diagnostic Clinic	\$37,000		\$1,850	\$38,850
West, John J.	Fac Mgmt-Grounds	\$33,613		\$1,681	\$35,294
Weter, Jennifer L.	Health & Wellness Center	\$52,080		\$2,604	\$54,684
Wheeler, Ashley A.	Child Development Center	\$31,200		\$1,560	\$32,760
Wheeler, Jack C.	Juanita K Hammons Hall	\$65,343		\$3,267	\$68,610
Wheeler, Mark S.	Planning, Design & Construction	\$114,400	\$7,029	\$6,071	\$127,500
Whitaker, Charles	Citizenship & Service Learning	\$48,190		\$2,410	\$50,600
Whitaker, Katherine C.	Office of Strategic Communication	\$55,332		\$2,767	\$58,099
White Minnis, Letitia J.	McQueary College Of Hlth & Hman Svs	\$152,753		\$7,638	\$160,391
White, John M.	Wp Student Services	\$38,743		\$1,937	\$40,680
White, Kevin T.	Creative Services	\$53,665		\$2,683	\$56,348
White, Victoria	Financial Aid	\$47,000		\$2,350	\$49,350
Whitlow, Caleb J.	Computer Services	\$59,992		\$3,000	\$62,992
Whorton, Serena	Faculty Ctr For Teaching & Learning	\$33,279		\$1,664	\$34,943
Wicks, Janet E.	Bookstore	\$41,531	\$1,246	\$2,139	\$44,916
Wienberg, Darren E.	Academic Advising And Transfer Ctr	\$61,652		\$3,083	\$64,735
Wiens, Leslie P.	Wp Physical Plant	\$31,200		\$1,560	\$32,760
Wilhelm, Paula M.	Office of Human Resources	\$70,424		\$3,521	\$73,945
Wilken, Abigayle L.	Alumni Relations	\$48,000		\$2,400	\$50,400
Wilker, Karl L.	Envrn Plnt Sci & Nat Rsrcs	\$95,630		\$4,782	\$100,412
Wilkinson, Kristian L.	Athletic Medical & Rehab Services	\$46,097		\$2,305	\$48,402
Williams, Braxton	Wp Athletics-Men	\$38,100		\$1,905	\$40,005
Williams, Michael E.	Res Life Hous & Din Svc-Fac & Oper	\$31,512		\$1,576	\$33,088
Williams, Rhonda L.	President's Office	\$62,000		\$3,100	\$65,100
Williams, Rylee A.	Creative Services	\$40,170		\$2,009	\$42,179
Williamson, Elizabeth M.	Physical Therapy	\$116,783		\$5,839	\$122,622
Willis, Jessica K.	McQueary College Of Hlth & Hman Svs	\$52,563		\$2,628	\$55,191

Willis, Lauren A.	Wp Student Services	\$47,840		\$2,392	\$50,232
Willis, Mary S.	Sociology & Anthropology	\$122,000		\$6,100	\$128,100
Wills, C M.	Procurement Services	\$90,000		\$4,500	\$94,500
Wilson, Brenda K.	Res Life Hous & Din Svc-Fac & Oper	\$35,515	\$2,000	\$1,876	\$39,391
Wilson, Daniel L.	Wp Information Technology Services	\$48,963		\$2,448	\$51,411
Wilson, Kara J.	Wp Dean Of Acad Affairs Office	\$47,000		\$2,350	\$49,350
Wilson, Kevin W.	Library	\$38,875		\$1,944	\$40,819
Wilson, Lance E.	Office of University Safety	\$45,788		\$2,289	\$48,077
Wilson, Laurie L.	College Of Hum & Pub Affairs	\$45,644		\$2,282	\$47,926
Wilson, Patrick R.	Juanita K Hammons Hall	\$32,428		\$1,621	\$34,049
Wilson, Robin L.	Alumni Relations	\$33,009		\$1,650	\$34,659
Winfrey, Trace E.	Wp Residence Life	\$44,778		\$2,239	\$47,017
Winkler, Danny E.	College of Business	\$67,274		\$3,364	\$70,638
Wise, Brittany N.	McQueary College of Hlth & Hman Svs	\$49,275		\$2,464	\$51,739
Wolfe, Kara	Dept of Hospitality Leadership	\$120,000		\$6,000	\$126,000
Wollard, Rick L.	Res Life Hous & Din Svc-Fac & Oper	\$32,760		\$1,638	\$34,398
Won, Megan P.	Athletic Medical & Rehab Services	\$44,700		\$2,235	\$46,935
Wood, Emily M.	Child Development Center	\$31,200		\$1,560	\$32,760
Wood, Kelly S.	Student Success	\$150,611		\$7,531	\$158,142
Wood, Mary A.	Public Affairs and Assessment	\$61,211		\$3,061	\$64,272
Wood, Michael B.	Career Center	\$54,937		\$2,747	\$57,684
Woods, Travis R.	Wp Physical Plant	\$31,200		\$1,560	\$32,760
Woolsey, Mark A.	Public Affairs and Assessment	\$70,413		\$3,521	\$73,934
Wright, Amy M.	Child Development Center	\$36,690		\$1,835	\$38,525
Wright, Brandan J.	Office of University Safety	\$36,317		\$1,816	\$38,133
Wright, Joan E.	Wp Instruction	\$54,551		\$2,728	\$57,279
Wright, Thomas E.	Res Life Hous & Din Svc-Fac & Oper	\$40,293	\$1,000	\$2,065	\$43,358
Wu, Qihua	Jordan Valley Innovation Center	\$70,530	\$5,642	\$3,809	\$79,981
Wu, Yi	International Programs	\$49,795		\$2,490	\$52,285
Wutke, Adam T.	Legal Affairs and Compliance	\$38,500		\$1,925	\$40,425
Yancy, Nathan M.	Residence Life Housing & Dining Svc	\$31,512		\$1,576	\$33,088
Yarberry, Vonda K.	Art & Design	\$122,569		\$6,128	\$128,697
Yates, Jennifer M.	Occupational Therapy	\$84,000		\$4,200	\$88,200
Ybanez, Robert A.	Provost Office	\$33,464		\$1,673	\$35,137

Yeap, Emily	Office of Strategic Communication	\$53,665		\$2,683	\$56,348
York, David S.	Wp Physical Plant	\$31,200		\$1,560	\$32,760
Yost, Kemberly E.	Office of University Safety	\$35,360		\$1,768	\$37,128
Yost, Nikki L.	Provost Office	\$37,221		\$1,861	\$39,082
Young, Angela	Registrar	\$85,783		\$4,289	\$90,072
Young, Darren E.	International Programs	\$49,036		\$2,452	\$51,488
Young, David A.	Wp Information Technology Services	\$73,431		\$3,672	\$77,103
Young, Donna M.	Facilities Management	\$34,124		\$1,706	\$35,830
Zhang, Peng	Vp Community & Global Partnerships	\$64,565		\$3,228	\$67,793
Zhang, Xinge	International Services	\$42,741	\$3,500	\$2,312	\$48,553
Zhou, Tianyu	Computer Services	\$62,574		\$3,129	\$65,703
Zhou, Xiaomin	Financial Services	\$70,000		\$3,500	\$73,500
Zhuang, Yuan	Foreign Language Institute	\$53,029		\$2,651	\$55,680
Ziegler, Carol R.	Veteran Student Center	\$56,421		\$2,821	\$59,242
Ziegler, Paul M.	Facilities Management	\$56,368		\$2,818	\$59,186

Chris Waters
Board Chair

Passed at meeting of
June 23, 2023

Rowena Stone
Secretary to the Board

MISSOURI STATE UNIVERSITY

BOARD RESOLUTION

HUMAN RESOURCES NO. 1732-23

Approval of Actions Concerning Employee Salary
Increases August 1, 2023

BE IT RESOLVED by the Board of Governors for Missouri State University that the salary adjustments indicated for Academic and Non-academic employees, as itemized below, are effective August 1, 2023.

<u>Name</u>	<u>Department</u>	<u>Current Salary</u>	<u>Promotions</u>	<u>PSIP</u>	<u>Equity</u>	<u>ATB Adjustment</u>	<u>New Salary</u>
Abernathy, Amber R.	Psychology	\$65,231				\$3,262	\$68,493
Adams, Kathryn A.	School of Nursing	\$77,842				\$3,892	\$81,734
Adams, Mollie T.	Accounting	\$140,000				\$7,000	\$147,000
Agnew, William J.	Counseling Leadership & Special Ed	\$95,486				\$4,774	\$100,260
Aho, Kyle J.	Music	\$48,778				\$2,439	\$51,217
Ajuwon, Paul M.	Counseling Leadership & Special Ed	\$80,117				\$4,006	\$84,123
Akbar Akhgari, Paria	Philosophy	\$59,559				\$2,978	\$62,537
Alaimo, Alison L.	School of Nursing	\$62,400			\$3,000	\$3,270	\$68,670
Albers, Joshua R.	Art & Design	\$59,177	\$5,000			\$3,209	\$67,386
Albin, Craig D.	Wp Instruction	\$76,170				\$3,809	\$79,979
Albritton, Michael A.	Information Tech and Cybersecurity	\$50,956				\$2,548	\$53,504
Allen, Jimmie R.	Art & Design	\$64,478				\$3,224	\$67,702
Allen, Natalie B.	Public Health and Sports Medicine	\$51,173	\$5,000			\$2,809	\$58,982
Alsop-Egbers, Clydette M.	Envrn Plnt Sci & Nat Rsrchs	\$75,796				\$3,790	\$79,586
Amberg, Richard H.	Media, Journalism & Film	\$67,176				\$3,359	\$70,535
Amidon, Ethan	Criminology	\$77,629				\$3,881	\$81,510
Anderson, Angela L.	Counseling Leadership & Special Ed	\$77,561				\$3,878	\$81,439
Anderson, Jacob D.	Greenwood Lab School	\$46,169				\$2,308	\$48,477
Arendell, Telory D.	Theatre & Dance	\$76,329				\$3,816	\$80,145
Argyle, Deidre	Art & Design	\$62,879				\$3,144	\$66,023
Arthaud, Tamara J.	Counseling Leadership & Special Ed	\$93,594				\$4,680	\$98,274
Artman, Amy	Religious Studies	\$44,720	\$2,500			\$2,361	\$49,581
Asay, Nancy L.	Technology & Construction Mgmt	\$56,114				\$2,806	\$58,920
Atkinson, Jamie C.	Reading Foundations & Technology	\$61,934				\$3,097	\$65,031
Ault-Phillips, Jana M.	Finance & General Business	\$75,920				\$3,796	\$79,716
Austin, Rebekah E.	Information Tech and Cybersecurity	\$98,800				\$4,940	\$103,740
Auteri, Giorgianna	Biology	\$63,000				\$3,150	\$66,150

Backes, Heidi A.	World Languages and Cultures	\$66,188		\$3,309	\$69,497
Baggett, Azaria R.	Theatre & Dance	\$57,416		\$2,871	\$60,287
Baggett, Holly A.	History	\$79,050		\$3,953	\$83,003
Bailey, Sandra L.	Merchandising and Fashion Design	\$77,666		\$3,883	\$81,549
Bajalan, Djene R.	History	\$69,076		\$3,454	\$72,530
Baker, Andrew M.	Childhood Ed & Family Studies	\$61,934		\$3,097	\$65,031
Baker, Sarah J.	Childhood Ed & Family Studies	\$61,934		\$3,097	\$65,031
Banerjee, Tuhina	Chemistry and Biochemistry	\$60,840		\$3,042	\$63,882
Barffour, Antoinette A.	World Languages and Cultures	\$59,728	\$5,000	\$3,236	\$67,964
Barnett, Joann E.	Mathematics	\$45,890		\$700	\$2,330
Barnhouse, Tamra L.	Greenwood Lab School	\$48,311		\$2,416	\$50,727
Barreda, Albert A.	Dept of Hospitality Leadership	\$83,454		\$4,173	\$87,627
Barton, Jessica A.	Wp Allied Health Division	\$50,454		\$2,523	\$52,977
Bassett, Damon J.	Geography Geology & Planning	\$53,473		\$2,674	\$56,147
Basu Roy, Subhasree	Economics	\$91,717		\$1,500	\$4,661
Bauman, R I.	Communication	\$70,061		\$3,503	\$73,564
Baumlin, James S.	English	\$103,839		\$5,192	\$109,031
Baynes, Leslie A.	Religious Studies	\$66,371		\$3,319	\$69,690
Beatty, Nick L.	Political Science	\$47,088	\$2,500	\$2,479	\$52,067
Bedell, Kenneth L.	Social Work	\$59,000		\$2,950	\$61,950
Behrend, Bonni A.	Counseling Leadership & Special Ed	\$59,559		\$2,978	\$62,537
Bekebrede, Matt A.	Dept of Hospitality Leadership	\$50,960		\$2,548	\$53,508
Belisle, Jordan	Psychology	\$66,934		\$3,347	\$70,281
Belkhouche, Mohammed Y.	Computer Science	\$92,766		\$15,000	\$5,388
Bell, Angela B.	English	\$63,000		\$3,150	\$66,150
Belshoff, Richard G.	Mathematics	\$97,716		\$4,886	\$102,602
Benedict-Chambers, Amanda M.	Childhood Ed & Family Studies	\$70,661		\$3,533	\$74,194
Benzer, Fatih	Art & Design	\$63,626		\$3,181	\$66,807
Beranek, Benjamin C.	Economics	\$81,120		\$4,056	\$85,176
Besara, Tiglet	Physics Astronomy & Materials Sci	\$68,548		\$3,427	\$71,975
Bhattacharyya, Gautam	Chemistry and Biochemistry	\$70,761		\$3,538	\$74,299
Biagioni, Richard N.	Chemistry and Biochemistry	\$98,602		\$4,930	\$103,532
Birdyshaw, Edward L.	Wp Instruction	\$60,261		\$3,013	\$63,274
Bishop, Rhonda L.	Childhood Ed & Family Studies	\$50,101		\$2,505	\$52,606

Blackmon, W D.	English	\$114,341		\$5,717	\$120,058
Blanton, Patti A.	Mathematics	\$47,505		\$2,375	\$49,880
Blevins, Brooks R.	History	\$94,012		\$4,701	\$98,713
Bollinger, Salina A.	Social Work	\$43,680		\$2,184	\$45,864
Bolyard, Chloe	Childhood Ed & Family Studies	\$61,934	\$5,000	\$3,347	\$70,281
Bonebrake, Tara	Greenwood Lab School	\$51,262		\$2,563	\$53,825
Bosch, Eric	Chemistry and Biochemistry	\$108,627		\$5,431	\$114,058
Boswell, Matthew A.	Music	\$75,000		\$3,750	\$78,750
Bowe, Laura M.	Biology	\$47,754		\$2,388	\$50,142
Bowman, Sarah J.	Public Health and Sports Medicine	\$44,200	\$2,000	\$2,310	\$48,510
Boyle, Michael P.	Philosophy	\$51,355		\$2,568	\$53,923
Brauch, Julie A.	Counseling Center	\$32,700		\$1,635	\$34,335
Boys, Cathy P.	Wp Dean of Acad Affairs Office	\$65,986		\$3,299	\$69,285
Brahnam, S B.	Information Tech and Cybersecurity	\$141,704		\$7,085	\$148,789
Brattin, Ricky L.	Information Tech and Cybersecurity	\$135,973		\$6,799	\$142,772
Brazeal, LeAnn M.	Communication	\$68,502		\$3,425	\$71,927
Breyfogle, Bryan E.	Chemistry and Biochemistry	\$93,837		\$4,692	\$98,529
Brinkman, Bryan C.	World Languages & Cultures	\$55,000		\$2,750	\$57,750
Brinson, Sabrina A.	Childhood Ed & Family Studies	\$82,296		\$4,115	\$86,411
Broaddus, Loren E.	Greenwood Lab School	\$45,000		\$2,250	\$47,250
Broaddus, Marilyn A.	Greenwood Lab School	\$46,334		\$2,317	\$48,651
Brodeur, Amanda C.	Biomedical Sciences	\$75,520		\$3,776	\$79,296
Brooks, James P.	Biomedical Sciences	\$59,559		\$2,978	\$62,537
BrooksBrewer, Eryn A.	Theatre & Dance	\$48,000		\$2,400	\$50,400
Brown, Michele A.	Social Work	\$58,488		\$2,924	\$61,412
Brown, Orville G.	Counseling Leadership & Special Ed	\$87,507		\$4,375	\$91,882
Bryant, Emery L.	Kinesiology	\$45,419		\$2,271	\$47,690
Bunn, Roger	Mathematics	\$48,704	\$700	\$2,470	\$51,874
Burch, Abby R.	Greenwood Lab School	\$52,479		\$2,624	\$55,103
Burge, Sara J.	English	\$46,877		\$2,344	\$49,221
Burt, Zachary J.	Kinesiology	\$47,896		\$2,395	\$50,291
Burton, Richard L.	Information Tech and Cybersecurity	\$45,509		\$2,275	\$47,784
Busdieker-Jesse, Nichole L.	Agribusiness, Ag Ed & Comm	\$59,023	\$2,500	\$3,076	\$64,599
Buyurgan, Nebil	Technology & Construction Mgmt	\$114,741		\$5,737	\$120,478

Cafagna, Marcus S.	English	\$67,915		\$3,396	\$71,311
Calihman, Matthew S.	English	\$72,536		\$3,627	\$76,163
Callahan, Richard N.	Technology & Construction Mgmt	\$114,920		\$5,746	\$120,666
Cameron, James S.	Music	\$65,284		\$3,264	\$68,548
Campbell, Lacey	Wp Allied Health Division	\$54,203	\$2,500	\$2,835	\$59,538
Carden-Jessen, Melanie E.	Geography Geology & Planning	\$45,396		\$2,270	\$47,666
Carr, Judy L.	Wp Instruction	\$60,209		\$3,010	\$63,219
Carr, W D.	Public Health and Sports Medicine	\$77,688	\$6,000	\$4,184	\$87,872
Carter, Shelley L.	School of Nursing	\$73,377	\$5,000	\$3,919	\$82,296
Casey, Lisa R.	Music	\$74,330		\$3,717	\$78,047
Cathey, Christie L.	Psychology	\$67,101		\$3,355	\$70,456
Caton, Barbara A.	Wp Allied Health Division	\$74,723		\$3,736	\$78,459
Cemore Brigden, Joanna J.	Childhood Ed & Family Studies	\$70,275	\$6,000	\$3,814	\$80,089
Cerdas Cisneros, Maria	World Languages and Cultures	\$58,626	\$5,000	\$3,181	\$66,807
Chang, Ching-Wen	Reading Foundations & Technology	\$77,562		\$3,878	\$81,440
Chapman, Carol L.	Music	\$67,253	\$6,000	\$3,663	\$76,916
Chaston, Joel D.	English	\$82,434		\$4,122	\$86,556
Chen, Qiang	Social Work	\$66,934		\$3,347	\$70,281
Chenoweth, Amelia M.	Counseling Leadership & Special Ed	\$51,382		\$2,569	\$53,951
Choi, Hyunjin	Childhood Ed & Family Studies	\$57,200		\$2,860	\$60,060
Christian, McCall E.	Public Health and Sports Medicine	\$64,915		\$3,246	\$68,161
Chuchiak, John F.	History	\$97,135		\$4,857	\$101,992
Claborn, David M.	Public Health and Sports Medicine	\$93,538		\$4,677	\$98,215
Clark, Ronald A.	Marketing	\$142,589		\$7,129	\$149,718
Clayton, Michael	Psychology	\$70,189		\$3,509	\$73,698
Closser, Cole B.	Art & Design	\$64,005		\$3,200	\$67,205
Cobos, Liza M.	Dept of Hospitality Leadership	\$78,471	\$5,000	\$4,174	\$87,645
Cohen Ioannides, Mara W.	English	\$49,071		\$2,454	\$51,525
Coleman, Joshua	Marketing	\$133,081		\$6,654	\$139,735
Collins, Christopher	Communication	\$57,523		\$2,876	\$60,399
Coltharp, Allison R.	Communication	\$48,692		\$2,435	\$51,127
Coltharp, Joel W.	English	\$45,396		\$2,270	\$47,666
Combs, Julia C.	Music	\$123,760		\$6,188	\$129,948
Conner, Karla D.	School of Nursing	\$68,969		\$3,448	\$72,417

Connor, George E.	Political Science	\$96,408		\$4,820	\$101,228	
Cook, Charles L.	Wp Instruction	\$50,440		\$2,522	\$52,962	
Cornelison, David M.	Physics Astronomy & Materials Sci	\$104,327		\$5,216	\$109,543	
Cornelius-White, Jeffrey H.	Counseling Leadership & Special Ed	\$92,266		\$4,613	\$96,879	
Correll, Pamela	Reading Foundations & Technology	\$61,934	\$5,000	\$3,347	\$70,281	
Cotter, Kirsten M.	Wp Allied Health Division	\$53,366		\$2,668	\$56,034	
Cox, Nora F.	Communication	\$47,297		\$2,365	\$49,662	
Craig, Christopher J.	Counseling, Leadership & Special Ed	\$104,128		\$5,206	\$109,334	
Cui, Yue	Mathematics	\$67,593		\$3,380	\$70,973	
Curry, Natalie A.	Social Work	\$54,008		\$6,000	\$3,000	\$63,008
Czyzniewski, Michael G.	English	\$72,068		\$3,603	\$75,671	
Daehn, Ann Marie	Music	\$66,068	\$6,000	\$3,603	\$75,671	
Dalton, Tracy L.	English	\$48,488		\$2,424	\$50,912	
Daniel, Todd E.	Information Tech and Cybersecurity	\$49,511		\$2,476	\$51,987	
Daugherty, Timothy K.	Psychology	\$110,507		\$5,525	\$116,032	
Davies, Caitlin	Political Science	\$61,701		\$3,085	\$64,786	
Davis, Chelsea G.	History	\$58,000		\$2,900	\$60,900	
Davis, Joshua M.	Information Tech and Cybersecurity	\$150,131		\$7,507	\$157,638	
Davis, Tammi R.	Childhood Ed & Family Studies	\$66,934		\$3,347	\$70,281	
DeBode, Jason D.	Management	\$132,577		\$6,629	\$139,206	
Denton, Melinda L.	Wp Instruction	\$53,701		\$2,685	\$56,386	
Derayati, Pouya	Management	\$124,800		\$6,240	\$131,040	
DeVore, Natasha M.	Chemistry and Biochemistry	\$63,308		\$3,165	\$66,473	
Dicke, Crystal D.	Library	\$53,050		\$1,000	\$2,703	\$56,753
Dicke, Thomas S.	History	\$83,046		\$4,152	\$87,198	
Dieterich, Alyssa A.	School of Nursing	\$63,844		\$3,000	\$3,342	\$70,186
Dillon, Randy K.	Communication	\$93,781		\$4,689	\$98,470	
Dimond, Jack E.	Media, Journalism & Film	\$50,231		\$2,512	\$52,743	
Do, Ngoc T.	Mathematics	\$67,593		\$3,380	\$70,973	
Dollar, Susan C.	Social Work	\$96,783		\$4,839	\$101,622	
Dowdy, Marcia B.	Counseling Leadership & Special Ed	\$45,000		\$2,250	\$47,250	
Dudash-Buskirk, Elizabeth A.	Communication	\$69,060		\$3,453	\$72,513	
Dudley, Kelly R.	Social Work	\$43,680		\$2,184	\$45,864	
Durham, Paul L.	Biology	\$153,614		\$7,681	\$161,295	

Dutta, Ruma	Physics Astronomy & Materials Sci	\$47,000		\$2,350	\$49,350	
Dyer, Samuel C.	Communication	\$70,061		\$3,503	\$73,564	
Echols, Leslie	Psychology	\$69,044		\$3,452	\$72,496	
Eisman, Karen D.	Information Tech and Cybersecurity	\$45,000		\$2,250	\$47,250	
Ekstam, Keith A.	Art & Design	\$90,923		\$4,546	\$95,469	
Ellickson, Mark C.	Political Science	\$83,594		\$4,180	\$87,774	
Elliott, Jessica M.	History	\$62,484		\$3,124	\$65,608	
English, Catherine M.	English	\$67,533	\$6,000	\$3,677	\$77,210	
Ennis, Kimberly R.	Physical Therapy	\$66,560		\$3,328	\$69,888	
Entlicher-Stewart, Ronda S.	School of Nursing	\$70,271		\$3,514	\$73,785	
Estrella, Ana I.	Wp Instruction	\$47,312		\$2,366	\$49,678	
Evans, Kevin R.	Geography Geology & Planning	\$83,633		\$4,182	\$87,815	
Evans, Krista M.	Geography Geology & Planning	\$63,588	\$5,000	\$3,429	\$72,017	
Faa, Balazs	Art & Design	\$47,112		\$2,356	\$49,468	
Fallone, Melissa D.	Psychology	\$65,615		\$2,000	\$3,381	\$70,996
Fearing, Cory A.	Greenwood Lab School	\$48,270		\$2,414	\$50,684	
Finch, Kim K.	Counseling Leadership & Special Ed	\$70,509		\$3,525	\$74,034	
Finley, Stacie L.	Reading Foundations & Technology	\$59,559		\$2,978	\$62,537	
Finn, Debra S.	Biology	\$70,035		\$3,502	\$73,537	
Fischer, Donald L.	Psychology	\$80,577		\$4,029	\$84,606	
Flanders, Janelle A.	Greenwood Lab School	\$50,445		\$2,522	\$52,967	
Flannery, Timothy J.	Economics	\$91,126		\$4,556	\$95,682	
Fletcher, Christie M.	Counseling Center	\$39,416		\$1,971	\$41,387	
Follensbee, Billie J.	Art & Design	\$86,991		\$4,350	\$91,341	
Foreman, Elizabeth	Philosophy	\$69,772		\$3,489	\$73,261	
Foster, Jeffrey L.	Psychology	\$61,166		\$3,058	\$64,224	
Foster, Lyle Q.	Sociology & Anthropology	\$59,728		\$2,986	\$62,714	
Foster, Micheal S.	Theatre & Dance	\$77,245		\$3,862	\$81,107	
Fraczak, Jacek M.	Art & Design	\$65,701		\$4,300	\$3,500	\$73,501
Franklin, Thomas C.	Communication Sciences & Disorders	\$82,823		\$4,141	\$86,964	
Frauenhoffer, Megan P.	Art & Design	\$45,760		\$2,288	\$48,048	
Frazier, Emily K.	Geography Geology & Planning	\$65,000		\$3,250	\$68,250	
Frederick, Dana J.	Management	\$53,395		\$2,000	\$2,770	\$58,165
Friske, Wesley	Marketing	\$135,973		\$6,799	\$142,772	

Galloway, Julie H.	Economics	\$59,446		\$2,972	\$62,418	
Galvan, John M.	Marketing	\$126,000		\$6,300	\$132,300	
Garrison, Traci A.	Occupational Therapy	\$101,954		\$5,098	\$107,052	
Garrison-Kane, Linda	Counseling Leadership & Special Ed	\$88,060		\$4,403	\$92,463	
Gartin, Patrick R.	Criminology	\$90,954		\$4,548	\$95,502	
Gerasimchuk, Nikolay N.	Chemistry and Biochemistry	\$98,203		\$4,910	\$103,113	
Gerasimchuk-Djordjevic, Maria N.	Art & Design	\$57,523	\$5,000	\$3,126	\$65,649	
Gholson, Martha R.	English	\$59,018		\$2,951	\$61,969	
Ghosh, Kartik C.	Physics Astronomy & Materials Sci	\$102,759		\$5,138	\$107,897	
Ghosh, Mukulika	Computer Science	\$91,440		\$15,000	\$5,322	\$111,762
Gibson, Hugh M.	Kinesiology	\$77,476		\$3,874	\$81,350	
Gibson, Kathryn M.	Greenwood Lab School	\$55,502		\$2,775	\$58,277	
Gillam, Kenneth M.	English	\$68,761		\$3,438	\$72,199	
Gilmore, Kristy L.	Greenwood Lab School	\$51,262		\$2,563	\$53,825	
Given, Mark D.	Religious Studies	\$68,463		\$3,423	\$71,886	
Goddard, Stacy E.	Kinesiology	\$62,832		\$3,142	\$65,974	
Goering, Daniel D.	Management	\$139,106		\$6,955	\$146,061	
Goeringer, Michael E.	Counseling Leadership & Special Ed	\$51,460		\$2,573	\$54,033	
Goerndt, Michael	Envrn Plnt Sci & Nat Rsrcs	\$73,050		\$3,653	\$76,703	
Goodin, Kyle D.	Accounting	\$52,000		\$2,600	\$54,600	
Goodwin, Andrew M.	Art & Design	\$45,396		\$2,270	\$47,666	
Gorley, Nicole A.	Biomedical Sciences	\$47,088	\$2,500	\$2,479	\$52,067	
Goss, Benjamin D.	Management	\$105,520		\$5,276	\$110,796	
Gouzie, Douglas R.	Geography Geology & Planning	\$77,584		\$3,879	\$81,463	
Grace-Duran, Jennifer	Greenwood Lab School	\$44,295		\$2,215	\$46,510	
Gram, John R.	History	\$51,205		\$2,560	\$53,765	
Gray, Stacy M.	Greenwood Lab School	\$43,940		\$2,197	\$46,137	
Greene, Brian D.	Biology	\$69,281		\$3,464	\$72,745	
Grigsby, Jamie	Marketing	\$123,831		\$6,192	\$130,023	
Gutierrez, Melida	Geography Geology & Planning	\$88,578	\$7,000	\$4,779	\$100,357	
Hadley, Heidi	English	\$59,559		\$2,978	\$62,537	
Haggard, Dana L.	Management	\$114,737		\$5,000	\$5,987	\$125,724
Haggard, K S.	Finance & General Business	\$147,840	\$5,000	\$7,642	\$160,482	
Hains, Kathleen	Theatre & Dance	\$50,000		\$2,500	\$52,500	

Hall, Lisa C.	Psychology	\$69,492		\$3,475	\$72,967
Hamm, Randall P.	Music	\$80,944		\$4,047	\$84,991
Hammerschmidt, Melinda M.	Greenwood Lab School	\$50,017		\$2,501	\$52,518
Hammons, David D.	Marketing	\$47,896		\$2,395	\$50,291
Hamwi, Georg A.	Marketing	\$129,843		\$6,492	\$136,335
Harbaugh, Adam P.	Mathematics	\$69,734		\$3,487	\$73,221
Harper, Kristin	World Languages and Cultures	\$47,776		\$2,389	\$50,165
Hart, Laura B.	Sociology & Anthropology	\$61,934	\$5,000	\$3,347	\$70,281
Harvey, Michelle D.	Theatre & Dance	\$55,274		\$2,764	\$58,038
Harwood, William H.	Philosophy	\$59,728		\$2,986	\$62,714
Hass, Aida Y.	Criminology	\$91,990		\$4,600	\$96,590
Hatz, Kirsten A.	Kinesiology	\$52,093		\$2,605	\$54,698
Hausback, Jason M.	Music	\$66,068	\$6,000	\$3,603	\$75,671
Havlin, Tiffany S.	Social Work	\$54,008		\$6,000	\$63,008
Hays, David R.	Music	\$80,139		\$4,007	\$84,146
Heinlein, Kurt G.	Theatre & Dance	\$82,462		\$4,123	\$86,585
Heitger, Lester E.	Accounting	\$148,539		\$7,427	\$155,966
Hellman, Andrea B.	English	\$67,427		\$3,371	\$70,798
Hellman, Daniel S.	Music	\$75,167		\$3,758	\$78,925
Henry, Sara	Political Science	\$65,825		\$3,291	\$69,116
Henke, Jane A.	Counseling Center	\$51,374		\$2,569	\$53,943
Hermans, Charles M.	Marketing	\$129,844		\$6,492	\$136,336
Herring, Sean C.	English	\$60,279		\$3,014	\$63,293
Herring, Tara K.	Biology	\$45,107		\$2,255	\$47,362
Heyboer, Jill L.	Music	\$74,330		\$3,717	\$78,047
High, Brian D.	Chemistry and Biochemistry	\$50,009		\$700	\$53,244
Hill, JaLynn A.	Technology & Construction Mgmt	\$75,000		\$3,750	\$78,750
Hill, Lindsay D.	Wp Allied Health Division	\$61,018		\$3,051	\$64,069
Hines, Christopher S.	Accounting	\$144,875		\$7,244	\$152,119
Hoegeman, Catherine H.	Sociology & Anthropology	\$64,852		\$3,243	\$68,095
Hoelscher, Seth	Finance & General Business	\$144,462		\$7,223	\$151,685
Holden, Jennifer	Greenwood Lab School	\$47,840		\$2,392	\$50,232
Holladay, Holly W.	Media, Journalism & Film	\$63,982		\$3,199	\$67,181
Hollibaugh, Casey I.	Kinesiology	\$58,488		\$2,000	\$63,512

Homburg, Andrew H.	Music	\$67,253		\$3,363	\$70,616
Hong, Hye-Jung	Music	\$69,202		\$3,460	\$72,662
Hopper, Tina-Maria	Biology	\$48,010		\$2,401	\$50,411
Horine, Debbie L.	School of Nursing	\$70,271		\$3,514	\$73,785
Hornsby-Gutting, Angela M.	History	\$83,502		\$4,175	\$87,677
Horton III, Leonard B.	Media, Journalism & Film	\$59,500		\$2,975	\$62,475
Hough, Lyon H.	Biomedical Sciences	\$75,520		\$3,776	\$79,296
Howard, Amber K.	Childhood Ed & Family Studies	\$46,800		\$2,340	\$49,140
Howard, Jason A.	Communication	\$47,896		\$2,395	\$50,291
Howell, Marcus J.	Art & Design	\$65,941		\$3,297	\$69,238
Howerton, Phillip	Wp Instruction	\$63,100		\$3,155	\$66,255
Huang, Shyang	Physics Astronomy & Materials Sci	\$83,382		\$4,169	\$87,551
Hubbard, Kevin M.	Technology & Construction Mgmt	\$99,710		\$4,986	\$104,696
Huddleston, Carla J.	Wp Allied Health Division	\$65,078		\$3,254	\$68,332
Hudson, Danae L.	Psychology	\$86,186		\$4,309	\$90,495
Hudson, Michael B.	Public Health and Sports Medicine	\$85,780		\$4,289	\$90,069
Hughes, Kevin W.	Art & Design	\$64,969		\$3,248	\$68,217
Hulme, Amy E.	Biomedical Sciences	\$68,146		\$3,407	\$71,553
Hunter, Anne Marie B.	Public Health and Sports Medicine	\$73,466		\$3,673	\$77,139
Hutter, James B.	Agribusiness, Ag Ed & Comm	\$75,729		\$3,786	\$79,515
Iqbal, Razib	Computer Science	\$103,293	\$10,000	\$5,665	\$118,958
Ishtiaque, Asif	Geography Geology & Planning	\$65,000		\$3,250	\$68,250
Jackson, Wendy R.	Social Work	\$43,680		\$2,184	\$45,864
Jackson-Brown, Grace M.	Library	\$71,639		\$3,582	\$75,221
Jamos, Abdullah M.	Communication Sciences & Disorders	\$72,560		\$3,628	\$76,188
Jennings, Bryan C.	Art & Design	\$68,462		\$3,423	\$71,885
Jerin, Tasnuba	Geography Geology & Planning	\$67,600		\$3,380	\$70,980
John, Judith A.	English	\$78,621		\$3,931	\$82,552
Johnson, Richard A.	Information Tech and Cybersecurity	\$115,547	\$5,000	\$6,027	\$126,574
Jolivet, Catherine J.	Art & Design	\$72,791		\$3,640	\$76,431
Jones, Adena D.	Psychology	\$72,740		\$3,637	\$76,377
Jones, Alisha K.	School of Nursing	\$74,057		\$3,703	\$77,760
Jones, Steven P.	Reading Foundations & Technology	\$86,982		\$4,349	\$91,331
Jordan, Linda S.	English	\$42,535		\$2,127	\$44,662

Joswick, David S.	Technology & Construction Mgmt	\$84,207		\$4,210	\$88,417
Kaatz, James B.	Political Science	\$66,192		\$3,310	\$69,502
Kaf, Wafaa	Communication Sciences & Disorders	\$102,192		\$5,110	\$107,302
Kageyama, Yoshimasa	Dept of Hospitality Leadership	\$79,011	\$5,000	\$4,201	\$88,212
Kane, Thomas D.	Psychology	\$86,219		\$4,311	\$90,530
Karanikas, Marianthe V.	English	\$65,027		\$3,251	\$68,278
Kaula, Radhika	Information Tech and Cybersecurity	\$48,778	\$1,500	\$2,514	\$52,792
Kaula, Rajeev	Information Tech and Cybersecurity	\$130,718		\$6,536	\$137,254
Keith, Renee S.	Wp Instruction	\$73,578		\$3,679	\$77,257
Keller, Carl E.	Accounting	\$140,635		\$7,032	\$147,667
Kelts, Christopher M.	Music	\$65,231		\$3,262	\$68,493
Kenny, Erin J.	Sociology & Anthropology	\$67,290		\$3,365	\$70,655
Ketter, Daniel M.	Music	\$57,523		\$2,876	\$60,399
Keys, Amanda M.	Social Work	\$68,502	\$1,500	\$3,500	\$73,502
Khan, Monika Islam	Economics	\$80,000		\$4,000	\$84,000
Killion, John K.	Mathematics	\$89,059		\$4,453	\$93,512
Kilmer, Shelby J.	Mathematics	\$91,408		\$4,570	\$95,978
Kim, Junyoung	Kinesiology	\$68,469		\$3,423	\$71,892
Kim, Kyoungtae	Biology	\$87,392		\$4,370	\$91,762
King, Elizabeth K.	Childhood Ed & Family Studies	\$67,290		\$3,365	\$70,655
Kirkland-Ives, Mitzi K.	Art & Design	\$70,416		\$3,521	\$73,937
Kissoon-Charles, La Toya	Biology	\$65,035		\$3,252	\$68,287
Kitheka, Bernard M.	Kinesiology	\$68,469		\$3,423	\$71,892
Kleeschulte, Melanie	World Languages and Cultures	\$48,153		\$2,408	\$50,561
Knowles, Amy E.	English	\$53,040		\$2,652	\$55,692
Koch, Philippa	Religious Studies	\$67,438		\$3,372	\$70,810
Koerber, Robin L.	Childhood Ed & Family Studies	\$50,101		\$2,505	\$52,606
Koo, Pedro G.	World Languages and Cultures	\$69,039		\$3,452	\$72,491
Kostic, Bogdan N.	Psychology	\$64,829		\$3,241	\$68,070
Kovacs, Laszlo G.	Biology	\$93,870		\$4,694	\$98,564
Kyle, Jerri L.	Communication	\$47,438		\$2,372	\$49,810
Kyle, Michael J.	Criminology	\$70,271		\$3,514	\$73,785
LaBarr, Cameron F.	Music	\$71,192		\$3,560	\$74,752
Lam-Chesnut, Pik Wah	Counseling Leadership & Special Ed	\$45,000		\$2,250	\$47,250

Lamouria, Lanya M.	English	\$67,464	\$6,000	\$3,673	\$77,137
Langston, Lisa	Social Work	\$45,633		\$2,282	\$47,915
LaPrade, Jennifer M.	Criminology	\$70,271		\$3,514	\$73,785
Lazic, Gordana	Communication	\$57,416		\$2,871	\$60,287
Lee, Kewman	Reading Foundations & Technology	\$61,934		\$3,097	\$65,031
Leinweber, Ashley E.	Political Science	\$68,439		\$3,422	\$71,861
Lettieri, Kelly W.	Counseling Leadership & Special Ed	\$59,559		\$2,978	\$62,537
Lewis, Kayla D.	Reading Foundations & Technology	\$68,502		\$3,425	\$71,927
Lewis, Robert T.	Media, Journalism & Film	\$58,626		\$2,931	\$61,557
Li, LinDa	Marketing	\$128,081	\$5,000	\$6,654	\$139,735
Liang, Yating	Kinesiology	\$83,808		\$4,190	\$87,998
Ligon, Day B.	Biology	\$75,310	\$5,000	\$4,016	\$84,326
Lippe, Courtney E.	Childhood Ed & Family Studies	\$45,000		\$2,250	\$47,250
Liu, Hui	Computer Science	\$109,664	\$8,000	\$5,883	\$123,547
Liu, Siming	Computer Science	\$94,252	\$15,000	\$5,463	\$114,715
Lockenvitz, Sarah	Communication Sciences & Disorders	\$71,604		\$3,580	\$75,184
Lombilla, Luis F.	World Languages and Cultures	\$49,653		\$2,483	\$52,136
Loughary, Jeffrey L.	World Languages and Cultures	\$46,704		\$2,335	\$49,039
Lowe, Abby N.	Greenwood Lab School	\$46,704		\$2,335	\$49,039
Lowenthal-Hershey, Jennifer M.	Information Tech and Cybersecurity	\$47,601		\$2,380	\$49,981
Luo, Jun	Geography Geology & Planning	\$76,016		\$3,801	\$79,817
Lupfer, Christopher	Biology	\$70,146		\$3,507	\$73,653
Lyman, Sean M.	Art & Design	\$72,750		\$3,638	\$76,388
Mabee, Jonathan	Media, Journalism & Film	\$58,626	\$5,000	\$3,181	\$66,807
Macgregor, Cynthia J.	Counseling Leadership & Special Ed	\$83,745		\$4,187	\$87,932
Maher, Sean P.	Biology	\$67,898		\$3,395	\$71,293
Maimone, Luciane L.	World Languages and Cultures	\$63,626		\$3,181	\$66,807
Mainali, Raju	Information Tech and Cybersecurity	\$75,627		\$3,781	\$79,408
Malega, Ronald W.	Geography Geology & Planning	\$71,705		\$3,585	\$75,290
Maples, Carol J.	Theatre & Dance	\$78,593		\$3,930	\$82,523
Martin, Jill R.	Greenwood Lab School	\$52,595		\$2,630	\$55,225
Martinez, Blanca J.	World Languages and Cultures	\$59,619	\$5,000	\$3,231	\$67,850
Masterson, Caitlin J.	McQueary College of Hlth & Hman Svs	\$63,800		\$3,190	\$66,990
Masterson, Gerald	Kinesiology	\$92,532		\$4,627	\$97,159

Masterson, Michael R.	Political Science	\$61,701		\$3,085	\$64,786
Mayer, Aaron A.	Theatre & Dance	\$50,000		\$2,500	\$52,500
McClain, William E.	Envrn Plnt Sci & Nat Rsrcs	\$77,142		\$3,857	\$80,999
McCluney, Ebony N.	Kinesiology	\$62,400		\$3,120	\$65,520
McCollow, Jason	Wp Instruction	\$54,388		\$2,719	\$57,107
McEntee, Jay	Biology	\$64,915		\$3,246	\$68,161
McGee, Adam L.	Animal Science	\$64,915		\$3,246	\$68,161
McIntyre, Stephen L.	History	\$79,050		\$3,953	\$83,003
McKay, Matthew P.	Geography Geology & Planning	\$74,029		\$3,701	\$77,730
McLean, Annice H.	Reading Foundations & Technology	\$52,571		\$2,629	\$55,200
McShan, Keith I.	Kinesiology	\$59,740		\$2,987	\$62,727
McWoods, Anna M.	Biomedical Sciences	\$45,526		\$2,276	\$47,802
Meadows, William C.	Sociology & Anthropology	\$84,940		\$4,247	\$89,187
Meek, Russell K.	Finance & General Business	\$55,489		\$2,774	\$58,263
Meints, Gary A.	Chemistry and Biochemistry	\$71,837	\$6,000	\$3,892	\$81,729
Mellors, Sarah C.	History	\$63,035	\$5,000	\$3,402	\$71,437
Metcalf, Holly V.	Counseling Leadership & Special Ed	\$55,009		\$2,750	\$57,759
Metzker, Helena P.	Chemistry and Biochemistry	\$44,792		\$2,240	\$47,032
Meyers, Sandra J.	Finance & General Business	\$72,800		\$3,640	\$76,440
Miao, Xin	Geography Geology & Planning	\$76,314		\$5,000	\$85,380
Michelfelder, Gary	Geography Geology & Planning	\$74,024		\$3,701	\$77,725
Mickus, Kevin L.	Geography Geology & Planning	\$102,214		\$5,111	\$107,325
Millana, Jocelyn B.	Media, Journalism & Film	\$58,626	\$5,000	\$3,181	\$66,807
Miller, Carol J.	Finance & General Business	\$132,471		\$6,624	\$139,095
Miller, F T.	History	\$82,793		\$4,140	\$86,933
Mirza, Babur S.	Biology	\$65,792	\$5,000	\$3,540	\$74,332
Mitchell, D W.	Psychology	\$74,656		\$3,733	\$78,389
Mitchell, David M.	Economics	\$103,495		\$5,175	\$108,670
Mitra, Mahua B.	Economics	\$107,379		\$5,369	\$112,748
Mitra, Saibal	Physics Astronomy & Materials Sci	\$86,360		\$4,000	\$94,878
Moreno-German, Daniel A.	Cooperative Engineering Program	\$76,440		\$3,822	\$80,262
Morgan, Michelle M.	History	\$70,461		\$3,523	\$73,984
Morris, Eric R.	Communication	\$73,408	\$6,000	\$3,970	\$83,378
Morris, Taleyna M.	Communication	\$48,993		\$2,450	\$51,443

Morrison, Kathleen B.	Wp Instruction	\$77,218		\$3,861	\$81,079
Morrison, Martin T.	Music	\$46,333		\$2,317	\$48,650
Morrison, Sarah J.	Physics Astronomy & Materials Sci	\$65,986		\$3,299	\$69,285
Muchnick, Amy F.	Music	\$72,515		\$3,626	\$76,141
Murphy, Lindsey M.	Childhood Ed & Family Studies	\$59,559		\$2,978	\$62,537
Murray, Michael F.	Music	\$77,261		\$3,863	\$81,124
Murray, Sarah E.	Public Health and Sports Medicine	\$51,358	\$2,000	\$2,668	\$56,026
Murvin, Jennifer L.	English	\$59,987		\$2,999	\$62,986
Myers, Charles E.	Counseling Leadership & Special Ed	\$65,520		\$3,276	\$68,796
Naayem, Anthony D.	Finance & Risk Management	\$52,000		\$2,600	\$54,600
Naegle, J Conrad	Accounting	\$144,618		\$7,231	\$151,849
Neely, Jeremy C.	History	\$63,035		\$3,152	\$66,187
Neff, Carla D.	Wp Allied Health Division	\$52,000		\$2,600	\$54,600
Nelson, Eric W.	History	\$88,719		\$4,436	\$93,155
Nelson, Oana	Mathematics	\$43,491	\$700	\$2,210	\$46,401
Nemeth, Emily M.	School Of Nursing	\$62,400	\$3,000	\$3,270	\$68,670
Newman, Jonathan M.	English	\$63,626		\$3,181	\$66,807
Niezgoda, Robert P.	Public Health and Sports Medicine	\$60,000		\$3,000	\$63,000
Nixon, Sarah B.	Reading Foundations & Technology	\$77,702		\$3,885	\$81,587
Noller, Larry K.	Wp Instruction	\$50,440		\$2,522	\$52,962
Novik, Melinda G.	Public Health and Sports Medicine	\$80,363	\$3,000	\$4,168	\$87,531
Novotny, Daniela	Public Health and Sports Medicine	\$50,454	\$2,000	\$2,623	\$55,077
Olsen, Reed N.	Economics	\$109,488		\$5,474	\$114,962
Ondetti, Gabriel A.	Political Science	\$79,398		\$3,970	\$83,368
Ongaga, Kennedy O.	Counseling Leadership & Special Ed	\$72,446		\$3,622	\$76,068
Onyango, Benjamin M.	Agribusiness, Ag Ed & Comm	\$81,727		\$4,086	\$85,813
Ott, Brian L.	Communication	\$105,000		\$5,250	\$110,250
Oyeniya, Bukola	History	\$67,176		\$3,359	\$70,535
Palacios-Valladares, Indira	Political Science	\$66,014	\$2,400	\$3,421	\$71,835
Paliliunas, Dana C.	Psychology	\$60,678	\$5,000	\$3,284	\$68,962
Panzer, Sarah J.	History	\$62,974	\$5,000	\$3,399	\$71,373
Parsons, James	Music	\$94,780		\$4,739	\$99,519
Patterson, Paula K.	Music	\$69,362		\$3,468	\$72,830
Patton, Marciann	Technology & Construction Mgmt	\$56,740		\$2,837	\$59,577

Pavlowsky, Robert T.	Geography Geology & Planning	\$103,928		\$5,196	\$109,124
Payne, Ashley N.	Psychology	\$59,559		\$2,978	\$62,537
Payne, Richard T.	Music	\$72,838		\$3,642	\$76,480
Pearman, Cathy J.	Reading Foundations & Technology	\$94,026		\$4,701	\$98,727
Percival, Michael E.	Greenwood Lab School	\$47,776		\$2,389	\$50,165
Perkins, David R.	Geography Geology & Planning	\$64,138	\$5,000	\$3,457	\$72,595
Peters, Grant S.	Music	\$85,326		\$4,266	\$89,592
Pfeil, Timothy M.	Greenwood Lab School	\$45,148		\$2,257	\$47,405
Pham, Courtney T.	Marketing	\$49,890		\$2,495	\$52,385
Phelps, Quinton	Biology	\$65,986	\$5,000	\$3,549	\$74,535
Phillips, Gary L.	Wp Instruction	\$66,455		\$3,323	\$69,778
Philpot, James D.	Finance & General Business	\$137,581		\$6,879	\$144,460
Piccolo, Diana L.	Childhood Ed & Family Studies	\$74,876		\$3,744	\$78,620
Pierson, Carly C.	Marketing	\$48,778		\$2,439	\$51,217
Pierson, Matthew C.	Cooperative Engineering Program	\$90,064	\$6,000	\$4,803	\$100,867
Piland, Deborah K.	Public Health and Sports Medicine	\$68,128		\$3,406	\$71,534
Pinnon, Alex D.	Wp Instruction	\$47,819		\$2,391	\$50,210
Pippa, Cristina M.	Media, Journalism & Film	\$58,916		\$2,946	\$61,862
Pliler, Chelsea M.	School of Nursing	\$65,000		\$3,250	\$68,250
Plisco, Erin E.	Music	\$70,000		\$3,500	\$73,500
Poulette, Jacob C.	Wp Instruction	\$53,644		\$2,682	\$56,326
Prakash, Puneet	Finance & General Business	\$150,618		\$7,531	\$158,149
Price, Debra A.	Childhood Ed & Family Studies	\$48,233		\$2,412	\$50,645
Priest, Frank A.	Wp Instruction	\$65,345		\$3,267	\$68,612
Pulleyking, Micki A.	Religious Studies	\$55,395		\$2,770	\$58,165
Putzu, Vadim	Religious Studies	\$63,891		\$3,195	\$67,086
Pybas, Kevin M.	Political Science	\$69,207		\$3,460	\$72,667
Qiao, Yuhua	Political Science	\$82,638		\$4,132	\$86,770
Qiu, Wenping	Envrn Plnt Sci & Nat Rsrcs	\$92,413	\$7,000	\$4,971	\$104,384
Qiu, Xiaomin	Geography Geology & Planning	\$74,715		\$3,736	\$78,451
Quinn, Nathaniel E.	Counseling Leadership & Special Ed	\$56,341		\$2,817	\$59,158
Ragan, Gay A.	Mathematics	\$79,493		\$5,000	\$88,718
Rainville, Megan A.	Finance & General Business	\$143,648		\$7,182	\$150,830
Ramirez, Sherri A.	School of Nursing	\$65,000		\$3,250	\$68,250

Rast, Rebecca L.	Marketing	\$128,081		\$6,404	\$134,485
Rather, Sheila M.	Wp Allied Health Division	\$50,454		\$2,523	\$52,977
Ravenscraft, Julia K.	Accounting	\$136,000		\$6,800	\$142,800
Raza, Muhammad H.	Childhood Ed & Family Studies	\$59,559		\$2,978	\$62,537
Rector, Paula K.	Criminology	\$53,743		\$2,687	\$56,430
Redd, Emmett R.	Physics Astronomy & Materials Sci	\$89,995		\$4,500	\$94,495
Reed, Michael D.	Physics Astronomy & Materials Sci	\$99,295		\$4,965	\$104,260
Reid, Leslie F.	Mathematics	\$105,350		\$5,268	\$110,618
Richter, Mark M.	Chemistry and Biochemistry	\$97,062		\$4,853	\$101,915
Rico, Cyren M.	Chemistry and Biochemistry	\$63,588	\$5,000	\$3,429	\$72,017
Riddell, Jordan R.	Criminology	\$65,000		\$3,250	\$68,250
Rimal, Arbindra	Agribusiness, Ag Ed & Comm	\$103,357		\$5,168	\$108,525
Roam, Kimberly J.	Childhood Ed & Family Studies	\$51,457		\$2,573	\$54,030
Roberts, Hillary L.	Public Health and Sports Medicine	\$67,383		\$3,369	\$70,752
Roberts, Jenifer J.	Merchandising and Fashion Design	\$72,950		\$3,648	\$76,598
Rodrigues, Herbert	Sociology & Anthropology	\$59,280		\$2,964	\$62,244
Rodriguez de la Vega, Vanessa	World Languages and Cultures	\$67,377		\$3,369	\$70,746
Rogers, Lori E.	English	\$47,033		\$2,352	\$49,385
Rogers, Mark W.	Mathematics	\$90,285		\$4,514	\$94,799
Rohr, Ami D.	School of Nursing	\$67,057		\$3,353	\$70,410
Romano, David	Political Science	\$93,170		\$4,659	\$97,829
Rongali, Sharath	Wp Instruction	\$51,901		\$2,595	\$54,496
Rost, Ann D.	Psychology	\$79,671	\$3,000	\$4,134	\$86,805
Rothschild, Philip C.	Management	\$112,230		\$5,612	\$117,842
Rovey, Charles W.	Geography Geology & Planning	\$86,520		\$4,326	\$90,846
Rudnick, Dennis L.	Reading Foundations & Technology	\$59,559		\$2,978	\$62,537
Rugutt, Joseph	Wp Instruction	\$74,211		\$3,711	\$77,922
Russell, Avery L.	Biology	\$64,915		\$3,246	\$68,161
Russell, Brandon S.	Music	\$48,500		\$2,425	\$50,925
Russell, Dasha L.	Wp Instruction	\$48,384		\$2,419	\$50,803
Russell, Regina M.	Social Work	\$57,287	\$5,000	\$3,114	\$65,401
Sabo, Karen A.	Theatre & Dance	\$60,000		\$3,000	\$63,000
Sabz, Azadeh	Management	\$120,000		\$6,000	\$126,000
Sakidja, Ridwan	Physics Astronomy & Materials Sci	\$89,225		\$4,461	\$93,686

Sandel, William L.	Criminology	\$70,271			\$3,514	\$73,785
Saquer, Jamil M.	Computer Science	\$109,364		\$8,000	\$5,868	\$123,232
Sauer, Aaron D.	Technology & Construction Mgmt	\$95,008	\$5,000		\$5,000	\$105,008
Saunders, Georgianna L.	Biology	\$71,510			\$3,576	\$75,086
Saxon, Caryn E.	Criminology	\$51,904			\$2,595	\$54,499
Schaefer, Weirong Y.	World Languages and Cultures	\$49,957			\$2,498	\$52,455
Schick, G A.	Chemistry And Biochemistry	\$111,796			\$5,590	\$117,386
Schmalzbauer, John A.	Religious Studies	\$95,566			\$4,778	\$100,344
Schoeben, Melissa A.	Biology	\$42,420			\$2,121	\$44,541
Schotthofer, Melissa J.	Childhood Ed & Family Studies	\$54,343			\$2,717	\$57,060
Scott, Patrick G.	Political Science	\$90,350			\$4,518	\$94,868
Scott, Shari L.	Counseling Leadership & Special Ed	\$51,205			\$2,560	\$53,765
Scott, Vicky L.	Music	\$47,896			\$2,395	\$50,291
Scroggins, Wesley A.	Management	\$116,463		\$5,000	\$6,073	\$127,536
Seawright, Leslie E.	English	\$63,982			\$3,199	\$67,181
Seay, Travis L.	History	\$61,701			\$3,085	\$64,786
Sedaghat-Herati, Reza	Chemistry and Biochemistry	\$97,000			\$4,850	\$101,850
Sells, Patrick R.	Information Tech and Cybersecurity	\$48,112			\$2,406	\$50,518
Senger, Steven	Mathematics	\$69,530			\$3,477	\$73,007
Seo, Jin A.	Art & Design	\$57,523	\$5,000		\$3,126	\$65,649
Sepulveda Hinojosa, Maria C.	World Languages & Cultures	\$43,680			\$2,184	\$45,864
Sexton, Randall S.	Information Tech and Cybersecurity	\$131,530			\$6,577	\$138,107
Shade, Maria L.	School of Nursing	\$68,969			\$3,448	\$72,417
Shah, Kishor	Mathematics	\$94,548			\$4,727	\$99,275
Shain, Ralph E.	Philosophy	\$65,342			\$3,267	\$68,609
Shand-Hawkins, Carolyn H.	Mathematics	\$43,686			\$2,184	\$45,870
Shao, Feibo	Management	\$128,081			\$6,404	\$134,485
Shatnawi, Hazim H.	Computer Science	\$83,200			\$4,160	\$87,360
Shepard, Jason A.	Sociology & Anthropology	\$48,703			\$2,435	\$51,138
Sherman-Wilkins, Kyler	Sociology & Anthropology	\$67,290	\$5,000		\$3,615	\$75,905
Sherrill, Donna N.	Mathematics	\$46,613			\$2,331	\$48,944
Shirley, Corinne E.	World Languages and Cultures	\$49,653			\$2,483	\$52,136
Siebert, Matthew R.	Chemistry and Biochemistry	\$70,643			\$3,532	\$74,175
Simmers, Christina S.	Marketing	\$135,634			\$6,782	\$142,416

Singh, Yasmine	Religious Studies	\$58,000		\$2,900	\$60,900
Skiba, Jenifer	Marketing	\$128,081	\$5,000	\$6,654	\$139,735
Slavych, Bonnie K.	Communication Sciences & Disorders	\$63,500		\$3,175	\$66,675
Smith, Amanda L.	Art & Design	\$56,881		\$2,844	\$59,725
Smith, Brenda M.	Wp Instruction	\$59,031		\$2,952	\$61,983
Smith, Cody R.	Kinesiology	\$60,320		\$3,016	\$63,336
Smith, Diane L.	School of Nursing	\$72,413		\$3,621	\$76,034
Smith, Lloyd A.	Computer Science	\$112,400		\$8,000	\$126,420
Sobel, Elizabeth A.	Sociology & Anthropology	\$72,442		\$7,500	\$83,939
Sottile, James	Counseling Leadership & Special Ed	\$90,186		\$4,509	\$94,695
Speer, Jason A.	Information Tech and Cybersecurity	\$54,203		\$2,500	\$59,538
Stafford, Gary L.	Mathematics	\$48,219		\$2,411	\$50,630
Stanbrough, CaSandra L.	Psychology	\$59,728		\$2,986	\$62,714
Stanton, Rhonda J.	English	\$67,176		\$3,359	\$70,535
Steiger, Julie B.	Reading Foundations & Technology	\$45,000		\$2,250	\$47,250
Steinle, Erich D.	Chemistry and Biochemistry	\$69,593		\$3,480	\$73,073
Steiro, Dustin R.	Technology & Construction Mgmt	\$80,000		\$4,000	\$84,000
Stephen, Charles D.	Biology	\$57,200		\$2,860	\$60,060
Stevens, Darcy W.	Music	\$51,016		\$2,551	\$53,567
Storochuk, Allison M.	Music	\$76,270		\$3,814	\$80,084
Stout, Kristen A.	Communication	\$45,000		\$2,250	\$47,250
Strong, John T.	Religious Studies	\$81,952		\$4,098	\$86,050
Stroud, Rachel B.	Biomedical Sciences	\$42,500		\$2,125	\$44,625
Stulce, Tara J.	Public Health and Sports Medicine	\$48,956		\$2,000	\$53,504
Su, Wei-Han	Music	\$72,665		\$3,633	\$76,298
Su, Yingcai	Mathematics	\$94,921		\$4,746	\$99,667
Sudbrock, Christine E.	Agribusiness, Ag Ed & Comm	\$63,844		\$3,192	\$67,036
Sukovaty, Lacy D.	Animal Science	\$71,519		\$3,576	\$75,095
Sullivan, Patrick	Mathematics	\$71,842		\$3,592	\$75,434
Sun, Linda R.	Mathematics	\$32,982		\$1,649	\$34,631
Sun, Xingping	Mathematics	\$102,181		\$5,109	\$107,290
Suttmoeller, Michael	Criminology	\$77,731		\$3,887	\$81,618
Swan, Karrie L.	Counseling Leadership & Special Ed	\$67,600		\$3,380	\$70,980
Swearingen, Rebecca	Reading Foundations & Technology	\$85,061		\$4,253	\$89,314

Tapis, Gregory	Accounting	\$144,618	\$5,000		\$7,481	\$157,099
Tapis, Kanu Priya	Management	\$128,081			\$6,404	\$134,485
Tarbox, Judy D.	English	\$46,704			\$2,335	\$49,039
Tassin, Kerri L.	Accounting	\$140,276			\$7,014	\$147,290
Tate, Krista J.	Reading Foundations & Technology	\$45,000			\$2,250	\$47,250
Taylor, Darren S.	Greenwood Lab School	\$50,475			\$2,524	\$52,999
Telting, Diderika M.	Communication Sciences & Disorders	\$73,320			\$3,666	\$76,986
Templeman, Maureen E.	Psychology	\$57,200			\$2,860	\$60,060
Templer Rodrigues, Abby I.	Sociology & Anthropology	\$61,934			\$3,097	\$65,031
Thakur, Rajiv R.	Wp Instruction	\$60,603	\$6,000		\$3,330	\$69,933
Thambusamy, Ravi	Information Tech and Cybersecurity	\$133,593			\$6,680	\$140,273
Thomas, Kyle A.	Theatre & Dance	\$55,274			\$2,764	\$58,038
Thomas, Suneeta	English	\$58,626	\$5,000		\$3,181	\$66,807
Thomas-Tate, Shurita	Communication Sciences & Disorders	\$76,717			\$3,836	\$80,553
Thompson, Chris A.	Music	\$71,561		\$5,000	\$3,828	\$80,389
Thornton, Kristen E.	Accounting	\$50,909		\$1,091	\$2,600	\$54,600
Tinkler, Alan S.	English	\$67,057			\$3,353	\$70,410
Tinsley, Tonia E.	World Languages and Cultures	\$67,533			\$3,377	\$70,910
Tipton, Sara L.	Childhood Ed & Family Studies	\$58,921			\$2,946	\$61,867
Tjaden, Samantha L.	Criminology	\$65,000			\$3,250	\$68,250
Towell, Jay	Wp Instruction	\$56,474			\$2,824	\$59,298
Trick, Abel J.	Wp Instruction	\$59,002			\$2,950	\$61,952
Troche, Julia D.	History	\$67,974			\$3,399	\$71,373
Turner, John R.	English	\$51,840			\$2,592	\$54,432
Turner, Jon S.	Counseling Leadership & Special Ed	\$69,616			\$3,481	\$73,097
Twibell, Andrew D.	Media, Journalism & Film	\$65,129			\$3,256	\$68,385
Ulbricht, Randi J.	Biomedical Sciences	\$61,934			\$3,097	\$65,031
Uribe-Zarain, Ximena	Counseling Leadership & Special Ed	\$68,502			\$3,425	\$71,927
Van Landuyt, Cathryn A.	Information Tech and Cybersecurity	\$49,687			\$2,484	\$52,171
Van Ornum, Kimberly J.	Mathematics	\$47,591		\$700	\$2,415	\$50,706
Vu, Duat	Art & Design	\$65,297			\$3,265	\$68,562
Wait, D A.	Biology	\$83,883		\$5,000	\$4,444	\$93,327
Walker, Alicia M.	Sociology & Anthropology	\$67,021			\$3,351	\$70,372
Walker, Elizabeth L.	Animal Science	\$82,059			\$4,103	\$86,162

Walker-Pacheco, Suzanne E.	Sociology & Anthropology	\$80,128		\$4,006	\$84,134
Wallace, J D.	Religious Studies	\$35,000		\$1,750	\$36,750
Walstrand, Gwen D.	Art & Design	\$78,164		\$3,908	\$82,072
Walters, Heather L.	Communication	\$49,213		\$2,461	\$51,674
Wang, Fei	Chemistry and Biochemistry	\$68,502		\$3,425	\$71,927
Wang, Jianjie	Biomedical Sciences	\$82,055		\$4,103	\$86,158
Wang, Weiyan	Media, Journalism & Film	\$67,174		\$3,359	\$70,533
Ward, V J.	Childhood Ed & Family Studies	\$53,580		\$2,679	\$56,259
Watson, Margaret K.	Sociology & Anthropology	\$61,934	\$5,000	\$3,347	\$70,281
Weaver, Margaret E.	English	\$81,243		\$4,062	\$85,305
Webb, Gary W.	Animal Science	\$97,832		\$4,892	\$102,724
Wehrman, Erin C.	Communication	\$57,523	\$5,000	\$3,126	\$65,649
West, Nicole M.	Counseling Leadership & Special Ed	\$68,934		\$3,447	\$72,381
Westenberg, Robert W.	Theatre & Dance	\$89,495		\$4,475	\$93,970
Wheeler, Benjamin	Wp Instruction	\$57,458		\$2,873	\$60,331
Whipple, Tanya L.	Psychology	\$53,340		\$2,667	\$56,007
Whisenhunt, Brooke L.	Psychology	\$87,043		\$4,352	\$91,395
White, David J.	Wp Instruction	\$66,726		\$3,336	\$70,062
White, Timothy R.	Media, Journalism & Film	\$68,006		\$3,400	\$71,406
White, Wajeana G.	Dept of Hospitality Leadership	\$53,082		\$2,654	\$55,736
Wickham, Cameron G.	Mathematics	\$93,512		\$4,676	\$98,188
Wiechert, Raegan N.	Library	\$46,259	\$2,000	\$2,413	\$50,672
Wieczerska, Aleksandra A.	Art & Design	\$47,112		\$2,356	\$49,468
Wiggin, Sarah J.	Theatre & Dance	\$71,430		\$3,572	\$75,002
Wilcoxon, Sarah	Theatre & Dance	\$66,823		\$3,341	\$70,164
Willey, Marc S.	Occupational Therapy	\$87,290		\$4,365	\$91,655
Williams, Joseph P.	Biomedical Sciences	\$58,240		\$2,912	\$61,152
Williams, Sarah K.	Art & Design	\$66,068	\$6,000	\$3,603	\$75,671
Willis, Steven C.	Art & Design	\$78,321		\$3,916	\$82,237
Wilson, Daniel J.	Kinesiology	\$83,560		\$4,178	\$87,738
Winstead, Cynthia J.	Theatre & Dance	\$80,048		\$4,002	\$84,050
Witkowski, Colette M.	Biomedical Sciences	\$94,884		\$4,744	\$99,628
Witte, Hugh D.	Finance & General Business	\$139,372	\$6,000	\$7,269	\$152,641
Wood, Gina M.	Childhood Ed & Family Studies	\$52,837		\$2,642	\$55,479

Woodard, Rebecca J.	Kinesiology	\$85,744		\$4,287	\$90,031
Wooden, Shannon R.	English	\$73,368		\$3,668	\$77,036
Worman, Frederick S.	Sociology & Anthropology	\$68,220		\$3,411	\$71,631
Wright, Christine J.	Childhood Ed & Family Studies	\$61,934		\$3,097	\$65,031
Wright, Matthew E.	Mathematics	\$70,881		\$3,544	\$74,425
Wulff-Risner, Linda J.	Wp Instruction	\$66,650		\$3,333	\$69,983
Xie, Xiuye	Kinesiology	\$61,059		\$3,053	\$64,112
Yadon, Carly A.	Psychology	\$67,349		\$3,367	\$70,716
Yang, Haiying	Marketing	\$124,000		\$6,200	\$130,200
Yang, Zhiguo	Information Tech and Cybersecurity	\$135,973		\$6,799	\$142,772
Yarckow-Brown, Ivy V.	Criminology	\$52,047		\$2,602	\$54,649
Yoes, Tammy M.	School of Nursing	\$63,844	\$3,000	\$3,342	\$70,186
Yoshimatsu, Keiichi	Chemistry and Biochemistry	\$69,627		\$3,481	\$73,108
Yu, Lu	Management	\$126,880		\$6,344	\$133,224
Yun, Gawon	Marketing	\$126,509		\$6,325	\$132,834
Zhang, Ying J.	Finance & General Business	\$139,372		\$6,969	\$146,341
Zheng, Songfeng	Mathematics	\$77,431	\$5,000	\$4,122	\$86,553
Zheng, Xibei	Finance & Risk Management	\$137,500		\$6,875	\$144,375
Zhou, Fan	Mathematics	\$45,396	\$700	\$2,305	\$48,401
Zimmerman, David M.	Psychology	\$63,691		\$3,185	\$66,876
Zimmerman, Scott D.	Biomedical Sciences	\$78,980		\$3,949	\$82,929

Chris Waters
Board Chair

Passed at meeting of
June 23, 2023

Rowena Stone
Secretary to the Board

III.C.5.

MISSOURI STATE UNIVERSITY

BOARD RESOLUTION

HUMAN RESOURCES NO. 1733-23
Approval of FY24 additional fringe benefits
to be funded by Missouri State University

BE IT RESOLVED that the University provides the following fringe benefits to its employees as funded directly by the University (Exhibit A), which fringe benefits the Board finds to be comparable to those provided by similar institutions.

Chris Waters
Board Chair

Passed at meeting of
June 23, 2023

Rowena Stone
Secretary to the Board

COMMENTS:

These benefits are for the fiscal year 2023-2024 unless otherwise approved by the Board by contract or otherwise. Also, this approval is in line with the recent IRS guidance that salary and fringe benefits supported by not-for-profit corporations should be approved by the governing board and consistent with comparable compensation packages. This resolution has been reviewed by the University legal counsel.

III.D.1.

MISSOURI STATE UNIVERSITY

BOARD RESOLUTION

PURCHASING ACTIVITY REPORT NO. 521-23
Approval of Procurement Activity Report

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

Chris Waters
Board Chair

Passed at meeting of
June 23, 2023

Rowena Stone
Secretary to the Board

COMMENTS:

Recommend the attached report summarizing all reportable Office of Procurement Services activity from May 9, 2023, through June 13, 2023, be approved.

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

FOR APPROVAL

**Exercise of contract renewal option for the purchase of goods and services estimated >
\$250,000**

**Periodicals, S2 European Origin \$750,000.00
Meyer Library (Estimated)**

Recommend second of two one-year renewals of Contract C6623-1, AMD-1 with Otto Harrassowitz, for the purchase of Class S2 Periodicals for the period July 1, 2023 through June 30, 2024. Contract prices and mailing services will remain the same as during the original contract period.

Note: Funding to be from the ongoing operational budgets.

Contract amendments that cause the estimated value of a contract/agreement to be Exceeded by 50% or \$100,000, whichever is greater

**Internet Protocol Television Service (IPTV) \$856,777.23
Residence Life, Housing, and Dining Services (Estimated Three-Year)**

Pursuant to University policy, which allows for reasonable modifications and extensions of existing or expired contracts, the University recommends approval to extend expiring contract C7684-1 with University Video Services for three (3) years. This contract provides Internet Protocol Television Service to personnel at the University.

Since inception of the contract in 2018, costs have remained the same. For 2023, there will be an increase to the annual cost. The current yearly cost is \$247,000.00, the new annual cost will be \$285,592.23 an increase of \$38,592.41.

Current service will officially end on June 30, 2023. For reasons of cost and practicality, as well as for positive performance, the University seeks to remain under contract with University Video Services for a minimum of three (3) additional years from July 1, 2023 through June 30, 2026.

Note: Funding to be from ongoing operational budgets.

May 9, 2023, through June 13, 2023

**ACTIVITY REPORT
PAGE TWO**

FOR INFORMATIONAL PURPOSES ONLY

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

**Nursing Equipment \$103,790.17
Looney Nurse Simulation Laboratory - West Plains**

Pursuant to University policy, which allows for participation in contract agreements established by other public entities, the University will order a medication cabinet, mobile medication charting workstations, infusion pumps, IV poles, glove box dispensers, a birthing bed, an overbed table, a bedside cabinet, multi-position rail beds and a stool gas lift utilizing OMNIA Contract R190201.

Equipment will be used in the new nurse simulation laboratory at Missouri State University West Plains. The equipment will provide students with a realistic simulation laboratory experience that closely mirrors real-life scenarios in a hospital setting. The equipment will help students learn how to care for patients, dispense medications, and chart patient care activities in real-time safely and effectively. The training provided to faculty will ensure that they are equipped to guide and teach students in using the new equipment.

Note: Funding to be from West Plains Looney Nurse Sim Lab Capital Maintenance and Repair Capital Outlay (Plant Funds) X92016 302024 095.

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

**Computer Hardware \$113,965.74
College of Business**

Pursuant to University policy, which allows for participation in contract agreements established by other public entities, the University is requesting approval to purchase 63 computers and monitors utilizing the Midwest Higher Education Compact (MHEC) contract with Dell Marketing.

The computers are being purchased for the School of Accountancy's Data Analytics laboratory located in Glass Hall 229.

May 9, 2023, through June 13, 2023

**ACTIVITY REPORT
PAGE THREE**

Note: Funding to be from the College of Business Undergraduate Student Fees B02436 112001 73204 011.

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

**Books, North American/United Kingdom English Language Editions \$140,250.00
Meyer Library (Estimated)**

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

Action is the Fourth Renewal for the contract term July 1, 2023 through June 30, 2024, with two additional University optional one-year renewals 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

**Air Charter Transportation Services \$170,650.00
Athletics (Estimated)**

In response to required advertising to provide charter air transportation services for two (2) trips for the football team for 2023 fall season, six (6) bids were received, and five were compliant. Minimum seating capacity required 120.

Contractor	Cost – Total
Pass Charters	\$170,650.00
Air Charter Services (Incumbent)	\$173,145.00
Private Jet Services	\$191,000.00
STM Charters Inc.	\$196,950.00
Air Planning LLC	\$210,246.00

May 9, 2023, through June 13, 2023

**ACTIVITY REPORT
PAGE FOUR**

Trip	University	Destination	Date
One	Youngstown State University	Youngstown, Ohio	10.28.23
Two	South Dakota State University	Sioux Falls, South Dakota	11.18.23

Payments terms will be a combined 30% deposit for all trips after contract award, balance for each trip 30 days before each departure date.

Recommend award to Pass Charters as the lowest cost bidder, for an estimated cost of \$170,650.00

Note: Funding to be from the FY24 operational budget.

Single Feasible Source > \$100,000

**Government Consulting Agreement \$180,000.00
Office of the President**

Pursuant to University policy, which allows for single feasible source purchases, a one-year agreement from July 1, 2023 through June 30, 2024 has been issued to Husch Blackwell Strategies (HBS), LLC as a single feasible source for the existing Government Relations Consulting Agreement.

A 13-month contract with four one-year renewal options with Husch Blackwell Strategies, LLC, was executed by the University to provide the University with Comprehensive federal government relations services. The University’s contract with Husch Blackwell Strategies, LLC replaced the original contract with Downs Government Affairs, LLC. This change was determined to be in the best interest of the University due to pending changes in leadership and appropriations opportunities in Washington D.C.

University alumnus Gregg Hartley, CEO of Husch Blackwell Strategies, and Jordan Bernstein, COO of Cassidy and Associates, have lead a team of consultants. Therefore, it is in the best interest of the University to continue with Husch Blackwell Strategies, LLC for Federal Government Relations Services.

Subject to need and continued satisfactory performance, additional contract renewals would be made on an ongoing basis.

Note: Funding to be from ongoing operational budgets.

May 9, 2023, through June 13, 2023

**ACTIVITY REPORT
PAGE FIVE**

Single Feasible Source > \$100,000

ESPN3 Telecast Intercollegiate Athletics	\$225,000.00 (Estimated)
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In July, 2014 ESPN and the Missouri Valley Conference (MVC) entered into a 10-year agreement for media rights that would provide televised coverage for member institutions, which included the University. The agreement provides the University significant national televised coverage for multiple sports on ESPN3, as well as hands-on student educational opportunities.

The ESPN campus model encompassed a three-year roll out that began in the fall of 2014. University sports to be televised the first year included all home football, volleyball, men's and women's basketball, and baseball games. The agreement also included, in subsequent years, televised home games for men's soccer, women's soccer, and softball.

Hite Media Services is to continue to produce the HD-quality telecasts for the University and ESPN through the Missouri Valley Conference contract. Hite Media is the current video board operations contractor for Athletics for the Arena, Plaster Stadium, and Hammons Field, and will provide ESPN telecast production in addition to the video board operations. Hite Media Services, a local company and owned and operated by a University alumnus, was awarded the video board production contracts as the lowest and best provider.

For each ESPN televised production, Hite Media will provide a fully capable ESPN approved 25-foot production trailer with equipment, as well as production staff, which includes a director, producer, time-out coordinator, engineer, announcers, and technicians.

The addition of production costs for the ESPN agreement with Hite Media represents an estimated spend of \$225,000.00 for the 2023 - 2024 season. This expenditure encompasses the projected original total of 78 televised home games for football, volleyball, men's basketball, women's basketball, men's soccer, women's soccer, softball, and baseball for the year beginning August 1, 2023 through July 31, 2024. Increases have been anticipated each year of the agreement as additional sports are added to ESPN coverage.

Recommend approval to continue utilization of the ESPN and Missouri Valley Conference agreement. **Subject to need and continued satisfactory service, utilization will be evaluated on an annual basis, and ongoing productions will continue to be made.**

Note: Funding to be from ongoing operational budgets.

May 9, 2023, through June 13, 2023

**ACTIVITY REPORT
PAGE SIX**

Single feasible source > \$100,000

Software – International Students and Scholars **\$232,356.31**
International Services **(Estimated)**

Pursuant to University policy, which addresses justification for making awards on a single feasible source basis, International Services recommends approval to issue a four-year contract to Terra Dotta for International Student and Scholar Software.

Terra Dotta Software is the only cloud-based platform which provides international student and scholar management services and exchanges student data with the federal government’s Student and Exchanged Visitor Information System (SEVIS) per the United States Department of Homeland Security requirements. Product licensing, support, implementation, and hosting services are included at a reasonable annual rate considering the level of service provided by the platform.

Four-Year Cost Analysis for the Terra Dotta Software

Description	Cost – Total
One-Time Implementation Costs	\$ 42,000.00
Year One Software Subscription Fees	\$ 42,500.00
Year Two Software Subscription Fees	\$ 44,625.31
Year Three Software Subscription Fees	\$ 50,357.00
Year Four Software Subscription Fees	\$ 52,874.00
Total for Four-Year Period	\$232,356.31

Software development to begin upon execution of contract in Summer 2023.

Recommend award to Terra Dotta LLC as the sole source vendor.

Note: Funding to be from A) Initial -- International Development Fund/Associate Vice President International Programs E02258 072016 76300 065 B) Ongoing – International Undergraduate Application Fee/Associate Vice President International Programs B02581 072016 76300 057.

May 9, 2023, through June 13, 2023

III.D.2.

MISSOURI STATE UNIVERSITY

BOARD RESOLUTION

AGREEMENT NO. ###-23

Approval of Rental Rates for Space in the Kenneth E. Meyer Alumni Center (Springfield campus) and the Richards House (West Plains campus) for Various Departments and University Related Offices

BE IT RESOLVED by the Board of Governors for Missouri State University that 43,832 square feet be rented at a price of \$11.00 per square foot for various University departments and offices in the Kenneth E. Meyer Alumni Center on the Springfield campus and 3,942 square feet be rented at a price of \$11.00 per square foot for Advancement offices in the Richards House on the West Plains campus for the 2023-2024 fiscal year; and

BE IT RESOLVED by the Board of Governors for Missouri State University that the 2023-2024 lease for the Meyer Alumni Center and Richards House be formally approved via this resolution at the \$11.00 per square foot rental rate for the combined space of 47,774 square feet of space; and

THEREFORE, BE IT FURTHER RESOLVED that the Chair of the Board of Governors or his designee be hereby authorized to initiate and sign a lease agreement for July 1, 2023 - June 30, 2024 with the Executive Director of the Missouri State University Foundation.

Chris Waters
Board Chair

Passed at Meeting on
June 23, 2023

Rowena Stone
Secretary to the Board

Kenneth E. Meyer Alumni Center, Springfield campus

Offices of University Advancement: 27,011 sq. ft.
Alumni Relations/Donor Relations/Athletics Development/
Development/University Advancement

Offices of Marketing and Communications 12,747 sq. ft.
(Creative Services, Strategic Communication, Video
Marketing, Web Strategy and Development)

Learning Diagnostic Clinic 2,666 sq. ft.

Student African American Brotherhood 1,408 sq. ft.

43,832 sq. ft.

Richards House, West Plains campus 3,942 sq. ft.

47,774 sq. ft.

Total Square Feet 47,774 sq. ft. @ \$11.00/sq. ft. \$525,514.00

LEASE AGREEMENT

This Lease made this 23rd day of June 2023, by and between the Missouri State University Foundation, a Missouri not-for-profit corporation, hereinafter referred to as "Landlord" and Missouri State University, hereinafter referred to as "Tenant."

WITNESSETH THAT:

ARTICLE I: PREMISES

1.1 Original premises: Landlord hereby demises and leases to Tenant certain premises situated in the Kenneth E. Meyer Alumni Center located on the Springfield campus ("the Center") and the Richards House located on the West Plains campus ("the House"), as more particularly described in **Exhibit A** hereto and made a part hereof.

1.2 Parking Spaces: Landlord shall provide Tenant, at no additional cost to Tenant, one parking space in the garage adjacent to the Center for each 350 square feet of space leased by Tenant.

ARTICLE II: TERM

2.1 Term: The term of this Lease shall commence on July 1, 2023 (the "Commencement Date") and, subject to Tenant's option, if any, to extend the term of this Lease, as hereinafter provided, shall end on June 30, 2024 ("the Expiration Date"), both inclusive unless sooner terminated hereby.

2.2 Possession of Premises: Possession of the Center premises was taken by the Tenant in October of 1989, and Tenant is still in possession as of the date this lease agreement is executed and this lease is to be applied retroactively.

2.3 Acceptance of Premises: Occupying all or any portion of the Premises by Tenant shall be conclusive that the Premises are in satisfactory condition and acceptable to Tenant subject only to latent defects and deficiencies brought in writing to the attention of the Landlord by the Tenant within a reasonable time following discovery thereof.

ARTICLE III: USE OF PREMISES; RULES AND REGULATIONS

3.1 Tenant's use: The Premises consisting of forty three thousand eight hundred thirty two square feet (43,832), located in the Meyer Alumni Center, shall be used for the offices of Alumni Relations, Donor Relations and Special Events, Athletics Development, Advancement Services, Marketing & Communications, Editorial & Design Services, University Communications, Web Strategy & Development, Office of Visual Media, University Advancement, Learning Diagnostic Center/Assessment Center, and any other university office so desired by the University. Tenant shall, at Tenant's expense, comply with all laws, rules, regulations, requirements, and ordinances enacted or imposed by any governmental unit having jurisdiction over the Center, Premises, Landlord or Tenant. Landlord makes no representation or warranty as to the legality or permissibility of the permitted use under applicable federal,

state, or local law. The Premises also consist of three thousand nine hundred forty-two square feet (3,942) located in the Richards House on the West Plains campus.

3.2 Center Rules and Regulations: Tenant, its agents, employees and guests shall abide by all reasonable rules and regulations of the Building as may be from time to time adopted by Landlord pertaining to the security, operations, maintenance and management of the Center. A copy of the current rules and regulations is attached hereto as **Exhibit B** and are incorporated herein as part of this Lease. Landlord shall not be liable for failure of any tenant to obey such rules and regulations. Failure by Landlord to enforce any current or subsequent rules or regulations against any tenant of the Center shall not constitute a waiver thereof or excuse Tenant from compliance. If any rules and regulations are contrary to the terms of this Lease, this Lease shall govern.

ARTICLE IV: RENT AND OTHER TENANT CONTRIBUTIONS

4.1 Payment of Rent: Tenant shall, during the term hereof, pay rent under this Lease as hereinafter provided, in lawful money of the United States of America, without offset or deduction, to Landlord at the address therefor set forth on the cover page, or to such other person or entity or to such other address as Landlord may designate in writing. Except as otherwise specified below, all rent shall be payable in monthly installments in advance on the first day of each calendar month during the term of this Lease. Tenant's obligation to pay all rent due and payable during the term of this Lease shall survive the expiration or earlier termination of this Lease. Should this Lease commence on a day other than the first day of the month or terminate on a day other than the last day of the month, the rent for such partial month shall be pro-rated based on a 365-day year.

4.2 Base Rent: Tenant shall pay to Landlord as annual Base Rent for the Premises the sum of eleven dollars (\$11.00) per square foot for 47,774 square feet, and a total sum not to exceed five hundred twenty five thousand five hundred fourteen dollars (\$525,514.00), commencing July 1, 2023.

4.3 Additional Rent: In addition to all Base Rent payable under this Lease, any and all other payments to be made by Tenant hereunder, including, without limitation payments to be made pursuant to Sections 4.3, 5.1, and 12.1 hereof, and any amounts or costs expended or incurred by Landlord in curing or by reason of any default of Tenant, shall be deemed additional rent hereunder, whether or not the same be designated as such, and shall be due and payable at the time provided in this Lease, and if no such time is provided the same shall nevertheless be collectible as additional rent on demand or together with the next succeeding installment of Base Rent, whichever shall first occur; and Landlord shall have the same rights and remedies upon Tenant's failure to pay the same as for the non-payment of the Base Rent. Landlord, at its election, shall have the right (but not the obligation) to pay for or perform any act which requires the expenditure of any sums of money by reason of the failure or neglect of Tenant to perform any of the provisions of this Lease within the grace period, if any, applicable thereto, and in the event Landlord shall at its election pay such sums or perform such acts requiring the expenditure of monies, Tenant agrees to reimburse and pay Landlord, upon demand, all such sums, which shall be deemed to be additional rent hereunder and be payable by Tenant as such.

ARTICLE V: SERVICE, MAINTENANCE AND REPAIRS

5.1 Service: Landlord shall furnish Tenant those services described in **Exhibit C** attached hereto and incorporated by reference herein. If, upon request of Tenant, its agents or employees, such services are provided to the Premises on Sundays, holidays, or times other than specified, or in an amount in excess of that described, Tenant shall pay Landlord as additional rent the cost of those services provided, such additional rent to be determined from Landlord's schedule of rates in effect at the time such services are furnished. Landlord does not warrant that any of the services or utilities provided to or on the Premises will be free from interruptions caused by repairs, renewals, improvements, alterations, strikes, lockouts, accidents, inability of Landlord to obtain fuel or supplies, or any other cause or causes beyond the reasonable control of Landlord. Landlord will always use reasonable efforts promptly to remedy any situation which might interrupt such services. If any services to be provided are suspended or interrupted by strikes, repairs, alterations, orders from any governmental authority or any cause beyond Landlord's reasonable control, Landlord shall not be liable for any costs or damages incurred by Tenant.

5.2 Maintenance and Repairs by Landlord: Landlord shall repair, replace, and maintain (1) the external and structural parts of the Center which do not comprise a part of the Premises and are not leased to others, (2) janitors and equipment closets and (3) shafts within the Premises designated by Landlord for use by it in connection with the operation and maintenance of the Center. Landlord shall perform such repairs, replacements and maintenance with reasonable dispatch, but Landlord shall not be liable for any damages, direct, indirect or consequential, or for damages for personal discomfort, illness or inconvenience of Tenant by reason of failure of such equipment, facilities or systems or reasonable delays in the performance of such repairs, replacements and maintenance, unless caused by the deliberate act or omission, or the gross negligence of Landlord, its servants, agents or employees.

5.3 Maintenance and Repairs by Tenant: Tenant agrees that no representations as to the condition of the Center or the Premises have been made by Landlord to Tenant either directly or indirectly prior to or at the execution of this Lease that are not herein expressed. During the term of this Lease, Tenant shall keep the Premises and appurtenances in good order and repair, furnishing its own routine maintenance to furnishings and fixtures thereon and replacing all glass broken through misuse or negligence of Tenant with glass of same size and quality as that broken; shall keep the Premises and appurtenances in a wholesome condition without charge or expense to Landlord; shall not allow any waste or misuse of the water; shall pay all damages to the Center as well as damages to the occupants thereof caused by any waste, misuse or neglect of the Premises, its apparatus or appurtenances; shall not make nor allow to be made any change, alteration or addition, in, upon or to the Premises without the prior written consent of Landlord; and on the Expiration Date, or at an earlier termination hereof by forfeiture or otherwise, shall yield up the Premises together with all its apparatus and appurtenances to Landlord in as good as condition as when leased, reasonable and ordinary wear and tear excepted, and will surrender all original and duplicate keys of the several doors and such other things as appertain to the Premises, and will remove all its signs or other like items installed and restore or repair any damage to the Premises resulting from such removal.

ARTICLE VI: ALTERATIONS

6.1 Alterations by Tenant: Tenant may not make alterations in or additions to the Premises unless Tenant has first obtained from Landlord written permission to do so, and Tenant shall, if requested by Landlord, furnish Landlord with plans and specifications, names and addresses of the contractors and subcontractors who will perform the work, copies of the contracts and subcontracts, copies of all necessary permits and indemnification in form and amount satisfactory to Landlord against any and all claims, costs, damages, liabilities and expenses which may arise in connection with the alterations or additions. Whether or not Tenant shall have furnished Landlord the foregoing, Tenant hereby agrees to hold Landlord harmless from all liabilities of every kind and description which may arise out of or relate to the alterations or additions. Tenant shall pay the cost of all such alterations and additions and the cost of decorating the Premises occasioned by such alterations and/or additions. Tenant shall not overload, damage, or deface the Premises or do any act or thing or bring or keep anything thereon which may make void or voidable any insurance on the Premises or the Center or which may render an increase or extra premiums payable for insurance. Upon completion of any alterations or additions, Tenant shall furnish Landlord with contractors' affidavits and full waivers of liens and receipted bills covering all labor, materials and subcontractors expended and used. All alterations and/or additions must be finished in a good and neat workmanlike manner and comply in all respects with all insurance requirements and with all applicable federal, state, or municipal statutes, laws, ordinances and regulations, or any department or agency thereof, or any department thereof, and with the standards and regulations of O.S.H.A. Only good grades of materials shall be used in the alterations and/or additions. All additions shall become Landlord's property and shall remain upon the Premises at the termination of this Lease by lapse of time or otherwise, without compensation or allowance or credit to Tenant.

6.2 Alterations by Landlord: Landlord may make any repairs, alterations or improvements which Landlord deems necessary or advisable for the preservation, safety or improvement of the Center or the Premises. Landlord shall also make those alterations to Meyer Alumni Center mandated by federal, state, and local law, and the cost thereof to the Tenant shall be in proration to the square footage occupied by the Tenant to the total square footage of the Center.

ARTICLE VII: CERTAIN RIGHTS RESERVED TO LANDLORD

7.1 Certain Rights Reserved to Landlord: Landlord reserves the following rights: (a) During the last ninety (90) days of the term of this Lease, if during or prior to that time Tenant vacates the Premises, the Landlord may decorate, remodel, repair, alter or otherwise prepare the Premises for re-occupancy; (b) To have pass keys to the Premises, in order to gain access to the Premises herein; (c) To have access to the Premises at all reasonable times upon prior notice to Tenant, and at any time in the event of emergency, to make periodic inspections thereof and to make repairs, alterations, additions and improvements to the Premises or the Center, as may be necessary or desirable in the operation of the Center; (d) To show the Premises to prospective tenants or brokers during the last six months of the term of this Lease, and to prospective purchasers at all reasonable times, provided prior notice is given to Tenant in each case and Tenant's use and occupancy of the Premises is not materially inconvenienced by any such action of Landlord; (e) To designate all suppliers of signs, drinking water, beverages, foods, towels or

toilet supplies, or other utilities used or consumed in the Center or the Premises; (f) To approve the weight, size and location of safes or other heavy equipment or articles, and the time and manner that they may be moved in, about or out of the Center (in all events, however, at Tenant's sole risk and responsibility, and subject to such reasonable preconditions and requirements, including engineering analysis and insurance, as Landlord may specify); (g) To close the Center after regular working hours and on legal holidays, subject, however, to Tenant's right to admittance, under such reasonable regulations as Landlord may prescribe from time to time, which may include by way of example but not of limitation, that persons entering or leaving the Center identify themselves and display the contents of their clothing, cases and boxes to a security guard by registration or otherwise and that said persons establish their right to enter or leave the Center; (h) To make repairs, alterations or improvements to the Center or any part thereof, and during such operations close the corridors, elevators and other facilities.

Landlord may enter upon the Premises as specified above (Landlord having or reserving such easements, rights of access or licenses as may be reasonably necessary therefor) and may exercise any or all the foregoing rights hereby reserved without being deemed guilty of any interference with Tenant's use, occupancy or enjoyment of the Premises or an eviction or disturbance of the Tenant's use or possession, and without being liable in any manner to the Tenant.

ARTICLE VIII: ASSIGNMENT AND SUBLETTING

8.1 Assignment; Subletting: Tenant shall not assign this Lease or sublet all or any portion of the Premises, nor allow the same to be used or occupied by any other person or for any other use than that herein specified without Landlord's prior written consent, such consent to be in Landlord's sole discretion and as a condition to such consent, which in any event may be unreasonably withheld, Landlord may require Tenant to pay Landlord all or any portion of the consideration for the assignment or the rental under the sublease; nor shall Tenant suffer or permit any assignment or transfer by operation of law or otherwise, of the estate or interest of Tenant in the Premises acquired in, by or through this Lease. Any such assignment or sublease shall be in a form acceptable to Landlord. Every such assignment or sublease shall recite that it is and shall be subject and subordinate to the provisions of this Lease, and the termination or cancellation of this Lease shall constitute a termination and cancellation of such assignment. No sublease shall be for a term longer than the term of this Lease. No assignment or sublease shall relieve Tenant of Tenant's liability under this Lease. Consent by Landlord shall not operate as a waiver of the necessity for consent to any subsequent assignment or subletting and the terms of such consent shall be binding upon the assignee or subtenant. Any transfer of this Lease by merger, consolidation, dissolution, or liquidation of Tenant shall constitute an assignment, whether the result of a single or series of transactions.

ARTICLE IX: INSURANCE; INDEMNIFICATION

9.1 Insurance by Landlord: Landlord agrees to carry standard fire and extended coverage insurance (with endorsements for vandalism and malicious mischief coverage) and all-risk insurance in amounts deemed sufficient by Landlord to carry out Landlord's obligations under this Lease.

9.2 Insurance by Tenant: During the term of this Lease, Tenant shall maintain, at Tenant's expense, in full force and effect on all of Tenant's furniture, furnishings, trade fixtures, inventory and equipment located on the Leased Premises, a policy or policies of fire and extended coverage insurance with standard coverage for vandalism, malicious mischief, damage by fire, windstorm, cyclone, tornado, hail, explosion, riot, civil commotion, damage from aircraft, vehicles, smoke or earthquake, special extended perils, sprinkler damage and such other casualties and events as may be insured against under the broad form of uniform fire and extended coverage clause in effect from time to time in Missouri with endorsements for coverage of "all risk" perils and the aforesaid specific perils. Such insurance shall be in an amount equal to one hundred percent (100%) of the full insurable replacement value of such property of Tenant and shall be issued by an insurance company acceptable to Landlord. The proceeds from any such policy of insurance shall be used for the repair or replacement of the furniture, furnishings, fixtures, inventory, and equipment of Tenant.

9.3 Indemnification: Landlord shall not be liable for any loss or damage to persons or property sustained by Tenant, or other persons, which may be caused by dangerous conditions of the leased premises, caused by the Tenant.

ARTICLE X: DESTRUCTION

10.1 Substantial Destruction: If the Center or Premises shall be destroyed in whole or in part by fire, the elements or other or other casualty so as to render the Premises wholly unfit for occupancy, and if, in Landlord's sole judgment, the damage cannot be repaired within 120 days of work from the date of such damage, such work to be performed during normal working hours from the occurrence of said damage, this Lease shall terminate as of the date of such damage.

10.2 Partial Destruction: If the Center or Premises shall be damaged in part and if the damage can be repaired within 120 days of work from the date of such damage, such work to be performed during normal working hours from the occurrence of said damage and Landlord fails to do so, this Lease shall terminate on the expiration of said 120 days without further liability of either of the parties hereto; provided, however that no termination shall occur if the delay in commencing or completing repairs is the result of adjustment of insurance claims, governmental requirements or any cause beyond Landlord's reasonable control. If Landlord repairs the Premises within said 120 days, this Lease shall continue in full force and effect. Tenant shall not be required to pay rent for any portion of said 120 days during which the Premises are wholly unfit for occupancy unless the damage or destruction is due to the presence or neglect of Tenant or Tenant's agents, employees, servants, invitees or guests.

ARTICLE XI: CONDEMNATION

11.1 Total Taking: If the whole of the Center/House or the whole of the Premises shall be taken by the exercise of the power of eminent domain (a "Condemnation Proceeding"), then in such a case this Lease shall terminate as of the date of the taking of possession by or the vesting of title in the condemning authority (the "Taking Date").

11.2 Partial Taking: If less than the whole of the Center/House or less than the whole of the Premises shall be taken in a Condemnation Proceeding, Tenant or Landlord, may at its

option, terminate this Lease as of the Taking Date by giving written notice of its exercise of such option within 60 days after the Taking Date provided in the case of termination by Tenant that as a result of such taking, the Premises (or the remaining portion thereof) may no longer be adequately used for the Permitted Use herein before set forth. If a portion of the Premises shall be so taken and neither Tenant nor Landlord shall exercise its option to terminate this Lease, or is such taking shall not give rise to such an option to terminate, as aforesaid, then this Lease shall terminate on the Taking Date only as to that portion of the Premises so taken, and this Lease shall remain in full force and effect with respect to that portion of the Premises not so taken and the rent and other charges payable by Tenant to Landlord hereunder shall be abated and reduced in the ratio which the diminution in the floor space of the Premises following the Condemnation Proceeding shall bear to the total floor space thereof immediately prior to the Condemnation Proceeding.

11.3 Condemnation Awards: All income, rent, awards or interest derived from any such taking under power of eminent domain shall belong to and be the property of Landlord.

ARTICLE XII: LIENS

12.1 Liens: Tenant covenants and agrees that it shall not incur any indebtedness giving a right to a lien of any kind or character upon the right, title, or interest of Landlord in and to the Premises and the property of which the Premises is a part, and that no person shall ever be entitled to any lien superior to the interest in this Lease reserved to Landlord upon the Premises directly or indirectly derived through or under Tenant, or its agents or servants, or on account of any act or omission of Tenant. Should any such lien be filed, Tenant shall cause to be discharged of record such lien by paying it, or by filing a bond or otherwise, as permitted by law, within 15 days after the filing of any such lien. If Tenant fails to discharge said lien within such period, then in addition to any other right or remedy of Landlord, Landlord may, but shall not be obligated to, procure its discharge by paying the amount claimed to be due or by depositing the same in court or by bonding, and in any such event Landlord shall be entitled, if Landlord so elects, to compel the prosecution of an action for the foreclosure of such Lien by lienor and to pay the amount of the judgment, if any in favor of lienor with interest, costs, and allowances. Any amount paid by Landlord for any of the aforesaid purposes, and all legal and other expenses of Landlord, including attorneys' fees, in defending any such action or in or about procuring the discharge of such lien, with all necessary disbursements in connection herewith, shall be additional rent to be paid by Tenant to Landlord immediately on demand.

ARTICLE XIII: DEFAULT AND REMEDIES

13.1 Default and Remedies: If Tenant shall default in the payment of rent reserved, breach any other covenant or agreement of this Lease, or move out of, abandon, or vacate the Premises, then immediately upon such default, breach, abandonment, or vacating or moving out of the Premises, or at any time thereafter, Landlord, without further demand or notice of any kind, including, but without being limited to, demand for payment of rent, or for possession of the Premises, may either:

(a) terminate this Lease, and with process of law, expel and remove Tenant, or any other person or persons in occupancy from the Premises, together with their goods and chattels,

provided that in the event of termination pursuant hereto Landlord shall, nevertheless, be entitled to damages provided by law, just as though Tenant repudiated this Lease; or

(b) terminate Tenant's right to possession only, without terminating this Lease, and with process of law, expel and remove Tenant, or any other person or persons in occupancy from the Premises, together with their goods and chattels, and repossess the Premises without such entry and possession terminating this Lease or releasing Tenant in whole or in part from Tenant's obligation to pay rent hereunder for the full term hereof. Upon and after entry into possession without termination of this Lease, Landlord shall use reasonable efforts to relet the Premises or any part thereof for the account of the Tenant, to any person, firm, or corporation, for such rent, for such term, (including a term beyond the term hereof, but the part of any such term which is beyond the term hereof shall not be chargeable to Tenant's account), and upon such terms and conditions as are Commercially reasonable, and Landlord shall apply all rents received upon such a reletting as follows:

(i) first to the payment of such expenses as Landlord may have incurred in recovering possession of the Premises (including legal expenses and attorneys' fees), and in putting the same into good order or condition, or preparing, or altering the same for rental and reletting, and all other expenses, commissions and charges paid, assumed or incurred by Landlord in or about reletting the leased premises; and

(ii) then to the fulfillment of covenants of Tenant hereunder. If the consideration collected by Landlord upon any such reletting is not sufficient to pay in full the amount of rent reserved in this Lease together with the items and expenses enumerated in subparagraphs (i) and (ii) above, then Tenant shall pay to the Landlord the amount of each monthly deficiency upon demand.

ARTICLE XIV: TRANSFER BY LANDLORD; SUBORDINATION; ESTOPPEL CERTIFICATE

14.1 Transfer by Landlord: Landlord shall have the right to transfer, assign, mortgage or convey in whole or in part the Center and any and all of its rights in and under this Lease, and nothing herein shall be construed as a restriction upon Landlord's so doing. Moreover, the term "Landlord" as used in this lease, so far as covenants or obligations on the part of Landlord are concerned, shall be limited to mean and include only the owner at the time in question of the fee simple title to the Center and in the event of transfer of said fee simple title, then the party conveying said fee simple title shall be automatically relieved from and after the date of such transfer, of all personal liability as respects the performance of any obligations on the part of Landlord contained in this Lease arising out of acts thereafter occurring or covenants thereafter to be performed, it being intended hereby that all the obligations contained in this Lease on the part of Landlord shall be binding upon Landlord, its successors and assigns, only during and in respect of their respective periods of ownership of said fee simple title to the Center and the Property.

14.2 Subordination: This Lease and all rights of the Tenant hereunder shall, at the option of Landlord, be subject and subordinate to any deeds of trust, mortgage or other instruments or security which do now or may hereafter cover the Center and the Property or any interest of Landlord therein, and to any and all advances made on the security thereof, and to any and all increases, renewals, modifications, consolidations, replacements and extensions or any such deeds of trust, mortgages or instruments of security. Landlord may exercise the aforesaid

option to subordinate this Lease by notifying Tenant thereof at any time in writing, and if so requested by Landlord, Tenant shall execute a subordination agreement in the form satisfactory to Landlord.

14.3 Attornment: In the event Landlord exercises its option to subordinate the Lease to any deed of trust or mortgage as provided in Section 14.2, or in the event any proceedings are brought for foreclosure or in the event of the exercise of the power of sale under any mortgage or deed of trust covering the Center, the Tenant shall agree to attorn to the holder of any such deed of trust or mortgage or the purchaser upon any such foreclosure or sale, as the case may be, and recognize such holder of any such deed of trust or mortgage or purchaser, as the case may be, as the Landlord under this Lease, provided however, that so long as the Tenant is not in default hereunder, the Lease shall remain in full force and effect.

14.4 Estoppel Certificate: Tenant shall any time and from time to time upon not less than ten (10) days prior notice from Landlord or Landlord's mortgagee, execute, acknowledge and deliver a written statement certifying that this Lease is in full force and effect subject only to such modifications as may be set out; and, Tenant is in possession of the Premises and is paying rent as provided in this Lease; and, the date to which, rent is paid in advance; and, there are not, to the signator's knowledge any uncured defaults on the part of Landlord, or specifying such defaults if any are claimed. Any such statements may be relied upon by any prospective transferee or encumbrancer of all or any portion of the Center, or any assignee of any such persons. If Tenant fails to timely deliver such statement, Tenant shall be deemed to have acknowledged that this Lease is in full force and effect, without modification except as may be represented by Landlord and that there are no uncured defaults in Landlord's performance.

ARTICLE XV: QUIET ENJOYMENT

15.1 Quiet Enjoyment: So long as Tenant shall observe and perform the covenants and agreements binding on it hereunder, Tenant shall at all times during the term hereof peacefully and quietly have and enjoy possession of the Premises without any unreasonable interference, encumbrance or hindrance by, from or through Landlord, its successors and assigns.

ARTICLE XVI: SURRENDER; HOLDING OVER; REMOVAL OF PROPERTY

16.1 Surrender: Upon termination of this Lease, whether caused by lapse of time or otherwise, Tenant shall within fifteen (15) days surrender possession of the Premises and all rights therein to Landlord and deliver Premises to Landlord in as good repair and condition as at the commencement of Tenant's occupancy, reasonable wear and tear and damage or destruction by fire or other casualty excepted. Tenant shall deliver all keys to the Premises to Landlord. Landlord shall have the right to immediately enter into and take possession of the Premises and shall not be liable for any loss, damage or injury to the property or person of Tenant or any occupant of, in or upon the Premises.

16.2 Holding Over: If Tenant shall continue to occupy the Premises after expiration or sooner termination of this Lease, Tenant shall pay, as liquidated damages, for each month of continued occupancy an amount equal to one and one-half time the rent being paid for the month the Lease expires or is terminated. No receipt of money by Landlord from Tenant after expiration or termination of this Lease shall reinstate or extend this Lease or affect any prior

notice given by Landlord to Tenant. Nothing contained in this Section 16.2 is to be construed to give Tenant the right to hold over at any time and Landlord may exercise any and all remedies at law or in equity to recover possession of the Premises and damages resulting from any such holding over.

ARTICLE XVII: NOTICES

17.1 Notices: Any notice, demand request, consent, approval, or other communication which either party hereto is required or desires to give or make or communicate upon or to the other shall be in writing and shall be given or made or communicated by United States registered or certified mail, addressed to Landlord or Tenant as set forth on the cover page of this Lease, subject to the right of either party to designate a different address by notice similarly given. Any notice, demand, request, consent, approval, or other communication so sent shall be deemed to have been given, made, or communicated on the date the same was deposited in the United States mail as registered or certified matter with postage thereon fully prepaid.

ARTICLE XVIII: MISCELLANEOUS

18.1 Designated Parties: Landlord may act in any matter provided for herein by its property manager or any other person who shall from time to time be designated by Landlord by notice to Tenant. Tenant may designate in writing a person to act on its behalf in any matter provided for herein and may, by written notice, change such designation. In the absence of such designation, the person or persons executing this Lease for Tenant shall be deemed to be authorized to act on behalf of Tenant in any matter provided for herein.

18.2 Successors: Subject to the provisions pertaining to assignment and subletting, the covenants and agreements of this Lease shall be binding upon the heirs, legal representatives, successors and assigns of any or all of the parties hereto.

18.3 Relationship of Parties: Nothing contained in this Lease shall create any relationship between the Landlord and Tenant other than that of Landlord and Tenant, and it is acknowledged and agreed that Landlord does not in any way or for any purpose become a partner of or joint venturer with Tenant.

18.4 Entire Agreement; Amendment; Captions: It is expressly agreed by Tenant, as a material consideration for the execution of this Lease, that there are, and were no verbal representation, understanding, stipulations, agreements or promises pertaining to this Lease which are not incorporated herein. It is agreed between the parties that this Lease shall not be altered, waived, amended, or extended, except by a written agreement signed by Landlord and Tenant. The captions contained in this Lease are for convenience of reference only and in no way limit or enlarge the terms or conditions of this Lease.

18.5 Severability: If any clause or provision of this Lease is held to be illegal, invalid, or unenforceable under present or future law effective during the term of this Lease, the remainder of this Lease shall not be affected thereby. In lieu of such clause or provision held to be illegal, invalid or unenforceable there shall be added, as a part of this Lease, a clause or provision as similar in terms as possible which shall be legal, valid and enforceable.

18.6 Variations in Pronouns: All pronouns and any variations thereof shall be deemed to refer to the masculine, feminine, neuter, singular or plural as the identity of the person or persons may require.

18.7 Brokerage Commissions: Tenant warrants that it has had no dealings with any broker or agent in connection with the negotiations or execution of this Lease.

18.8 Authority: Tenant warrants that the person or persons executing this Lease on behalf of Tenant has authority to do so and fully obligate Tenant to all terms and provisions of this Lease. Tenant shall, upon request from Landlord, furnish Landlord with a certified copy of documentation authorizing this Lease and granting authority to execute it to the person or persons who have executed it on Tenant's behalf.

18.9 Option to Renew: Landlord hereby grants to Tenant the right to renew this lease for nineteen (19) successive one-year terms, by giving written notice at least ninety (90) days prior to the expiration date of each one-year term; subject, however, to an adjustment in the basic annual rental at the beginning of each contract year, equal to the percentage increase of the Consumer Price Index for the Kansas City region for the preceding year.

ATTEST:

**MISSOURI STATE UNIVERSITY
FOUNDATION,
A NOT-FOR-PROFIT CORPORATION
"Landlord"**

Cindy Busby
Secretary to the Foundation

By: _____
Brent Dunn
Executive Director

ATTEST:

**MISSOURI STATE UNIVERSITY
"Tenant"**

Rowena Stone
Secretary to the Board

By: _____
Christopher Waters
Board Chair

EXHIBIT A

Description of Premises

Kenneth E. Meyer Alumni Center
Springfield campus

Premises shall consist of 43,832 square feet.

Parking spaces to service the square footage leased, as required by applicable law.

Lower level	4,411 square feet
1 st floor	8,830 square feet
2 nd floor	6,696 square feet
3 rd floor	4,037 square feet
5 th floor	11,005 square feet
6 th floor	8,853 square feet

Richard House
West Plains campus

Premises shall consist of 3,942 square feet

Total square feet for both locations: 47,774 square feet

EXHIBIT B

Meyer Alumni Center Rules and Regulations

1. Tenant shall not obstruct or interfere with the rights of other tenants of the Center, or of persons having business in the Center, or in any way injure or annoy such tenants or persons.
2. Canvassing, soliciting, and peddling in the Center are prohibited, and Tenant shall cooperate to prevent such activities.
3. Tenant shall not bring or keep within the Center any animal, bicycle, or motorcycle.
4. Tenant shall not conduct mechanical or manufacturing operations, cook or prepare food, or place or use any inflammable, combustible, explosive, caustic, or hazardous fluid, chemical, device, substance or material in or about the Center without the prior written consent of Landlord. Tenant shall comply with all rules, orders, regulations and requirements of the applicable Fire Rating Bureau, or any other similar body, and Tenant shall not commit any act or permit any object to be brought or kept in the Center which shall increase the rate of fire insurance on the Center or on property located therein.
5. Tenant shall not use the Center for the storage of goods, wares, or merchandise, except as such storage may be incidental to the use of the Premises for general office purposes and except in such portions of the Premises as may be specifically designated by Landlord for such storage.
6. Tenant shall not install or use in the Center any air conditioning unit, engine, boiler, generator, machinery, heating unit, stove, water cooler, ventilator, radiator, or any other similar apparatus without the prior written consent of Landlord, and then only as Landlord may direct.
7. Tenant shall not use in the Center any machines, other than standard office machines such as typewriters, word processors, calculators, copying machines and similar machines, without the prior written approval of Landlord. All office equipment and any other device of any electrical or mechanical nature shall be placed by Tenant in the Premises in settings approved by Landlord to absorb or prevent any vibration, noise, or annoyance. Tenant shall not cause improper noises, vibrations, or odors within the Center.
8. Tenant shall move all freight, supplies, furniture, fixtures, and other personal property into, within and out of the Center only at such times and through such entrances as may be designated by Landlord, and such movement of such items shall be under the supervision of Landlord. Landlord reserves the right to inspect all such freight, supplies, furniture, fixtures, and other personal property to be brought into the Center and to exclude from the Center all such objects which violate any of these rules and regulations or the provisions of the Lease. Tenant shall not move or install such objects in or about the Center in such a fashion as to unreasonably obstruct the activities of other tenants, and all such moving shall be at the sole expense, risk, and responsibility of Tenant. Tenant shall not use in the delivery, receipt or other movement of freight, supplies, furniture, fixtures, and other personal property to, from or within the Center, any hand trucks other than those equipped with rubber tires and side guards.
9. Tenant shall not place within the Center any safes, copying machines, computer equipment or other objects of unusual size or weight, nor shall Tenant place within the Center any objects which exceed the floor weight specifications of the Center, without the prior

- written consent of Landlord. The placement and positioning of all such objects shall, in all cases, be placed upon plates or footings of such size as shall be prescribed by Landlord.
10. Tenant shall not deposit any trash, refuse, cigarettes, or other substances of any kind within or out of the Center, except in the refuse containers provided therefor. Tenant shall not introduce into the Center any substance which might add an undue burden to the cleaning or maintenance of the Premises or the Center. Tenant shall exercise its best efforts to keep the sidewalks, entrances, passages, courts, lobby areas, garages or parking areas, elevators, escalators, stairways, vestibules, public corridors, and halls in and about the Center (Hereinafter "Common Areas") clean and free from rubbish.
 11. Tenant shall use the Common Areas only as a means of ingress and egress, and Tenant shall permit no loitering by any persons upon Common Areas or elsewhere within the Center. The Common Areas and roof of the Center are not for the use of the general public, and Landlord shall in all cases retain the right to control or prevent access thereto by all persons whose presence, in the judgment of the Landlord shall be prejudicial to the safety, character, reputation or interests of the Center and its tenants. Tenant shall not enter the mechanical rooms, air conditioning rooms, electrical closets, janitorial closets, or similar areas or go upon the roof of the Center without the prior written consent of Landlord.
 12. Tenant shall not use the washrooms, restrooms and plumbing fixtures of the Center, and appurtenances thereto, for any other purpose than the purposes for which they were constructed, and Tenant shall not deposit any sweepings, rubbish, rags or other improper substances therein. Tenant shall not waste water by interfering or tampering with the faucets or otherwise. If Tenant or Tenant's servants, employees, agents, contractors, jobbers, licensees, invitees, guests, or visitors cause any damage to such washrooms, restrooms, plumbing fixtures or appurtenances, such damage shall be repaired at Tenant's expense and Landlord shall not be responsible therefor.
 13. Tenant shall not mark, paint, drill into, cut, string wires within, or in any way deface any part of the Center, without the prior written consent of Landlord, and as Landlord may direct. Upon removal of any wall decorations or installations or floor coverings by Tenant, any damage to the walls or floors shall be repaired by Tenant at Tenant's sole cost and expense. Without limitation upon any of the provisions of the Lease, Tenant shall refer all contractors' representatives, installation technicians, janitorial workers and other mechanics, artisans and laborers rendering any service in connection with the repair, maintenance, or improvement of the Premises to Landlord for Landlord's supervision, approval and control before performance of any such service. This Paragraph 13 shall apply to all work performed in the Center, including without limitation installation of telephones, telegraph equipment, electrical devices and attachments and installations of any nature affecting floors, walls, woodwork, trim, windows, ceilings, equipment, or any other portion of the Center. All installations, alterations and additions shall be constructed by Tenant in a good and workmanlike manner and only good grades of materials shall be used in connection therewith. The means by which telephone, telegraph and similar wires are to be introduced to the Premises and the location of telephones, call boxes, and other office equipment affixed to the Premises shall be subject to the prior written approval of Landlord.
 14. Landlord shall have the right to prohibit any publicity, advertising, or use of the name of the Center by Tenant which, in Landlord's opinion, tends to impair the reputation of the

Center, or its desirability as a Center for offices, and upon written notice from Landlord, Tenant shall refrain from or discontinue any such publicity, advertising or use of the Center name.

15. The sashes, sash doors, skylights, windows, and doors that reflect or admit light or air into the Common Areas shall not be covered or obstructed by Tenant through placement of objects upon windowsills or otherwise. Tenant shall cooperate with Landlord in obtaining maximum effectiveness of the cooling system of the Center by closing drapes and other window coverings when the sun's rays fall upon windows of the Premises. Tenant shall not obstruct, alter or in any way impair the efficient operation of Landlord's heating, ventilating, air conditioning, electrical, fire, safety, or lighting systems, nor shall Tenant tamper with or change the setting of any thermostat or temperature control valves in the Center.
16. Subject to the applicable fire or other safety regulations, all doors opening onto Common Areas and all doors upon the perimeter of the Premises shall be kept closed and, during non-business hours, locked, except when in use for ingress or egress. If Tenant uses the Premises after regular business hours or on non-business days, Tenant shall lock any entrance doors to the Center or to the Premises used by Tenant immediately after using such doors.
17. All keys to the exterior doors of the Premises shall be obtained by Tenant from Landlord, and Tenant shall pay to Landlord a reasonable deposit determined by Landlord from time to time for such keys. Tenant shall not make duplicate copies of such keys. Tenant shall not install additional locks or bolts of any kind upon any of the doors or windows of, or within, the Center, nor shall Tenant make any changes in existing locks or the mechanisms thereof. Tenant shall, upon the termination of its tenancy, provide Landlord with the combinations to all combination locks on safes, safe cabinets and vaults and deliver to Landlord all keys to the Center, the Premises and all interior doors, cabinets, and other key-controlled mechanisms therein, whether such keys were furnished to Tenant by Landlord. In the event of the loss of any key furnished to Tenant by Landlord, Tenant shall pay to Landlord the cost of replacing the same or of changing the lock or locks opened by such lost key if Landlord shall deem it necessary to make such a change.
18. Access may be had by Tenant to the Common Areas and to the Premises at any time between the hours of 8:00 A.M. and 6:00 P.M., Monday through Friday, legal holidays excepted. At other times access to the Center may be refused unless the person seeking admission is known to the watchman in charge, if any, and/or has a pass or is properly identified. Tenant shall be responsible for all persons for whom Tenant requests passes and shall be liable to Landlord for all acts of such persons. Landlord shall in no case be liable for damages for the admission or exclusion of any person from the Center. In case of invasion, mob, riot, public excitement, or other commotion, Landlord reserves the right to prevent access to the Center for the safety of Tenants and protection of property in the Center.
19. For purposes hereof, the terms "Landlord", "Tenant", "Center" and "Premises" are defined as those terms are defined in the Lease to which these Rules and Regulations are attached. Wherever Tenant is obligated under these Rules and Regulations to do or refrain from doing an act or thing, such obligations shall include the exercise by Tenant of its best efforts to secure compliance with such obligation by the servants, employees, contractors, jobbers, agents, invitees, licensees, guests, and visitors of Tenant. The term "Center" shall include the

Premises, and any obligations of Tenant hereunder about the Center shall apply with equal force to the Premises and to other parts of the Center.

20. Landlord reserves the right to change these rules and to make such other and further reasonable rules and regulations as in its judgment may from time to time be needed for the safety, care and cleanliness of the Center, for the preservation of good order therein and when so changed or made, such modified or new rules shall be deemed a part hereof, with the same effect as if written herein, when a copy shall have been delivered to the Tenant or left with some person in charge of the demised premises.

EXHIBIT C

Meyer Alumni Center Services Furnished

1. Operatorless elevator service in common with other tenants at all times;
2. Men's & women's restrooms to be situated on the floor on which the Premises are located;
3. Water from the public water mains for public drinking, lavatory and toilet purposes, drawn through fixtures installed by Landlord;
4. A refrigerated drinking fountain on the floor on which the Premises are located;
5. A building directory on the first floor;
6. Relamping and maintaining standard fluorescent lighting fixtures installed in Premises;
7. Heating and air conditioning during respectively, the seasons when such services shall be necessary for the use and occupancy of the Premises, on Monday through Friday from 8:00 A.M. to 6:00 P.M. (Saturdays, Sundays and holidays excepted); and
8. Refuse removal and janitor services and customary cleaning in and about the Premises (Saturdays, Sundays and holidays excepted); provided, however, that such service shall not include cleaning, maintenance and providing supplies for: computer centers, special equipment areas, locker rooms, or security vaults situated in the Premises.

III.E.1.

MISSOURI STATE UNIVERSITY

BOARD RESOLUTION

STUDENT POLICIES NO. 115-23
Approval of the 2023 Revisions to the
Code of Student Rights and Responsibilities
(Springfield Campus)

WHEREAS, the Code of Student Rights and Responsibilities (Code) should be periodically reviewed, as stated in Article IX: Interpretation and Revision, and

WHEREAS, the Code has been edited to address stylistic and clarification issues. Additionally, the Code has been edited to align with the current conduct process and procedures more accurately, and

WHEREAS, the revisions to the Springfield Campus Code has been reviewed by a wide constituency of university stakeholders.

NOW, THEREFORE BE IT RESOLVED that the attached Code of Student Rights and Responsibilities, as amended, be approved by the Board of Governors, and become effective for the beginning of the 2023-2024 academic year.

Chris Waters
Board Chair

Passed at meeting of
June 23, 2023

Rowena Stone
Secretary to the Board

Comments: The proposed Code edits attempt to increase understanding and readability by correcting page numbers, replacing links, and including language that outlines the process for student organization interim suspension. Additionally, there is language added to clarify the individual student interim suspension process. Editorial changes are proposed to align with the current conduct process and procedures more accurately. For example, the deletion of the VPSA as a named actor within the appeal process as the Dean of Students does not hear conduct cases. And the proposed revision includes the deletion of the President of the University as the Appellate Authority in Suspension cases.

**The Code of Student Rights and Responsibilities
of Missouri State University**

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The Code of Student Rights and Responsibilities of Missouri State University

Article I: Student Rights

- 1.1 The following enumeration of rights shall not be construed to deny or disparage other rights not in conflict with this Code of Student Rights and retained by Students in their capacity as members of the University Community or as citizens of the State or of the United States. This Code shall not be construed in any manner which might run counter to a reasonable construction of the Policies of the University and the direction of the Board of Governors; nor shall it be construed, interpreted, or applied in any manner which would seem detrimental to the privileges, purposes, aims, and goals of Missouri State University as a public institution of higher learning with a statewide mission in Public Affairs.
- 1.2 Federal and State constitutional guarantees of free inquiry, expression, and assembly are specifically restated as guarantees on this campus.
- 1.3 Students are free to pursue their educational goals and to have appropriate opportunities for learning in the classroom and on the campus as shall be provided by the University.
- 1.4 No conduct Educational Consequences may be imposed upon any Student without following minimal procedural due process, as described in Article VI of this Code.
- 1.5 Within the limits of its facilities, the University shall be open to all applicants who are qualified according to the admission requirements, which may be adopted and established from time to time. The University does not discriminate on the basis of race, color, national origin (including ancestry, or any other subcategory of national origin recognized by applicable law), religion, sex (including marital status, family status, pregnancy, sexual orientation, gender identity, or gender expression), age, disability, veteran status, genetic information or any other basis protected by applicable law in employment or in any program or activity offered or sponsored by the University.
- 1.6 Discussion and expression of all views relevant to the subject matter are permitted in the classroom subject only to the responsibility of the instructor to maintain order and a climate conducive to learning, within the stated goals and purposes of the University.

- 1.7 All Students shall have the right to be protected from prejudiced academic evaluations unrelated to academic performance based on the Student's views, opinions, political associations, ~~o~~Organizational memberships, or the instructor's biases based on the character of the Student. Furthermore, all Students shall have the right to appeal a grade to the instructor, the department head, the college dean, and the Provost. All grade remedies under other existing policies shall be protected under this Code.
- 1.8 Discussion and expression consistent with the laws of the State and the United States, and in the manner, time, and place prescribed by University policy, are permitted within the institution. Support of any cause by orderly means is permitted, subject to the paramount rights of the University, the safety and rights of individuals, the protection of property, and the continuity of the educational process.
- 1.9 The University encourages expression of informative and differing viewpoints on issues and will support the presence on the campus of responsible persons representing various views. The University reserves the right to specify the conditions of time, place, and manner of speakers through the University's Expressive Activity Policy. See [G5.02 Expressive Activity Policy](https://www.missouristate.edu/policy/G5_02_ExpressiveActivityPolicy) (https://www.missouristate.edu/policy/G5_02_ExpressiveActivity.htm).
- 1.10 ~~Student~~ Organizations ~~and groups~~ may be established within the University for any lawful purpose. Affiliation with an extramural ~~o~~Organization shall not, in itself, qualify or disqualify the University branch or chapter from institutional privileges. A group shall become a ~~Student~~ ~~n~~-Organization when formally recognized by the University according to the procedures and regulations established by the Office of Student Engagement. No group may be so recognized or continue to be recognized if its purposes or programs are in conflict with this Code of Student Rights and Responsibilities or with the laws of the State or of the United States.
- 1.11 A Student ~~group or~~ Organization may distribute written material on campus without prior approval provided that such distribution is consistent with the policies of the University, including the University's [Advertising, Distribution, Solicitation, and Facilities Usage Policy](https://www.missouristate.edu/policy/Op1_01-commercial-advertising-sales-solicitation-facilities-usage-policy.htm) (https://www.missouristate.edu/policy/Op1_01-commercial-advertising-sales-solicitation-facilities-usage-policy.htm), and the applicable laws of the State and of the United States, and provided that it does not disrupt the operation of the University.

- 1.12 The Student press is to be free of censorship. The editors and managers shall not arbitrarily be suspended because of Student, Faculty, administration, alumni, or community disapproval of editorial policy or content.
- 1.13 All Students shall have the right to be represented in the Student Senate of the Student Government Association, and they further shall have all rights that constituents in democratic societies have including, but not limited to, the right of petition and recall of their representatives.
- 1.14 Students have limited rights of privacy while on University Premises, which extend to living quarters in residence halls. The following activities shall not be considered to impinge upon such rights of privacy: the entry of a room to provide maintenance inspections or repair services; entry when there is reasonable cause to believe that a health or safety issue exists; entry when there is reasonable evidence of a disruption of peace that substantially interrupts the daily operations of the residence hall and/or floor community; entry of a room when a Student permanently vacates the room; entry of a room when a Student vacates a room for a break period; the search of Student rooms by civil authorities in accordance with local, state, or federal laws; the removal of substances or property in violation of University policy or law during a routine health or safety inspection; the removal of substances or property in violation of University policy or law when in plain view; and the removal of substances or property in violation of University policy or law during a situation when a University Official, in the course of the Official's duties, believes an emergency situation exists which poses threat of harm to a member of the campus community or to University property. Students should not expect these limited rights of privacy to extend to computer accounts and electronic mail. The University reserves the right to access Student files and accounts as a part of normal routine tasks and for the purposes of investigating alleged wrongdoing.
- 1.15 All Students shall have the right to have their academic and conduct records protected from unauthorized access by any person without the written consent of the Student involved, except as allowed by state and federal law.
- 1.16 All Students shall have the right to access, according to published University regulations and/or procedures, all University structures where Student fees or fines directly contribute to the upkeep of said buildings, except private offices and other areas where Student access could compromise privacy. These buildings shall include, but are not limited to, Plaster Student Union, Hammons Student Center, McDonald Arena, Meyer Library, Robert W. Plaster Stadium, Betty and Bobby Allison North Stadium, Betty and Bobby Allison South

Stadium, Betty and Bobby Allison Recreational Fields, Betty and Bobby Allison Sand Volleyball Courts, Art Gallery, and Magers Health and Wellness Center.

- 1.17 All Students shall have the right to be secure from having these rights infringed upon by University administrators, Faculty, support staff, or fellow Students.
- 1.18 All Students have a right to be offered reasonable protection from retaliation, intimidation, and/or harassment. Students who believe they have experienced retaliation, intimidation, and/or harassment are encouraged to seek assistance from one of a number of campus resources. The Dean of Students Office, the Office of Student Conduct, the Office of the Title IX Coordinator and the Office of Institutional Equity and Compliance all have staff and resources available to assist Students who believe they may be the victim of retaliation, intimidation, and/or harassment.
- 1.19 The University Community is a community of people with respect for diversity. The University emphasizes the dignity and equality common to all persons and adheres to a strict non-discrimination policy regarding the treatment of individual Faculty, staff, and Students. In accord with federal law and applicable Missouri statutes, the University does not discriminate on the basis of race, color, national origin (including ancestry, or any other subcategory of national origin recognized by applicable law), religion, sex (including marital status, family status, pregnancy, sexual orientation, gender identity, gender expression, or any other subcategory of sex recognized by applicable law), age, disability, veteran status, genetic information, or any other basis protected by applicable law in employment or in any program or activity offered or sponsored by the University. Sex discrimination encompasses sexual harassment, which includes sexual violence, and is strictly prohibited by Title IX of the Education Amendments of 1972

Article II: Responsibilities

Missouri State University has a single purpose: to develop educated persons. It is thus committed to the search for knowledge. It recognizes that human curiosity explores unknown intellectual worlds as well as unknown physical worlds. In a world where knowledge can become outdated in less than a decade, the University is committed to the discovery and dissemination of knowledge that serves the future.

Educated persons are developed through the interaction of competent, caring Faculty and capable, motivated Students, supported by dedicated professional staff. It is assumed that the three components of the University, Faculty, Students, and staff, come together as a community in

pursuit of the single purpose of the University. In joining this community, Students voluntarily assume certain responsibilities that are necessary for promoting the welfare of the community. Although no definitive list of responsibilities can ever truly be developed, the following represent the main responsibilities Students assume by becoming members of the University Community.

- 2.1 Academic integrity and honesty are the foundation of the University Community. Students are expected to practice academic integrity in all assigned work. Students are expected to be honest in all interactions with other Students, Faculty, and staff.
- 2.2 The University has the inherent right to promulgate appropriate rules and regulations for the orderly conduct of University business and the protection of the health and safety of the University Community. Students are expected to comply with all published and stated rules and regulations.
- 2.3 Members of the Faculty and staff have the authority to properly direct Student conduct in concert with the authority stated above. Students are expected to comply with directives of University Officials who are acting in performance of their duties. Students must comply with directives even when they disagree with the directives. A Student retains the right to appeal an issued directive through the administrative structure that exists for the Faculty or staff member who issued the directive, through established policies.
- 2.4 The search for knowledge can only take place within an atmosphere of open exchange. Open exchange can only take place in an environment of respect and civility. The University has an economically, culturally, and ethnically diverse population. Students are encouraged to respect differences of culture, lifestyles, and religions as well as to respect freedom of expression. Additionally, Students are encouraged to behave in a manner that is both respectful and civil.
- 2.5 The campus and its grounds, facilities, and equipment are provided largely by the people of the State of Missouri for the Students of the University. Students are expected to protect and guard these resources.
- 2.6 Individual compliance with University rules and regulations can only partially ensure a safe and orderly environment. Being a responsible member of the community also implies encouraging behaviors in others which are consistent with these rights and responsibilities, discouraging behaviors which are inconsistent, and taking positive action in the face of violations. Minimally, Students are expected to participate in the process of adjudicating

violations of University expectations, rules, and/or regulations. This implies that Students will report violations for which they have knowledge and participate in the conduct process as necessary.

2.7 Good Citizen Policy. The welfare of our Students is of the highest importance to Missouri State University. There will be times when individual Students, both on and off campus, may be in critical need of assistance from medical or other professional personnel. Missouri State University hopes that these Students will seek help, and that other Students will respond to obtain the help that their fellow Student needs. To that end, Missouri State University intends to minimize any hesitation that Students might have in obtaining help due to concern that their own behavior might be a violation of University policy. The University pursues a policy of limited immunity for Students who offer help to others in need. While policy violations cannot be overlooked, the University, to the extent possible, will consider the positive impact of reporting an incident on the welfare of Students when determining the appropriate response for University policy violations by the reporter of the incident. Any possible negative consequences for the reporter of the problem should be weighed against the possible negative consequences for the Student who needs intervention. At a minimum, Missouri State University suggests that a Student anonymously report any situation that would put the Student in need in touch with professional help. To report an incident, contact the Office of Student Conduct, Plaster Student Union, Room 405 (417-836-[55276937](tel:417-836-55276937)). Incidents may also be reported through the Office of Student Conduct's website: www.missouristate.edu/studentconduct.

2.8 Attending classes becomes a responsibility of Students when they are admitted to the University and for as long as they are in good standing. Students are expected to attend class in accordance with the rights and responsibilities afforded them by the University's [Attendance Policy \(Op3.04-7 Attendance Policy, https://www.missouristate.edu/policy/Op3_04_7_Attendance.htm\)](https://www.missouristate.edu/policy/Op3_04_7_Attendance_Policy).

2.9 The primary interaction between Faculty and Students, which produces educated persons, is in the classroom in the individual course setting. Requirements of participation in classroom discussion and submission of written exercises are consistent with this document.

2.10 Pursuant to the University's [Class Disruption policy \(Op3.04-11 Class Disruption, https://www.missouristate.edu/policy/Op3_04_11_ClassDisruption.htm\)](https://www.missouristate.edu/policy/Op3_04_11_ClassDisruption.htm), the course instructor has original jurisdiction over the class and may deny a Student who is unduly disruptive the right to attend the class. Students are expected to master the course content in compliance with the syllabus of the course instructor. The Student is expected to comply

with all reasonable directives of the course instructor. The course instructor may have a Student administratively withdrawn from a course upon showing good cause and with the concurrence of the department head. The appeals process in case of such administrative withdrawal shall be as stated in the [Grade Appeals and Academic Grievances \(https://www.missouristate.edu/registrar/catalog/graderev.htm\)](https://www.missouristate.edu/registrar/catalog/graderev.htm) policy.

- 2.11 Pursuant to the University's Non-Discrimination Policy Statement ([G1.05 Non-Discrimination Policy Statement, https://www.missouristate.edu/policy/g1_05_nondiscriminationpolicy.htm](https://www.missouristate.edu/policy/g1_05_nondiscriminationpolicy.htm)), Students are not permitted to discriminate on the basis of race, color, national origin (including ancestry, or any other subcategory of national origin recognized by applicable law), religion, sex (including marital status, family status, pregnancy, sexual orientation, gender identity, gender expression, or any other subcategory of sex recognized by applicable law), age, disability, veteran status, genetic information, or any other basis protected by applicable law in connection with their activities as members of the University Community.
- 2.12 Students will be held responsible, pursuant to this Code, for the behavioral acts of their guests when such acts are in violation of the Code and occur on University Premises or in conjunction with University-sponsored or supervised activities.

Article III: Authority and Jurisdiction

- 3.1 The State of Missouri has delegated, by statute, authority for the governance of Missouri State University to the Board of Governors. This includes "full power and authority to adopt all needful rules and regulations for the guidance and supervision of the conduct of all Students while enrolled as such" and the authority to enforce obedience to those rules and regulations. It also has the power to delegate Student conduct authority.
- 3.2 Generally, jurisdiction and the conduct process will be limited to behavior which occurs on University Premises or at University-sponsored activities. Jurisdiction and the conduct process will apply to the conduct of Students, student groups, and Student Organizations which occurs off of University Premises when such conduct adversely affects the University, a member of the University Community or that reflects a clear disregard for the rights and responsibilities found herein.
- 3.3 Each Student will be responsible for complying with this Code from the time of application for admission through the actual awarding of a degree as well as during the academic year

and during periods between terms of actual enrollment (even if their conduct is not discovered until after a degree is awarded). The Code shall apply to a Student's conduct violation even though the conduct violation may have occurred before classes begin or after classes end. The Conduct Officer may choose to pursue conduct charges even if the Student withdraws from school while a conduct matter is pending.

Article IV: Proscribed Conduct

Any Student found by the University to have committed any of the following misconduct is subject to the Educational Consequences outlined in Article VII. The authority to determine if a specific act is subject to Educational Consequences shall be determined pursuant to the procedures set forth in this Code or University Policy, as applicable.

- 4.1 Non-Academic Acts of Dishonesty: Non-Academic Acts of Dishonesty are acts of dishonesty not related to the Student's academic performance. Non-Academic Acts of Dishonesty may include, but are not limited to, the following:
- a. Furnishing false information to any University Official, Faculty Member, or office, or the use or possession of any form of false identification.
 - b. Forgery, alteration, or misuse of any University document, record, or instrument of identification.
 - c. Tampering with the election of any Student Organization.

Acts of dishonesty that are related to a Student's academic performance, and any incident of alleged academic dishonesty committed by any Student at Missouri State University outside of the context of enrollment in any particular course, are not governed by this Code, but are instead governed by the Student Academic Integrity Policies and Procedures. This document is available in the Office of the Provost, at https://www.missouristate.edu/Policy/Op3_01_AcademicIntegrityStudents.htm and in the Office of Academic Affairs.

- 4.2 Disruption or obstruction of teaching, research, administration, conduct proceedings, other University activities, including its public-service functions on or off campus, or University-sponsored or supervised activities.

- 4.3 Discriminatory Harassment, which is unwelcome conduct directed toward another person or an identifiable group of persons on the basis of race, color, national origin (including ancestry, or any other subcategory of national origin recognized by applicable law), religion, sex (including marital status, family status, pregnancy, sexual orientation, gender identity, gender expression, or any other subcategory of sex recognized by applicable law), age, disability, veteran status, genetic information, or any other basis protected by applicable law, which is so severe, pervasive and objectionably offensive, and that so undermines and detracts from the person or identifiable group's education experience that the Student(s) are effectively denied equal access to the University's resources and opportunities. See Op 1.02-2 Discrimination Complaint and Investigation Procedures (<https://www.missouristate.edu/Policy/Op1-02-2-discrimination-complaint-and-investigation-procedures.htm>) For additional information regarding the Adjudication of allegations of discriminatory harassment, see Article 6.
- 4.4 Attempted or actual theft of and/or damage to property of the University or property of a member of the University Community or other personal or public property.
- 4.5 Hazing, an act that endangers the mental or physical health or safety of a Student, or which destroys or removes public or private property, for the purpose of initiation or admission into, affiliation with, or as a condition of continued membership in a group or Student Organization. The express or implied consent of the Student will not be a defense to a violation of hazing. The willing participation or acquiescence of the Student subject to the hazing activity is no defense and is still a violation of this policy.
- 4.6 Failure to comply with directives of University Officials or law enforcement officers acting in performance of their duties (including, without limitation, failure to comply with a no-contact directive) and/or failure to identify oneself to these persons when requested to do so.
- 4.7 Unauthorized possession, duplication, or use of keys or access cards/devices to any University Premises or unauthorized entry to or use of University Premises that have restricted access.
- 4.8 Violation of University policies, rules, or regulations including but not limited to: The University Catalogue, Policy and Ethics for Student Computer Use and Computer Network Use, The Guide to Residence Hall Living, and the Transportation Policy and Regulations

~~University Policy Library~~ available at <http://www.missouristate.edu/policy/> (“University Policy”).

- 4.9 Violation of federal, state, or local laws and ordinances on University Premises or at University-sponsored or -supervised activities. Violations of federal, state or local laws and ordinances that occur off campus when the conduct adversely affects a member of the University Community or the behavior reflects a clear disregard for this Code, State law, or Federal law.
- 4.10 Use, possession, or distribution of narcotics or other controlled substances, or related Paraphernalia, except as expressly permitted by Federal law or public intoxication on University Premises. Including the use of prescription medications without proper prescription or used counter to the directions of a valid prescription. Additionally, the misuse of any products for the purposes of obtaining a similar effect as illegal drugs. Recommended minimum Educational Consequences for a violation of this, Article Section 4.10 are outlined in 7.11.
- 4.11 Use, possession, or distribution of alcoholic beverages, or alcohol Paraphernalia (as defined in this Code) except as expressly permitted by the law and University regulations, or public intoxication on University Premises. Recommended minimum Educational Consequences for violations of the alcohol policy are outlined in 7.11.
- 4.12 Possession and/or use of firearms, fireworks, explosive weapons, and other weapons, as defined by University policy and Missouri law, on University Premises.
- 4.13 Tampering with fire alarms, extinguishers, and/or other safety equipment.
- 4.14 Participation in a campus demonstration which disrupts the normal operations of the University and infringes on the rights of the University Community; leading or inciting others to disrupt scheduled and/or normal activities within any campus building or area; intentional obstruction which unreasonably interferes with freedom of movement, either pedestrian or vehicular, on University Premises or at a University sponsored or sanctioned event.
- 4.15 Obstruction of the free flow of pedestrian or vehicular traffic on University Premises or at University-sponsored or -supervised functions.

- 4.16 Unauthorized Surveillance: making unauthorized video or photographic images of a person in a location in which that person has a reasonable expectation of privacy, including, but not limited to, shower/locker rooms, residence hall rooms, and restrooms. Also prohibited is the intentional or knowingly viewing, storing, sharing, and/or other distribution of such unauthorized images by any means.
- 4.17 Unauthorized distribution of sexually explicit images, sharing, displaying, or otherwise distributing nude or sexually explicit images of another individual without that individual's consent, even if the image was lawfully made or taken with consent. The knowing or intentionally viewing of an image by a third-party when the third party knows or has reason to know that the subject of the image has not consented to such viewing or distribution is likewise a violation of this section.
- 4.18 Abuse of computing resources, including but not limited to:
- a. — Sharing a University account password with others, allowing anyone else to use your account, or use someone else's account.
 - b. — Copying, sharing, uploading, downloading, sending, or knowingly receive copyrighted or trade/service marked materials without authorization.
 - c. — Fraudulently accessing and interfering with computer systems, resources, data, or other users.
 - d. — Examining, altering, or attempting to examine or alter another computer user's private files or electronic communications without authorization.
 - e. — Using or altering electronic communications to hide identity or impersonate another party.
 - f. — Disrupting, attempting to disrupt, or supporting the disruption of University or external information technology services, systems, or users.
 - g. — Violating Missouri State University's Acceptable Use and/or Computers/Networks Policies (for more information on these policies visit https://www.missouristate.edu/Policy/Op12_02_1_AcceptableUse.htm and https://www.missouristate.edu/Policy/Op12_02_3_Networks_and_Telecommunications.htm).
- 4.19 Physical Misconduct, including but not limited to:

- a. Inflicting bodily harm or unwanted physical contact upon any person.
- b. Taking any action for the purpose of inflicting harm upon any person.

4.20 Sexual Harassment as defined in the University's [Title IX Sexual Harassment Grievance Procedure Policy, Op 1.02-11](https://www.missouristate.edu/Policy/Op1-02-11-title-ix-sexual-harassment-grievance-procedure.htm) (<https://www.missouristate.edu/Policy/Op1-02-11-title-ix-sexual-harassment-grievance-procedure.htm>). **Note:** Unlike other prohibited conduct outlined in this Article IV, allegations of Sexual Harassment are processed through Op1.02-11, the University's Title IX Sexual Harassment Grievance Procedure Policy. As discussed in more detail below in Article 6, the Office of Student Conduct may address allegations of Sexual Harassment that do not meet the definition or jurisdictional requirements of the Title IX Sexual Harassment Grievance Procedure. Allegations of Sexual Harassment, as defined by Op.1.02-11 should be filed with the Title IX Coordinator, 901 S. National Ave., Springfield, Missouri 65897, 417-836-6810, titleix@missouristate.edu.

4.21 Abuse of the Conduct System, including but not limited to:

- a. — Failure to obey the directives of a Conduct Officer or University Official.
- b. — Providing false, distorted, or misrepresenting information before an adjudicator in a University process determining responsibility (e.g. Conduct Officer, University Official, Hearing Authority, and/or Decision Maker).
- c. — Disruption or interference with the orderly conduct of a conduct proceeding.
- d. — Institution of a conduct proceeding knowingly without cause.
- e. — Attempting to discourage an individual's proper participation in, or use of, the conduct system.
- f. — Attempting to influence the impartiality of any member of a conduct proceeding prior to, during, and/or after a conduct meeting and/or hearing.
- g. — Retaliation against any person participating in the conduct process.
- h. — Failure to comply with Educational Consequences imposed following a conduct proceeding.
- i. Influencing or attempting to influence another person to commit an abuse of the conduct system.

- 4.22 Violations of Missouri State University’s Tobacco Use/Smoking Policy. This policy can be found online http://www.missouristate.edu/policy/op11_18_tobaccouse.htm.
- 4.23 Assisting, facilitating, or encouraging, through act or omission, any person or group with committing or attempting to commit a violation of this Code or Federal/State laws and regulations. Failure to leave or report a situation where any person is committing or attempting to commit a violation of this Code.

Article V: Violations of Law and University Conduct

- 5.1 University Student conduct proceedings may be instituted against a Student charged with conduct that potentially is a violation of both criminal law and this Code. Proceedings under this Code may be carried out prior to, simultaneously with, or following civil or criminal proceeding off-campus at the discretion of the Office of Student Conduct. Determinations made or Educational Consequences imposed under this Code shall not be subject to change because criminal charges were dismissed, reduced, or resolved in favor of or against the criminal law defendant. In cases involving potential criminal conduct the Office of Student Conduct, in conjunction with the Dean of Students and other appropriate University Officials, will determine whether law enforcement shall be notified.
- 5.2 When a Student is charged by federal, state, or local authorities with a violation of law, the University will not request or agree to special consideration for that individual because of their status as a Student. If the alleged offense is also the subject of a proceeding before a conduct body under the Code, or other University Policy, however, the University may advise off-campus authorities of the existence of University Policy and of how such matters will be handled internally within the University Community. The University will cooperate fully with law enforcement and other agencies in the enforcement of criminal law on campus and in the conditions imposed by criminal courts for the rehabilitation of Student violators. Individual Students, staff members, and Faculty Members, acting in their personal capacities, remain free to interact with governmental representatives as they deem appropriate.

Article VI: Student Conduct Adjudication Process

The development of self-discipline is a goal of education, and the Student conduct process is intended to be educational in nature. The Student conduct Adjudication process described herein is designed to further the educational process; therefore, it is not comparable to, or a substitute for,

jurisprudence under a criminal code. Therefore, formal rules of process, procedure, and/or technical rules of evidence, such as are applied in criminal or civil court, are not used in the Student conduct Adjudication process described in this Code. The Student conduct Adjudication process outlined below is designed to balance the rights and responsibilities of the Student or Student Organization accused of wrongdoing with the rights of the University Community, including but not limited to, the complaining Student or Student Organization, other Students, faculty, staff, and the public.

6.1 Subject to other University Policy, any member of the University Community may file a complaint against any Student or Student Organization for alleged violations of this Code. The complaint may be prepared in writing or notice may be given in another manner and directed to the Office of Student Conduct, which has been given responsibility of the administration of the University conduct system. Any complaint should be submitted as soon as is reasonably possible after the event takes place, but in any case, no longer than twelve (12) months from the date the person knew or should have known of the alleged violation. In most cases Students and Student Organizations will not undergo more than one conduct process within the University for the same incident.

6.2 Violations of Code Policies (other than violations of Op1.02-2 and Op1.02-11): After receiving an incident report or other indication of Code violations, the Office of Student Conduct, or their designee, may proceed as follows:

- a. Assign appropriate Conduct Officer
- b. Conduct Officer conducts an investigation of the allegations, or other validation of the allegations received.
- c. If appropriate, send a charge letter indicating:
 1. The sections of the Code or other University policies allegedly violated
 2. Date, time, and place the alleged violation occurred (if available)
 3. A concise summary of the alleged violation
 4. A list of witnesses (to be supplemented later if necessary)
 5. A date, time, and location for the Respondent to meet with the Conduct Officer. The Respondent's class schedule shall be consulted; the Respondent may ask the Conduct Officer for an alternate date and time to meet within the deadline listed in the letter. The decision to alter the meeting time and date is at the discretion of the Conduct Officer.

- 6.3 Alleged Violations of Op1.02-11 Title IX Sexual Harassment Grievance Procedure Policy (<https://www.missouristate.edu/Policy/Op1-02-11-title-ix-sexual-harassment-grievance-procedure.htm>). If the University receives an allegation of sex discrimination, including sexual harassment, the University will address such allegations through the Governing Policy and the Grievance Procedure Policy. The Conduct Officer will forward any allegations of sex discrimination to the appropriate Official as indicated in University Policy. Allegations of Sexual Harassment that fall within the scope of the Op1.02-11 will be handled entirely through that Policy, unless dismissed pursuant to that Policy.
- 6.4 Allegations of Discrimination Based on a Protected Class: All allegations and complaints of discrimination based on a protected class that fall outside of Op 1.02-11 either due to the jurisdictional limitations or due to a dismissal pursuant to that Policy will be investigated pursuant to [Op1.02-2 Discrimination Complaint and Investigation Procedures Policy](#). After completing an investigation, the Equity Investigator will prepare a document summarizing the investigation and the finding(s) from the investigation. Such document will be provided to the Office of Student Conduct. After receiving the document from the Equity Investigator, the Conduct Officer assigned to the complaint will proceed as follows:
- a. Prepare and send correspondence to the individual identified as the Respondent in the Investigative Report scheduling a conduct meeting where the assigned Conduct Officer will discuss the situation described in the document, the proposed charges against the Respondent, the [Educational](#) Consequences proposed by the Conduct Officer, and the Respondent's position on responsibility. At this conduct meeting, the Respondent will be given the opportunity to review the document prepared by the Equity Investigator, Conduct Officer charges and give a summary of information to be presented as to allow preparation of refutation. The Respondent will be given the opportunity to review any materials referenced by the Equity Investigator in the document including but not limited to: audio recordings, and exhibits;
 - b. Answer questions and provide any necessary clarification of the Code and/or its procedures;
 - c. Discuss the Respondent's level of responsibility in the conduct situation. The Respondent may give additional information, present additional pertinent documents, or records pertaining to the incident, and present additional witnesses which were not provided during the investigative phase.
- 6.5 Unless otherwise required by other University Policy, the Office of Student Conduct will facilitate a conduct meeting, at which time the following matters may be discussed:

- a. — The Conduct Officer will go over the charges and give a summary of the information to be presented.
- b. — The Conduct Officer will answer any questions and provide any requested clarification of the Code and/or its procedures.
- c. — The Respondent may respond to the charges and provide any information the Respondent believes to be relevant in determining responsibility. The Respondent has the opportunity to present information, ask questions, present records, or documentation pertaining to the incident, present witnesses, and provide explanations to the Conduct Officer.
- d. — The Conduct Officer and the Respondent will discuss the Respondent's level of responsibility relating to the allegations and attempt to come to an agreement regarding responsibility (or lack of responsibility) and Educational Consequences as necessary. If an agreement is reached, Aa Case Resolution Form (CRF) will be filled out by the Conduct Officer.
- e. — If the Respondent fails to attend the scheduled conduct meeting, the Conduct Officer may, at their discretion, conduct the meeting in the Respondent's absence and render a finding of responsibility or no responsibility. In these cases, the Conduct Officer will complete a CRF and send a findings letter to the Respondent; the Respondent is responsible for fulfilling or upholding the Educational Consequences listed within the letter. The Respondent may appeal the conduct decision but must follow the appeals processes outlined in Article VIII of this document.
- ~~f. — In matters concerning hearings and where the Director of Student Conduct is not serving in a Hearing Authority capacity, the Director of Student Conduct and/or Office of Student Conduct Staff will assist both the Respondent and the Complainant in understanding the hearing process.~~
- ~~f. g.~~ — The Conduct Officer's determination will be made by a preponderance of evidence, on the basis of whether or not it is more likely than not the Respondent violated the Code of Student Rights and Responsibilities.
- ~~g. h.~~ — The Respondent may be accompanied by an Aadvisor. The Aadvisor may be an attorney but is not required to be an attorney. If the Respondent chooses to bring an Aadvisor, the Respondent must notify the Conduct Officer prior to the conduct meeting and identify the Aadvisor that will attend the conduct meeting. The Aadvisor will not be permitted to actively participate in any conduct meeting. In consideration of the limited role of Aadvisors and of the compelling interest of the University to expeditiously resolve allegations of violations of the Code, the work of a Conduct Officer will not, as a general practice, be delayed due to the unavailability of an Aadvisor. The responding Student or Student Organization is

responsible for presenting their own information and, therefore, Aadvisors are not permitted to speak or to participate directly in any conduct meeting or hearing.

6.6 Where appropriate, following a conduct meeting, the parties may have a right to a hearing as set forth below:

a. _____ In cases where the Conduct Officer and the Respondent are unable to come to an agreement on responsibility and/or Consequence, or the Respondent fails to appear for the conduct meeting, and the Conduct Officer's chosen Consequence does not include any separation between the Student and the University (e.g. 7.1h, 7.1k, 7.1l, 7.1m, 7.1n, 7.1o, or 7.1p), then the finding of the Conduct Office will be applicable, unless the Respondent submits an appeal to the Dean of Students pursuant to Article VIII below.

b. _____ In cases where the Conduct Officer and the Respondent are unable to come to an agreement on responsibility and/or Consequence, and the Conduct Officer's chosen Consequence includes a Consequence separating the Student from the University (e.g. 7.1h, 7.1k, 7.1l, 7.1m, 7.1n, 7.1o, or 7.1p), the Respondent shall have the right to request a hearing in front of a Hearing Authority.

c. _____ In cases where the Respondent fails to appear for the conduct meeting and the recommended Consequence includes separation between the Student and the University (e.g., 7.1h, 7.1k, 7.1l, 7.1m, 7.1n, 7.1o, or 7.1p) the Conduct Officer will designate an entry of not responsible and set up a hearing with a Hearing Authority.

6.7 Any hearing conducted pursuant to the Code shall be conducted in order to provide a fair opportunity for hearing of every participant's position, explanations, and information according to the following guidelines:

a. _____ In matters concerning hearings and where the Director of Student Conduct is not serving in a Hearing Authority capacity, the Director of Student Conduct and/or Office of Student Conduct Staff will assist both the Respondent and the Complainant in understanding the hearing process.

b. Hearings will be conducted in private. Only individuals serving a defined purpose or otherwise approved by the Hearing Authority will be allowed to participate (e.g., complaining and responding Students, identified witnesses, Aadvisors to participants, and/or

EmoSupport Personsindividuals), and only to the extent necessary for that defined role. ~~(i.e., emotional support individuals may sit in close proximity to a witness while being questioned, but then must leave for all other aspects of the hearing).~~

c. b.—The parties to a hearing must each inform the Office of Student Conduct of witnesses who they intend to have provide information at the hearing at least five (5) business days in advance of the hearing. The Hearing Authority may determine that there are other relevant persons who know information about the situation and invite them to participate in the hearing to share their information.

d. e.—The Hearing Authority may cause to be removed from the hearing any person who disrupts or impedes the hearing, or who fails to adhere to the rulings of the Hearing Authority.

e. d.—Unless prior arrangements have been approved by the Hearing Authority, the complaining party should appear as part of the Conduct Officer’s presentation of charge(s) before the Hearing Authority.

f. e.—If the Respondent has been properly notified of the hearing, but fails to appear, the hearing may take place in the Respondent’s absence and the findings and Educational Consequences will be binding on the Respondent, subject to the Respondent’s right to appeal pursuant to Article Section VIII.

g. f.—In hearings involving more than one accused Student or Student Organization, the Hearing Authority, at their discretion, may decide to separately conduct the hearings concerning each Student or Student Organization.

h. g.—Both parties to a hearing have the right to be assisted by an Aadvisor of their choosing and at their own expense. A party is allowed only one (1) Aadvisor, unless otherwise approved by the Hearing Authority. The party’s Aadvisor may be an attorney. Participants are each responsible for presenting their own information and, therefore, Aadvisors are not permitted to speak or to participate directly in any hearing. It is the responsibility of the participants to notify the Office of Student Conduct of the identity of their Aadvisor no later than five (5) business days in advance of the hearing date.

i. h.—In consideration of the limited role of Aadvisors and of the compelling interest of the University to efficiently resolve allegations of violations of the Code, the work of a Hearing Authority will not, as a general practice, be delayed due to the unavailability of an individual’s Aadvisor.

j. i. Presenting information and rebutting information presented at a hearing are rights available to both parties. However, certain circumstances may make it prudent to limit either party from submitting direct questions to a witness or participant. Therefore, at the discretion of the Hearing Authority, all questions may be submitted in writing to the Hearing Authority to ask the questions on the parties’

behalf. Only those questions appropriate and relevant will be allowed by the Hearing Authority.

1. There may be circumstances in which participants to a hearing may request that individuals are visually blocked from view during the hearing. Such a request will be evaluated on a case-by-case basis by the Hearing Authority. If such a request is granted, every effort will be made to ensure that all parties have the ability to present questions to any individual, regardless of that individual being physically present or visible

k. j.—It is the responsibility of the person desiring the presence of a witness before a hearing to ensure the witness appears. Because experience has demonstrated that the actual appearance of an individual is of greater value than a written statement, the latter is discouraged and should not be used unless the individual cannot reasonably be expected to appear. Any written statement must be dated, signed, and include verification that the individual submitting the statement is in fact the author of the statement (e.g., notarized, signed in front of a University Official). The work of the a Hearing Authority will not, as a general practice, be delayed due to the unavailability of a witness.

l. k.—The Hearing Authority may accept for consideration all information which reasonable persons would accept as having relevance to the allegations. Unduly repetitious, personally abusive information, or evidence overly extraneous to the charges under consideration should be excluded.

m. .—Pertinent records, exhibits, and written statements may be accepted as evidence for consideration at the discretion of the Hearing Authority. The Office of Student Conduct must receive such pertinent records, exhibits, and written statements at least five (5) business days prior to a hearing for a party to include such evidence in the hearing, unless as otherwise allowed by the Hearing Authority. All parties will be allowed similar and timely access to materials introduced during a hearing.

n. m.—All procedural questions during the hearing are subject to the final decision of the Hearing Authority.

o. n.—The Hearing Authority will conduct deliberations in private as to a Respondent's responsibility. The Hearing Authority shall determine whether the Respondent has violated each of the charged sections of the Code.

p. o.—The Hearing Authority's determination shall be made on the preponderance of evidence, on the basis of whether it is more likely than not the Respondent violated the Code.

q. p. The Hearing Authority will conduct separate deliberations in private as to the appropriate Educational Consequences for those violations it has determined the

Respondent has violated. The Hearing Authority will entertain recommendations from both parties as to appropriate Consequence(s). A Respondent's past violations and Educational Consequences (including past violations and Educational Consequences that occurred at any of the University's campuses or at another institution of higher education) may be relevant and considered when determining action or appropriate Educational Consequences.

r. g.—Any participant in a hearing who has a disability and requires accommodation in order to fully participate in the hearing should arrange accommodations from the Disability Resource Center in advance of the hearing.

6.8 A digital recording of all hearings will be recorded by the Office of Student Conduct and the Hearing Authority. The recording shall be the property of the University. No other party will be allowed to make a separate recording of any type. Both parties to the proceeding will have access to inspect the digital recording, at the office and the discretion of the Office of Student Conduct, and pursuant to the restrictions applied by the Office of Student Conduct and this Code.

6.9 The Hearing Authority will provide the parties CRF which will outline the Hearing Authority's finding on responsibility and Educational Consequences. The CRF will also include a written summary of the Hearing Authority's rationale for its finding of responsibility and Educational Consequences. Following completion of a CRF, the Respondent will receive an Office of Student Conduct outcome letter, summarizing any charges and Educational Consequences resulting from the conduct Adjudication process.

6.10 Except in the case of a Student or Student Organization charged with failing to obey the summons of a Hearing Authority or University Official, no Student or Student Organization may be found to have violated the Code solely because the Student or Student Organization failed to appear for a hearing. In all cases, the information in support of the charges shall be presented and considered.

6.11 The University records of a Student may be placed on a hold under this Code when a Student:

a. Is given sufficient notice to respond to a letter of conduct charges and fails to respond.

b. —Does not fulfill a conduct Consequence within the deadline established by a Hearing Authority or by agreement with a Conduct Officer.

- c. —Has received a Consequence that prohibits future enrollment.
- d. —Has indicated a criminal charge or conviction on the application for admission and must provide requested information to the Dean of Students that is relevant to reaching an admissions decision.
- e. —Has been summoned by the Dean of Students, Office of Student Conduct staff, or a designee for a meeting concerning the Student’s alleged misconduct and will not comply with the request.

6.12 The purpose of a hold is to compel a Student to fulfill an obligation to the Dean of Students Office (including the Office of Student Conduct). A Student Life (SL) hold on records denies the Student the right to register for future classes or change class registration until cleared by the Office of Student Conduct Staff, Conduct Officer, or Dean of Students. A hold on records will be removed by the Office of Student Conduct when the Student fulfills the required conditions. A Student may request the temporary removal of holds under this section for registration purposes only. Such request must be in writing and directed to the Office of Student Conduct.

6.13 Through the course of the conduct process, the University will maintain records relating to an individual’s participation in the conduct process. This conduct file, including the outcome of a conduct mMeeting or a hearing and the Educational Consequences imposed, are educational records, and are protected from release under the Family Educational Rights and Privacy Act (FERPA), except as otherwise required or permitted by law.

a. —The Office of Student Conduct will facilitate the disclosure of the Student’s conduct file upon written request. In order to request a copy of the conduct file an individual (or their next of kin) should submit a request to the Office of Student Conduct.

b. Following receipt of an acceptable written request, the Office of Student Conduct will release a redacted version of the Student’s conduct file. Such redaction will still include the name of the Respondent party, the charges pursued in the conduct process, and any Consequence imposed against the Respondent.

c. Conduct records of Student Organizations may be requested through the University’s Custodian of Records office (<https://www.missouristate.edu/internalaudit/cusodian-of-records.htm>).

Article VII: Educational Consequences

7.1 In the discretion of the Conduct Officer or Hearing Authority, the following Educational Consequences may be imposed upon any Student or Student Organization found to have violated any provision of this Code:

- a. **Warning** – A notice in writing to the Student or Student Organization that the Student or Student Organization is violating or has violated institutional regulations.
- b. **Loss of Privileges** – Denial of specified privileges for a designated period of time.
- c. **Fines** – Fines may be imposed consistent with the schedule of fines adopted by the Board of Governors.
- d. **Restitution** – Compensation for loss, damage, or injury. This may take the form of appropriate service and/or monetary or material replacement.
- e. **Discretionary Consequences**– Work assignments, service to the University, or other related discretionary assignments which may include, but are not limited to, an apology, restriction upon privileges, a research paper or written statement, evaluation for alcohol/drug abuse, completion of University programming, or other Educational Consequences deemed appropriate.
- f. **Level One Probation** – Is imposed for a specific period of time and affects the Student or Student Organization's good standing in the University. While on Level One Probation, the Student may be declared ineligible to campaign for or hold office or other leadership roles in a Student Organization or represent the University in any intercollegiate activity. If found responsible for a violation of the Code while on Level One Probation, this may result in suspension or dismissal.
- g. **Level Two Probation** – Is imposed for a specific period of time and affects the Student or Student Organization's good standing in the University. While on Level Two Probation the Student shall be declared ineligible to campaign for or hold office or other leadership roles in a Student Organization. The Student or Student Organization shall not represent the University in any University sponsored activity or position. While on Level Two Probation Students and Student Organizations are prohibited from participating in the Educational Abroad program, attending conferences on behalf of the University, or representing the University at an official function, event, or intercollegiate competition as a player, manager, or Student coach. If found responsible for a violation of the Code while on Level Two Probation, it may result in separation from the University (e.g., denial of privilege to reenroll, suspension, or dismissal) at the discretion of the Conduct Officer.
- h. **Denial of Privilege to Re-enroll** – This places the Student on Level Two Probation, permits the Student to complete the current semester barring further

violations, but prohibits the individual from enrolling for a defined period of time, after which the Student is eligible to return. Conditions for readmission may be specified. While prohibited from enrolling, the Student is denied access to University owned or leased grounds, facilities, and vehicles, and all University planned, promoted, or sponsored activities. In the case where a Student is a member of a Student Organization, the Student is prohibited from attending the Student Organization's activities on or off-campus. A hold is placed on the Student's records.

- i. **University Housing Probation** – Probation is for a specified period of time and includes the probability of suspension or expulsion from University Housing if the Student is found to be in violation of University Policy during the probationary period.
- j. **Parental Notification** – The Family Educational Rights and Privacy Act (FERPA) permits an institution of higher education to disclose to parents or legal guardians the results of conduct hearings if the Student is less than 21 years of age and has been found responsible for violating campus rules regarding the use or possession of alcohol or a controlled substance. Parents or guardians of Students under the age of 21 may be notified of all violations of University narcotic or other controlled substance policies ([Article Section 4.10](#)) and those alcohol violations ([Article Section 4.11](#)) that result in an assessment for chemical dependency, residence hall probation, or a more severe Consequence, as allowed under FERPA regulations.
- k. **University Housing Suspension** – Separation of the Student from occupancy in University Housing for a defined period of time, after which the Student is eligible to return. Conditions for readmission may be specified. The Student may be denied access to dining facilities connected to University Housing during the suspension. A permanent conduct record is maintained.
- l. **University Housing Expulsion** – Permanent separation of the Student from University Housing. The Student shall be permanently denied access to occupancy in University Housing, and access to all University Housing (including dining facilities connected to University Housing). A permanent conduct record is maintained.
- m. **Suspension** – Separation of the Student from the University for a defined period of time, after which the Student is eligible to return. Conditions for readmission may be specified. While on suspension, the Student is denied access to University owned or leased grounds, facilities, equipment, computer networks, and vehicles, and all University planned, promoted, or sponsored activities. In the case where a Student is a member of a Student Organization, the Student is prohibited from attending the Student Organization's activities on or off campus. An SL (Student Life) hold is placed on the Student's records. A permanent conduct record is maintained.

- n. **Dismissal** – Permanent separation of a Student from the University. When dismissed, a Student is denied access to University owned, or leased grounds, facilities, and vehicles, and all University planned, promoted, or sponsored activities. In the case where a Student is a member of a Student Organization, the Student is prohibited from attending any Student Organization activity. There is a permanent SL hold on the Student’s records. A notation is made on the Student’s permanent academic record with removal resulting only from action by the President of the University. A permanent conduct record is maintained.
- o. **Revocation of Admission and/or Degree** – Admission to or a degree awarded from the University may be revoked for fraud, misrepresentation, or other violation of University standards in obtaining admission or the degree, or for other serious violations committed by a Student prior to graduation.
- p. **Withholding Degree** – The University may withhold awarding a degree otherwise earned until the completion of the process set forth in this Code, including the completion of all Educational Consequences assigned, if any.

7.2 More than one of the Educational Consequences listed above may be assigned for any single violation.

7.3 Other than dismissal, 7.1n, conduct Educational Consequences shall not be made part of the Student’s permanent academic record, but shall become part of the Student’s confidential conduct record, which will be maintained in a specified area of the Dean of Students Office and shall be subject to the restrictions of the Family Educational Rights and Privacy Act (FERPA). Conduct records are maintained in the Office of Student Conduct for seven (7) years from imposition of the most recent Consequence, except in cases where the Consequence is residence hall expulsion, suspension, and dismissal. Residence hall expulsion and suspension cases will be kept as a permanent conduct record but will not be noted on the academic transcript. Cases of dismissal are permanent and, unlike other conduct records, appear as a notation on the academic transcript. The Conduct Records Policy is in compliance with the state’s Records Retention Schedule. All conduct records concerning Student Organizations are maintained permanently for archival purposes.

7.4 Conduct cases that are incomplete, due to factors such as the Student’s not responding to conduct charges or not fulfilling an Educational Consequence, remain a conduct record until required actions are completed by the Student. Registration for subsequent terms or the conferral of academic degrees may be withheld pending the resolution of allegations of Student misconduct.

7.5 In addition to the Educational Consequences set forth in Article Section 7.1, the following Educational Consequences may be imposed upon Student groups or Student Organizations following a finding of responsibility for a conduct violation:

a. Revocation of University Recognition – Loss of all privileges, including University recognition, for a specified period of time. Conditions for recognition may be imposed.

b. Dismissal – permanent revocation of University recognition.

c. Educational Program - Program facilitated by the chapter, regional/National/International Headquarters, or relevant campus partner designed to address specific topics as deemed appropriate by the Conduct Officer.

7.6 Temporary or Provisional Orders – In addition to the authority granted in Article section 2.3 of this Code, the Dean of Students is empowered to impose temporary or provisional orders to preserve the status quo or to prevent the potential endangerment of persons or property. Such temporary or provisional orders are not intended to replace the University’s conduct Adjudication process. Generally, such orders should be limited to those circumstances where the Dean has good cause to believe that the Student or Student Organization, or the Student or Student Organization’s behavior, poses a threat to the status quo of the University Community or member(s). ~~A~~ A Student or Student Organization shall receive a written copy of the order, which specifies the conditions of the order, the duration of the order, the Consequence for violation of the order, and how the record of the order will be maintained.

a. Student Organization Interim Suspension – In certain circumstances, The Dean of Students, or Conduct Officer, may impose a temporary order for an interim suspension for a Student Organization prior to a conduct meeting or hearing for the purpose of protecting University Community members, personnel, or University property, and/or the community at large. During the interim suspension, the Student Organization shall be denied access to University meeting spaces, intramural leagues, and social activities. The Student Organization may not hold elections, give bids to new members/pledges, or initiate members.

b. A Student or Student Organization receiving a temporary or provisional order may seek relief from the Vice President for Student Affairs. The Student or Student Organization shall request relief in writing. Upon review, the Vice President can affirm the order, amend the conditions of the order, or remove the order.

7.7 **Student Interim Suspension** – In certain circumstances, the University may impose a University or residence hall suspension prior to a hearing before a Hearing Authority or other University Adjudication (e.g. Title IX Grievance Process). Interim Suspension may be imposed only:

- a. —To ensure the safety and well-being of members of the University Community or preservation of University property
- b. —To ensure the Student’s own physical or emotional safety and well-being
- c. —If the Student has violated a provisional order put into effect to ensure the safety and well-being of members of the University Community or preservation of University property;
- d. —If the Student poses a threat of disruption of, or interference with, the normal operations of the University;
- e. —Following an individualized safety and risk analysis in which the Dean of Students determines that based on the allegations of sexual harassment, there is an immediate threat to the physical health or safety of any Student or other individual.

7.8+0 During the interim suspension, the Student shall be denied access to the residence halls and/or to the campus (including classes) and/or computing and networking facilities and resources and/or all other University activities or privileges for which the Student might otherwise be eligible, as the Dean of Students or Conduct Officer may determine to be appropriate. The Student should be notified in writing of this action and the reasons for the interim suspension. The notice should include the date, time, and place of a subsequent interim suspension meeting hearing at which the Student may show cause why ~~his or her~~their continued presence on the campus does not constitute a threat or may contest whether a campus policy was violated. Consistent with this Code, the Student may be accompanied by an Advisor.

7.9+1 Violations of University drug and alcohol policies are cumulative over the duration of a Student’s tenure at the University and a schedule of minimum Educational Consequences will be assigned. ~~All monetary fines for alcohol and other drug violations go into an alcohol education account that supports classes, assessments, and other educational efforts.~~ **A schedule of fines will be approved yearly by the Board of Governors and placed on the Office of Student Conduct website: <https://www.missouristate.edu/StudentConduct/21933.htm>.)**

- a. **Use or Possession of Marijuana:**

First Violation: Fine; participation in a University approved CASICSdrug education program (including an online module); and 2 reflection papers.

Second Violation: Participation in a University approved CASICSdrug assessment and education program, University Housing probation for one (1) year; and/or Level 1 probation for a period of one (1) year; and Parental notification, as allowed under FERPA regulations.

Third Violation: Separation from the University for one semester (e.g., suspension, or denial of privileges to re-enroll) and parental notification, as allowed under FERPA regulations. Prior to re-admittance, the Student will be required to meet with the Dean of Students (or designee) to discuss and demonstrate readiness to be at the University. The Student may be asked to submit documentation of successful substance abuse treatment. Students readmitted after a Fourth Violation will not be eligible for University Housing.

b. Use or Possession of a Controlled Substance Other Than Marijuana:

First Violation: Fine; parental notification, as allowed under FERPA regulations, Level Two Probation for a period of two years; and any additional Consequence as deemed appropriate by the Conduct Officer.

Second Violation: Separation from the University for one year (e.g. suspension or denial of privileges to re-enroll) and parental notification, as allowed under FERPA regulations.

c. Possession of a Controlled Substance with Intent to Sell or Distribute:

First Violation: Dismissal from the University.

d. Use, Possession, or Distribution of Alcohol:

First Violation: fine; participation in a University approved alcohol BASICS education program (including an online module); and 2 reflection papers.

Second Violation: fine; participation in a University approved alcohol assessment and BASICS education program; at least fifteen (15) hours of approved community service; University Housing probation for one (1) year; and/or Level One probation for a period of one (1) year; Parental notification, as allowed under FERPA regulations.

Third Violation: Parental notification, as allowed under FERPA regulations; University Housing suspension; a University approved assessment for chemical dependency; Level Two Probation for a period of one year; and a fine.

Fourth Violation: Separation from the University (e.g., suspension or denial of privileges to re-enroll) for one semester. Prior to re-admittance, the Student will be required to meet with the Dean of Students (or designee) to discuss and demonstrate readiness to be at the University. The Student may be asked to submit documentation of successful substance

abuse treatment. Students readmitted after a Fourth Violation will not be eligible for University Housing.

e. — Possession of Alcohol/Drug Paraphernalia:

First Violation: warning and removal of Paraphernalia item.

Second Violation: paper and removal of Paraphernalia item.

Third Violation: Parental notification, as allowed under FERPA regulations; University Housing probation; and removal of item.

Fourth Violation: University Housing suspension (e.g. suspension or denial of privileges to re-enroll) for one semester. Prior to re-admittance, the Student will be required to meet with the Dean of Students (or designee) to discuss and demonstrate readiness to be at the University.

Article VIII: Appeals

8.1 Within five (5) business days of issuing the Office of Student Conduct’s outcome letter, the ~~Complainant~~ or the Respondent may appeal the decision of the Conduct Officer or Hearing Authority by submitting a request for appeal to the Dean of Students through the Office of Student Conduct’s website available at the following [link](#). Subject to [Article Section 8.6](#), the Dean of Students may choose a designee to review an appeal. ~~In the event a conduct decision was made by the Dean of Students, the appeal shall be delivered to the Vice President for Student Affairs who will designate an Appeal Authority to review the appeal.~~

8.2 Except as required to explain the basis of new information, an appeal shall be limited to review of the verbatim record of the initial hearing and supporting documents for one or more of the following two (2) bases:

a. — Procedural Error: To determine whether the original hearing was conducted fairly in light of the charges and information presented, and in conformity with prescribed procedures giving the Complainant a reasonable opportunity to prepare and present information that the Code was violated and giving the Respondent a reasonable opportunity to prepare and to present a rebuttal of those allegations.

b. — New Information: To consider new information, sufficient to alter a decision, or other relevant facts not brought out in the original hearing, because such information and/or facts were not known to the person appealing at the time of the original hearing.

- 8.3 In the event the Student or Student Organization appealing a decision, or a Consequence wishes to review the verbatim recording of the hearing, they may make application to the Office of Student Conduct. The verbatim record will remain in the possession of the University during the review. Under no circumstances will a copy of the recording be released. The period for appealing the decision of the Hearing Authority will not be extended for purposes of reviewing the verbatim record.
- 8.4 In the event a verbatim recording is not available due to mechanical failure or otherwise, the absence of the verbatim record shall not, in itself, be cause for appeal. In such cases the Office of Student Conduct staff will provide the hearing record, which will be considered sufficient for review by an Appeal Authority.
- 8.5 The Appeal Authority reviewing the appeal may do any of the following:
- a. ~~_____~~ Remand the matter to the original Hearing Authority for re-opening of the hearing to allow consideration of the original determination and/or Consequence(s).
 - b. ~~_____~~ Affirm the finding of responsibility or no responsibility.
 - c. ~~_____~~ Reverse the finding of responsibility or no responsibility.
 - d. ~~_____~~ Deny the appeal because it does not fall within the parameters of or comply with the requirements set forth in this Code.
- 8.6 In cases where the Consequence is ~~either of Suspension or~~ Dismissal, the President of the University will be designated as the Appellate Authority.
- 8.7 The Students' right to appeal ends at the Appellate Authority.

Article IX: Interpretation & Revision

- 9.1 Any question of interpretation regarding the Code shall be referred to the Dean of Students or their designee for final determination, subject to appeal to the Vice President for Student Affairs.

- 9.2 The Code should be reviewed periodically under the direction of the Director of Student Conduct. In all cases, review of this document should be done by bodies which include Students appointed by the Student Government Association.
- 9.3 Changes in the Code which are editorial in nature and do not affect the fundamental nature of the document, or are required to insure the Code is consistent with state or federal law, can be made by the Dean of Students and become effective upon approval by the President of the University.
- 9.4 Substantive changes recommended for the Code as a result of the review process shall be submitted to the Board of Governors for approval and adoption.

Article X: Definition of Terms

For purposes of this Code, the following terms have the following meaning:

- 10.1 **"Academic Dishonesty"**: Any one of the following acts constitutes academic dishonesty:
 - a. **Cheating**: The term "**cheating**" refers to using or attempting to use unauthorized materials, information, or study aids in any academic exercise.
 - b. **Fabrication**: The term "**fabrication**" refers to unauthorized falsification or invention of any information (including research data) or any citation in any academic exercise.
 - c. **Facilitating academic dishonesty**: Assisting or attempting to assist another to violate any provision of the Academic Integrity Policy, whether or not that action is associated with any particular course, is considered academic dishonesty.
 - d. **Plagiarism**: The term "**plagiarism**" includes, but is not limited to, the use, by paraphrase or direct quotation, of the published or unpublished work or sections of a work of another person without full and clear acknowledgement. It also includes the unacknowledged use of materials prepared by another person or agency engaged in the selling of term papers or other academic materials, including material taken from or ordered through the Internet.
- 10.2 The term "**Adjudication**" means the process of reaching a determination of responsibility and Educational Consequences under this Code.

- 10.3. The term “Advisor” refers to a person accompanying the Complainant or the Respondent to a conduct meeting or hearing. The Advisor is there to provide advice and procedural support to the Student or Student Organization, not to participate in the conduct meeting or hearing. Parties are allowed one (1) Advisor in a conduct meeting or hearing.
- 10.43 The term "**Appeal Authority**" means any person authorized by the Dean of Students to consider an appeal from a Conduct Officer and/ or a Hearing Authority’s determination that a Student has violated the Code or from the Educational Consequences assigned by the Conduct Officer and/or Hearing Authority.
- 10.54 The term “**Business Day**” means any day in which University offices are open, regardless as to whether classes are in session.
- 10.65 The term "**Code**" refers to the Code of Student Rights and Responsibilities.
- 10.76 The term “**Complainant**” refers to any member of the University Community who files a complaint for charges against a Student or Student Organization.
- 10.87 The term “**Conduct Advisor**” means a University Official authorized to serve in an advisory role in a hearing to the Conduct Officer.
- 10.98 The term "**Conduct Officer**" means a University Official authorized by the Dean of Students to recommend Educational Consequences for Students found to have violated the Code. The Dean may authorize a Conduct Officer to serve simultaneously as a Conduct Advisor and the sole member or one of the members of a Hearing Authority. Nothing shall prevent the Dean from authorizing the same Conduct Officer to recommend Educational Consequences in all cases.
- 10.109 For the definition of “**Consent**” and other terms related to sexual violence, as well as further explanation of University policy, see [Op1.02-11 Title IX Sexual Harassment Grievance Procedure Policy \(https://www.missouristate.edu/Policy/Op1-02-11-title-ix-sexual-harassment-grievance-procedure.htm\)](https://www.missouristate.edu/Policy/Op1-02-11-title-ix-sexual-harassment-grievance-procedure.htm).
- ~~10.10 The term “**Consequence**” or “**Educational Consequence**” refers to the outcomes or terms that a Student must fulfill in the event they are found responsible for policy and/or Code violations.~~
- 10.114 The "**Dean of Students**" is that person designated by the University to be responsible for the administration of the Code.
- 10.12 The term “**Educational Consequence**” refers to the outcomes or terms that a Student must fulfill in the event they are found responsible for policy and/or Code violations. Educational Consequences are designed to promote Student learning and behavioral change in future decision making.
- 10.13 The term “**Emotional Support Person**” refers to an individual accompanying a participant to a hearing. The Emotional Support Person is there to provide emotional support to the

individual and may not participate in the hearing beyond while a participant is being questioned.

10.1~~42~~ The term "**Explosive Weapons**" means any explosive, incendiary, or poison gas bomb or similar device designated or adapted for the purpose of inflicting death, serious physical injury, or substantial property damage, or any device designed or adapted for delivering or shooting such a weapon.

10.1~~53~~ The term "**Faculty Member**" or "**Faculty**" means any person hired by the University to conduct classroom or other learning/teaching activities.

10.1~~64~~ The term "**Firearms**" means any weapon that is designed or adapted to expel a projectile by the action of an explosive.

10.1~~75~~ The term "**Hearing Authority**" means any person authorized to determine whether a Student has violated the Code and to recommend Educational Consequences. The Hearing Authority will uphold the order, process, policies, and procedures of a hearing.

~~The term "**Hearing Advisor**" means a University Official authorized to serve in an advisory role to the Hearing Authority during a hearing. The Hearing Advisor will uphold the policies, practices, and procedures of a hearing.~~

10.1~~86~~ The term "**Hearing Authority Advisor**" means a University Official authorized to serve in an advisory role to the Hearing Authority during a hearing. The Hearing Authority Advisor will advise the Hearing Authority as they uphold the order, process, policies, and procedures of a hearing. The term "**Hearing Authority**" means any person authorized to determine whether a Student has violated the Code and to recommend Educational Consequences.

10.1~~97~~ The terms "**May**" and "**Should**" are used in the permissive sense.

10.1~~2018~~ The term "**member of the University Community**" includes any person who is a Student, Faculty Member, University Official, or any other person employed by the University. A person's status in a particular situation shall be determined by the Dean of Students.

10.1~~2119~~ The terms "**Must**" and "**Shall**" are used in the imperative sense.

10.1~~220~~ The term "~~**Organization**~~" or "**Student Organization**" means any number of persons who have complied with the formal requirements for official University recognition and ~~/~~registration. Including but not limited to social fraternities and sororities.

10.1~~231~~ The term "**Other Weapons**" is to include, but not be limited to, a blackjack, switchblade knife, other than an ordinary pocketknife with no blade more than two inches in length, brass knuckles, and projectile weapon such as a bow, crossbow, pellet gun, slingshot, or any other weapon as defined by Missouri law.

10.1~~242~~ The term "**Paraphernalia**" includes any object that: i) contains the residue of alcohol or of an illegal drug, ii) is manufactured or sold for the consumption of alcoholic beverages

or an illegal drug; or iii) is designed for the rapid consumption of alcohol. Examples of Paraphernalia under this definition include, but are not limited to, a marijuana pipe or bong, blow tube, a beer bong, and empty beer cans, liquor bottles, or empty case of beer.

10.2~~53~~ The term "**Respondent**" refers to any Student or Student Organization of the University Community who is alleged to have violated the Code or who is charged with violation of the Code.

10.2~~64~~ For purposes of the Code the term "**Student**" includes all persons who have been notified of their acceptance for admission and for whom the University maintains education records or personally identifiable information and who is or who has been in attendance at the University.

10.2~~75~~ The term "**University**" means Missouri State University.

10.2~~86~~ The term "**University Community**" means Missouri State University Students, Faculty, and staff.

10.2~~97~~ The term "**University Premises**" includes all land, buildings, facilities, and other property in the possession of or owned, used, or controlled by the University.

10.3~~028~~ The term "**University Official**" includes any person employed by the University performing assigned administrative or professional responsibilities. This term specifically includes residence hall Resident Assistants and Graduate Assistants.

III.F.1.

MISSOURI STATE UNIVERSITY

BOARD RESOLUTION

WEST PLAINS PERSONNEL NO. 485-23
Approval of the 2023 Athletics Coaching
Contracts (West Plains Campus)

WHEREAS, the West Plains campus (University) desires to continue the employment of those Athletic Coaches (Head and Assistant) designated as Continuing Employees in Schedule 1, pursuant to the terms and conditions of mutually executed Athletic Employment Agreements.

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

Chris Waters
Board Chair

Passed at meeting of
June 23, 2023

Rowena Stone
Secretary to the Board

Comments:

The individuals listed are eligible to earn achievement payments contingent upon the athletic success of a certain athletic team, pursuant to the terms of their Employment Agreement.

Coaches' Name	Athletic Program	Position	Proposed Salary	Designation
Jared Phay	Men's Basketball	Head Coach	\$61,166.00	Continuing Employee
Braxton Williams	Men's Basketball	Assistant Coach	\$38,100.00	Continuing Employee
Donald Long	Women's Softball	Head Coach	\$49,550.00	Continuing Employee

III.F.2.

MISSOURI STATE UNIVERSITY

BOARD RESOLUTION

WEST PLAINS PERSONNEL NO. 486-23

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>
Ethan Hatley	Technology Support Specialist WP Info. Technology Services	33	\$46,945 annually	06/20/2023
Robson Da Costa	Assistant Athletics Coach WP Women's Volleyball	UN	\$40,000 annually	07/01/2023

CHANGE OF STATUS:

<u>Name</u>	<u>Position-Department</u>	<u>Action</u>	<u>Effective</u>
Patricia Figueiredo	From: Assistant Athletics Coach WP Women's Volleyball GR UN, \$40,000 annually To: Head Athletics Coach WP Women's Volleyball GR UN, \$61,161 annually	Promotion	03/01/2023
Lauren Willis	From: Case Manager/Counselor WP Student Services GR 43, \$47,840 annually To: Director of Counseling Services WP Student Services GR 45, \$59,500 annually	Promotion	07/01/2023
Lisa Wade	From: Interim Dean/Clinical Assistant Professor WP Nursing & Allied Health GR UN, \$54,080 annually (\$1,000 monthly supplemental) To: Dean of Nursing and Allied Health/ Director for Nursing/ Assistant Professor WP Nursing & Allied Health GR UN, \$72,500 annually	Promotion	07/01/2023

RESIGNATIONS:

<u>Name</u>	<u>Position-Department</u>	<u>Effective</u>
Amanda Collins	Support Coordinator WP ASCEND	06/02/2023

RETIREMENTS:

<u>Name</u>	<u>Position-Department</u>	<u>Effective</u>
Sharon Holland	Bookstore Manager WP Drago College Store	08/01/2023

Chris Waters
Board Chair

Passed at meeting of
June 23, 2023

Rowena Stone
Secretary to the Board

III.F.3.

MISSOURI STATE UNIVERSITY

BOARD RESOLUTION

WEST PLAINS FACULTY POLICIES NO. 24-23
Approval of revisions to the MSU-West Plains
Faculty Handbook

The following resolution to the MSU Board of Governors was submitted by the chair of the MSU-WP Faculty Handbook Committee. During the past academic year, the MSU-WP Faculty Senate has voted on and approved the various revisions contained in the attached pages.

University Counsel has been consulted and their input has been incorporated into these revisions.

The MSU-WP administration concurs with the proposed revisions.

BE IT RESOLVED that the proposed revisions to the following sections (attached) of the MSU-West Plains Faculty Handbook be approved:

Chris Waters
Board Chair

Passed at meeting of
June 23, 2023

Rowena Stone
Secretary to the Board

**Summary of MSU-WP Faculty Handbook Proposals
approved by Faculty Senate and MSU-WP Administration during 2022/2023
Effective Date: Fall 2023**

1. Revises section 3.4 by adding a clarifying sentence to the end of several paragraphs concerning when application for reappointment, promotion or tenure should be made.
2. Updates section 3.5.8 (Emeritus Status) to better match MSU-Springfield's corresponding section (3.6.1).
3. Revises/edits two phrases in the table in section 4.2.1.3 (Documenting Teaching Effectiveness).
4. Revises/edits the last paragraph of section 4.2.2.2 (Research).
5. Revises/edits section 4.2.2.3 (Creative Activity) and deletes the header 4.2.2.3.1.
6. Revises/edits the first and third numbered paragraphs of section 4.2.3.2 (Goals and Criteria for Evaluating Service).
7. Revises/edits section 4.4.1.1.3 (Reappointment and Progress-Toward-Tenure Process) and adds a reference to the "RPT work calendar" that is now available on the MSU-WP website.
8. Revises/edits section 4.4.1.1.4 (Promotion and Tenure Process for Probationary Faculty) and adds a reference to the "RPT work calendar" that is now available on the MSU-WP website.
9. Revises/edits sections 4.4.1.2 & 4.4.1.2.1 (Promotion for Tenured Faculty) and adds a reference to the "RPT work calendar" that is now available on the MSU-WP website.
10. Revises/edits section 4.4.1.3 (Evaluation of Non-Ranked Faculty) and adds a reference to the "RPT work calendar" that is now available on the MSU-WP website.
11. Revises/edits section 4.4.2 (Faculty Evaluation Committee and Divisional Personnel Committees) mainly by combining some of the existing paragraphs.
12. Revises/edits section 4.4.3 (Application for Reappointment, Promotion and Tenure) and adds a reference to the "RPT and AFRP work calendars" that are now available on the MSU-WP website.
13. Updates section 6.2.5.1 (Credit Course Fees) to better match MSU-Springfield's corresponding section (6.5.1); Additionally, the title of section 6.2.5 is being revised.
14. Updates section 15.2 (Retirement) to better match MSU-Springfield's corresponding sections (14.2 & 6.3.5); this revision creates two new sections (15.2.1 & 15.2.2) in the MSU-WP Handbook.
15. Updates section 15.3 (Teaching for Missouri State University-West Plains After Retirement) to better match MSU-Springfield's corresponding section (14.3).

3.4 Requirements for Appointment, Tenure and Promotion of Tenure Track Faculty

The provisions for promotion and tenure listed below for each rank represent the conditions the ranked faculty member must meet in order to be minimally eligible for consideration for a change in status. Procedures and criteria for the granting of tenure or promotion are prescribed in section 4.4. Provisions for tenure, as specified for each academic rank, may be modified by, and are superseded by the provisions of section 3.7.

1. Instructor

Tenure:

An instructor is minimally eligible to hold tenure after completing five years of academic service to Missouri State University-West Plains. The tenure decision will occur at the latest during the fifth year of probationary status. [Application for tenure may be made during the final year of required service.](#)

Eligibility for Promotion:

Eligibility for promotion can be achieved by meeting any of the following: (1) Completion of the terminal degree. (2) A master's degree in an appropriate field, completion of three years of academic service to Missouri State University-West Plains in the rank of instructor and demonstration of effective teaching and of achievement in at least one of the following areas: scholarship, research, creative activity or service appropriate to the discipline. (3) Effective teaching and thirty semester hours of graduate credit in an appropriate field in addition to the master's degree and three years of academic service to Missouri State University-West Plains in the rank of instructor. [Application for promotion may be made during the final year of required service.](#)

2.Assistant Professor

Tenure:

An assistant professor is minimally eligible for tenure after completing three years of academic service to Missouri State University-West Plains. The tenure decision will occur at the latest during the fifth year of probationary status. Tenure will continue to be held by an assistant professor who had tenure at Missouri State University-West Plains when promoted from the instructor rank. [Application for tenure may be made during the final year of required service.](#)

Eligibility for Promotion:

Eligibility for promotion can be achieved by meeting one of the following: (1) An assistant professor with a terminal degree is minimally qualified for consideration for promotion to the associate professor rank at the end of five years of experience equivalent to academic service to Missouri State University-West Plains including at least three years in the rank of assistant professor. In addition to meeting years-of-service requirements, those seeking promotion must have demonstrated sustained effectiveness in teaching, research including scholarly publication and/or creative activity, and service as defined in Section 4.0. (2) An assistant professor with the master's degree and thirty additional semester hours of graduate credit in an appropriate field may qualify for promotion after (15) years of experience equivalent to academic service to Missouri State University-West Plains, including at least three years in the rank of assistant professor at Missouri State University-West Plains. In addition to meeting years-of-service requirements, those seeking promotion must have demonstrated sustained effectiveness in teaching, research including scholarly publication and/or creative activity, and service as defined in Section 4.0. (3) An Assistant Professor with the master's degree and (15) years of academic service to Missouri State University-West Plains, including at least 5 years of effective administrative duties (i.e., dept. chair, associate dean, etc.) may qualify for promotion to the Associate Professor rank. In addition to meeting years-of-service requirements, those seeking promotion must have demonstrated sustained effectiveness in teaching and contributions to community and/or professional service as defined in Section 4.0. [Application for tenure may be made during the final year of required service.](#)

3.Associate Professor

Tenure:

Individuals who are promoted to the associate professor rank retain the same tenure eligibility which they had as assistant professors. Individuals whose initial appointment is to the associate professor rank are minimally eligible for tenure at the end of two years of academic service to Missouri State University-West Plains. In such a case the tenure decision will occur at the latest during the third year of probation. Tenure shall continue to be held by an associate professor who had tenure at Missouri State University-West

Plains when promoted from the assistant professor rank. Application for tenure may be made during the final year of required service.

Eligibility for Promotion:

An associate professor with a terminal degree is minimally eligible for promotion to professor after five years of academic service to Missouri State University-West Plains in the rank of associate professor. An individual initially appointed as an Associate professor will be eligible for promotion after ten years of experience equivalent to academic service to Missouri State University-West Plains. At least two years of this service must be in the rank of associate professor at Missouri State University-West Plains. Promotion to the rank of professor will be based on exceptional performance in the areas of teaching, research including scholarly publication and/or creative activity and service. Application for tenure may be made during the final year of required service.

4.Professor

Definition:

Basis of Appointment:

(1) Promotion from the associate professor rank or (2) Terminal degree and a minimum of ten years of experience equivalent to academic service to Missouri State University-West Plains. Application for tenure may be made during the final year of required service.

Tenure:

A professor is minimally eligible for tenure following one year of academic service to Missouri State University-West Plains. The tenure decision will occur at the latest during the third year of probation. Tenure shall continue to be held by a professor who had tenure at Missouri State University-West Plains when promoted from the associate professor rank. Application for tenure may be made during the final year of required service.

Tenure will be granted to a professor who is retained after four years of academic service to Missouri State University-West Plains. Tenure shall continue to be held by a professor who had tenure at Missouri State University-West Plains when promoted from the associate professor rank.

3.5.8 Emeritus Status

Appointment to emeritus faculty status is granted as a result of meritorious service to the campus, including outstanding contributions in the areas of teaching, research, ~~service, publications, the arts and leadership~~ as described in 3.3.3. To be eligible for the title, a faculty member must also satisfy the following three requirements: (1) completion of at least ten years of full-time academic service to Missouri State University-West Plains, (2) tenure status at Missouri State University-West Plains and (3) retirement status **or disability status** at Missouri State University-West Plains. Emeritus status is awarded through affirmative vote of the faculty and by favorable administrative action. ~~Emeritus faculty, who will be listed as such in the catalog, shall be entitled to the benefits of faculty discounts at the Drago College Store, to admission to convocations, to the use of Garnett Library facilities and the Putnam Student Center, to one course per semester free of tuition and student fees, to faculty privileges for admission to athletic events and to other benefits, subject to campus policies. The educational fee waiver benefit is intended for the exclusive use of the retiree and cannot be assigned to any other family member. The candidate shall be informed in writing in a timely manner of the outcome of the approval process. Emeritus faculty, who will~~

be listed as such in the catalog, shall be entitled to all the benefits provided to University retirees (Refer to 15.2) and, in addition, shall receive invitations to special events, an e-mail account and a parking pass. Emeriti faculty are entitled to enroll in one course per semester free of tuition and student fees. This educational fee waiver benefit may be assigned to eligible dependent children of the retiree or to the spouse of the retiree. When this benefit is assigned to an eligible 23 dependent child, that child may receive up to 15 credit hours per academic year, the same benefit provided to active faculty employees' children (Refer to Section 6.2.5.1).

An Emeritus faculty may teach on a per-course basis as needed by the University (Refer to Section 15.3). An Emeritus faculty member may be reappointed to a temporary appointment after achieving emeritus status to teach or for other academic assignments. In general, reappointments are renewable but will be approved for only one year at a time. The title used for a reappointment is appropriate rank Emeritus.

4.2.1.3 Documenting Teaching Effectiveness

There are two primary components to documenting teaching effectiveness: Instructor inputs and student outcomes. Everything that contributes to or derives from a teaching/learning experience should address one or more of the criteria above. The following table identifies input/ output elements and possible sources for documentation. The table below is not prescriptive but offers faculty examples of ways to document teaching effectiveness. Divisions/departments can refine these suggestions as appropriate for specific disciplines and a faculty member's specific job assignment.

Inputs and Outcomes	Documentation
Instructor Inputs (developing educated persons)	
Clear identification of outcome goals in terms of knowledge and skills	<u>Syllabi and assignment statements</u> <u>Syllabi and assignments reflect program and general education goals</u>
Clear identification of relevance of courses to both major study and general education	<u>Syllabi and assignment statements</u> <u>Syllabi and assignments reflect program and general education goals</u>
Practiced and pedagogically informed delivery of course content	Teaching portfolio, evidence of professional development, peer evaluations
Up-to-date content and materials	Syllabi, sample materials (with explanatory narrative in dossier), curricular grants, development of new courses

Inputs and Outcomes	Documentation
Quality organization of course and diligence in application	Syllabi, sample assignments, peer evaluations, student evaluations
Appropriately rigorous expectations	Syllabi statements, quantity and quality of reading, writing and performance assignments
Time, energy, and effectiveness	Teaching portfolio, peer evaluations, student evaluations
Instructor Inputs (exceptional modes or qualities of teaching)	Opportunities for out-of-class application
Description of out-of-class activities, including service learning, field work, etc.	Special access opportunities such as distance-learning delivery
Syllabi and/ or descriptions of alternative delivery methods/courses	Special efforts to diversify student experiences
Description of diversification objectives and efforts <u>Diversity of educational objectives and efforts</u>	Student Outcomes (all goals)
Majority of students make progress on knowledge and skill objectives from baseline starting point	Direct and indirect assessment: Aggregate information on pre/post knowledge and/ or skill performance by students in each class (example: 10% of students were able to identify Renaissance art at beginning of semester, 75% by end)
Majority of students understand goals and relevance of courses, regardless of performance level	Student evaluations
Students receive external recognition for work produced in course	External letters, awards, commendations, reviews, news stories, etc.

Inputs and Outcomes	Documentation
Faculty member receives direct external recognition for preparation of students	External letters, awards, commendations, reviews, news stories, etc.

4.2.2.2 Research

The process of research is understood as the production and formal communication of original creative, scholarly work and, while the definitions of "scholarly" and "creative" may differ across academic disciplines, the process is understood to support the campus's general mission in all three fundamental areas of faculty responsibility: teaching, professional activity, and service. Research both advances knowledge in a particular specialized academic field and encourages individual faculty development; it enhances the quality of education students receive.

Research at Missouri State University-West Plains includes activities designed to produce one or more outcomes such as the discovery organization and application of knowledge. The scope of research activities encompasses individual faculty research and departmental research programs.

~~Missouri State University-West Plains does not have an emphasis on research. So while the campus encourages faculty to engage in academic research we also recognize scholarship and creative activity for purposes of fulfilling the overall professional activity mission of the campus.~~

While Missouri State University-West Plains does not have a formal emphasis on research, the campus affirms that research enhances the quality of education students receive. To that end, the campus recognizes the value of academic research, and it also recognizes research for the purposes of fulfilling the overall professional activity mission of the campus.

4.2.2.3 Creative Activity

Creative works in areas such as music, drama, art and literature are essential for sustaining the cultural role of Missouri State University-West Plains. Creative activities also include the enhancement of teaching effectiveness.

~~4.2.2.3.1~~ Goals and Criteria for Evaluating Creative Activity

The following goals and criteria are the basis of evaluating faculty members' creative activity for tenure and promotion and for required performance reviews. In the creative and performing arts, peer review and recognition through exhibitions, concerts, prizes, and awards set a similar kind of standard to the kind of recognition another faculty member will achieve through publication in a ~~prestigious~~ peer-reviewed journal.

- a. Expand knowledge and/or demonstrate growth in area of expertise
- b. Application of creative activities to benefit campus constituents
- c. Special effort to share knowledge and creative work with a broader audience.
- ~~d. Involvement of students.~~

4.2.3.2 Goals and criteria for Evaluating Service

The following goals and criteria are the basis of evaluating faculty members' service for tenure and promotion and for required performance reviews. Item 1 below is of paramount importance on this list and any faculty member, in order to succeed in the area of service at Missouri State University-West Plains, must succeed in item 1. Although items 2, 3 and 4 are not individually prescriptive, they are inclusive of service and may be considered.

1. University Citizenship

In the interest of maintaining ~~broad participation-faculty influence~~ in the decision-making process at the campus, individual faculty should recognize their responsibilities to the organization and contribute fairly to the task of shared governance. This includes, but is not limited to, service on program, departmental, division and University committees and task forces. ~~In doing so, faculty members increase the level of self-determination.~~

Service activities supporting campus citizenship may also include collaborations and contributions for the collegiate well-being such as providing professional development, participating in campus discussions, and expanding opportunities for shaping the learning environment.

2. Professional Service

The criterion for this goal refers to contributions to professional organizations within the faculty member's field. Professional association participation may include serving as a board member, ~~associate dean,~~ officer, editor, reviewer, committee member, etc. Additionally, this may include sponsoring an active student organization, mentoring, or advising or providing opportunities for student experiences outside the expectations of teaching.

3. Public Service

Faculty members meet this goal when they provide evidence of using their professional skills and expertise to serve community, state, national or international public constituents. This may take the form ~~of op eds or other articles in newspapers or other print media or on television or radio, etc of presentations in contemporary media.~~ In this way, faculty members not only further the mission of public outreach, but also serve as models for their students who are encouraged to engage in similar activities.

4. Professional Consultation

Faculty members may meet this goal by providing evidence of providing professional expertise to business, industry, schools, community organizations and colleagues in other University programs. Consultation services to external constituents within the faculty member's professional expertise may be included in this area.

4.4.1.1.3 Reappointment and Progress-Toward-Tenure Process

~~Due dates for the following processes are posted in the RPT work calendar on the MSU-WP website.~~

~~This multi-step process begins with an application reminder from the Office of Academic Affairs in August and concludes with the Board of Governors final action the following May or June.~~

Every probationary faculty member must apply for each academic year appointment during his or her term of probation. The application must be made at the appropriate time as stated in the ~~annual academic~~

~~work calendar (October 1st)~~ RPT academic work calendar and in accordance with procedures outlined in section 4.4.3. Failure to do so will result in no appointment.

An annual review to assess whether a faculty member should be reappointed and to assess appropriate progress toward tenure shall be conducted by the Divisional Personnel Committee (DPC) and by the appropriate ~~Associate~~ Dean or ~~immediate faculty supervisor~~. The ~~Associate~~ Dean or ~~immediate faculty supervisor~~ shall not be a participant in the voting or deliberations of the DPC. Based on the requirements of tenure listed in Section 3.6.2, the DPC serves as a pre-tenure committee and will annually assess the probationary faculty member's cumulative record as he or she progresses toward the tenure decision year and will specify in writing one of three outcomes:

- a. that progress toward tenure is satisfactory.
- b. that progress toward tenure is questionable, identifying areas for improvement and providing specific suggestions.
- c. that progress toward tenure is unsatisfactory, providing specific rationale.

In all cases the committee will provide clear feedback, identifying areas for improvement, making specific suggestions. Additionally, the committee will make a recommendation regarding continued appointment or non-reappointment. If the committee recommends non-reappointment, then appropriate rationale must be provided.

~~By the third Wednesday in December, In December,~~ the DPC will forward its annual review evaluation, its recommendations, and the applicant's portfolio to the appropriate ~~Associate~~ Dean who will add her or his evaluation and recommendations and pass all of these materials to the ~~Dean of~~ Vice-Chancellor of Academic Affairs. The Vice-Chancellor will also attach his or her evaluation and recommendations and will notify the Chancellor of the outcome of this evaluation process. Copies of each evaluation and recommendation shall be provided to the candidate at each stage of this process before the portfolio, evaluation and recommendations are submitted to the next reviewer. To acknowledge that she or he has received these copies, the candidate must undersign each before the evaluation materials are forwarded further. Signing the evaluation does not imply that the candidate endorses all that is stated therein. The candidate may append a response before the evaluation is forwarded further, and this response will remain attached throughout the evaluation process.

If the progress toward tenure is questionable or unsatisfactory, then the ~~Dean~~ Vice-Chancellor in consultation with the appropriate Dean shall meet with the faculty member to discuss the areas of improvement that were identified and to discuss the implementation of suggested courses of action, as well as to discuss any other issues that need to be addressed. The ~~Dean of Academic Affairs, in consultation with the Associate Dean or immediate faculty member,~~ appropriate Dean will also periodically follow-up with the faculty member throughout the upcoming academic year.

4.4.1.1.4 Promotion and Tenure Process for Probationary Faculty

Due dates for the following processes are posted in the RPT work calendar on the MSU-WP website. This multi-step process begins with a reminder from the Office of Academic Affairs in August and concludes with the Board of Governors final action in May or June.

For promotion, the application must be made at the appropriate time as stated in the annual academic work calendar (October 1st) RPT Work Calendar and in accordance with evaluation procedures outlined in section 4.4.3. The application for promotion may be withdrawn from consideration at any stage of the process.

The process of promotion review and tenure review follows the steps ~~as shown below~~ shown in the RPT Work Calendar. The requirements for promotion are located in Section 3.4 and the requirements for tenure are located in Section 3.6. At each stage of the evaluation of promotion and/or tenure, a candidate will be given a copy of the evaluation and written rationale for the recommendation. For tenure, in most cases, a probationary faculty member must apply for tenure no later than the fifth year of employment to remain employed beyond the sixth year. Application may be made in the final year of required service. The application must be made at the appropriate time as listed in the academic work calendar (October 1st RPT Work Calendar), and in accordance with evaluation procedures outlined in section 4.4.3. Failure to do so will result in no appointment for the year following the probationary period. In cases where the faculty member has negotiated for a shorter probationary period, the final tenure application year is specified in the faculty member's initial letter of employment.

Candidates denied tenure by the Dean-Vice-Chancellor of Academic Affairs in the final year for application are not permitted to reapply. Candidates who apply for early tenure (i.e., in a year prior to the final year for application as stated in the faculty member's initial letter of employment) may reapply up to and including the final year to apply. Although faculty hired at mid-year may "count" all work accomplished since the date of hire, the tenure clock for them begins the following August, unless otherwise negotiated. Individuals whose initial appointment is to the associate professor rank must apply for tenure by the fourth year of their probationary status except in those circumstances where the dean has granted a temporary stopping of the tenure clock.

~~1. Faculty member submits application portfolio to the office of Academic Affairs by the first Monday in November.~~

~~2. Division Personnel Committee (DPC) reviews portfolio and writes recommendation by the third Wednesday in December. Candidate receives copy and signs original committee recommendation. The DPC forwards portfolio and recommendation to the Associate Dean or immediate faculty supervisor.~~

~~3. By the second Friday in January, the Associate Dean or immediate faculty supervisor reviews materials and writes recommendation. Candidate receives copy and signs recommendation. All recommendations and portfolio forwarded to the Dean of Academic Affairs.~~

~~4. By the third Tuesday in February, the Dean reviews materials and writes recommendation. Candidate receives copy and signs original of dean's recommendation. The Dean forwards list of reappointments and no reappointments and list of results of tenure and promotion decisions to the Chancellor.~~

~~*If a new faculty member starts in the fall semester, then the application portfolio is submitted by the first Monday in December.~~

The Chancellor will submit reappointment, promotion and/or tenure recommendations to the President and Board of Governors and the Dean-Vice-Chancellor of Academic Affairs will notify all applicants of the Board's actions. Recommendations from each level of the review process will be shared with the applicant by the reviewer(s) at each level. The applicant may withdraw the application at any level of the process prior to the review by the Dean-Vice-Chancellor of Academic Affairs and the Chancellor.

Throughout the entire review process, confidentiality must be maintained. Members at every level of decision-making must assume personal responsibility to ensure that confidentiality is not violated.

4.4.1.2 Tenured Ranked Faculty

Due dates can be found in RPT work calendar posted on MSU-WP website

4.4.1.2.1 Promotion for Tenured Faculty

~~For promotion, the application must be made at the appropriate time as stated in the annual academic work calendar (October 1st) and in accordance with procedures outlined in section 4.4.3. The application for promotion may be withdrawn from consideration at any stage of the process.~~

~~The process of promotion review follows the steps as shown in Section 4.4.1.1.4. The requirements for promotion are located in Section 3.4. At each stage of the evaluation of promotion, a candidate will be given a copy of the evaluation and written rationale for the recommendation.~~

~~This multi-step process begins with a reminder from the Office of Academic Affairs in August and concludes with the Board of Governors action the following May or June.~~

~~For promotion, the application must be made at the appropriate time as stated in the annual RPT Work Calendar and in accordance with procedures outlined in section 4.4.3. The application for promotion may be withdrawn from consideration at any stage of the process. The process of promotion review follows the steps as shown in Section 4.4.1.1.4. The requirements for promotion are located in Section 3.4. At each stage of the evaluation of promotion, a candidate will be given a copy of the evaluation and written rationale for the recommendation.~~

4.4.1.3 Evaluation of Non-Ranked Faculty

Due dates can be found in RPT and AFPR work calendars posted on MSU-WP website

Lecturers and per-course/adjunct faculty (see Section 3.5 for definitions) are expected to attend annual workshops/trainings as conducted by the Office of Academic Affairs and will undergo the following evaluations:

a. At least one classroom observation by the appropriate Dean, Department Head, and/or tenured faculty member each year.

b. Student Evaluations for each course taught each semester.

c. An annual performance evaluation by their Department head or appropriate Dean or immediate supervisor and the appropriate Divisional Personnel Committee.

~~Additionally, Lecturers will undergo an annual performance evaluation by their Department Chair or Associate Dean or immediate supervisor and the appropriate Divisional Personnel Committee. All involved in the performance evaluations should realize that lecturers do not have the same responsibilities and expectations as full-time ranked faculty members. However, all faculty are expected to 1) teach effectively; 2) be available to their students; and 3) to function within their department/division. More information concerning the responsibilities and expectations of non-ranked faculty may be found at the Office of Academic Affairs.~~

The Department Head or appropriate Associate Dean or immediate faculty supervisor will write the final evaluation utilizing information from the DPC's evaluation and provide the Lecturer with a written copy.

The purpose of the evaluation is to identify any areas where improvement can be made and provide constructive feedback. Should a lecturer apply for a full-time ranked faculty position, these evaluations shall become part of the candidate's file.

4.4.2 Faculty Evaluation Committee and Divisional Personnel Committees

Due dates for the following processes are posted in the RPT work calendar on the MSU-WP website.

The Faculty Evaluation Committee shall annually review evaluation procedures, including establishing the minimum and maximum weightings to be placed on the categories of performance (teaching, professional activity and University and community service) and submit proposed changes to the Faculty Senate. The Faculty Evaluation Committee should work closely with the Divisional Personnel Committees and the Dean-Vice-Chancellor of Academic Affairs in this endeavor.

At the annual August Faculty Workshop, two divisional personnel committees (DPC) are formed as follows. The General Studies Divisional Personnel Committee will be formed for the arts, education and social sciences division and mathematics and science division and will consist of at least two tenured faculty members from each of those divisions. The Applied Sciences Divisional Personnel Committee will be formed for the business, applied technology and public service division and nursing and allied health division and will consist of at least two tenured faculty members from each of those divisions. The faculty members that will serve on these committees for each division will be elected from the pool of eligible tenured faculty members and will be elected by a plurality of votes by the ranked faculty in the division. (In the event that a division has fewer than two tenured faculty members, additional tenured faculty members from other divisions may be appointed by the dean to a total number of two. In such cases, the Associate Dean or immediate faculty supervisor and the faculty applicant(s) will submit a list of possible committee members for the dean's consideration and appointment). Members shall serve two-year, staggered terms and may be elected to consecutive terms. Tenured faculty members who are seeking promotion or with a potential conflict of interest shall not serve on a DPC.

By the third Wednesday in September, the Chair of the Faculty Evaluation Committee will meet with the members of the DPCs for each Division and review procedures and deadlines for the faculty evaluation process and answer questions.

The DPC will serve as the initial evaluating body for divisional faculty evaluations. Each DPC will select co-chairs (one chair from each division) that will be responsible for working with the associate-Dean or immediate faculty supervisor to establish and communicate internal application deadlines. The co-chairs convene the committee's meetings and generally are responsible for writing personnel recommendations for the candidates within his or her division based on the deliberations of the committee. Each DPC operates as an autonomous faculty body and therefore the Associate-Dean or immediate faculty supervisor shall not participate in personnel committee proceedings or make decisions regarding its composition or actions. Inappropriate actions by individuals on the committee should be addressed by the committee co-chairs.

The application portfolio for candidates for reappointment, promotion and tenure will be presented to the co-chairs of the DPC, who will undertake the security of the application portfolio. At the time of evaluation for annual review of appropriate progress toward tenure, required performance reviews, promotion or tenure, the personnel committee will have access to the candidate's current vita as well as all prior personnel reviews generated by the associate dean or immediate faculty supervisor and DPC. Additional materials, supporting teaching, research and service, may be requested by DPC.

The DPC shall make the original recommendations in all cases involving annual review of appropriate progress toward tenure and/or reappointment of probationary faculty. If there is a split vote among tenured faculty, the minority may file a report, signed by each member of the minority, which will be forwarded with the majority decision.

In instances of disagreement between the personnel committee and the ~~Associate Dean~~ there shall be a good faith effort to resolve these differences. If resolution is not possible, the ~~Associate Dean~~Vice-Chancellor must offer in writing compelling reasons for disagreeing with the committee's recommendation before advancing his or her recommendation to the ~~Dean of Academic Affairs~~Chancellor.

4.4.3 Application for Reappointment, Promotion and Tenure

~~The dean of academic affairs shall present a copy of the evaluation procedures in an informal packet to new full-time faculty upon signing of their contracts for employment.~~

Specific due dates can be found in RPT and AFPR work calendars posted on MSU-WP website.

This multi-step process begins with a reminder from the Office of Academic Affairs in August and concludes with the Board of Governors final action the following May or June.

~~Also, at the beginning of each academic year, the dean of academic affairs shall disseminate faculty evaluation procedure guidelines and appropriate forms to all faculty members. A candidate initiates the application process by completing the appropriate form and submitting it to the dean of academic affairs by October 1st. The form is then forwarded to the appropriate personnel committee for verification of eligibility.~~

~~The Vice-Chancellor shall present a copy of the evaluation procedure to new full-time faculty upon signing of their contracts for employment. Also, at the beginning of each academic year, the Vice-Chancellor shall disseminate faculty evaluation procedure guidelines and appropriate forms to all faculty members. A candidate initiates the application process by completing the appropriate form and submitting it to the dean of academic affairs by October 1st. The form is then forwarded to the appropriate personnel committee for verification of eligibility.~~

6.2.5 Educational Assistance **Benefits**

6.2.5.1. Credit Course Fees

Faculty members may enroll for up to 15 credit hours in an academic year (12-month period beginning with fall semester) and have their required tuition and student fees paid by the University. Faculty members must pay the required tuition and student fees for all courses over 15 credit hours per academic year. This benefit is not applicable to out-of-state fees, non-credit courses, book costs, or any special fee pertaining to a specific class or private instruction.

Eligible faculty members may assign part or all the 15-credit-hour benefit to a spouse, sponsored dependent, or dependent. ~~An eligible dependent shall be defined as provided in section 152 of the United States Internal Revenue Code. In addition, a child(ren) of divorced or separated parents is treated as a dependent of both parents where (1) the parents are divorced, legally separated or separated under a written separation agreement; (2) the child(ren) receives over half of his/her support from his/her parents; and (3) the child(ren) is in the legal custody of one or both parents for more than half the calendar year.~~

The assignee must file an application for admission or readmission with the Office of Admissions and Records and meet all admissions and academic requirements stipulated in the University Course Catalogs.

The University will comply with Internal Revenue Code regulations regarding reporting benefits that are taxable income. To determine tax liability about this benefit, consult a tax advisor.

Credit course fee waiver requests are automated and can be accessed through the Profile tab at <http://my.missouristate.edu/> under Employment Details - Benefits. The Office of Human Resources will check the request for eligibility, approve appropriate requests, and arrange payment when registration for classes has been completed. The employee must request educational benefits prior to fee payment; cash refunds will not be made.

15.2 Retirement

The University complies with the Age Discrimination and Employment Act. Amendments to this federal law have removed mandatory retirement based on age.

All retired faculty members may have the following benefits: faculty discount at the Drago College Store, admission to convocations on campus, use of the facilities of the Library, use of the Putnam Student Center, faculty privileges for admission to athletic activities and use of the West Plains Civic Center swimming pool during Missouri State University sessions.

Each faculty member retired from Missouri State University is entitled to continue the same medical insurance coverage he or she had before retirement, including dependent coverage. The retiree must assume the cost, which will be at the group rate that is currently in effect. This eligibility continues until the retiree is eligible for Medicare. Although a retiree is no longer eligible for the group term life insurance plan provided by the University, the retiree is guaranteed the option to convert to ordinary life insurance with the same company but at a higher rate based upon individual policy rates and the retiree's age. The director of human resources can provide more specific information regarding retirement and insurance.

Generally, there are two times during an academic year when faculty members can retire: (a) at the end of the spring semester, or (b) at the end of the fall semester. Academic administrators (i.e., deans, department heads, academic program directors, etc.) are on 12-month appointments which generally end each June 30th. Such administrators who decide to retire usually retire at the end of the 12-month appointment period, i.e., July 1st. However, there are other retirement date possibilities for academic administrators, and they should contact the Office of Human Resources as soon as possible after deciding to retire so that relevant information about retirement dates can be explained and discussed. Because academic administrators earn vacation and paid sick leave while serving in their 12-month positions, the procedures described for university employees governing payment of vacation and sick leave at retirement apply to academic administrators with some modifications.

Please see the Human Resources (HR) web site and/or contact a representative from Human Resources for detailed information on the retirement process.

15.2.1 Retirement Benefits

All retired faculty members may have the following benefits: use of Magers Health and Wellness Center, faculty discount at the Drago College Store Bookstores, admission to convocations on campus, use of the facilities of the System Libraries, use of the Putnam Student Centers, enrollment in one course per semester free of required student fees, faculty privileges for admission to athletic activities and use of the West Plains Civic Center swimming pool during Missouri State University sessions.

Faculty members retired from Missouri State University are entitled to continue the same medical insurance coverage he or she had before retirement, including dependent coverage. The retiree must assume the cost, which will be at the group rate that is currently in effect. This eligibility continues until the retiree is eligible for Medicare. Although a retiree is no longer eligible for the group term life insurance plan provided by the University, the retiree is guaranteed the option to convert to ordinary life insurance with the same company but at a higher rate based upon individual policy rates and the retiree's age. The director of human resources can provide more specific information regarding retirement and insurance.

A retiree's eligible dependent children who enroll at Missouri State University are extended the same educational benefit available to the eligible dependent children of a full-time regular employee. Under no circumstances, however, can the retiree and the retiree's dependent children together receive a waiver of required student fees for more than a total of 15 credit hours per academic year (12-month period beginning with the fall intersession. This benefit is not applicable to out-of-state fees, book costs, or any special fee pertaining to a specific class or private instruction. The eligible dependent must pay the required student fees for all college-level courses taken over the 15 credit hours per academic year covered under this program.

15.2.2 Benefits Available to Emeritus Faculty

See section 3.5.8 for more information about benefits available to Emeritus Faculty.

15.3 Teaching for Missouri State University-West Plains After Retirement

From time to time, the University may offer individual retired faculty members the opportunity to teach one or more courses after retirement. For retired faculty members who have been granted emeritus status, the compensation for such teaching would be at the rate of 2.5 percent of the average annual salary per credit hour for the retiree's rank during his or her last year of employment at the University. If a retired emeritus faculty member wishes to teach a course that does not meet minimum enrollment guidelines, the administrator and faculty member may negotiate for a salary rate that is less than 2.5 percent of the average annual salary per credit hour for the retiree's rank during his or her last year of employment at the University. For retired faculty members who have not been granted emeritus status, compensation for teaching after retirement shall be at the regular per course rate.

A retired faculty member who teaches part-time for Missouri State University after retirement will continue to receive his or her retirement benefits. The retiree must not work more than the equivalent of half-time employment. The teaching load would ordinarily be up to six credit-hours per semester; special permission may be granted by the dean of academic affairs for a retired faculty member to teach more than six credit-hours during a given semester, but no more than 12 credit-hours during the academic year. The retiree should contact the Social Security Administration with any questions regarding earning limitations.

A retired faculty member or retired administrator with faculty status may be employed on a part-time, temporary, hourly basis for no more than 1,000 hours in a 12 month period.

III.F.4.

MISSOURI STATE UNIVERSITY

BOARD RESOLUTION

WEST PLAINS STUDENT POLICIES NO. 21-23
Approval of the 2023 Revisions to the Code of Student
Rights and Responsibilities

WHEREAS, the Code of Student Rights and Responsibilities (Code) should be periodically reviewed, as stated in Article IX: Interpretation and Revision, and

WHEREAS, the Code has been edited to address stylistic and clarification issues. Additionally, the Code has been edited to address title change of key personnel.

WHEREAS, the revisions to the West Plains' Campuses' Codes have been reviewed by a wide constituency of university stakeholders.

NOW, THEREFORE BE IT RESOLVED that the attached Code of Student Rights and Responsibilities, as amended, be approved by the Board of Governors and become effective for the beginning of the 2023-2024 academic year.

Chris Waters
Board Chair

Passed at meeting of
June 23, 2023

Rowena Stone
Secretary to the Board

Article I changes

I. Student Rights

- 1.4 No conduct ~~Educational~~ eConsequences may be imposed upon any student without following minimal procedural due process, as described in [Article VI](#) of this Code.
- 1.7 All students shall have the right to be protected from prejudiced academic evaluations unrelated to academic performance based on the student's views, opinions, political associations, organizational memberships or the instructor's biases based on the character of the student. Furthermore, all students shall have the right to appeal a grade to the instructor, the department head, the division chair, the ~~dean~~ [Vice Chancellor](#) of ~~a~~Academic ~~a~~Affairs and the Academic Concerns Committee. All grade remedies under other existing policies shall be protected under this Code.
- 1.10 ~~Student~~ Organizations ~~and groups~~ may be established within the University for any lawful purpose. Affiliation with an extramural organization shall not, in itself, qualify or disqualify the University branch or chapter from institutional privileges. A group shall become ~~an~~ [Student](#) ~~e~~Organization when formally recognized by the University according to the procedures and regulations established by the office of student life & development. No group may be so recognized or continue to be recognized if its purposes or programs are in conflict with this Code of Student Rights or with the laws of the State or of the United States.
- 1.11 A ~~s~~Student ~~group or e~~Organization may distribute written material on campus without prior approval provided that such distribution is consistent with the policies of the University, including the University's Advertising, Distribution and Solicitation Policy, and Facility Usage Procedures and the applicable laws of the State and of the United States and provided that it does not disrupt the operation of the University.
- 1.18 All students have a right to be offered reasonable protection from retaliation, intimidation, and/or harassment. Students who believe they have experienced retaliation, intimidation and/or harassment are encouraged to seek assistance from one of a number of campus resources. The Office of the ~~Dean~~[Vice Chancellor](#) of Student Services, Office of Student Life and Development, the Office of Title IX Coordinator and the Office of Institutional Equity and Compliance all have staff and resources available to assist students who believe they may be the victim of retaliation, intimidation, and/or harassment. Additionally, the Office of Title IX Coordinator and the Office of Institutional Equity and Compliance have a liaison on the West Plains Campus to assist students who believe they may be the victim of retaliation, intimidation, and/or harassment.

Article II changes

II. Responsibilities

- 2.7 Good Citizen Policy. The welfare of our students is of the highest importance to Missouri State University-West Plains. There will be times when individual students, both on and off campus, may be in critical need of assistance from medical or other professional personnel. Missouri State University-West Plains hopes that these students will seek help and other students will respond to obtain the help that their fellow student needs. To that end, Missouri State University-West Plains intends to minimize any hesitation that students might have in obtaining help due to concern that their own behavior might be a violation of University policy. The University pursues a policy of limited immunity for students who offer help to others in need. While policy violations cannot be overlooked, the University, to the extent possible, will consider the positive impact of reporting an incident on the welfare of students when determining the appropriate response for University policy violations by the reporter of the incident. Any possible negative consequences for the reporter of the problem should be weighed against the possible negative consequences for the student who needs intervention. At a minimum, Missouri State University-West Plains suggests that a student anonymously report any situation that would put the student in need in touch with professional help. To report an incident, contact the [Dean Vice Chancellor](#) of Student Services, Lybyer Technology Center, Room 207 (417) 255-7255. An [incident report form](#) may also be reported through the Student Life or Student Services page of the University website.
- 2.10 Pursuant to the University's [Class Disruption policy](#), the course instructor has original jurisdiction over the class and may deny a student, who is unduly disruptive, the right to attend the class. Students are expected to master the course content in compliance with the syllabus of the course instructor. The student is expected to comply with all reasonable directives of the course instructor. The course instructor may have a student administratively withdrawn from a course upon showing good cause and with the concurrence of the department head. A student may appeal the instructor's decision to the division chair and the [Dean Vice Chancellor](#) of Academic Affairs.

Article III changes

III. Authority and Jurisdiction

- 3.3 Each student will be responsible to comply with this Code from the time of application for admission through the actual awarding of a degree as well as during the academic year and during periods between terms of actual enrollment (even if their conduct is not discovered until after a degree is awarded). The Code shall apply to a student's conduct even though the conduct violation may have occurred before classes begin or after classes end. The of [Dean Vice Chancellor](#)

of Student Services may choose to pursue conduct charges even if the student withdraws from school while a conduct matter is pending.

Article IV changes

IV. Proscribed Conduct

Any student found by the University to have committed any of the following misconduct is subject to the Educational eConsequences outlined in [Article VII](#). The authority to determine if a specific act is subject to Educational eConsequences shall be determined pursuant to the procedures set forth in this Code or University Policy, as applicable.

- 4.5 Hazing, an act that endangers the mental or physical health or safety of a student or which destroys or removes public or private property, for the purpose of initiation or admission into, affiliation with, or as a condition of continued membership in a group or Student eOrganization. The express or implied consent of the student will not be a defense to a violation of hazing. The willing participation or acquiescence of the student to the hazing activity is no defense and is still a violation of this policy.
- 4.7 Unauthorized possession, duplication or use of keys or access cards/devices to any University premises or unauthorized entry to or use of University premises that have restricted access.
- 4.10 Use, possession or distribution of narcotics or other controlled substances or related paraphernalia, except as expressly permitted by law. Including the use of prescription medications without proper prescription or used counter to the directions of a valid prescription. Additionally, the misuse of any products for the purposes of obtaining a similar effect as illegal drugs. Recommended minimum Educational eConsequences for a violation of ~~Section Article~~ 4.10 are outlined in [Article 7.9](#).
- 4.11 Use, possession or distribution of alcoholic beverages or alcohol paraphernalia (as defined in this Code) except as expressly permitted by the law and University regulations or public intoxication on University premises. Recommended minimum Educational eConsequences for violations of the alcohol policy are outlined in [Article 7.9](#).
- 4.20 Sexual Harassment as defined in the University's Title IX Sexual Harassment Grievance Procedure Policy. Note: Unlike other prohibited conduct outlined in this Article IV, allegations of Sexual Harassment are processed through the University's Title IX Sexual Harassment Grievance Procedure Policy. As discussed in more detail below in Article 6, the Dean Vice Chancellor of Student Services may address allegations of Sexual Harassment that do not meet the definition or jurisdictional requirements of the Title IX Sexual Harassment Grievance Procedure. Allegations of Sexual Harassment, as defined by the

University's Title IX Sexual Harassment Grievance Procedure Policy should be filed with the Title IX Coordinator, 901 S. National Ave., Springfield, Missouri 65897, 417-836-6810, Equity@missouristate.edu.

- 4.21 Abuse of the Conduct System, including but not limited to:
- a. Failure to obey the directives of a Conduct Officer or University official;
 - b. Providing false, distorted or misrepresenting information before an adjudicator in a University process determining responsibility (e.g. Conduct Officer, University Official Hearing Authority, and/or Decision Maker).
 - c. Disruption or interference with the orderly conduct of a conduct proceeding;
 - d. Institution of a conduct proceeding knowingly without cause;
 - e. Attempting to discourage an individual's proper participation in or use of, the conduct system;
 - f. Attempting to influence the impartiality of any member of a conduct proceeding prior to, during and/or after a conduct meeting and/or hearing;
 - g. Retaliation against any person participating in the conduct process;
 - h. Failure to comply with Educational eConsequences imposed following a conduct proceeding.
 - i. Influencing or attempting to influence another person to commit an abuse of the conduct system.
- 4.22 Violations of Missouri State University-West Plains' [Tobacco Use Policy](#).

Article V changes

V. Violations of Law and University Conduct

- 5.1 University student conduct proceedings may be instituted against a student charged with conduct that potentially is a violation of both criminal law and this Code. Proceedings under this Code may be carried out prior to, simultaneously with or following civil or criminal proceeding off-campus at the discretion of the Dean Vice Chancellor of Student Services or a designee. Determinations made or Educational eConsequences imposed under this Code shall not be subject to change because criminal charges were dismissed, reduced or resolved in favor of or against the criminal law defendant. In cases involving potential criminal conduct the Dean Vice Chancellor of Student Services, in conjunction with other appropriate University officials, will determine whether law enforcement shall be notified.

Article VI changes

VI. Student Conduct Adjudication Process

The development of self-discipline is a goal of education, and the student conduct process is intended to be educational in nature. The student conduct adjudication process described herein is designed to further the educational process; therefore, it is not comparable to, or a substitute for, jurisprudence under a criminal code. Therefore, formal rules of process, procedure, and/or technical rules of evidence, such as are applied in criminal or civil court, are not used in the student conduct adjudication process described in this Code. The student conduct adjudication process outlined below is designed to balance the rights and responsibilities of the Sstudent or Student Organization accused of wrongdoing with the rights of the University community, including but not limited to, the complaining Sstudent or Student Organization, other students, faculty, staff, and the public.

- 6.1 Subject to other University Policy, any member of the University community may file a complaint against any student or student organization for alleged violations of this Code. The complaint may be prepared in writing or notice may be given in another manner and directed to the DeanVice Chancellor of Student Services, who has been given responsibility for the administration of the University conduct system. Any complaint should be submitted as soon as is reasonably possible after the event takes place, but in any case, no longer than twelve (12) months from the date the person knew or should have known of the alleged violation. In most cases, students and Student Organizations will not undergo more than one conduct process within the University for the same incident.
- 6.2 Violations of Code Policies (other than violations of the University's Title IX Sexual Harassment Grievance Procedure Policy): After receiving an incident report or other indication of Code violations, the DeanVice Chancellor of Student Services, or their designee, may proceed as follows:
- a. Conducts an investigation of the allegations, or other validation of the allegations received.
 - b. If appropriate, sends a charge letter indicating:
 - The sections of the Code or other University policies allegedly violated
 - Date, time, and place the alleged violation occurred (if available)
 - A concise summary of the alleged violation
 - A list of witnesses (to be supplemented later if necessary)
- A date, time, and location for the respondent to meet with the DeanVice Chancellor of Student Services pursuant to Section-Article 6.5. The respondent's class schedule shall be consulted; the respondent may request an alternative date and time to meet within the deadline listed in the charge letter. The decision to alter the meeting time and date is at the discretion of the DeanVice Chancellor of

Student Services.

- 6.3 Alleged Violations of [Title IX Sexual Harassment Grievance Procedure](#): If the University receives an allegation of discrimination the University will address such allegation(s) through the Governing Policy and the Grievance Procedure Policy. The [DeanVice Chancellor](#) of Student Services will forward any allegations to the appropriate official as indicated in University Policy. Allegations of Sexual Harassment that fall within the scope of the Grievance Procedure will be handled entirely through that Policy, unless dismissed pursuant to that Policy.
- 6.4 Allegations of Discrimination Based on a Protected Class: All allegations and complaints of discrimination that fall outside of the Grievance Procedure policy either due to the jurisdictional limitations or due to a dismissal pursuant to that Policy will be handled pursuant to the [Discrimination Complaint and Investigation Procedures Policy](#). After completing an investigation, the Equity Investigator will prepare a document summarizing the investigation and the finding from the investigation. After receiving the document from the Equity Investigator, the [DeanVice Chancellor](#) of Student Services will proceed as follows:
- a. Prepare and send correspondence to the individual identified as the Respondent in the Investigative Report scheduling a Conduct Meeting where the [DeanVice Chancellor](#) of Student Services will discuss the situation described in the document, the proposed charges against the Respondent, the [Educational e](#)Consequences proposed by the [DeanVice Chancellor](#) of Student Services and the Respondent's position on responsibility. [At this meeting](#)
 - ~~b.~~ ~~T~~he Respondent will be given the opportunity to review the document prepared by the Equity Investigator, the charges of Code violation and given a summary of information to be presented as to allow preparation of refutation. The Respondent will be given the opportunity to review any materials referenced by the Equity Investigator in the document including but not limited to: audio recordings and exhibits;
 - ~~eb.~~ Answer questions and provide any necessary clarification of the Code and/or its procedures;
 - ~~dc.~~ Discuss the Respondent's level of responsibility in the conduct situation. The Respondent may give additional information, present additional pertinent documents or records pertaining to the incident and present additional witnesses which were not provided during the investigative phase
- 6.5 Unless otherwise required by other University Policy, the [DeanVice Chancellor](#) of Student Services, or designee, will facilitate a Conduct Meeting, at which time the following matters may be discussed:
- a. The [DeanVice Chancellor](#) of Student Services will review the charges and

give a summary of the information to be presented;

- b. The Dean Vice Chancellor of Student Services will answer any questions and provide any requested clarification of the Code and/or its procedures;
- c. The respondent may respond to the charges and provide any information the respondent believes to be relevant in determining responsibility. The respondent shall have an opportunity to present information, ask questions, present records or documentation pertaining to the incident, present witnesses and provide explanations to the Dean Vice Chancellor of Student Services.
- d. The Dean Vice Chancellor of Student Services and the respondent will discuss the respondent's level of responsibility relating to the allegations and attempt to reach an agreement regarding responsibility (or lack of responsibility) and Educational eConsequences as necessary. ~~A If an agreement is reached, a~~ Case Resolution Form (CRF) will be completed by the Dean Vice Chancellor of Student Services.
- e. If a respondent fails to attend their scheduled conduct meeting, the Dean Vice Chancellor of Student Services may, at their discretion, conduct the meeting in the respondent's absence and render a finding of responsibility or no responsibility. In these cases, the Dean Vice Chancellor of Student Services will complete a CRF and send a findings letter to the respondent; the respondent is responsible for fulfilling or upholding the Educational eConsequences listed within the letter. The respondent may appeal the conduct decision but must follow the appeals processes outlined in Article VIII of this document.
- ~~f. In matters concerning hearings, the Dean of Student Services will assist both the respondent accused of violating policies and the member of the University community who is filing charges for the purposes of facilitating and understanding the hearing process.~~
- gf. The Dean Vice Chancellor of Student Services' determination will be made by a preponderance of evidence, on the basis of whether it is more likely than not that the respondent violated the Code of Student Rights and Responsibilities.
- hg. The Respondent may be accompanied by an aAdvisor. The aAdvisor may be an attorney but is not required to be an attorney. The Advisor will not be permitted to actively participate in any Conduct meeting. In consideration of the limited role of aAdvisors and of the compelling interest of the University to expeditiously resolve allegations of violations of the Code, the work of the Dean Vice Chancellor of Student Services will not, as a general practice, be delayed due to the unavailability of an aAdvisor. The responding student or Student Organization is responsible for presenting his or her own information and, therefore, aAdvisors are not

permitted to speak or to participate directly in any hearing.

- 6.6 Where appropriate, following a Conduct Meeting, the parties may have a right to a hearing as set forth below:
- a. In cases where the ~~Dean~~Vice Chancellor of Student Services and the respondent are unable to come to an agreement on responsibility and/or consequence, or the respondent fails to appear for the Conduct Meeting, and the ~~Dean~~Vice Chancellor of Student Services' chosen consequence does not include any separation between the student and the University (e.g. 7.1h, 7.1k, 7.1l, 7.1m, 7.1n, 7.1o, or 7.1p) then the finding of the ~~Dean~~Vice Chancellor of Student Services will be applicable, unless the respondent submits an appeal pursuant to ~~Section~~Article VIII below.
 - b. In cases where the ~~Dean~~Vice Chancellor of Student Services and the respondent are unable to come to an agreement on responsibility and/or consequences, and the ~~Dean~~Vice Chancellor of Student Services' chosen consequence includes a sanction separating the student from the University (e.g. 7.1h, 7.1k, 7.1l, 7.1m, 7.1n, 7.1o, or 7.1p), the respondent shall have the right to request a hearing in front of a Hearing Authority.
 - c. In cases where the respondent fails to appear for the conduct meeting and the recommended consequences includes separation between the student and the University (e.g. 7.1h, 7.1k, 7.1l, 7.1m, 7.1n, 7.1o, or 7.1p), the ~~Dean~~Vice Chancellor of Student Services will designate an entry of "not responsible" and set up a hearing with a Hearing Authority.
- 6.7 Any hearing conducted pursuant to the Code shall be conducted in order to provide a fair opportunity for hearing of every participant's position, explanations and information according to the following guidelines:
- a. In matters concerning hearings the Director of Student Life will assist both the Respondent and the Complainant in understanding the hearing process.
 - b. Hearings will be conducted in private. Only individuals serving a defined purpose or otherwise approved by the Hearing Authority will be allowed to participate (e.g. complaining and responding students, identified witnesses, Advisors to participants, and/or eEmotional sSupport Persons individuals), and only to the extent necessary for that defined role. ~~(i.e. emotional support individuals may sit in close proximity to a witness while being questioned, but then must leave for all other aspects of the hearing.)~~
 - bc. The parties to a hearing must each inform the ~~Dean~~Vice Chancellor of Student Services of witnesses who they intend to have provide information at the hearing at least five (5) business days in advance of the hearing. The Hearing Authority may determine that there are other relevant persons who know information about the situation and invite them to participate in the hearing to share their information.

- ed. The Hearing Authority may cause to be removed from the hearing any person who disrupts or impedes the hearing or who fails to adhere to the rulings of the Hearing Authority.
- de. Unless prior arrangements have been approved by the Hearing Authority, the complaining party should appear as part of the Dean Vice Chancellor of Student Services presentation of charge(s) before the Hearing Authority.
- ef. If the respondent has been properly notified of the hearing, but fails to appear, the hearing may take place in the respondent's absence and the findings and Educational eConsequences will be binding on the respondent, subject to the respondent's right to appeal pursuant to Section Article VIII.
- fg. In hearings involving more than one accused student or Student Organization, the Dean Vice Chancellor of Student Services, at their discretion, may decide to separately conduct the hearings concerning each student or Student Organization.
- gh. Both parties to a hearing have the right to be assisted by an aAdvisor of their choosing at their own expense. A party is only allowed one (1) aAdvisor, unless otherwise approved by the Hearing Authority. The party's aAdvisor may be an attorney. Participants are each responsible for presenting their own information and, therefore, aAdvisors are not permitted to speak or to participate directly in any hearing. It is the responsibility of the participants to notify the Dean Vice Chancellor of Student Services of the identity of their aAdvisor no later than five (5) business days in advance of the hearing date.
- hi. In consideration of the limited role of aAdvisor s and of the compelling interest of the University to efficiently resolve allegations of violations of the Code, the work of a Hearing Authority will not, as a general practice, be delayed due to the unavailability of an individual's aAdvisor.
- ij. Presenting information and rebutting information presented at a hearing are rights available to both parties. However, certain circumstances may make it prudent to limit either party from submitting direct questions to a witness or participant. Therefore, all questions may be submitted in writing to the Hearing Authority to ask the questions on the party's behalf. Only those questions relevant to the conduct charges will be allowed by the Hearing Authority. All parties will be allowed similar and timely access to materials introduced during a Hearing.
- jk. It is the responsibility of the person desiring the presence of a witness before a hearing to ensure that the witness appears. Because experience has demonstrated that the actual appearance of an individual is of greater value than a written statement, the latter is discouraged and should not be

used unless the individual cannot reasonably be expected to appear. Any written statement must be dated, signed, and include verification that the individual submitting the statement is in fact the author of the statement (e.g. notarized, signed in from of a University Official). The work of ~~a~~ the Hearing Authority will not, as a general practice, be delayed due to the unavailability of a witness.

- ~~kl.~~ The Hearing Authority may accept for consideration all information which reasonable persons would accept as having relevance to the allegations. Unduly repetitious, personally abusive information, or evidence overly extraneous to the charges under consideration should be excluded.
- ~~lm.~~ Pertinent records, exhibits and written statements may be accepted as evidence for consideration at the discretion of the Hearing Authority. The ~~dean~~ Vice Chancellor of ~~s~~Student ~~s~~Services must receive such pertinent records, exhibits and written statements at least five (5) business days prior to a hearing for a party to include such evidence in the hearing, unless as otherwise allowed by the Hearing Authority. All parties will be allowed similar and timely access to materials introduced during a Hearing.
- ~~mn.~~ All procedural questions during the hearing are subject to the final decision of the Hearing Authority.
- ~~no.~~ The Hearing Authority will conduct deliberations in private as to a Respondent's responsibility and, if necessary, appropriate consequences. The Hearing Authority shall determine whether the respondent has violated each of the charged sections of the Code.
- ~~op.~~ The Hearing Authority's determination shall be made on the preponderance of evidence, on the basis of whether it is more likely than not that the respondent violated the Code.
- ~~pq.~~ Any participant in a hearing who has a disability and requires accommodation in order to fully participate in the hearing should arrange accommodations with the Disability Services Coordinator sufficiently in advance of the hearing.
- ~~qr.~~ There may be circumstances in which participants to a Hearing may request that individuals are visually blocked from view during the hearing. Such a request will be evaluated on a case-by-case basis by the Hearing Authority. If such a request is granted, every effort will be made to ensure that all parties have the ability to present questions to any individual, regardless of that individual being physically present or visible.
- ~~rs.~~ The Hearing Authority will conduct separate deliberations in private as to the appropriate Educational ~~e~~Consequences for those violations it has determined the respondent has violated. The Hearing Authority will entertain recommendations from both parties as to appropriate

consequence. A respondent's past violations and Educational eConsequences (including past violations and consequences that occurred at any of the University's campuses or at another institution of higher education) may be relevant and considered when determining action or appropriate Educational eConsequences.

- 6.8 A digital recording of all hearings will be recorded by the DeanVice Chancellor of Student Services and/or the Hearing Authority. The record shall be the property of the University. No other party will be allowed to make a separate recording of any type. Both parties to the proceeding will have access to inspect the digital recording, at the office and the discretion of the DeanVice Chancellor of Student Services, and pursuant to the restrictions applied by the DeanVice Chancellor of Student Services and this Code.
- 6.9 The Hearing Authority will provide the DeanVice Chancellor of Student Services with the parties CRF which will outline the Hearing Authority's finding on responsibility and Educational eConsequences. The CRF will also include a written summary of the Hearing Authority's rationale for its finding of responsibility and Educational eConsequences. Following completion of a CRF, the respondent will receive an outcome letter from the DeanVice Chancellor of Student Services, summarizing any charges and Educational eConsequences resulting from the conduct adjudication process.
- 6.10 Except in the case of a student or Student Organization charged with failing to obey the summons of a Hearing Authority or University official, no student or Student Organization may be found to have violated the Code solely because the student or Student Organization failed to appear for a hearing. In all cases, the information in support of the charges shall be presented and considered.
- 6.11 The University records of a student may be placed on a hold under this Code when a student:
- a. Is given sufficient notice to respond to a letter of conduct charges and fails to respond;
 - b. Does not fulfill a conduct consequence within the deadline established by a Hearing Authority or by agreement with the DeanVice Chancellor of Student Services;
 - c. Has received a consequence that prohibits future enrollment;
 - d. Has indicated a criminal charge or conviction on the application for admission and must provide requested information to the DeanVice Chancellor of Student Services that is relevant to reaching an admissions decision;
 - e. Has been summoned by the DeanVice Chancellor of Student Services or a designee for a meeting concerning the student's alleged misconduct and

will not comply with the request.

- 6.12 The purpose of a hold is to compel a student to fulfill an obligation to the DeanVice Chancellor of Student Services (including the Office of Residence Life). A Student Life Hold (J Hold) on records denies the student the right to register for future classes or change class registration until the hold on records is removed by the DeanVice Chancellor of Student Services when the student fulfills the required conditions. A student receiving a hold may seek relief from the chancellor. The student shall request relief in writing. Upon review, the chancellor can amend the conditions of the hold or remove the hold.
- 6.13 Through the course of the conduct process, the University will maintain records relating to an individual's participation in the conduct process. This conduct file, including the outcome of a conduct meeting or a hearing, and the Educational eConsequences imposed, are educational records and are protected from release under the Federal Education Rights and Privacy Act (FERPA), except as otherwise required or permitted by law.
- a. The DeanVice Chancellor of Student Services will facilitate the disclosure of the student's conduct file upon written request. In order to request a copy of the conduct file an individual (or their next of kin) should submit a request to the DeanVice Chancellor of Student Services.
 - b. Following release of an acceptable written request, the DeanVice Chancellor of Student Services will release a redacted version of the student's conduct file. Such redaction will still include the name of the respondent party, the charges pursued in the conduct process, and any consequence imposed against the respondent.
 - c. Conduct records of student organizations may be requested through the University's Custodian of Records office.

Article VII changes

VII. Educational Consequences

- 7.1 In the discretion of the DeanVice Chancellor of Student Services or Hearing Authority the following educational consequences may be imposed upon any student or Student Organization found to have violated any provision of this Code:
- a. **Warning** – A notice in writing to the student or Student Organization that the student or Student Organization is violating or has violated institutional regulations;
 - b. **Loss of Privileges** – Denial of specified privileges for a designated period of time;
 - c. **Fines** – Fines may be imposed consistent with the schedule of fines adopted by the Board of Governors;

- d. **Restitution** – Compensation for loss, damage or injury. This may take the form of appropriate service and/or monetary or material replacement;
- e. **Discretionary Consequences** – Work assignments, service to the University or other related discretionary assignments which may include, but are not limited to, an apology, restriction upon privileges, a research paper or written statement, a referral for counseling, evaluation for alcohol/drug abuse, completion of University programming or other Educational ~~e~~Consequences deemed appropriate;
- f. **Level One Probation** – Is imposed for a specific period of time and affects the student's or Student Organization's good standing in the University. While on ~~H~~Level ~~e~~One ~~p~~Probation, the student may be declared ineligible to campaign for, hold office or other leadership roles in a student organization, or represent the University in any intercollegiate activity. If found responsible for a violation of the Code while on ~~H~~Level ~~e~~One ~~p~~Probation, this may result in suspension or dismissal;
- g. **Level Two Probation** – Is imposed for a specific period of time and affects the student's or Student Organization's good standing in the University. While on ~~H~~Level ~~e~~Two ~~p~~Probation the student shall be declared ineligible to campaign for or hold office or other leadership roles in a student organization. The student or Student Organization shall not represent the University in any University sponsored activity or position. While on Level Two probation, students and Student Organizations are prohibited from participating in the Study Away program, attending conferences on behalf of the university or representing the University at an official function, event, or intercollegiate competition as a player, manager, or student coach. If found responsible for a violation of the Code while on ~~H~~Level ~~e~~Two ~~p~~Probation, it may result in separation from the University (e.g. denial of privilege to reenroll, suspension, or dismissal) at the discretion of the Dean~~Vice Chancellor~~ of Student Services.
- h. **Denial of Privilege to Re-enroll** – This places the student on level two probation, permits the student to complete the current semester barring further violations, but prohibits the individual from enrolling for a defined period of time, after which the student is eligible to return. Conditions for readmission may be specified. While prohibited from enrolling, the student is denied access to University owned or leased grounds, facilities and vehicles and all University planned, promoted or sponsored activities. In the case where a student is a member of a student organization, the student is prohibited from attending the student organization's activities on or off-campus. A hold is placed on the student's records;
- i. **University Housing Probation** – Probation is for a specified period of time and includes the probability of suspension or expulsion from University Housing if the student is found to be in violation of University

Policy during the probationary period;

- j. **Parental Notification** – The Family Educational Rights and Privacy Act (FERPA) permits an institution of higher education to disclose to parents or legal guardians the results of conduct hearings if the student is less than 21 years of age and has been found responsible for violating campus rules regarding the use or possession of alcohol or a controlled substance. Parents or guardians of students under the age of 21 may be notified of all violations of University narcotic or other controlled substance policies (~~Section Article~~ 4.10) and those alcohol violations (~~Section Article~~ 4.11) that result in an assessment for chemical dependency, residence hall probation or a more severe consequence, as allowed under FERPA regulations;
- k. **University Housing Suspension** – Separation of the student occupancy in University Housing for a defined period of time, after which the student is eligible to return. Conditions for readmission may be specified. The student may be denied access to dining facilities connected to University Housing during the suspension. A permanent conduct record is maintained.
- l. **University Housing Expulsion** – Permanent separation of the student from University Housing. The student shall be permanently denied access to occupancy in University Housing and access to all University Housing (including dining facilities connected to University Housing). A permanent conduct record is maintained.
- m. **Suspension** – Separation of the student from the University for a defined period of time, after which the student is eligible to return. Conditions for readmission may be specified. While on suspension, the student is denied access to University owned or leased grounds, facilities, equipment, computer networks, vehicles and all University planned, promoted or sponsored activities. In the case where a student is a member of a student organization, the student is prohibited from attending the student organization's activities on or off campus. A "J Hold" (Student Life Hold) is placed on the student's records. A permanent conduct record is maintained.
- n. **Dismissal** – Permanent separation of a student from the University. When dismissed, a student is denied access to University owned or leased grounds, facilities and vehicles and all University planned, promoted or sponsored activities. In the case where a student is a member of a student organization, the student is prohibited from attending any student organization activity. There is a permanent Student Life (J Hold) hold on the student's records. A notation is made on the student's permanent academic record with removal resulting only from action by the chancellor of the campus. A permanent conduct record is maintained.

- o. **Revocation of Admission and/or Degree** – Admission to or a degree awarded from the University may be revoked for fraud, misrepresentation or other violation of University standards in obtaining admission or the degree or for other serious violations committed by a student prior to graduation.
 - p. **Withholding Degree** – The University may withhold awarding a degree otherwise earned until the completion of the process set forth in this student conduct code, including the completion of all Educational eConsequences assigned, if any.
- 7.2 More than one of the Educational eConsequences listed above may be assigned for any single violation.
- 7.3 Other than dismissal, 7.1n, conduct Educational eConsequences shall not be made part of the student's permanent academic record, but shall become part of the student's confidential conduct record, which will be maintained in a specified area of the Dean Vice Chancellor of sStudent sServices' office and shall be subject to the restrictions of the Family Educational Right to Privacy Act (FERPA). Conduct records are maintained in the Dean Vice Chancellor of Student Services for seven (7) years from imposition of the most recent consequence, except in cases where the consequence is University Housing expulsion, suspension and dismissal. University Housing expulsion and suspension cases will be kept as a permanent conduct record but will not be noted on the academic transcript. Cases of dismissal are permanent and, unlike other conduct records, appear as a notation on the academic transcript. The Conduct Records Policy is in compliance with the state's Records Retention Schedule. All conduct records concerning student organizations are maintained permanently for archival purposes.
- 7.5 In addition to the Educational eConsequences set forth in Section-Article 7.1, the following educational consequences may be imposed upon student groups or organizations following a finding of responsibility for a conduct violation:
- a. Revocation of University Recognition – Loss of all privileges, including University recognition, for a specified period of time. Conditions for recognition may be imposed.
 - b. Dismissal – permanent revocation of University recognition.
- 7.6 **Temporary or Provisional Orders** – In addition to the authority granted in Section-Article 2.3 of this Code, the Dean Vice Chancellor of Student Services and/or the Coordinator/Director of Student Life & Development is empowered to impose temporary or provisional orders to preserve the status quo or to prevent the potential endangerment of persons or property. Such temporary or provisional orders are not intended to replace the University's conduct adjudication process. Generally, such orders should be limited to those circumstances where the Dean Vice Chancellor of Student Services and/or the Coordinator/Director of Student Life & Development has good cause to believe that the student or Student

Organization or their student's behavior, poses a threat to the status quo of the University community or member(s). A student or Student Organization shall receive a written copy of the order, which specifies the conditions of the order, the duration of the order, the consequence for violation of the order and how the record of the order will be maintained.

- a. Student Organization Interim Suspension – In certain circumstances, the Director of Student Life, or Conduct Officer, may impose a temporary order for an interim suspension for a Student Organization prior to a conduct meeting or hearing for the purpose of protecting University Community members, personnel, or University property, and/or the community at large. During the interim suspension, the Student Organization shall be denied access to University meeting spaces, intramural leagues, and social activities. The Student Organization may not hold elections, give bids to new members/pledges, or initiate members.
- b. A student or Student Organization receiving a temporary or provisional order may seek relief from the Vice Chancellor for Student Services. The student or Student Organization shall request relief in writing. Upon review, the Vice Chancellor for Student Services can affirm the order, amend the conditions of the order or remove the order.

~~7.7 — A student receiving a temporary or provisional order may seek relief from the Dean of Student Services. The student shall request relief in writing. Upon review, the Dean can, affirm the order, amend the conditions of the order, or remove the order.~~

7.78 Student Interim Suspension - In certain circumstances, the University may impose a University or University Housing suspension prior to a hearing before a Hearing Authority or other University adjudication (e.g. Title IX Grievance Process).

7.9 Interim Suspension may be imposed only:

- a. To ensure the safety and well-being of members of the University community or preservation of University property;
- b. To ensure the student's own physical or emotional safety and well-being;
- c. If the student has violated a provisional order put into effect to ensure the safety and well-being of members of the University community or preservation of University property;
- d. If the student poses a threat of disruption of or interference with, the normal operations of the University.
- e. Following an individualized safety and risk analysis in which the Dean Vice Chancellor of Student Services determines that, based on the allegations of sexual harassment, there is an immediate threat to the

physical health or safety of any student or other individual.

- 7.810 During the interim suspension, the student shall be denied access to the residence halls and/or to the campus (including classes) and/or computing and networking facilities and resources and/or all other University activities or privileges for which the student might otherwise be eligible, as the ~~dean~~Vice Chancellor of ~~s~~Student sServices may determine to be appropriate. The student should be notified in writing of this action and the reasons for the interim suspension. The notice should include the date, time and place of a subsequent interim suspension meeting hearing at which the student may show cause why the student's continued presence on the campus does not constitute a threat or may contest whether a campus policy was violated. Consistent with this Code, the student may be accompanied by an Advisor.
- 7.911 Violations of University drug and alcohol policies are cumulative over the duration of a student's tenure at the University and a schedule of minimum Educational eConsequences will be assigned. ~~All monetary fines for alcohol and other drug violations go into an alcohol education account that supports classes, assessments and other educational efforts.~~ A schedule of fines will be approved annually by the Board of Governors and available on the University website.
- a. Use or Possession of Drug Paraphernalia and/or Marijuana:
- First Violation: Participation in a drug education class; fine; ~~Level Two Probation for a period of one semester; Level One Probation for one semester following Level Two Probation; and parental notification, as allowed under FERPA regulations. and one (1) reflection paper.~~
 - Second Violation: Participation in a drug assessment and education program, University Housing probation for one (1) year; and/or Level One Probation for a period of one (1) year; and Parental notification as allowed under FERPA regulations.
 - Third Violation: Separation from the University for one semester (e.g. suspension, or denial of privileges to re-enroll) and parental notification, as allowed under FERPA regulations. Prior to re-admittance, the student will be required to meeting with the Vice Chancellor of Student Services (or designee) to discuss and demonstrate readiness to be at the University. The student may be asked to submit documentation of successful substance abuse treatment. Student readmitted after a Fourth Violation will not be eligible for University Housing.
- b. Use or Possession of a Controlled Substance Other Than Marijuana:
- First Violation: Participation in drug education program; fine; University housing suspension; Level Two Probation for a period

of one year and parental notification, as allowed under FERPA regulations, additional consequences as deemed appropriate by the Dean Vice Chancellor of Student Services.

- Second Violation: Separation from the University for one year (e.g. suspension or denial of privileges to re-enroll) and parental notification, as allowed under FERPA regulations.
- c. Possession of a Controlled Substance with Intent to Sell or Distribute:
- First Violation: Dismissal from the University.
- d. Use, Possession or Distribution of Alcohol:
- First Violation: Fine; online alcohol educational module and one (1) reflection paper.
 - Second Violation: Fine; online alcohol assessment and educational module, at least fifteen (15) hours of approved community service; University Housing probation for one (1) year/ and/or Level One probation for a period of one (1) semester. Parental notification, as allowed under FERPA regulations.
 - Third Violation: Parental notification, as allowed under FERPA regulations; University Housing suspension; University approved assessment for chemical dependency; Level Two Probation for a period of one (1) year and fine.
 - Fourth Violation: Separation from the University (e.g. suspension or denial of privileges to re-enroll) for one semester. Prior to readmittance, the student will be required to meet with the Dean Vice Chancellor of Student Services (or designee) to discuss and demonstrate readiness to be a member of the University community. The student may be asked to submit documentation of successful substance abuse treatment. Students readmitted after a Fourth Violation will not be eligible for University Housing.

Possession of Alcohol Paraphernalia

- First Violation: Warning and removal of paraphernalia item
- Second Violation: Paper and removal of paraphernalia item
- Third Violation: Parental notification, as allowed under FERPA regulations; University Housing probation; and removal of item
- Fourth Violation: University Housing suspension (e.g. suspension or denial of privileges to re-enroll) for one semester. Prior to readmittance, the student will be required to meet with the Dean Vice Chancellor of Student Services (or designee) to discuss and

demonstrate readiness to be a member of the university community.

Article VIII changes

VIII. Appeals

- 8.1 Within five (5) business days of issuing the outcome letter, the Complain~~ant~~ing student or the Respondent may appeal the decision of the Hearing Authority by submitting a request for appeal to the DeanVice Chancellor of Student Services that is signed by the appealing party, dated and explains the reasons for appeal. ~~Upon receipt of an appeal request~~ Subject to Article 8.6, the DeanVice Chancellor of Student Services may choose a designee to review the appeal.
- 8.3 In the event the one appealing a decision or a consequence wishes to review the verbatim record of the Hearing, the student may make application to the DeanVice Chancellor of Student Services to do so. The verbatim record will remain in the possession of the University during the review. Under no circumstances will a copy of the recording be released. The period for appealing the decision of the Hearing Authority will not be extended for purposes of reviewing the verbatim record.
- 8.4 In the event a verbatim recording is not available due to mechanical failure or otherwise, the absence of the verbatim record shall not, in itself, be cause for appeal. In such cases the DeanVice Chancellor of Student Services and/or Hearing Authority will provide the hearing record, which will be considered sufficient for review by an appeal authority.
- 8.6 In cases where the consequence is ~~either Suspension or~~ Dismissal, the Chancellor of the West Plains will be designated as the Appellate Authority.

Article IX changes

IX. Interpretation & Revision

- 9.1 Any question of interpretation regarding the Code shall be referred to the DeanVice Chancellor of Student Services for final determination, subject to appeal to the Chancellor.
- 9.2 The Code should be reviewed periodically under the direction of the DeanVice Chancellor of Student Services. In all cases, review of this document should be done by bodies which include students appointed by the Student Government Association.
- 9.3 Changes in the Code which are editorial in nature and do not affect the fundamental nature of the document or are required to insure the code is consistent

with state or federal law, can be made by the ~~Dean~~Vice Chancellor of Student Services and become effective upon approval by the Chancellor of the campus.

Article X changes

X. Definition of Terms

- 10.3 The term "Advisor" refers to a person accompanying the Complainant or the Respondent to a conduct meeting or hearing. The Advisor is there to provide advice and procedural support to the student or Student Organization, not to participate in the conduct meeting or hearing. Parties are allowed one (1) Advisor in a conduct meeting or hearing.
- 10.4 The term "Appeal Authority" ~~or "Appellate Authority"~~ means any person authorized by the ~~Dean~~Vice Chancellor of Student Services to consider an appeal from a Hearing Authority's determination that a student has violated the Code or from the Educational eConsequences assigned by the ~~Dean~~Vice Chancellor of Student Services and/or Hearing Authority.
- 10.54 The term "Business Day" means any day in which University offices are open, regardless as to whether classes are in session.
- 10.65 The term "Code" refers to the Code of Student Rights and Responsibilities.
- 10.76 The term "Complainant" refers to any member of the University community who files a complaint for charges against a student or student organization.
- 10.8 The term "Conduct Advisor" means a University Official authorized to serve in an advisory role in a hearing to the Conduct Officer.
- 10.9 The term "Conduct Officer" means a University Official authorized by the Vice Chancellor of Student Services to recommend Educational Consequences for students or Student Organizations found to have violated the Code. The Vice Chancellor may authorize a Conduct Officer to serve simultaneously as a Conduct Advisor and the sole member or one of the members of a Hearing Authority. Nothing shall prevent the Vice Chancellor from authorizing the same Conduct Officer to recommend Education Consequences in all cases.
- 10.106 For the definition of "Consent" and other terms related to sexual violence, as well as further explanation of University policy, see the University's Title IX Sexual Harassment Grievance Procedure Policy.
- 10.117 The term ~~"e~~consequence" ~~or "e~~Educational eConsequence" refers to the outcomes or terms that a student must fulfill in the event they are found responsible for policy and/or code violations.
- ~~10.8 The "Dean of Student Services" is that person designated by the University to be responsible for the administration of the Code.~~

- 10.129 The term "explosive weapons" means any explosive, incendiary or poison gas bomb or similar device designated or adapted for the purpose of inflicting death, serious physical injury or substantial property damage or any device designed or adapted for delivering or shooting such a weapon.
- 10.130 The term "faculty member" means any person hired by the University to conduct classroom or other learning/teaching activities.
- 10.141 The term "firearms" means any weapon that is designed or adapted to expel a projectile by the action of an explosive.
- 10.152 The term "Hearing Authority" means any person authorized to determine whether a student has violated the Code and to recommend educational consequences. The Hearing Authority will uphold the order, process, policies, and procedures of a hearing.
- 10.16 The term "Hearing Authority Advisor" means a University Official authorized to serve in an advisory role to the Hearing Authority during a hearing. The Hearing Authority Advisor will advise the Hearing Authority as they uphold the order, process, policies, and procedures of a hearing.
- 10.173 The terms "may" and "should" are used in the permissive sense.
- 10.184 The term "member of the University community" includes any person who is a student, faculty member, University official or any other person employed by the University. A person's status in a particular situation shall be determined by the dean Vice Chancellor of sStudent sServices.
- 10.195 The terms "must" and "shall" are used in the imperative sense.
- 10.2016 The term "~~organization~~Student Organization" means any number of persons who have complied with the formal requirements for University recognition and ~~registration~~.
- 10.2117 The term "other weapons" is to include, but not be limited to, a blackjack, switchblade knife, other than an ordinary pocketknife with no blade more than two inches in length, brass knuckles and projectile weapon such as a bow, crossbow, pellet gun, slingshot or any other weapon as defined by Missouri law.
- 10.2218 The term "paraphernalia" includes any object that i) contains the residue of alcohol or of an illegal drug, ii) is manufactured or sold for the consumption of alcoholic beverages or an illegal drug, or iii) is designed for the rapid consumption of alcohol. Examples of paraphernalia under this definition include, but are not limited to, a marijuana pipe or bong, blow tube, a beer bong and empty beer cans, liquor bottles, or empty case of beer.
- 10.2319 The term "respondent" refers to any student or student organization of the University community who is alleged to have violated the Code or who is charged with violation of the Code.

10.2420 For purposes of the Code the term "student" includes all persons who have been notified of their acceptance for admission, and for whom the University maintains education records or personally identifiable information and who is or who has been in attendance at the University.

10.251 The term "University" means Missouri State University-West Plains.

10.262 The term "University premises" includes all land, buildings, facilities and other property in the possession of or owned, used or controlled by the University.

10.273 The term "University official" includes any person employed by the University performing assigned administrative or professional responsibilities. This term specifically includes residence hall personnel such as Resident Assistants, Assistant Residence Life Manager, Residence Life Manager, and Residence Life Operations Assistant.

10.28 The "Vice Chancellor of Student Services" is that person designated by the University to be responsible for the administration of the Code.

2023 Code Review Executive Summary

In April 2023, a redline version of the Springfield Code updates were provided to the West Plains campus by Gabby Catlin. A review of the West Plains Code began to make certain both Codes align as closely as possible.

All reported adjustments made in Springfield were incorporated into the West Plains Code and the only West Plains-specific adjustment was to edit titles to the current titles for the campus.

Changes were reviewed and approved by West Plains Administrative Council on May 23, 2023 with no concerns. Changes were reviewed with Legal Counsel, Jeff Mitchell, on May 23, 2023 and were approved for submission to the Board of Governors.

III.F.5.

MISSOURI STATE UNIVERSITY

BOARD RESOLUTION

WEST PLAINS FINANCE NO. 36-23
Approval of Expenditures to Implement Student
Approved Capital Projects

WHEREAS, the Capital Projects Committee has reviewed and approved the Capital Projects for a vote by the student body; and

WHEREAS, the Chancellor has endorsed these projects for inclusion on the student ballot; and

WHEREAS, the student body has voted to expend Capital Projects funds of approximately \$2,500 to be used towards repairing the fence around the outdoor basketball court in between the Student Recreation Center and Grizzly House; and

WHEREAS, the student body has voted to expend Capital Project funds of approximately \$12,000 to repair the roof of the Student Recreation Center; and

WHEREAS, the student body has voted to expend Capital Project funds of approximately \$5,000 to be given to the campus Physical Plant for improving campus beautification and landscaping; and

WHEREAS, the student body has voted to expend Capital Project funds of approximately \$3,500 to purchase a scoreboard to be installed and used in the Student Recreation Center; and

WHEREAS, the student body has voted to expend Mountain Grove-Shannon Hall SGA funds of approximately \$2,600 to be used towards the purchase of 13 chairs for the Shannon Hall computer lab; and

WHEREAS, the student body has voted to expend Mountain Grove-Shannon Hall SGA funds of approximately \$300 to be used towards the purchase of a new throw rug, 2 end tables, a lamp, new throw pillows, and a bean bag chair to improve the Shannon Hall Student Lounge; and

WHEREAS, funds exist in the Capital Projects Account to implement the projects approved by the students;

BE IT RESOLVED by the Board of Governors for the Missouri State University that an expenditure of Capital Funds, not to exceed the levels listed, is authorized to implement the project as voted on by the students.

Chris Waters
Board Chair

Passed at meeting of
June 23, 2023

Rowena Stone
Secretary to the Board

COMMENTS:

- 1. Basketball Court Upgrades:** This Capital Project focuses on repairing the fence around the outdoor basketball court in between the Student Recreation Center and Grizzly House. The fence is currently bent inwards towards the basketball court, creating a hazard for those using the court. The funds for this project would be used to install a pole along the bottom of the fence to straighten the fence. Approximate funds to be expended on this project: \$2,500
- 2. Student Rec Center Roof Repair:** This Capital Project would fix the numerous leaks in the Student Rec Center that affect the bathrooms and racquetball court. Approximate funds to be expended on this project: \$12,000
- 3. Campus Beautification:** This Capital Project would provide funds to the Physical Plant for the beautification and landscaping of campus. Approximate funds to be expended on this project: \$5,000
- 4. Student Rec Center Scoreboard:** This Capital Project would provide a scoreboard for the Student Rec Center for use by students in intramural sports and athletic events hosted by Student Life and student organizations. Approximate funds to be expended on this project: \$3,500.
- 5. Shannon Hall Computer Lab Chairs:** This Capital Project would provide 13 chairs for the Shannon Hall computer lab. Approximate funds to be expended on this project: \$2,600
- 6. Shannon Hall Student Lounge:** This Capital Project would provide a new throw rug, a lamp, new throw pillows, and a bean bag chair for the improvement of the Shannon Hall Student Lounge to make it more inviting and welcoming for student use. Approximate funds to be expended on this project: \$300

V.B.

MISSOURI STATE UNIVERSITY

BOARD RESOLUTION

AGREEMENT NO. 466-23

Approval of the First Amendment to the Facility Use and Cooperation Agreement by and between the Board of Governors of Missouri State University and Springfield Daily Citizen Inc.

WHEREAS, Springfield Daily Citizen, Inc. (Citizen) is a nonprofit news organization dedicated to providing the Springfield, Missouri community with new stories with a focus on public affairs topics to encourage discourse, strengthen democracy, and foster participation that contributes to the quality of life in Springfield and the local region;

WHEREAS, University Administration and Citizen entered into a Facility Use and Cooperation Agreement (Agreement) effective on October 15th, 2021. The Parties seek to amend the Term of the Facility Use and Cooperation Agreement to account for a ten (10) year initial term. All other terms of the Agreement remain unchanged.

NOW, THEREFORE, BE IT RESOLVED by the Board of Governors for Missouri State University that the First Amendment be ratified, and that University administration is delegated the authority to negotiate and execute any and all other agreements and documents necessary that are in furtherance of and consistent with the terms of the Agreement.

Chris Waters
Board Chair

Passed at meeting of
June 23, 2023

Rowena Stone
Secretary to the Board

First Amendment to Facility Use and Cooperation Agreement

This First Amendment to the Facility Use and Cooperation Agreement (“First Amendment”) is entered into as of this _____ day of _____, 2023 (the “First Amendment Effective Date”), by and between the Board of Governors of Missouri State University (“University”) and Springfield Daily Citizen, Inc. (“Citizen”).

Whereas, Citizen and University are currently parties to a Facility Use and Cooperation Agreement (“Agreement”) with an Effective Date of October 15th 2021.

Whereas, both the University and Citizen wish to amend the Agreement to extend the Initial Term until December 31, 2031.

Now Therefore, in consideration of the mutual promises in this First Amendment, the sufficiency and existence of which is herein acknowledged and agreed, the parties agree as follows:

A. Section 5 of the Agreement is hereby deleted in its entirety and replaced by the following:

5. Term. The term of this Agreement will be for a ten (10) year period beginning on the Effective Date (“Initial Term”). Following the expiration of the Initial Term this Agreement will automatically renew for an additional five (5) year term, unless either Party provides notice of termination / nonrenewal as set forth in this Section (“Renewal Term”). Thereafter, after the expiration of the first Renewal Term, this agreement will automatically renew for two additional five (5) year terms, unless otherwise terminated / not renewed. Taken together the Initial Term and any Renewal Terms shall be the Term of this Agreement. Notwithstanding the foregoing, the option to extend the lease may be terminated for any or no reason upon one (1) year prior written notice to the other party. For purposes of this Agreement, Business Day shall mean any day in which University’s business offices are open for operations.

B. All other remaining provisions of the Agreement shall remain unchanged and in full force and effect.

The undersigned Parties hereto have caused this First Amendment to be executed by their authorized representatives below:

Springfield Daily Citizen, Inc.

The Board of Governors of Missouri State University

By: _____

By: _____

Name: _____

Name: _____

Title: _____

Title: _____



Missouri State
UNIVERSITY

May 31, 2023

Dr. Algerian Hart



Dear Algerian:

I am writing to offer you the position of Assistant to the President for Inclusive Engagement 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 position will be effective beginning July 1, 2023. This position is a full-time regular, administrative staff position. Your salary will be \$165,000 and you will receive the 5% across the board raise which will bring it up to \$173,250.

You will be entitled to benefits and subject to policies applicable to university administrators as set forth in the Employee Handbook:

https://www.missouristate.edu/policy/G7_02_EmployeeHandbook.htm. Included in these benefits are 1) MOSERS retirement in the current amount of approximately 26.33%, which will be adjusted annually by MOSERS policy; 2) annual vacation leave; 3) medical and dental benefits under the University's health care plan; and 4) other benefits included by the University for its employees.

As Assistant to the President for Inclusive Engagement, you will be responsible for protecting and continuing to build upon the good work we have put in place over the last decade plus. This includes being responsible for helping craft approaches for the *internal culture* (e.g., coordinating executive efforts to make this a more welcoming place for students, faculty and staff) and *external culture* (e.g., collaborating in the external community to help make Springfield a more welcoming place for our students and employees).

Because we desire to value intersecting identities of all of our community members and organizations, you are asked to help us celebrate and uphold diversity – including *individual differences* (e.g., personality, learning styles, and life experiences) and *group/social differences* (e.g., race/ethnicity, class, gender, sexual orientation, country of origin, and ability as well as cultural, political, religious or other affiliations, such as veteran and socioeconomic status).

OFFICE OF THE PRESIDENT

901 South National Avenue, Springfield, MO 65897 • Phone: (417) 836-8500 • Fax: (417) 836-7669

President@missouristate.edu • www.missouristate.edu

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As such, in collaboration with administrators in academic affairs, student affairs, administrative services, human resources, compliance, athletics and other university units, you will help establish and coordinate initiatives, programming and practices to continue cultivating an inclusive environment. As a university leader and representative of the Office of the President you should maintain strong collaborative working relationships among senior executives, faculty, staff, students and external constituents, and build teams that function effectively.

Finally, we ask that you serve as a key advisor as we address varying stakeholder perspectives while maintaining our focus on our mission, vision, values; long-range plan elements; and statewide mission of public affairs – including ensuring cultural competence for all.

You will continue to hold the rank of Professor with Tenure within the Department of Kinesiology. Upon return to faculty, you may be eligible for a 50% reduction in your teaching load for one academic year or one semester of paid leave at the reduced faculty salary of \$90,000.

In order to confirm your understanding and acceptance of this offer, I request that you sign below at the space indicated, note the date of your signature, and return the original document to me prior to June 7, 2023. Appointments to the staff of Missouri State University must have final approval of the Board of Governors.

I am looking forward to continuing working with you on our administrative team. Please do not hesitate to contact me if you have any questions.

Yours very truly,



Clifton M. Smart III
President

rlw

Cc: Office of Human Resources

I wish to be recommended for the appointment as Assistant to the President for Inclusive Engagement at Missouri State University on the terms set forth in this letter.

 6/5/23
Algerian Hart Date

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VIII.A.1.

MISSOURI STATE UNIVERSITY

BOARD RESOLUTION

FACULTY POLICIES NO. 144-23

Approval of Revisions to the Faculty Handbook

WHEREAS, the Provost, the Faculty Senate, the Faculty Handbook Revision Committee, and the General Counsel believe Sections **Table of Contents and Handbook Sections 4.5.1.2; 4.5.1.3; and 4.5.1.4 and addition of 4.5.1.10**

of the Faculty Handbook should be revised; and

WHEREAS, the proposed changes will provide additional clarifications as outlined in the attached as Exhibits A through E;

NOW, THEREFORE, BE IT RESOLVED that the **Table of Contents** and Sections **4.5.1.2; 4.5.1.3; 4.5.1.4; and 4.5.1.10** which are attached as Exhibits A through E be approved as submitted.

Chris Waters
Board Chair

Passed at meeting of
June 23, 2023

Rowena Stone
Secretary to the Board

EXECUTIVE SUMMARY:

Format explanation: Strikeouts indicate language being removed. Text that is bold and underlined indicate a change and/or addition.

- **EXHIBIT A:** Revision to Table of Contents

Added section 4.5.1.10 University-wide Learning management System

- **EXHIBIT B:** Revision to section 4.5.1.2 Meeting Classes

Faculty members are expected to meet their assigned classes or to see that suitable alternate arrangements have been made for learning experiences for their students in the case of a required absence of the instructor because of unusual circumstances or because of attendance at a professional meeting. When instructors are unable to meet a class because of illness **non-emergency personal or professional reasons**, they must ~~each~~ **notify** the departmental office and ~~make arrangements to notify their classes~~ **communicate the class schedule change to the students as soon as is feasible** concerning ~~the cancellation of classes and new assignments or to make other arrangements for the classes that will be missed.~~ Faculty who wish to request a religious accommodation to miss class should consult the Policy Library, Op 1.02-1 Accommodations for Religious Observances Policy.

- **EXHIBIT C:** Revision to section 4.5.1.3

Within the first week of classes the faculty member shall issue a written policy statement, ~~in print or in electronic form, to each student~~ **for each assigned course** summarizing the following, where items marked with asterisks have suggested language posted by the Provost:

1. Purpose: A statement of the general content of the course.
2. Course Objectives: A list of measurable and desirable outcomes to be achieved upon successful completion of the course.
3. *Attendance Policy: A statement of attendance policy consistent with that of the University, and the policies regarding late arrival and early departure.
4. *Academic Integrity Policy: A statement concerning the policies concerning plagiarism and cheating, including consequences.
5. Textbooks: A list of textbooks and other sources to be used for the course and whether they are recommended or required reading.
6. Test Dates: A statement concerning the announcement of test dates and the test dates if known. If the dates are unknown, approximations should be offered.
7. Examinations: A general idea of the material to be covered on each exam.
8. Grading Scale: A statement of the grading policy to be used in the course.
9. Term Papers (if applicable): A statement of the dates that term papers are due and general criteria used to determine how the papers will be graded
10. Final Exam: A statement as to whether the final will be comprehensive or not, and a general idea of the subject matter to be covered.
11. Makeups: A statement of how or if makeups will be allowed for exams, papers, or other assignments.

Refer to the Provost website for Optional Policy statements for inclusion in Syllabi.

Course policy statements must be on file in the appropriate departmental/school office.

- **EXHIBIT D:** Revision to section 4.5.1.4

Using the university-wide learning management system, Faculty members must provide students information about safety-related issues (emergency fire exits, safe locations for severe weather, active shooter, etc.) consistent with information provided by the Provost's Office ~~and posted on Blackboard~~.

- **EXHIBIT E:** Addition of section **4.5.1.10 University-wide Learning Management System**

All faculty members shall use the university-wide learning management system to provide an electronic copy of the course syllabus and schedule, communicate class cancellations and schedule changes, and post student grades.



**THE OFFICE OF RESEARCH ADMINISTRATION
ACTIVITY REPORT – FISCAL YEAR 2023 THROUGH MAY**

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 2023 through the month of May.

PROJECT HIGHLIGHTS

- **Tamera Jahnke**, Dean of the College of Natural and Applied Sciences, and **Mark Smith**, Dean of the McQueary College of Health and Human Services, received **\$3,000,000** from the **US Department of Education** to fund permanent endowments that will support the recruitment and retention of exceptional faculty in health and life sciences within CNAS and MCHHS.
- **Chrystal Irons**, Director of the Small Business Development Center, received **\$46,000** from the **Curators of the University of Missouri** to grow the educational outreach program in Southwest Missouri to maintain the vitality of small businesses that support the local economy.
- **Christopher Craig**, Deputy Provost, received **\$817,844** from the **Missouri Department of Elementary and Secondary Education** for Project ACCESS to provide professional development training and support services to educators across the state of Missouri who teach students with autism spectrum disorder.

RESULTS

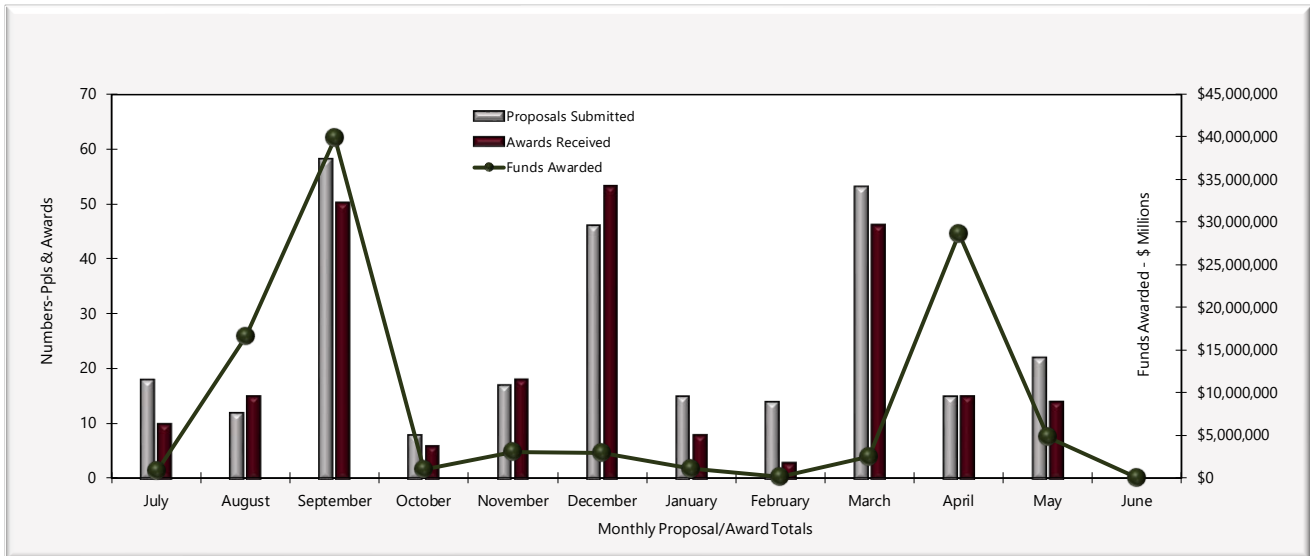
As of the end of May, the University has submitted 278 proposals for support of university-based projects. To date, 238 awards have been received – some of which are from proposals submitted during the previous fiscal year. The commitment of funds in these grants and contracts to date is \$101.3 million. 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 \$42.5 million in ARPA and COVID funding that is not reflected in this report.

Key Indicators	Activity for FY 2023	% Change from FY 2022
Proposals Submitted	278	4%
Funds Requested	\$112,347,166	26%
Named Investigators	118	18%
Grants & Contracts Awarded	238	9%
Funds Awarded	\$101,323,265	302%

External funding activity so far in FY 2023:

Sponsored Program Activity FY 2023

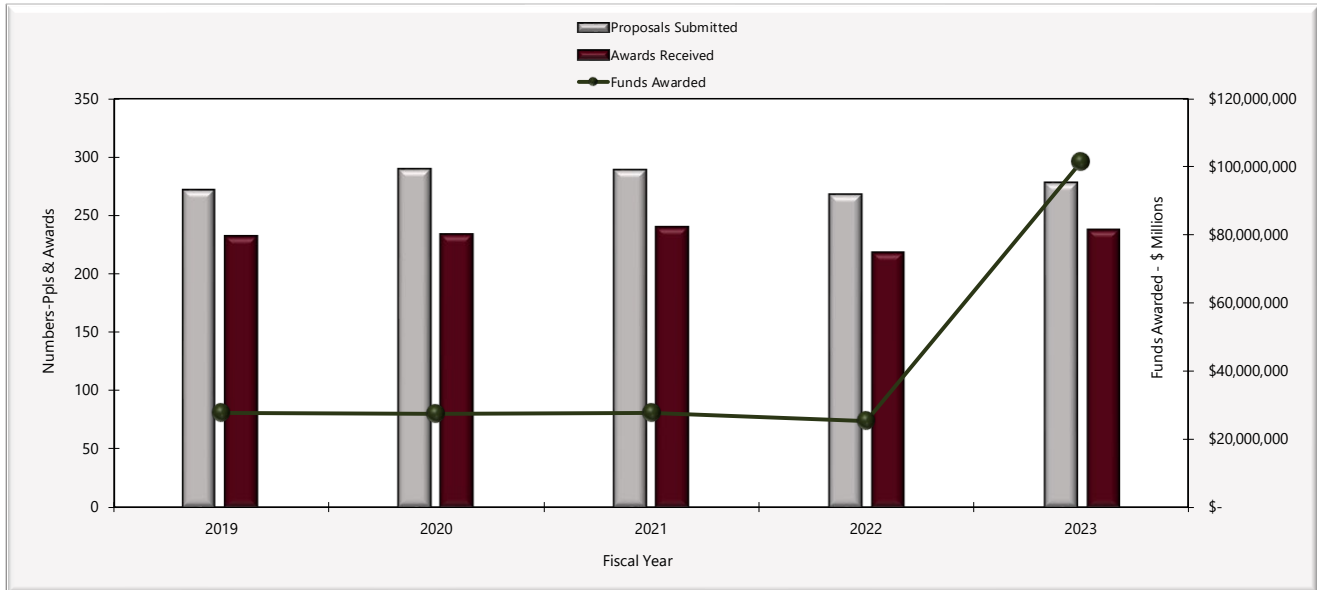
Month	Proposals Submitted	Total Awards	Dollars Awarded
July	18	10	\$734,506
August	12	15	\$16,642,618
September	58	50	\$39,889,947
October	8	6	\$991,337
November	17	18	\$2,996,830
December	46	53	\$2,964,707
January	15	8	\$1,150,382
February	14	3	\$98,749
March	53	46	\$2,489,504
April	15	15	\$28,629,587
May	22	14	\$4,735,098
June	0	0	\$0
	278	238	\$101,323,265



A comparison of activity over the last five years:

Cumulative Sponsored Program Activity Through the Month of May (FY 2019 - FY 2023)

Fiscal Year	Proposals Submitted	Number of Awards						\$Millions	
		Education	Equipment	Facilities & Infrastructure	Research	Service	Ttl Awds	Requested	Awarded
2019	272	35	1	1	36	159	232	\$ 42,001,699	\$ 27,693,503
2020	290	32	0	3	42	157	234	\$ 50,622,459	\$ 27,369,523
2021	289	41	0	1	38	159	240	\$ 70,173,873	\$ 27,615,260
2022	268	34	1	0	33	149	218	\$ 89,098,200	\$ 25,225,270
2023	278	46	1	6	34	148	238	\$ 112,347,166	\$ 101,323,265



Grant and contract activity for FY 2023, through May:

Missouri State University
FY 23 Grant/Contract Activity by Unit

Unit	# Applying		# Awarded		Credit Share*			Actual**		
	Staff	Faculty	Staff	Faculty	Grants / Contracts		Award	Grants / Contracts		Award
					Submit	Awards	\$	Submit	Awards	\$
Administrative Services	5	0	6	0	10	9	\$ 44,916,675	6	6	\$ 49,896,675
The William H. Darr College of Agriculture	1	7	1	2	17	12	\$ 170,525	14	10	\$ 170,525
Center for Grapevine Biotechnology	0	1	0	0	3	0	\$ -	3	0	\$ -
Mid-America Viticulture & Enology Center	1	2	1	2	5	7	\$ 59,925	4	5	\$ 59,925
Judith Enyeart Reynolds College of Arts & Letters	0	4	0	4	7	7	\$ 768,617	6	7	\$ 768,617
Center for Dispute Resolution	0	1	0	1	1	1	\$ 35	1	1	\$ 35
Center for Writing in College, Career, & Community	0	1	0	1	2	2	\$ 20,000	2	2	\$ 20,000
College of Business	0	1	0	0	2	0	\$ -	2	0	\$ -
Center for Project Innovation & Management Education	0	0	0	0	0	0	\$ -	0	0	\$ -
College of Education	1	22	0	17	42	29	\$ 3,765,157	31	24	\$ 3,735,157
Agency for Teaching, Leading and Learning	1	0	1	0	4	4	\$ 3,170,433	3	4	\$ 3,170,433
Institute for Play Therapy	0	0	0	0	0	0	\$ -	0	0	\$ -
Institute for School Improvement	0	0	0	0	0	0	\$ -	0	0	\$ -
The McQueary College of Health & Human Services	2	17	2	7	30	19	\$ 2,429,391	20	18	\$ 929,391
Ozarks Public Health Institute	1	0	1	0	5	5	\$ 238,161	9	5	\$ 238,161
Southwest Missouri Area Health Education Center	1	0	1	0	10	10	\$ 331,255	10	10	\$ 331,255
College of Humanities & Public Affairs	1	5	1	3	6	4	\$ 6,975	3	2	\$ 6,975
Center for Archaeological Research	0	1	0	1	19	19	\$ 875,565	19	19	\$ 875,565
College of Natural & Applied Sciences	0	39	0	34	78	54	\$ 12,256,550	56	33	\$ 9,271,527
Bull Shoals Field Station	0	1	0	1	2	2	\$ 913	2	2	\$ 913
Center for Resource Planning & Management	3	0	0	1	7	4	\$ 478,440	4	4	\$ 478,440
Ozark Environmental Water Research Institute	1	1	1	1	12	13	\$ 964,834	7	8	\$ 964,834
Diversity & Inclusion	0	0	0	0	0	0	\$ -	0	0	\$ -
Graduate College	0	1	0	1	1	1	\$ 30,400	1	1	\$ 30,400
Information Services	0	0	0	0	0	0	\$ -	0	0	\$ -
Library	0	0	0	0	0	0	\$ -	0	0	\$ -
President	2	0	1	0	2	1	\$ 5,000	2	1	\$ 5,000
Executive Vice President	2	0	3	1	4	7	\$ 981,487	3	4	\$ 516,510
Provost	0	2	0	2	6	6	\$ 78,275	7	6	\$ 78,275
Center for Community Engagement	3	1	3	1	7	7	\$ 324,913	4	4	\$ 324,913
Community & Global Partnerships	6	0	6	0	15	15	\$ 2,260,012	15	14	\$ 2,260,012
Center for Applied Science & Engineering	3	0	3	0	5	8	\$ 12,665,123	4	7	\$ 12,665,123
Center for Biomedical & Life Sciences	0	1	0	0	1	0	\$ -	1	0	\$ -
Center for Business and Economic Development	3	0	2	0	4	4	\$ 600,726	2	3	\$ 600,726
International Leadership & Training Center	3	0	3	0	5	5	\$ 537,055	4	4	\$ 537,055
Jordan Valley Innovation Center	2	0	2	0	12	12	\$ 8,013,647	12	12	\$ 8,013,647
Small Business Development Center	1	0	1	0	7	7	\$ 448,296	7	7	\$ 448,296
Student Affairs	2	0	2	0	3	3	\$ 33,700	3	3	\$ 33,700
West Plains	1	5	2	4	12	12	\$ 4,891,180	11	12	\$ 4,891,180
TOTAL	46	113	43	84	346	289	\$101,323,265	278	238	\$101,323,265

* 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.

XI.A.

**Student Government Association
Board of Governors
June Report**

The Student Government Association has been researching our projects so we can hit the ground running by the time the academic school year starts. So far, we have been looking into alternative ways in which we can enhance the student experience both on campus and off campus. As well, we are thankful that our cabinet has been meeting with fellow administrators across campus to get a better understanding of how the university functions.

So far in our progress, the University Affairs committee is working with the Alumni Office to solidify the date for the *Day at the Capitol* event to be held during the spring term. The Chief Sustainability Commission has coordinated ideas to help incoming students on how to properly recycle their materials during move in. And the Chief Wyrick Commission has been curating new ideas that we can stem from the Wyrick Fund to give students a better voice on what they want to possibly see on campus.

These are only to name a few as we are researching during the summer. With it only being four weeks since classes have concluded, we are looking forward to see what more we accomplish before the academic year. After the success of the previous Student Government Association administration, we know that we have a strong foundation to continue to be a voice for the student body.

The incoming year is looking bright with the work of our cabinet so far. As we are working, we implore anyone to reach out to us if they have any questions, comments, or concerns. We hope to be a resource to not only students but to faculty and staff as we are committed to making our projects a reality.

All the best,

Spencer Vreeland

Student Body President 2023-2024

IX.B.

Student Affairs Report Missouri State University Board of Governors June 23, 2023

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

The Division of Student Affairs is thrilled to share that the units of **Public Affairs Support** and the **Center for Community Engaged Learning** have joined our team!

Dean of Students:

- **SOAR (Student Orientation, Advising and Registration)** began on June 9th for students joining MSU during the summer term and June 12th for Fall admits.
- The **Counseling Center** welcomed Dr. Allicia Baum as the new Director, joining us June 12th. Dr. Baum has over 20 years of experience in both clinical and educational settings and is joining us from the Ozark R-VI School District.

Magers Health and Wellness Center:

- American Society of Clinical Pathology recognized **Magers Student Health Laboratory team** as the winner with their photo submission for National Laboratory Week. The Magers Laboratory team delivers a great service with excellent customer service skills.
- **Sara Nimmo, Director** attended American College Health Association conference in Boston. She was nominated and selected as Chair of the Administration Section. She also presented along with the ACHA Gun Safety Task Force a white paper regarding gun safety on college campuses. She also presented “Clinical Staffing Models, Recruitment and Well-Being in a Competitive World”.

University Bookstore:

- **May Commencement** – The **Bookstore** sent our graduates off with a final 20% discount on BearWear, souvenirs and grad frames on commencement day. In the bookstore we sold \$15,000 worth of product, and at the Team Store in the Great Southern Bank Arena, sold an additional \$9,000. Was a great day for the stores, as well as our new Missouri State Alumni and their families ... Go Bears!
- **Buy-back/Rental Check-In** – The **Bookstore** successfully ended the spring semester with a strong buyback week, and a very high percentage of rental book returns – 88%. We added two remote locations outside of the main bookstore for students to return rentals and sell books ... our Boomers and Bear Stop convenience stores. This offered multiple points across the campus for our students to access these services.

Campus Recreation:

- **New FRC Community Membership:** Campus Recreation initiated a Summer Community Membership. This membership allows community members to utilize the Foster Recreation from May 15-August 11th. Offering this membership provides an opportunity for revenue generation during low attendance days and a way for current students to connect by bringing in friends, family etc. The community rate started at \$105 and is prorated daily until the last date of August 11th.

- **Youth Summer Camp Kickoff:** The 2nd annual **Camp Claw** program kicked off on June 5th. This day camp for youth ages 6-12 is hosted at the Foster Recreation Center and provides opportunities for foundations of friendship, self-esteem, self-confidence, and recreation! Participants will experience group games, crafts, climbing wall, swimming and more.
- **Foster Awards:** In May, Campus Recreation celebrated the success of our student employee workforce. We hosted a staff picnic and celebrated with the annual “Foster Awards. Foster awards are given to top achievers in the department with a focus on customer service, being a team player, risk management response, and more.
- **New Walking Club:** Campus Recreation in partnership with Magers Health and Wellness (Employee Wellness Programs), created a walking club for staff. Program registration provides access to the Foster Recreation Center track in addition to tracking applications. The club meets on Thursdays over lunch and are encouraged to stay active throughout the program concluding at the end of July.

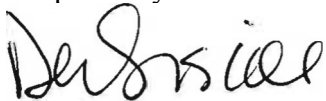
Plaster Student Union:

- **Programming Boards** - Student Activities Council, who retained 70 active members, ended the year with 21,101 overall attendees from 102 events this academic year. The Traditions Council brought back the “Rave in the Cave” event, which had over 550 students in attendance. The Traditions Council also increased its membership by 200%.
- **Facilities** – The Plaster Student Union recently completed repairs to its main air handler. The result of this project should allow for more efficient use of the unit and more consistent temperatures throughout the facility.
- **Esports** – The esports club ended the year with its *Valorant* team reaching the playoffs and finishing in the top 16 in the nation.

Residence Life, Housing and Dining Services:

- **Hutchens House** and **Hammons House** ventilation evaluation project is going well. We are getting readings during warmer weather that will allow our consultant to better develop a plan to address potential ventilation concerns that may be present.
- **Residence Life** is supporting the SOAR program by having cost sensitive family housing available and providing residence hall tours to families and students. In the past we received a lot of feedback that students would like to be able to participate in the residence hall tours, but the schedule was limited. We are excited to see how many students will choose to participate in the tours.
- In May we selected and awarded recipients of the **Wilda F. Looney and Gary K. Stewart Residence Life Leadership Scholarship** and the **Rich and Cindy Miller Resident Assistant Scholarship**.
- As of June 5, 2023, all planned **Residence Hall Director positions** needed for the 23-24 academic year have been filled. Within the housing profession it has become difficult to fill these essential, live-on positions. Our success is a result of modifications to the job description, a modified starting salary, and modifications to the interview process.

Respectfully submitted by,



Dr. Dee Siscoe
Vice President for Student Affairs

Student Affairs 2

XII.A.

**Staff Senate
Board of Governors
June Report**

Staff Senate has wrapped up the 2022-2023 Senate Session with our last meeting of the term earlier this month. Senate Elections have also completed, and we will be welcoming our new Senators when the next Senate Session starts on July 6th.

Serving as Chair the last year has been a great opportunity to work with some truly caring individuals that are striving for improvements and tackling challenging issues.

It's been a privilege,

-Will Hader

Staff Senate Chair 2022-2023

XIII.A.

MISSOURI STATE UNIVERSITY

BOARD RESOLUTION

HUMAN RESOURCES NO. 1734-23
Approval of Amendments to the Employee
Handbook for Administrative, Professional
and Support Staff employees and related policies

WHEREAS Administration recommends that certain revisions be made to the *Employee Handbook for Administrative, Professional and Support Staff* ("Employee Handbook"); and

WHEREAS, specifically, some revisions to the Employee Handbook are needed due to changes in operating procedures, clarification, process improvement, and overall ongoing changes to the handbook; and

WHEREAS, as a result of the proposed revisions to the Employee Handbook, similar revisions to the *Faculty Handbook*, the Medical Plan, the Dental Plan, and/or other group insurance agreements may be required in order to ensure consistency and accuracy across these documents.

NOW, THEREFORE, BE IT RESOLVED by the Board of Governors for Missouri State University that the Employee Handbook be revised in accordance with Attachment A; that the *Faculty Handbook*, Medical Plan and Dental Plan, and/or other group insurance agreements, be revised as necessary to ensure consistency between said documents and the Employee Handbook; and that the President and the Vice President for Administrative Services be granted authority to correct any typographical, grammatical, and formatting errors appearing from time to time to retain accuracy and consistency, to revise sections within the Handbook to provide clarification or process improvement, to revise other University procedures and plan documents to allow the application of the above handbook changes, and to ensure compliance with applicable law.

Chris Waters
Board Chair

Passed at meeting of
June 23, 2023

Rowena Stone
Secretary to the Board

COMMENTS: Sections of the Employee Handbook have been updated to reflect current processes and existing practices, provide clarification on existing processes, and to correct grammatical, typographical, and formatting errors. Other sections of the Employee Handbook have been modified to streamline processes and ease the administrative burden.

Please see the actual changes to be made within Attachment A. These changes are summarized as follows:

G7.02-3 Employment Policies and Procedures

- 3.7 Criminal Background Check Policy
 - Update notification requirements.

G7.02-4 Classification and Compensation

- 4.6 Employee Flextime Work Scheduling
 - Enhance to assist individual employee needs and university retention efforts.
- 4.11 Remote Work
 - Enhance to accommodate reasonable employee requests when consistent with department objectives.

G7.02-6 Benefits

- 6.3 Deferred Compensation Plans – 403(b) and 457(b)
 - Update link and policy **G7.01 403B** to ensure information and language is consistent with employee handbook.

G7.02-7 Leave Benefits

- 7.1 Vacation Leave
 - Accelerate vacation accrual for non-exempt employees to be more aligned with the general market.
- 7.13 Leave Without Pay Policy
 - Update leave limitations and provide clarification of requirements and guidelines.
- 7.17 Holidays and Extra Given Days
 - Update eligibility requirements.
- 7.19 Shared Leave
 - Update requirements and guidelines to allow more employees to qualify for the shared leave pool.

G7.02-8 Employee Recognition Programs

- 8.5 Staff Excellence in University Service Award
 - Inclusion of part-time staff.

Attachment A

G7.02-3 Employment Policies and Procedures

3.7 Criminal background checks

Missouri State University conducts background checks as outlined in the [Criminal Background Check Policy](#). Consideration will be given to the relationship between a conviction and the responsibilities of the position that is or will be held. A relevant job-related conviction is grounds for termination of employment or non-selection of an applicant. For positions that require operation of a motor vehicle, a conviction shall include misdemeanor traffic violations.

~~University employees~~ Employees must notify the office of human resources within five (5) days of a ~~conviction~~ arrest for a felony, or any drug, alcohol, or sex-related offense. Failure to report such ~~conviction~~ arrest is grounds for disciplinary action up to and including termination of employment or non-selection of an applicant. Supervisors should notify the office of human resources immediately upon being informed of any such ~~conviction~~ arrest.

G7.02-4 Classification and Compensation

4.6 Employee flextime work scheduling

The university supports the principle of flextime for its employees in order to provide for more efficient utilization of the abilities of its employees, better service to the public and improved working conditions for employees. Departments are encouraged to accommodate the reasonable requests of employees for alternative work schedules when consistent with the department's objectives.

Flextime refers to a range of flexible formats that permit employees to choose the times they will start and end work. While employees may request consideration of a flextime schedule allowing for a specific arrival and departure time, approval of the request will be granted only if all policy guidelines and work schedule requirements are met (see [Section 4.6.3](#) below).

4.6.1 Flextime definition and purpose

A flextime work schedule is an alternative work schedule for employees who normally work the eight-hour, five-day workweek, usually from 8 a.m. to 5 p.m.

Flextime scheduling, when appropriate, permits employees to select a work schedule that may assist with individual needs, ~~especially commuting needs and family needs~~. It also provides employees with a degree of flexibility that may improve employee morale; may reduce tardiness, absences for personal business, turnover and overtime costs; and may increase employee, as well as departmental productivity and service.

4.6.2 Flextime work scheduling guidelines

- The first priority for each department is to accomplish its mission. Utilization of flextime scheduling should not decrease a department's productivity, nor adversely affect the operations of other departments, or the services provided for the university, students, other constituents or the general public.
- Flextime must not increase staffing costs including overtime compensation.
- Flextime ~~is a voluntary option for employees. It~~ should be considered by the department only when it can be managed successfully in helping to meet the needs of the employee, the department and the university.
- Any department head who wishes to consider a flextime arrangement must prepare a written proposal for the flextime work schedule and submit it to their major cost center administrator for approval. The department head will forward an informational copy of the approved flextime schedule to the office of human resources.
- All flextime employees must meet the work schedule requirements provided in this policy as listed in [Section 4.6.3](#).
- A flextime schedule shall be established for a ~~minimum of one calendar week but is normally for a longer period such as one calendar month, a semester, academic year or~~

full year specific period of time and may, upon approval, be the employee's permanent work schedule. An approved flextime schedule may be canceled by the department head if the schedule is found to be unsatisfactory or detrimental to the department.

- The department head is responsible for proper flextime scheduling and for ensuring that adequate supervision is provided for all employees during their work hours.
- Shift coverage may be implemented as required by the needs of the department and is not limited by the flextime policy.
- Flextime is not necessary for the occasional adjustment of the work week schedule to manage the 40 hour work week and minimize overtime for nonexempt staff.
- Flextime should not be confused by supervisors for flexibility in working with employees to accommodate short-term scheduling issues. Supervisors are encouraged to work with employees in allowing short-term flextime to address specific personal needs (i.e., needing to be present at home to meet a repairman, attending a dependent's seasonal school activity, etc.).

4.6.3 Flextime work scheduling requirements

- ~~Both full and part-time employees are generally eligible for flextime work schedules, provided that an employee is able to effectively fulfill their job duties and flextime meets the needs of the department and/or university. The standard workweek shall be 40 hours weekly over a five day or six day period.~~
- Before an employee commences working a flextime schedule, the proposed schedule must be approved by the employee's supervisor.
- Offices shall be staffed and fully operational between 8 a.m. and 5 p.m., Monday through Friday.
- ~~Except for meal breaks, all employees shall be on the job during the "core period." The university has determined the core period to be between 10 a.m. and 3 p.m., Monday through Friday.~~
- Schedules should include a lunch break for full-time employees. Lunch breaks may be as short as 30 minutes or as long as an hour and a half.
- Starting and ending work times shall begin and end on the hour, half hour or quarter hour.

G7.02-4 Classification and Compensation

4.11 Remote work

The university supports the principle of remote work for its employees in order to provide for more efficient utilization of the abilities of its employees, better service to the public and improved working conditions for employees. Departments are encouraged to accommodate the reasonable requests of employees to work remotely when consistent with the department's objectives.

Remote work is a work arrangement in which employees routinely perform their regular job responsibilities away from their primary business location. ~~Remote work is normally considered an alternate worksite arrangement to an employee's primary work location for a defined period of time. Remote work shall be the exception to work at the primary business location~~ may be available depending on the position, the needs of the department, and the ability to perform the work remotely. Remote work is subject to a regular, agreed-upon schedule and may include a hybrid schedule in which the employee works both on-campus and remotely.

Remote work is a privilege, rather than a matter of right or entitlement. In order for an employee to be eligible to work remotely, the employee must ~~complete the Employee Agreement for Participation in Remote Work Program form,~~ complete the Employee Agreement for Participation in Remote Work Program form, have his/her supervisor's approval, and major administrator approval, ~~and meet the following criteria:~~

Employees working remotely must have access to and maintain a workspace that is clean, professional, and safe. All remote workplaces are subject to inspection by the University. Remote work employees must work only their designated work hours, report all hours worked (if required), and report all work-related injuries. The employee must ensure that all university information is kept confidential and secure (electronically or otherwise).

Supervisors will coordinate with employees that are working remotely as to the university equipment that may be necessary for the employee to work remotely. Supervisors are responsible for coordinating with the remote work employee to ensure that the employee has all essential and appropriate equipment to allow the employee to perform the essential functions of the job. Employees who wish to work remotely must provide their own home internet service and must have reliable phone service by which they can be reached when working remotely. All other appropriate and necessary equipment will be provided to the employee at the department's expense. Supervisors are responsible for maintaining a list of university property provided to remote work employees.

Remote working employees may or may not be provided permanent office space at the university. Should the employee need to work on-campus for a brief period of time, workspace will be made available on campus.

Remote work employees must maintain satisfactory job performance and demonstrate the ability to work effectively with minimal supervision. Remote work arrangements may be ended at the supervisor's discretion if the employee's performance is unsatisfactory.

- ~~• Successful completion of probationary period;~~
- ~~• Documented performance is satisfactory or whose performance rating on their last evaluation is at least satisfactory;~~
- ~~• Demonstrated ability to work effectively with minimal supervision;~~
- ~~• Demonstrated ability to establish priorities and effectively manage time; and~~
- ~~• Ability to articulate the reason for remote work and the agreed upon duration.~~

Remote work is not a substitute for child or other dependent care. The employee will ensure that dependent care and personal responsibilities will not interfere with or impede the employee's performance and that appropriate child and dependent care will be arranged for during working hours.

It is not necessary for an employee to meet the above criteria for the occasional short-term adjustment to work location due to short-term personal needs (i.e., working from home while meeting a repairman, working from home to be home with a sick child, etc.) Supervisors may, at their discretion, allow employees to perform their work duties from home to the extent possible and deduct the time they work from their leave taken for the day.

G7.02-6 Benefits

6.3 Deferred Compensation Plans – 403(b) and 457(b)

Full-time and part-time regular employees are eligible to participate in a tax-sheltered investment program authorized under Sections 403(b) and 457(b) of the Internal Revenue Code through payroll deduction. These investment plans allow employees to save for retirement either on a tax-deferred basis or after-tax (Roth). When contributing on a tax-deferred basis, when employees eventually receive benefits from their tax-sheltered investment, the payments will be reportable as income for tax purposes. Since the reportable income received at retirement is likely to be less than their income while working, there is a potential for tax advantage. If contributing on an after-tax basis, in general and under certain conditions, employees do not pay taxes when receiving benefits since taxes have already been paid. Employees may participate in both a 403(b) and the State of Missouri ~~deferred compensation plan~~ deferred compensation plan (457 Plan). (Deferred Compensation Plans – 403(b) and 457(b))

G7.02-7 Leave Benefits

7.1 Vacation leave

All full-time regular employees are eligible to receive paid vacation leave. Employees will accrue leave with a minimum of 80 hours paid time in a pay period.

Employees who terminate employment or retire from the university will accrue vacation in the month of termination/retirement provided that they have 80 hours of paid time for that pay period; no partial monthly accruals are allowed.

Employees who are off work due to a work-related injury or illness (i.e., one for which the employee has filed a workers' compensation claim) will not accrue any vacation leave if they do not have 80 hours paid time during each pay period that they are off work. Employees may supplement their workers' compensation payments (i.e., the temporary total disability [TTD] payments from the state of Missouri) by using their accrued vacation, sick leave, or compensatory time off during the pay period in order to meet the minimum 80 hours of paid time.

Employees accrue vacation monthly and may carry days forward from one month to the next. The maximum amount of vacation that can be carried forward from one fiscal year to the next cannot exceed two times the employee's annual allowance. For example, if an employee earns vacation at the rate of ~~6.678~~ hours each pay period, or ~~80-96~~ hours per year (~~10-12~~ days), the employee may carry forward up to a maximum of ~~160-192~~ hours (~~20-24~~ days). Any amount of leave over the maximum accumulation of two times the annual allowance is lost at the end of the fiscal year (June 30th) in which the maximum accumulation amount has been reached.

7.1.1 Accrual - nonexempt employees

For nonexempt employees on regular 12-month appointments, vacation leave accrues every pay period based upon the schedule shown in the following table. The leave is posted to the leave balance at the end of each month. The schedule shown in the following table also applies to employees who transfer from an exempt to a nonexempt position. Staff members with appointments of less than 12 months (e.g., nine-month positions, 10-month positions, .75 employee), will accrue vacation leave on a basis pro-rated to full-time, 12-month appointments.

Nonexempt employee vacation accrual summary

Years of Service	Monthly Accrual	Annual Accrual	Maximum
Less than 5-2 years	6.678.0 hours	80-96 hours (10-12 days)	160-192 hours (20-24 days)
At least 5-2 but less than 10-4 years	10-10.67 hours	120-128 hours (15-16 days)	240-256 hours (30-32 days)

10-4 or more years	13.34 hours	160 hours (20 days)	320 hours (40 days)
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The effective date for the increase in the vacation accrual rate to the next higher rate will be the pay period in which the years of service milestone is reached and is posted to the leave balance at the end of the month. (Note: Employees who were accruing vacation leave in 1987 at a greater annual rate due to former policy provisions will remain at the annual rate in effect at that time.)

7.1.2 Accrual - exempt and professional nonexempt employees

The vacation leave accrual rate for exempt/professional nonexempt employees is established at the time of employment. Typically, exempt/professional nonexempt employees accrue vacation at the rate of 20 days annually. The department head, with approval from the appropriate vice president and the director of human resources, may establish the annual allowance at 15 days, with justifiable reasons. In such cases, the accrual rate for the exempt/professional nonexempt employee will increase to 20 days at the two year anniversary of the exempt/professional nonexempt employee's date of employment. The department head is responsible for notifying the office of human resources of the effective date of the increase in the accrual rate. The department head may, however, withhold the increase to the higher accrual rate, based upon objective considerations, if approved by his/her vice president and the director of human resources.

Exempt and professional nonexempt employee vacation accrual summary

Monthly Accrual	Annual Accrual	Maximum
1 day 2 hours	15 days	30 days
1 day 5 hours 20 minutes	20 days	40 days

The accrual rates shown above apply to employees on full-time, 12-month appointments. Staff members with appointments of less than 12 months (e.g., nine-month positions), will accrue vacation leave on a basis pro-rated to full-time, 12-month appointments.

7.1.3 Using vacation leave

Vacation may be taken only after time is accrued and recorded at the end of each month. It cannot be taken before it is accrued or in anticipation of it being recorded at the end of the month. Vacations may be taken as weekly periods, individual days, or in quarter-hour increments as long as the period chosen meets with departmental approval, and there is a sufficient leave balance available. An absence of less than 15 minutes will be counted as a quarter hour. Vacation leave will be granted at the convenience of the university. Due to work

scheduling and workload, some departments will specify periods of time when no vacations will be approved or will specify the number of employees who may be on vacation at any given time. Some departments will request that leave be taken in defined increments of half days, whole days, or weeks. Employees must adhere to any departmental policies and/or restrictions regarding vacation scheduling. Employees should request leave from their supervisor at least two weeks prior to the date the vacation is to begin. In certain departments, requests for summer vacation may be required early in the spring so the complete summer vacation schedule can be established in advance.

7.1.4 Unused vacation leave

Employees terminating employment for any reason are entitled to payment for their accrued, unused hours of vacation, up to a maximum of two times their annual accrual.

G7.02-7 Leave Benefits

7.13 Leave without pay

Employees and supervisors must contact ~~Benefits in the office of human resources~~Human Resources Benefits office regarding Leave Without Pay. An employee may be granted leave without pay for a period that may not exceed ~~six months~~six weeks (240 hours) in any 12-month period. ~~A personnel action form must be initiated documenting the period of absence while on leave without pay and approved by the proper authority prior to a leave without pay that is expected to last more than 10 working days. Leave without pay is intended to be taken in full-day increments. When leave without pay has been approved by proper authority, and such leave is expected to last more than 10 consecutive days, a personnel action form (PAF) must be completed.~~ Leave without pay may be granted under the following conditions:

- When such leave is for prolonged employee illness or injury extending beyond accumulated vacation, sick leave or compensatory time. Following any Family Medical leave (FML) as appropriate, total unpaid time shall not exceed six weeks (240 hours) in any 12-month period. Any unpaid leave taken as Family and Medical Leave shall be subtracted from the six months of leave without pay allowable in any 12-month period. As part of reasonable accommodation review and with approval, leave without pay may be granted on an intermittent basis.
- When an employee will attend a college, university or school for the purpose of training in subjects relating to a job that shall benefit both the employee and the university; requires PAF and cost center approval.
- Because of seasonal fluctuations in the work schedules at the university and the employee is requisitioned into such a position based on this fluctuation (i.e. 9 or 10 month staff employees); does not require PAF.
- Under special circumstances, an employee may be granted leave without pay for a specific purpose other than those listed above with the approval of the appropriate cost center administrator when such leave extends beyond accumulated vacation, sick leave or compensatory time off available to be used.

Leave without pay is not intended to be granted when the employee has paid vacation, sick leave, or compensatory time off available ~~to be used, except under those circumstances listed above.~~

Employees ~~who are on~~ approved leave without pay, who do not have at least 80 hours of paid time during the pay period, will not earn ~~paid sick leave~~ or vacation leave. if they do not have 80 hours paid time during the pay period that they are off work, n Nor will ~~they an employee~~ be

paid for a holiday that occurs during the period ~~that they are on~~ leave without pay. ~~Insurance coverage will not be paid by the university when the leave without pay is for the full pay period.~~

If an employee does not have pay to cover benefit deductions:

- The insurance coverage will not be paid by the University. An employee who desires to maintain insurance coverage during a leave without pay, must make arrangements with the office of human resources at least 60 days prior to the leave. Premiums must be paid one month in advance of the month of insurance coverage. The employee will be responsible to pre-pay the employee portion of premiums and employer portions of premiums.
- An employee with ~~concurrent~~ Family Medical leave protections will be responsible for only employee portions of premiums and benefits are protected until such time as Family Medical leave is exhausted. While under Family Medical Leave the University will continue employer sponsored benefits and contributions.
- Nine- and Ten-month staff employees will have coverage continued; provided the employee is scheduled and expected to return to work following the summer. The employee will be responsible to pre-pay employee portion of premiums and employer portions of premiums will be paid by the university during the summer months.

~~Nine and 10 month staff employees, however, will have their basic insurance coverage (employee medical and dental, life, accidental death & dismemberment, and long term disability coverage), paid by the university during the summer months when they are otherwise not at work but are expected to return to work. Nine and 10 month employees are considered to be on leave without pay during the summer when they are otherwise not at work.~~

~~If an employee desires to maintain insurance coverage during a leave without pay, arrangements must be made with the office of human resources at least 60 days prior to the leave, and premiums must be paid one month in advance of the month of insurance coverage.~~

G7.02-7 Leave Benefits

7.17 Holidays and extra given days

The university observes several paid holidays throughout the year during which all employees, except those engaged in continuous operations, will be excused from work. Nine (9) holidays always observed include the following days:

- New Year's Day
- Martin Luther King Jr. Day
- Memorial Day
- Juneteenth National Independence Day
- Independence Day
- Labor Day
- Thanksgiving Day
- The Day After Thanksgiving
- Christmas Day

Each year, additional days off may be designated by the university president. These days are referred to as "extra given days".

To be paid for a recognized holiday/extra given day the employee must be (1) Full-time (2) scheduled to work the week of the holiday/extra given day and (3) work or utilize approved paid leave (e.g., vacation, sick, or compensatory time) on the employee's last scheduled day prior to the holiday/extra given day. A .75 employee shall receive prorated pay. Part-time employees do not receive pay. A full-time employee shall be paid for a holiday or extra given day only if the full-time employee worked or was on an approved paid leave (e.g., vacation or sick), including compensatory time off, on his/her regular scheduled workday prior to the holiday or extra given day. A .75 employee shall receive prorated pay.

- Employees ~~who are not regularly~~ not scheduled to work during the week in which a holiday or extra given day occurs (for example, nine or 10-month employees or employees on leave without pay) will not be paid for the holiday or extra given day.
- Certain university housing will close during university scheduled holiday breaks during the winter and spring. Nine or 10-month employees who ~~are regularly scheduled to work during these closures~~ would otherwise be scheduled to work if not for the housing closure, will be paid for observed holidays.
 - Supervisors should make sure payroll is aware of University housing closed dates and verify employees affected by closure.

- Employees ~~who are on~~ utilizing unpaid Family and Medical Leave or a leave without pay ~~on a day that is a~~ on the day prior to the recognized university holiday /extra given day may not be paid for that holiday /extra given day.
- Employees who are off work due to a work-related injury or illness (i.e., one for which the employee has filed a workers' compensation claim) will not be paid for the holiday ~~;~~ However, except those employees who ~~are supplementing~~ supplement their workers' compensation payments (i.e., the temporary total disability [TTD] payments from the State of Missouri) ~~by using their~~ with accrued vacation, sick leave, or compensatory time ~~off will be paid for the holiday~~.
- Employees whose regular work week consists of four 10-hour days will receive eight hours of holiday pay for all recognized university holidays /extra given days. ~~The~~ employee ~~Employees will need to~~ may use vacation, compensatory time, or ~~actual~~ work additional hours during the week in which the recognized university holiday /extra given day occurs ~~in order~~ to be paid for the remaining two hours ~~of the holiday~~.

Nonexempt employees who are eligible to receive overtime compensation will be paid additional compensation if required to work on a holiday. The rate of compensation will be one and one-half times the regular straight-time rate for the hours worked on any of the ~~eight~~ nine holidays listed above, or one times the regular straight-time rate for the hours worked on any "extra given day." This overtime compensation is in addition to the regular day's pay. The ~~eight~~ nine holidays listed above will be counted as "hours worked" toward 40 hours for the purpose of payment of overtime.

This policy does not apply to employees who are terminating employment or retiring: see Section 3.20.2 of this handbook.

G7.02-7 Leave Benefits

7.19 Shared leave

7.19.1 Purpose

To ~~provide a safety net~~ allow employees to participate in the public affairs mission by helping protect co-workers with a qualifying leave against salary interruption. ~~for eligible employees who have a qualifying event causing them to be unable to perform their assigned job duties either on a continuous or intermittent basis. Donations of vacation leave hours by employees~~ Employee donations of vacation leave provide income to an affected employee who would otherwise be on unpaid leave. ~~The purpose is not to provide unlimited sick leave for any medical reason. Benefits are subject to all eligibility requirements and committee approval and limited in scope.~~ This program will be subject to periodic review.

7.19.2 Scope

This policy applies to full-time benefit eligible employees in a leave-earning position; ~~this~~ Policy does not apply to faculty eligible for extended sick leave pursuant to Section 6.6.6 of the [Faculty Handbook](#) and/or [Section 7.20](#) of the employee handbook.

7.19.3 Policy

Eligible employees may voluntarily donate accumulated vacation as defined by the Employee Handbook to a Shared Leave Pool (SLP) to aid eligible employees who are unable to work due to a qualifying event. Donations shall not be made directly from one employee to another, but shall be made to the university pool established for this purpose.

The donation of vacation leave is strictly voluntary. No employee may intimidate, threaten, or coerce any other employee with respect to donating or receiving leave under this program. Individual vacation leave records that apply to Shared Leave are confidential and no individual employees shall receive remuneration of any kind for vacation leave donated. Shared leave is for employee's health condition only, except as outlined in [7.19.7 Qualifying Events](#).

7.19.4 Eligibility

A. Receiving shared leave

1. Employee must have ~~worked at least 12 months~~ successfully completed their probationary period and have ~~1,250~~ 625 hours of service in the previous ~~12-6~~ months at Missouri State University and be in a leave-earning position to apply for SLP benefits.
2. Employee must have donated at least ~~16-8~~ hours of earned vacation leave to the bank prior to requesting leave from the pool in order to receive donations from the SLP.

3. Employee must have experienced a qualifying event ([see 7.19.7 Qualifying Events](#)).
 4. Employee must have exhausted all accrued vacation, sick leave and compensatory time.
 5. Employee may request shared leave more than once, however: Employee must normally return to work for six (6) continuous months following the last day of use of the donated time, if the maximum amount of approved SLP benefits were used; Family and Medical Leave eligibility will be determined before becoming eligible to apply for additional benefits from the pool. Additional benefits for a reoccurrence of a previously approved qualifying event are not allowed when the maximum benefits have been paid.
 6. Employees who ~~are on~~have -a work-related injury ~~and concurrent FMLA leave~~ can supplement shared leave after their work compensation adjustments and accrued leave are used.
- B. Donating shared leave
1. Vacation leave may be donated upon accrual.
 2. Employee contribution may not exceed 48 hours, unless the office of human resources has communicated a need for additional days. In that case, employee(s) may contribute additional day(s) up to the limit requested at that time.
 3. Time must be donated in whole hours with a minimum donation of 41hours.
 4. Donated hours cannot be rescinded once they are donated.
- C. Bone marrow and organ donation
1. An employee must be employed at Missouri State University for a minimum of ninety (90) days before applying for time from the SLP for bone marrow or organ donation. A leave accruing employee may apply for time from the shared leave pool for bone marrow or organ donation without a qualifying donation of vacation time to the shared leave pool and without first exhausting all accrued sick and vacation time. The employee must provide the SLP committee with written verification from health care facility that he or she is serving as a bone marrow or organ donor. The employee may be granted a maximum of forty (40) hours from the SLP for bone marrow donation and a maximum of two-hundred forty (240) hours from the SLP for organ donation.

7.19.5 Shared leave (SL) committee

- A. The SL Committee shall be comprised of seven (7) members: two (2) administrators, one (1) office of human resources representative, one (1) West Plains Staff Senate member and three (3) Springfield Staff Senate members. The director of human resources or their designee, the payroll manager, and a Legal Affairs and Compliance designee will act as *ex officio* members of the committee. The committee will be categorized as a University Committee.
- B. Committee appointment will be determined as follows:
 1. Staff Senate members will be appointed by the Staff Senate

2. Human resources representative will be appointed by the vice president for administrative services
 3. Two (2) administrators will be appointed by the university president
- C. The committee will elect a new chair and vice chair from the committee each year at the first meeting in July. Terms will run July – June.
- D. Members of the shared leave committee shall serve a two-year term with the exception of one (1) at Staff Senate member, which will serve a one-year term. The other Staff Senate members will serve a two-year term. Thereafter, the one-year Staff Senate appointee will serve a two-year term, which will allow the Staff Senate membership to be replaced on alternate years. In the event that the appointed Staff Senate member's term on Staff Senate ends before the term on the shared leave committee, a new appointee will be appointed by their respective body.
- E. The committee must sign a HIPAA Compliant Confidentiality Agreement promising to maintain all information on a confidential basis. Any breach of confidentiality will result in the committee member being excused and a replacement member being appointed. In addition, disciplinary action, up to and including termination of an employee may be taken as a result of any breach of confidentiality.
1. Examples of a breach of confidentiality include, but are not limited to:
 - a. Speaking of applicant's name and/or health condition outside of committee
 - b. Speaking of applicant's number of hours requested outside of committee
 - c. Speaking of the committee's decision and reasoning for granting or not granting benefits from the leave pool outside of committee.
- F. The SL committee will determine whether the employee request falls under the guidelines for a [qualifying event](#).
- G. The committee will review all applications for the SLP and shall follow the criteria set out in this policy to approve or disapprove the request for SLP benefits. The committee's decision is final.
- H. The committee will convene as needed to review applications and approve or disapprove a SLP request. A minimum of four (4) committee members must be present to constitute a quorum. Name of applicant will remain anonymous.
- I. In the event that the SLP falls below \$25,000.00, no more shared leave will be authorized until more hours are available. Lowered leave levels may determine leave distributions. If insufficient balances are experienced, the office of human resources may send a communication to eligible employees indicating such a need but may not under any circumstances coerce an employee(s) to contribute leave time.

7.19.6 Procedures

- A. General
1. The maximum amount of SLP benefits accessible to a recipient cannot exceed one-third of the balance of the pool, or 480 hours leave time per case, whichever is less. The leave granted will run concurrent with FMLA as appropriate. SLP benefits may be prorated for employees who have worked less than 1 year of

service and actual hours approved are based on specific case details and need as determined by the committee.

2. If an employee receives a medical release to return to full-time work, the employee must then return to work. prior to using all hours granted, Hours approved by the committee prior to the receipt of the medical release are no longer considered approved, and the unused balance of hours previously granted returns to the SLP.
 3. Full-time Employees-employees receiving a medical release for return to work on a part-time basis (i.e., fewer hours per day per week than the regular work schedule), may continue to use SLP Committee approved donated leave for the balance of the regular work schedule until medically released for full duty or until approved SLP hours are exhausted.
 4. If intermittent treatment-leave is required, unused approved SLP benefits may be provided on an as-needed basis until the employee has been approved by their attending physician to return to work full-time. Leave can be taken intermittently.
 5. It is not possible to make back-payments to a SLP recipient who may have already taken some leave without pay. Donated time will be available for use by the recipient in accordance with regular payroll procedures and deadlines.
 6. SLP hours may not be converted to cash.
 7. The estate of a deceased employee is not entitled to payment for approved unused SLP hours.
 8. If an employee earns additional leave benefits while drawing from the SLP, employee must use those hours before additional SL pool hours are used.
 9. Eligible employees must apply for FMLA leave in conjunction with leave used from the SLP.
- B. Requesting leave
1. Employees will request leave from the SLP at the [My Missouri State](#) portal. Designees for the employee may request leave by completing the Request for SLP Leave available in the office of human resources.
 2. Any employee requesting leave from the SLP must provide a HIPAA release and an attending physician's statement indicating the reason for the leave, beginning date of health condition and anticipated date employee will be able to return to work. These forms will be provided by the office of human resources.
 3. After receiving a completed application, the office of human resources will verify the employee's eligibility and status, including current accumulated leave and will notify the Committee of the need to meet. Immediately prior to the committee meeting, the eligibility will be reviewed, updated if necessary, and confirmed.
 4. The human resources representative will notify the employee of the decision within five (5) business days of a decision by the committee.
 5. If the application is approved, the office of human resources will make the transfer of hours from the university's SLP to the employee's leave balance. The time sheet or leave request should be submitted with hours designated as

shared leave at the recipient employee's rate of pay. Shared Leave time may not be recorded for payroll purposes until the application has been approved.

6. The application form may be submitted up to 30 days in advance of need.
- C. Donation of leave
1. An employee wishing to donate vacation leave to the shared leave donation bank will submit their donation online through the portal at [My Missouri State](#).
 2. After receiving a donation form, the office of human resources will verify the employee's eligibility and status, including current accumulated vacation leave balances and, upon verification, transfer donated vacation leave from employee's balance to the SLP.
 3. The office of human resources will, upon completing an exit interview at the time an employee ends his or her employment with Missouri State University, ask the employee if he or she wishes to donate vacation leave to the SLP.

7.19.7 Qualifying events

- Incapacity due to pregnancy, prenatal medical care or child birth
- To care for the employee's child after birth, or placement for adoption or foster care
- To care for the employee's spouse, sponsored dependent, son, daughter or parent, who has a serious health condition
- For a serious health condition that makes the employee unable to perform the employee's job
- Bone marrow and organ donations (employee donating)

G7.02-8 Employee Recognition Programs

8.5 Staff Excellence in University Service award

The purpose of the [Staff Excellence in University Service award](#) is to recognize excellence in service to the university among staff employees. These awards are intended to provide incentives for continued workplace performance for full-time [and part-time](#) staff employees who make significant contributions to the university community.

8.5.1 Eligibility

Full-time [and part-time](#), regular employees in administrative, professional, and support staff positions from the Springfield, Mountain Grove and West Plains campuses who do not hold faculty rank and who earn less than \$90,000 annually are eligible to receive an award.

Nominees must have completed at least one year of full-time [or part-time](#) employment at Missouri State University and be actively employed at the time of the award. There is no limit on the number of times that an individual employee may receive an award, but individuals may not receive an award in two consecutive years.

8.5.2 Nomination and selection of award recipients

Staff Excellence in University Service award recipients must be nominated for the award and can be nominated by currently enrolled students, employed staff, faculty or administrators. Selection of recipients is done by a review committee. Superior service can be demonstrated in many forms such as:

- superior service for a significant project or program during a specific time period
- performing duties above and beyond the call of duty in a special situation
- exceptional job performance on a daily basis

Awards are available for full-time [and part-time](#), regular staff employees and are awarded based upon the recommendation of the review committee and university administration.

XIV.A.

MISSOURI STATE UNIVERSITY

BOARD RESOLUTION

BIDS & QUOTATIONS NO. 1608-23
Approval of proposal and award of a
contract for the FY24 job order contracting
services

BE IT RESOLVED by the Board of Governors for Missouri State University that the proposal received from Bales Construction Company, Inc. for the FY24 job order contracting services be accepted, approved, and awarded.

BE IT RESOLVED that the total expenditure for projects completed under this contract shall not exceed Two Million and 00/100ths Dollars (\$2,000,000.00) during the first fiscal year. Included in this contract is the option to increase the contract value at the time of each renewal by a maximum of Two Hundred Thousand and 00/100ths Dollars (\$200,000.00).

BE IT FURTHER RESOLVED that each project completed under this contract will have its own financial plan and paid by the department requesting the services.

BE IT FURTHER RESOLVED that the Vice President for Administrative Services or the University Architect and Director of Planning, Design & 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. Subject to continued satisfactory performance, the University will continue to exercise the remaining available renewable options.

Chris Waters
Board Chair

Passed at meeting of
June 23, 2023

Rowena Stone
Secretary to the Board

COMMENTS:

The University sought proposals from general contractors for an on-call service contract. The intent of this contract is to expeditiously accomplish construction projects that are minor in nature. This contract allows the University to award multiple work plans under this contract, not to exceed \$200,000 per work plan. The total expenditure for all individual work plans awarded under this contract may not exceed \$2,000,000.00 during the first fiscal year. No additional work will be awarded in the first fiscal year if the limit of \$2,000,000.00 is reached. Included in the contract is the option to increase the contract value at the time of each renewal by a maximum of \$200,000.00. Work under this contract may be done on University properties located in Camden, Douglas, Greene, Howell, Jasper, Laclede, Newton, Polk, Taney, Webster, and Wright counties.

Proposals were received at the University's request. The proposals submitted included cost multipliers for wages, materials, equipment, overhead and profit, as well as a lump sum for bond costs. The review of the proposals included an evaluation of the contractor's qualifications as well as costs. It was found that Bales Construction Company, Inc. provided the lowest and best submission, and it is in the University's best interest to award it to this company.

This contract shall be valid for one fiscal year or until June 30, 2024. Included in the contract is the option to renew the contract for four additional consecutive fiscal years. If all options for renewal are exercised, the contract will expire on June 30, 2028.

XV.A.

MISSOURI STATE UNIVERSITY

BOARD RESOLUTION

PURCHASING ACTIVITY REPORT NO. 522-23

Approval of broker and authority to enter into a property and business interruption insurance policy for campus-wide property insurance for FY23 – FY24

BE IT RESOLVED by the Board of Governors of Missouri State University that the property and business interruption insurance services of FM Global through Smith McGehee Insurance Solutions be accepted, approved, and awarded.

BE IT FURTHER RESOLVED that FM Global is to perform this service for a fixed premium of Two Million Two Hundred Thousand and zero one hundredths dollars (\$2,200,000.00) and that Smith McGehee Insurance Solutions is to perform its service for a fixed fee of One Hundred Fifty Thousand and zero one hundredths dollars (\$150,000.00), for a total of Two Million Three Hundred Fifty Thousand and Zero Hundredths (\$2,350,000.00), for the period June 30, 2023 to June 30, 2024.

BE IT FURTHER RESOLVED that this service be paid by allocating the premium to the insurance, departmental, and campus operational budgets.

BE IT FURTHER RESOLVED that the University Chief Financial Officer or the University Director of Procurement Services be authorized to sign the agreement with the firm selected, incorporated herein by reference, and support those acts necessary to carry out and perform the terms of the policy.

Chris Waters
Board Chair

Passed at meeting of
June 23, 2023

Rowena Stone
Secretary to the Board

COMMENTS:

Coverage was negotiated with United States based FM Global by Smith McGehee Insurance Solutions in St. Louis, Missouri. Quotations from multiple global property insurance carriers such as AIG, FM Global, Lloyds of London, The Hartford, Travelers, and Zurich.

Total insurable value for the University is \$2,757,525,233.00. The standard deductible is \$250,000.00, with a \$500,000.00 flood deductible, and a one percent (1%) per location deductible for 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.

FM Global is to replace the expiring multiple carrier policy through the Midwestern Higher Education Compact (MHEC), with Marsh USA, Incorporated, a leading global insurance broker and risk advisor.

BE IT RESOLVED by the Board of Governors for Missouri State University that the Internal Operating Budget for the year ending June 30, 2024, consisting of:

\$196,363,071 Budgeted operating revenue
 \$122,554,640 Budgeted non-operating revenue
 \$310,201,362 Budgeted Expenses
 (\$12,420,675) Budgeted Transfers
 \$3,998,001 Budgeted non-recurring allocations

which non-recurring allocations includes a one-time retention payment on December 31, 2023 of \$1,500 for full-time employees employed on or before July 1, 2023 and remaining an active full-time employee through December 1, 2023, be adopted and administered through the following funds:

	Budgeted Operating Revenues*	Budgeted Non-Operating Revenues	Budgeted Expenses	Budgeted Transfers	Increase (Decrease) in Net Position (including non-recurring allocations)	Non-recurring Allocations	Increase (Decrease) in Net Position (excluding non-recurring allocations)
Springfield Campus							
Operating Fund	\$ 117,288,209	\$ 107,080,302	\$ 216,815,996	\$ (11,550,516)	\$ (3,998,001)	\$ 3,998,001	\$ 0
Total Designated Funds**	20,928,767	3,503,613	23,728,823	(531,507)	172,050	-	172,050
Total Auxiliary System Fund	52,499,541	4,117,916	56,176,085	(165,457)	275,915	-	275,915
Total Springfield Campus	190,716,517	114,701,831	296,720,903	(12,247,480)	(3,550,036)	3,998,001	447,965
West Plains Campus							
Operating Fund	4,190,456	7,342,609	11,495,769	(34,792)	2,504	-	2,504
Total Designated Funds	-	485,000	737,092	(21,266)	(273,358)	-	(273,358)
Total Auxiliary System Fund	1,456,098	25,200	1,247,598	(117,136)	116,564	-	116,564
Total West Plains Campus	5,646,554	7,852,809	13,480,458	(173,194)	(154,290)	-	(154,290)
Total Budget	\$ 196,363,071	\$ 122,554,640	\$ 310,201,362	\$ (12,420,675)	\$ (3,704,325)	\$ 3,998,001	\$ 293,676

*Budgeted Operating Revenues are net of \$37,015,692 of scholarships.

 Christopher Waters
 Chair of the Board

Passed at Meeting of
 June 23, 2023

 Rowena A. Stone
 Secretary

The FY24 Internal Operating Budget does not include the following: operating fund carryforward balances, other enrollment fees and supplemental course fee revenues and associated dedicated expenses; all grant related revenues and associated dedicated expenses including Pell Grants; and any other similar dedicated revenues and expenses for self-supporting ventures.

The FY24 Internal Operating Budget can be found at:
<https://www.missouristate.edu/financialservices/documentsandreports.htm>

**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 May		Running Totals		Year
		No.	Amount	No.	Amount	No.	Amount	No.	Amount	
Annual Gifts	FY 22	5,964	\$128,251	56	\$190,804	6,020	\$319,055	72,645	\$9,711,413	FY 22
	FY 23	6,327	\$183,618	121	\$1,133,220	6,448	\$1,316,838	76,735	\$11,666,744	FY 23
Special Campaigns	FY 22	23	\$3,327	9	\$1,550,000	32	\$1,553,327	932	\$6,839,107	FY 22
	FY 23	9	\$1,229	4	\$130,000	13	\$131,229	1,054	\$3,894,326	FY 23
One Time Gifts	FY 22	0	\$0	13	\$109,500	13	\$109,500	153	\$4,183,008	FY 22
	FY 23	0	\$0	8	\$140,558	8	\$140,558	129	\$6,028,829	FY 23
TOTALS	FY 22	5,987	\$131,578	78	\$1,850,304	6,065	\$1,981,882	73,730	\$20,733,528	FY 22
	FY 23	6,336	\$184,847	133	\$1,403,778	6,469	\$1,588,625	77,918	\$21,589,899	FY 23

**MISSOURI STATE UNIVERSITY FOUNDATION
INCOME SUMMARY TOTALS BY TYPE AND SOURCE
07/01/2022 TO 5/31/2023**

SOURCE	UNRESTRICTED CURRENT	RESTRICTED CURRENT	ENDOWMENT	GIFTS OF PROPERTY	NON-GIFT INCOME*	TOTAL 07/01/2022 TO 5/31/2023	TOTAL 07/01/2021 TO 5/31/2022
ALUMNI	\$127,423	\$2,402,895	\$1,057,488	\$30,718	\$311,454	\$3,929,978	\$4,467,607
FRIENDS	19,460	2,326,692	251,929	859,604	192,545	\$3,650,230	4,415,309
PARENTS	2,072	156,413	40,994	965	15,600	\$216,044	197,704
FOUNDATIONS	9,624	2,661,799	40,491	0	6,790	\$2,718,704	2,604,111
ORGANIZATIONS	30,951	1,661,682	3,375,710	5,286	44,200	\$5,117,829	3,899,100
BUSINESSES	53,047	1,379,942	86,439	3,651,945	785,741	\$5,957,114	5,149,697
GIFT TOTAL	\$242,577	\$10,589,423	\$4,853,051	\$4,548,518	\$1,356,330	\$21,589,899	\$20,733,528

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

DEFERRED GIFT COMMITMENTS

	UNRESTRICTED CURRENT	RESTRICTED CURRENT	ENDOWMENT	GIFTS OF PROPERTY	TOTAL 07/01/2022 TO 5/31/2023	TOTAL 07/01/2021 TO 5/31/2022
DEFERRED GIFTS	50,000	700,000	1,972,002	3,500,000	\$ 6,222,002	\$ 5,054,723

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

	NUMBER OF DONORS 7/1/2022 TO 5/31/2023	NUMBER OF DONORS 7/1/2021 TO 5/3/2022
ALUMNI	6,003	5,785
FRIENDS	11,455	10,613
PARENTS	795	1,141
FOUNDATIONS	56	53
ORGANIZATIONS	303	225
BUSINESSES	682	554
TOTAL	19,294	18,371

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 was presented to the Board of Governors at the May 19, 2022, meeting. This initiative defines the guiding principles for technology investments and implementation at Missouri State including a cloud-first strategy, development and retention of our IT professionals, life-cycle funding, using technology to fuel innovation, and improving the experience with technology for students, faculty, and staff.

The Information Services team and our business partners across the University completed the work to modernize the University's Ellucian Banner Student Information and Financial System on Memorial Day weekend. The project moved many critical systems to the that support the operations of Missouri State on both the Springfield and West Plains campuses to the Oracle Cloud Infrastructure. The goal for this significant effort was to take advantage of the latest technologies available in cloud-based environment to improve security, resiliency, and ease the management burden for the ERP system. Hundreds of hours of staff and consulting time went into this effort. A big thanks to Rob Martin, Director of Cybersecurity & Enterprise Systems for his leadership to get this across the finish line. The entire technical team in Springfield and West Plains put in amazing effort to complete the move. Many staff members across a variety of departments on both campuses teamed up to help verify and test the systems during the holiday weekend.

The Provost's Office and Information Services partnered to begin reviewing opportunities to upgrade and improve our Learning Management System (LMS). The review included members of the Faculty Center for Teaching and Learning, faculty members, students, technical staff, and others. The decision was made to move forward with D2L Brightspace as the next LMS for Missouri State University. Recently members of the implementation team participated in a kick-off meeting with the D2L Brightspace team. Over the next several months, we will work together to configure, train, and move courses to the new Learning Management System. The plan is to be fully running on the new system for the Summer 2024 semester.

We also recently partnered with EAB to begin using their data warehouse for education, Edify. This new tool will collect data from a variety of systems use by the University, including Student Information, Learning Management, Admissions Customer Relationship Management (CRM) and others. We will work with the EAB Edify implementation team to create dashboards and reports that can be used to better understand trends and assist in data-driven decision making. We expect to have Edify dashboards and reports available by the Fall 2023 semester.

Additional projects the Information Services Team is working on include:

- Implementing Time Clock Plus software to streamline time sheet entry and the payroll process
- Mobile credentials for our student & employee ID cards
- Rolling out Windows 11 to replace the Windows 10 computers that will no longer be supported
- Reviewing opportunities with Human Resources and a consulting team to use best practices to be more efficient in the use of our Ellucian Banner system

XVII.A.

Marketing and Communications Report Missouri State University Board of Governors June 23, 2023

MarCom updates since the May 18, 2023 meeting

The MarCom leadership team has been meeting with the college deans to map out strategic marketing and communications plans for the next couple of years as we focus on the changes resulting from the academic realignment.

Web Strategy and Development (WSD)

Academic realignment is the top project and will be for the next 2 years. The team evaluated the changes and developed a plan and timeline for the implementation of updated websites for the reorganized colleges. The timing is good since the new content management system has been implemented. This will enable the team to move more quickly through the redesigns.

Work continues on the new university calendar. Testing has begun; campus training sessions will be offered in late July/early August. Public rollout is targeted for the beginning of the fall semester.

The next quarterly web analytics will be included in the write up for the October meeting.

Office of Strategic Communications

The team has completed several of the digital marketing projects that align with the school year. Analytics from these programs will be included in the October report.

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

Video Marketing

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

They have begun work on new high-production-value videos for 2023 Mind's Eye.

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

The next big video will be a close-up on Springfield for use in recruiting prospective students. This video is being created by our very talented student worker team.

They are also starting work on this year's "What's New at MSU" video.

Creative Services

As with the web, print pieces across the university will dramatically change as the academic realignment is implemented. The team is working with clients across campus on these changes.

Photographers are busy working on shoots for Mind's Eye and building our archive with updated SOAR and other campus images. These new photos will be incorporated in print pieces, social media, web sites and news stories in the coming year. A strong visual presence is important when communicating with prospective students who tend to rely on Instagram and TikTok as their go-to social media outlets.

XVIII.A.

MISSOURI STATE UNIVERSITY

BOARD RESOLUTION

ADMINISTRATION NO. 55-23
Approval of the 2024 Missouri
State University Board of
Governors Meeting Schedule

WHEREAS, the Bylaws of the Board of Governors provide that the Board may establish a regular meeting schedule as it deems appropriate; and

WHEREAS, the Board of Governors has requested a schedule, when possible, of having the Board Committees meet in the afternoon or morning prior to the regular Board meeting.

THEREFORE, BE IT RESOLVED that the Board of Governors for Missouri State University approve the attached schedule of meetings for calendar year 2024.

Chris Waters
Board Chair

Passed at meeting of
June 23, 2023

Rowena Stone
Secretary to the Board

XVIII.A.

**MISSOURI STATE UNIVERSITY
BOARD OF GOVERNORS
2024 MEETING SCHEDULE**

Date	Time	Location	Notes
Friday, February 16	8:30 a.m.	Springfield	Board Committee meetings held the afternoon before.
Thursday, May 9	1:00 p.m.	Springfield	Board Committee meetings held earlier in the morning. Commencement ceremonies on May 10 in Springfield and May 11 in West Plains.
Friday, June 21	8:30 a.m.	West Plains	Board Committee meetings held the afternoon before.
Thursday and Friday, August 1-2	8/1 – 1:00 p.m. 8/2 – 8:30 a.m.	TBA	Two-day retreat.
Friday, October 18	1:00 p.m.	Springfield	Board Committee meetings held earlier in the morning. Homecoming festivities held over the weekend.
Thursday, December 12	1:00 p.m.	Springfield	Board Committee meetings held earlier in the morning. Commencement ceremonies on December 13.

XVIII.A.

**MISSOURI STATE UNIVERSITY
BOARD OF GOVERNORS EXECUTIVE COMMITTEE
2024 MEETING SCHEDULE**

Date	Time	Location
Wednesday, January 17	4:00 p.m.	Zoom webinar
Wednesday, March 20	4:00 p.m.	Zoom webinar
Wednesday, April 17	4:00 p.m.	Zoom webinar
Wednesday, July 17	4:00 p.m.	Zoom webinar
Wednesday, September 18	4:00 p.m.	Zoom webinar
Wednesday, November 20	4:00 p.m.	Zoom webinar

Executive Committee meetings are scheduled for months when no regular Board of Governors meeting is scheduled. If there are no action items needing immediate approval, Executive Committee meetings may be canceled.

XIX.

RECOMMENDED ACTION - Resolution authorizing closed meeting

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

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

VOTE: ___ AYE

___ NAY