



Board of Governors Meeting

Robert W. Plaster Student Union, Traywick Parliamentary Room 313

Friday, 10/15/2021

1:00 - 4:00 PM CT

I. Roll Call Presented By: Governor Amy Counts

II. Approval of Minutes of the Open and Closed Meetings of August 5-6, 2021 Presented By: Governor Amy Counts

II. Approval of 8.5-6.2021.BOG.Minutes - Page 4

III. Consent Agenda Presented By: Governor Amy Counts

A. President

1. Approval of Employment Agreement for Athletics

III.A.1. Approval of Employment Agreement for Athletics - Page 12

B. Facilities and Equipment

1. Approval of Activity Report for the month of August 2021

III.B.1. Activity Report 2021-08 - Page 17

2. Approval of Activity Report for the month of September 2021

III.B.2. Activity Report 2021-09 - Page 19

3. Approval of an agreement granting a Utility Easement to the City of Springfield, Missouri to allow for utility development by City Utilities at 521 North Jefferson Avenue

III.B.3. Approval of an agreement granting a Utility Easement to the City of Springfield, Missouri to allow for utility development by City Utilities at 521 North Jefferson Avenue - Page 21

C. Human Resources

1. Approval of Actions Concerning Academic Employees

III.C.1. Approval of Actions Concerning Academic Employees - Page 26

2. Approval of Actions Concerning Non-Academic Employees

III.C.2. Approval of Actions Concerning NonAcademic Employees - Page 48

D. Procurement and Financial

1. Approval of Procurement Activity Report

III.D.1. Approval of Procurement Activity Report - Page 73

E. West Plains Campus

1. Approval of Actions Concerning Academic Employees

III.E.1. Approval of Actions Concerning Academic Employees - West Plains - Page 81

2. Approval of Actions Concerning Non-Academic Employees

III.E.2. Approval of Actions Concerning NonAcademic Employees - West Plains.doc - Page 86

IV. Making Our Missouri Statement - Student Emergency Fund Presented By: Brent Dunn, Vice President for University Advancement; Rob Moore, Director of Financial Aid; & Stephanie Smith, Senior Director of Donor Relations and Special Events

V. Committee Reports

A. Executive Committee Presented By: Governor Amy Counts

B. Risk Management and Audit Committee Presented By: Governor Carol Silvey

C. Finance and Facilities Committee Presented By: Governor Chris Waters

D. Programs and Planning Committee Presented By: Governor Lynn Parman

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

A. COVID-19 Update

VI.A. COVID-19 Update - Page 88

B. Enrollment Update

VI.B. Enrollment Update - Page 90

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

VI.C. Approval of the Facility Use and Cooperation Agreement by and between the Board of Governors of Missouri State University and Springfield Daily Citizen Inc. - Page 93

D. Approval of 2021 Bronze Bear Award Recipient

E. Approval of 2021 Government Excellence Award Recipient

F. 2021-2022 Action Plan Update

1. Work Groups Creation

VI.F.1. 2021-22 Action Plan - Work Groups - Page 104

2. Mission Change Submission

VI.F.2. Missouri State University - Proposal to Change CBHE-Approved Mission Description - Page 105

G. What's New at MSU Video

VII. West Plains Campus (written report only)

A. Chancellor's Report – Interim Chancellor Dennis Lancaster will provide a written report regarding activities at the West Plains Campus

VII.A. West Plains Chancellor's Report - Page 116

VIII. Academic Affairs

A. Faculty Senate Report Presented By: Dr. Christopher Herr, Chair of Faculty Senate

B. Provost's Report Presented By: Dr. Frank Einhellig, Provost

1. Mind's Eye 2021 Publication

<https://blogs.missouristate.edu/mindseye/>

2. Highlights from the Fall 2021 Bears Care Survey

VIII.B.2. BearsCare Survey Summary Report - Page 117

3. Selection of the HLC Quality Improvement Project

4. Report on the Public Affairs Conference Presented By: Dr. Elizabeth Walker, Public Affairs Fellow

VIII.B.4. 2021 Public Affairs Conference Report - Page 118

IX. Research and Economic Development (written report only)

A. Report from the Vice President for Research and Economic Development & International Programs - Vice President Jim Baker will provide a written report on Sponsored Research

IX.A. Office of Research Administration Activity Report - Page 120

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

A. Division for Diversity, Equity, and Inclusion Report - Assistant to the President/Chief Diversity Officer Wes Pratt will provide a written report regarding activities associated with the Division for Diversity and Inclusion

X.A. Diversity, Equity, and Inclusion Report - Page 124

XI. Student Affairs

A. Report from the Student Body President Presented By: Michael Chapman, Student Body President

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

XI.B. Student Affairs Report - Page 130

XII. Staff Senate

A. Staff Senate Report Presented By: Kathleen Hains, Chair of Staff Senate

XII.A. Staff Senate Report - Page 133

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

A. Approval of consultant and authority to enter into an agreement for professional services in conjunction with the phase I addition and phase II renovation at Temple Hall

XIII.A. Approval of consultant and authority to enter into an agreement for professional services in conjunction with the phase I addition and phase II renovation at Temple Hall - Page 135

XIV. Financial (written report only)

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

XIV.A. Development Report - Page 136

XV. Marketing and Communications (written report only)

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

XV.A. Marketing and Communication Report - Page 140

XVI. Old Business

A. Wrap-up of Long-Range Plan Booklet Presented By: Suzanne Shaw, Vice President for Marketing and Communications & Dr. Shawn Wahl, Dean of the Reynolds College of Arts and Letters

XVI.A. Long-Range Plan - Page 141

XVII. New Business

A. Major Discussion Item – Creative Success: Supporting the University with Video, Writing, Design, and Events Presented By: Brent Dunn, Vice President for University Advancement, & Suzanne Shaw, Vice President for Marketing and Communications

B. Election of 2022 Officers of the Board of Governors Presented By: Governor Amy Counts

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

XVIII. Closed Meeting Resolution - Page 142

XIX. Adjournment Presented By: Governor Amy Counts

**MINUTES OF THE
BOARD OF GOVERNORS
MISSOURI STATE UNIVERSITY
THURSDAY - FRIDAY, AUGUST 5-6, 2021**

The Board of Governors for Missouri State University held a retreat at the Margaritaville Lake Resort, 494 Tan Tar A Drive, Osage Beach, Missouri on August 5-6, 2021, with Governor Amelia “Amy” Counts, Chair of the Board of Governors, presiding. Governor Counts called the meeting to order at 1:00 p.m.

Roll Call

Present – Amelia “Amy” Counts, Chair of the Board
Briar Douglas, Student Governor
Craig Frazier, Governor
Beverly Miller Keltner, Governor
Carol Silvey, Governor
Jay Wasson, Governor
Chris Waters, Governor

Absent – Gabriel Gore, Governor
Lynn Parman, Governor
Carrie Tergin, Governor

Also present – Clif Smart, President
Jim Baker, Vice President for Research and Economic Development and
International Programs
Jeff Coiner, Chief Information Officer
Ryan DeBoef, Chief of Staff and Assistant to the President for
Governmental Relations
Rachael Dockery, General Counsel and Chief Compliance Officer
Brent Dunn, Vice President for University Advancement
Frank Einhellig, Provost
Steve Foucart, Chief Financial Officer
Dennis Lancaster, Interim Chancellor of the West Plains Campus
Natalie McNish, Interim Director of Internal Audit and Risk Management
Kyle Moats, Director of Athletics
Matt Morris, Vice President for Administrative Services
Wes Pratt, Chief Diversity Officer
Suzanne Shaw, Vice President for Marketing and Communications
Dee Siscoe, Vice President for Student Affairs
Rowena Stone, Secretary to the Board of Governors
Shawn Wahl, Dean of the Reynolds College of Arts and Letters

Approval of Minutes

Governor Counts called for a motion to approve the open and closed minutes of the June 18, 2021, meetings. Governor Carol Silvey provided a motion, receiving a second from Governor Chris Waters.

Motion passed 6-0.

Consent Agenda

Governor Counts 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 FY2021-2022 Employment Agreements for Athletics Administrators and Coaches (Human Resources No. 1682-21)

Facilities and Equipment

Approval of bids and award of a contract for the renovation of rooms 117, 118, and 119 at Glass Hall on the Springfield Campus (Bids & Quotations No. 1590-21)

Human Resources

Approval of Actions Concerning Academic Employees (Human Resources No. 1683-21)

Approval of Actions Concerning Non-Academic Employees (Human Resources No. 1684-21)

Procurement and Financial

Approval of Procurement Activity Report (Purchasing Activity Report No. 503-21)

West Plains Campus

Approval of Actions Concerning Academic Employees (West Plains Personnel No. 464-21)

Approval of Actions Concerning Non-Academic Employees (West Plains Personnel No. 465-21)

Governor Craig Frazier provided a motion for approval of the consent agenda, receiving a second from Governor Waters.

Motion passed 6-0.

Ice Breaker Activity

Dr. Dee Siscoe, Vice President for Student Affairs, led an ice breaker activity that meeting attendees and Board members participated in. Governors Gabriel Gore and Carrie Tergin joined the meeting during the activity.

President's Report

President Clif Smart provided an overview of the meeting. He reviewed the agenda and shared the timing of discussion items.

Springfield Long-Range Plan

President Smart shared that the 2021-2026 long-range plan is now complete and available online. He introduced David Vuletich, EAB Senior Director of Research Advisory Services, who reviewed trends in higher education. Mr. Vuletich reviewed information on five imperatives resetting focus on long-term strategy post pandemic that included enrollment, costs, student experience, mental health, and Diversity, Equity, Inclusion, and Justice (DEIJ).

The Board reviewed Key Performance Indicators (KPIs) for the long-range plan and held discussion on setting targets. The Board set the following targets to achieve by 2026:

- Degrees and Certificates Awarded – 5,000 degrees awarded
- Total Enrollment – 25,371 for Springfield headcount and 18,568 for Springfield FTE
- Enrollment Diversity – 3,400 underrepresented students
- Undergraduate First to Second Year Retention Rate – 82.2%
 - Pell-eligible – 77%
 - First generation – 79%
 - Hispanic/Latino – 81%
 - Black African American – 76%
- Undergraduate Six-Year Graduation Rate – 60%
 - Pell-eligible, first generation, Hispanic/Latino, Black African American students – all with a goal of 50%
- Faculty and Staff Diversity – 17% of faculty and staff that are international of members or historically underrepresented groups
- Student Financial Obligation – Average undergraduate student loan obligation of \$23,627
- Success after Graduation – 90% of graduates employed, enlisted, or enrolled
- Economic and Workforce Development through IDEA Commons
 - New business clients served – 2,950
 - Jobs generated – 1,200
 - Total capital and equity – \$65,000,000
 - Research and Grant support – \$42,000,000

Additional KPIs will be monitored and reported on periodically without having specific targets set. These KPIs include:

- Number of terminal degree (professional doctoral and MFA) programs and degrees awarded
- Number of global partnerships and number of countries with global partnerships
- In-state and out-of-state tuition and fees for undergraduate and graduate students
- External funding received through gifts and grants

2021-2022 Springfield Action Plan

President Smart reviewed the 2021-2022 action plan, highlighting the initiatives listed in the plan that tie in directly to the strategic enrollment management (SEM) and long-range plans.

Dr. Kelly Wood, Associate Provost for Student Success, reported on initiatives on retention and completion in relation to the SEM plan. Highlights of her report included projected retention for the next semester, reasons for students not returning, and retention numbers by type. She shared activities to help retain students which included offering coaching/mentoring resources, proactive registration contact from advisors, texting relevant campus resources to returning students, and inviting returning first-generation students to grant related activities such as panels and workshops. Additional retention and completion efforts highlighted included identifying and addressing courses with low success rates, holding a Mission Diploma 2.0 program, and leveraging Title III grant funds to enhance assistance and services for first-generation students.

Dr. Rob Hornberger, Associate Vice President for Enrollment Management and Services, reported on scholarship retooling in relation to the SEM plan. Highlights of his report included five themes of retooling that consisted of assessing recently added scholarship programs, reviewing existing policies and requirements, considering new scholarship initiatives, restructuring the scholarship webpage, and various other initiatives.

Dr. Frank Einhellig, Provost, reported on initiatives involving academic directions for future careers. Highlights of his report included growing the university's professional doctoral and MFA programs and advocating to streamline state approval of new professional doctoral programs. President Smart discussed another initiative to evaluate options for a subscription model that allows alumni (or others) to make a flat or regular payment in exchange for the opportunity to enroll in academic classes or training opportunities.

Governor Carrie Tergin left the meeting at this time.

Brad Bodenhausen, Associate Vice President for International Education and Training, reported on initiatives of global engagement. Highlights of his report included continuing implementation of the international student recruitment plan, expanding student engagement opportunities, and continuing to focus on individual student recruitment.

Wes Pratt, Chief Diversity Officer and Assistant to the President, reported on initiatives of inclusive excellence. Highlights of his report included enhancing the university's diversity, equity, and inclusion influence and impact on campus and in the community through training and education, developing new and expanding existing partnerships, and creating opportunities for diverse engagement. He highlighted specific initiatives that included the Public Entities Diversity Workgroup, Facing Racism Institute, SAAB collaboration with Springfield Public Schools, the Chief Diversity Officer Consortia, Collaborative Diversity Conference, Bear Bridge Mentoring Program, and hiring an Assistant Vice President for Faculty Diversity Development & Inclusive Excellence.

President Smart reported on initiatives of community leadership and partnerships. Highlights of his report included centralizing internship development resources and community partnership work, establishing the Missouri Cybersecurity Center of Excellence in IDEA Commons. Allen Kunkel, Associate Vice President for Economic Development & Director of the Jordan Valley Innovation Center, spoke on continuing to expand the university's economic development

activities in IDEA Commons by expanding the efactory Corporate Partner Program and the number of Corporate Affiliates at the Blunt Center, increasing economic development collaboration throughout southwest Missouri, and creating new opportunities for free business training and services.

President Smart highlighted items in the infrastructure and funding section on advancing facility projects indicated on the facility master plan such as the Ann Kampeter Health Sciences Hall, John Goodman Amphitheatre, Grand Street underpass, and Ozarks Health and Life Sciences Center.

Governor Counts called for a motion to recess the August 5-6, 2021, Board of Governors Retreat on August 5, 2021, with plans to reconvene the meeting at 8:30 a.m. on Friday, August 6, 2021. Governor Gore provided a motion, receiving a second from Governor Frazier.

Motion passed 7-0. The meeting recessed at 5:12 p.m.

Governor Counts reconvened the meeting at 8:32 a.m. on Friday, August 6, 2021. Governors in attendance: Counts, Douglas, Frazier, Miller Keltner, Silvey, Tergin, Wasson, Waters; those absent – Gore and Parman

West Plains Campus Planning

Dr. Dennis Lancaster, Interim Chancellor of the West Plains Campus, provided an overview of the enrollment management plan, long-range planning process, and master plan for the West Plains campus.

Dr. Angela Totty, Dean of Student Services, shared information on the timeline of the enrollment management process and highlighted four enrollment goals that included recruitment and outreach, retention and student success, graduation/transfer rates, and academic programming. She shared key areas for focus, strategies to address key areas, steps on implementing the plan, and assessments.

Dr. Lancaster presented a resolution for Approval of the Strategic Enrollment Management (SEM) Plan for the West Plains Campus (West Plains Policies No. 18-21). Governor Jay Wasson provided a motion, receiving a second from Governor Silvey.

Motion passed 7-0.

Dr. Lancaster reviewed the process and timeline for creating and implementing the 2022-2027 master plan of the West Plains Campus. He shared that the ultimate concern for the West Plains campus is student success. He provided an overview of the items that play into student success that included sustaining enrollment, sustaining financial base, having an effective support structure, partners and relevancy, having friendly policies and processes, and being honest and transparent as an university.

Dr. Michael Orf, Interim Dean of Academic Affairs, shared information on the beginnings of the long-range plan for the West Plains campus. He reviewed the mission, vision statement, focus, and timeline of creating and implementing plan.

Dr. Lancaster reported on additional initiatives of the West Plains campus as listed in the 2021-2022 action plan. Highlights of his report included continuing to coordinate operations between the West Plains and Springfield campuses, developing and implementing the autism student high school-to-college transition program, and researching, assessing, and determining whether to develop a plan for additional sports teams at the NJCAA Division II or III levels.

New Business

Development Report

Brent Dunn, Vice President for University Advancement, provided a Foundation year-end report and an update on the comprehensive campaign. Highlights of his report included a record endowment of over \$100 million, record funding for scholarships of \$2.6 million, and raising \$230 million for the Onward Upward Campaign.

Office of Research Year-End Report

Dr. Jim Baker, Vice President for Economic Research and Development and International Programs, provided a year-end report on externally funded research and projects. Highlights of his report included being awarded a record \$122,015,086 to support projects in research, education, and service. A total of \$86,032,459 came from CARES Act funding with the remaining \$35,982,627 from regular research and projects. A total of 364 proposals were submitted. Dr. Baker reviewed the history of sponsored research and programs activity from 2012 to 2021.

Name, Image, and Likeness Rights of Student Athletes

Rachael Dockery, General Counsel and Chief Compliance Officer, provided a history on name, image, and likeness (NIL) issues for collegiate athletes. She shared that NIL policies and statutes vary from state to state.

Kyle Moats, Director of Athletics, shared that within the Missouri Valley Conference (MVC), a third-party administrator is being looked at to help guide student athletes throughout the process. The university is not allowed to provide guidance on or brokering of any deal, but it can help students understand policy. The university's position is with education, disclosure, monitoring, and branding. The third-party administrator can help to provide online modules for educating student athletes on taxes, branding, budgeting, contracts, etc.

President Smart shared that the university will work on its own policy to prohibit or limit university logos in certain advertising instances. He commented that the university will work to not put in too many restrictions as to hurt any recruiting efforts.

The Board expressed concern on the potential for NCAA violations. President Smart shared that he hopes the MVC universities will work together to create a similar framework across teams to keep the playing field level.

COVID-19 Update

David Hall, Director of University Safety, provided a COVID-19 update. Highlights of his report included university cases by week, numbers of Springfield-Greene County 7-day rolling average,

hospitalizations, and percent of population fully vaccinated. He reviewed mitigation strategies for the fall semester that include vaccinations, testing, contact tracing, COVID housing, and masks.

President Smart led a discussion on masking for the fall semester. He shared that university administration and academic leadership agree on having an indoor masking policy for the fall semester. He added that other Missouri public institutions also plan to have indoor masking policies. Per CDC direction, President Smart suggested the policy be temporary and that it can be ended when the area is below a certain level of transmission. President Smart shared that this decision is important as it will have an impact on faculty and staff morale. As many employees are worried about the transmission of the virus, masking will help to ease some of their concerns and allow the university to operate as normal.

He shared that the university is working with other local higher education institutions to have similar policies in place. Administration will meet with these other institutions on Monday to finalize details. A draft policy will be sent to the Board for final input before releasing the policy details on Tuesday. He shared that the West Plains campus will follow the same policy.

The Board was in agreement for putting a temporary indoor masking policy in place for the fall semester.

President Smart presented a resolution for Approval of Delegation of Authority to University President Regarding the Temporary Imposition or Modification of University Policies in Response to COVID-19 (Miscellaneous No. 43-21). Governor Tergin provided a motion, receiving a second from Governor Silvey.

Motion passed 7-0.

Discussion of 2022 Board of Governors Officers

Governor Counts led a discussion of the 2022 Board of Governors officers. Governor Counts proposed Governor Silvey as Chair. Governor Silvey proposed Governor Waters as Vice-Chair. The other members of the Board accepted these proposals. The election of officers will be held at the October 15, 2021, meeting.

Other Procedural Issues

President Smart shared that the decision was made to not attend the Association for Governing Boards (AGB) conference the following year as it will be held virtually. In its place, administration will work with EAB to create a retreat for Board members on trends in higher education.

Closed Session

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

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

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

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

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

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

A roll call vote on the motion was as follows: those voting in favor – Governors Counts, Frazier, Miller Keltner, Silvey, Tergin, Wasson, and Waters; those voting against – none; those absent – Governors Gore and Parman.

The open meeting was recessed at 12:06 p.m. to go into closed session.

The open meeting reconvened at 1:26 p.m.

Adjournment

With no additional information needing to be discussed, Governor Counts called for a motion to adjourn the meeting. Governor Frazier provided a motion, receiving a second from Governor Wasson.

Motion passed 7-0.

The meeting adjourned at 1:27 p.m.

Amelia Counts
Board Chair

Approved at the meeting of
October 15, 2021

Rowena Stone
Secretary to the Board

III.A.1.

RECOMMENDED ACTION – Approval of Employment Agreement for Athletics

The following resolution was moved by _____ and seconded by _____.

WHEREAS, the University desires to employ Randall Knox as Head Coach of Women’s Tennis and Mr. Knox desires to accept such employment, as set forth in the attached Exhibit A and the terms and conditions set forth in the attached Exhibit B; and

WHEREAS, the University desires to employ Mark Ortiz as Athletic Trainer, Athletic Medical and Rehabilitation Services as set forth in the attached Exhibit C and the terms and conditions set forth in the attached Exhibit D.

NOW, BE IT RESOLVED that the Board of Governors of Missouri State University approves and authorizes the President to execute the attached FY2021-2022 Athletics Employment Agreements.

VOTE: AYE _____

NAY _____

Comments:

The individuals are filling a vacant position, such that the salaries will be paid from existing lines, and do not represent a new expense to the Athletics Department or University.

The compensation is subject to any across-the-board raises, implemented by the University.



Exhibit A

Missouri State UNIVERSITY

ATHLETICS EMPLOYMENT AGREEMENT – HEAD COACH

This Employment Agreement (“Agreement”) is by and between the Board of Governors of Missouri State University (“University”) and the employee identified below (“Coach”).

Head Coach is responsible for overseeing and managing the annual budget allocated for the program to ensure both fiscal responsibility and that program expenditures do not exceed the allocated program budget. In the event that program expenditures exceed the program budget in a given fiscal year, neither Head Coach nor any Assistant Coaches will be eligible to receive achievement payments for the applicable athletic season and subject to review and possible withholding of across-the-board salary increases for the subsequent fiscal year. Moreover, Head Coach may be subject to disciplinary action up to and including termination in the event that program expenditures exceed the allocated program budget.

By executing this Agreement, the University agrees to employ Coach, and Coach agrees to be employed by University, for the position, sport, and term identified below. In exchange for Coach’s services, the University will provide Coach with the compensation, achievement payments (if the contingencies are satisfied), and other benefits and incentives identified below.

The parties further agree to be bound by, and that the terms set forth herein are subject to, the Athletics Employment Agreement Terms and Conditions – Head Coach*, which is incorporated herein by this reference.

Name of Coach: Randall Knox

Position: Head Coach

Sport: Women’s Tennis

Term: August 9, 2021-June 30, 2021

Compensation: \$40,000 annually

Achievement Payments:

\$500 should the teams NCAA calculated academic program rate (APR) meet or exceed the NCAA APR score of 985.

\$500 should the team GPA achieve ITA recognition

\$1,400 for Missouri Valley Conference Individual or Team Championship;

\$700 for Missouri Valley Conference Individual or Team Co-Championship

\$700 for an Individual, Doubles, or Team that competes in the NCAA Tournament;

Other Benefits and Incentives:

Coach may participate in camps and/or Clinics

Moving Expenses: The University agrees to reimburse Mr. Knox for any documented expenses associated with Mr. Knox relocation to Springfield, Missouri, including but not limited to packing, unpacking and moving expenses/fees for household items. No storage is included. Additionally, the University agrees to pay up to two months of temporary housing for Mr. Knox.

COACH

Randall Knox

MISSOURI STATE UNIVERSITY

Clifton M. Smart III
President

Date

Date

*Athletics Employment Agreement Terms and Conditions – Head Coach dated March 18, 2013

ATHLETICS EMPLOYMENT AGREEMENT TERMS AND CONDITIONS – HEAD COACH

1. Term and Termination. This Agreement will automatically terminate at the end of the term identified in this Agreement ("Term"). If the parties do not execute a new agreement but Coach remains employed by the University at the end of the Term, all terms and conditions of this Agreement will continue to govern the parties' relationship.

The University may terminate this Agreement, with or without advance notice, in its sole discretion, without owing any continuing obligation to pay Coach's salary or perform any other obligations under this Agreement, if:

- a. Coach fails to perform as agreed, Coach otherwise breaches this Agreement, or termination is otherwise appropriate pursuant to the terms of the Employee Handbook; or
- b. Appropriations or unencumbered funds adequate to pay the obligations herein created become unavailable for any reason.

Additionally, Coach's employment with the University shall be "at will" such that either party may terminate this Agreement, with or without cause, in its sole discretion, at any time.

2. Duties. Coach's duties are set forth in the job description (as maintained by the University's Office of Human Resources) associated with the position identified in this Agreement. Such job description is incorporated herein by this reference. Coach will be treated as an exempt employee for purposes of applicable wage and hour laws because Coach's duties primarily involve teaching proper skills development to student-athletes and instructing student-athletes on physical health, team concepts, and safety, and because Coach will have a great deal of independent discretion and judgment as to the manner and method of such teaching and instruction. Coach shall faithfully serve the University; perform the aforementioned duties; at all times devote his or her whole time, attention, and energies to his or her duties to the University; and do and perform all services, act, and things the Director of Athletics and the Associate Director of Athletics direct.

3. Camps and Clinics. *This section applies only if this Agreement states that Coach may operate camps and/or clinics as an additional benefit and incentive.* If this Agreement so states, Coach may operate camps and clinics associated with the sport identified in this Agreement ("Sport") for Coach's own benefit. Coach understands and agrees that, though such camps and clinics may occur on University property, the University does not own, operate, or conduct such camps and clinics, the University is not responsible for any liabilities or other matters associated with such camps and clinics, and the University will not compensate Coach for operating such camps and clinics. The fee for each camp enrollee shall be established by Coach, and the income derived from such camp shall belong solely to Coach. Coach's duties for the University do not include operating camps or clinics, but the University authorizes Coach to operate camps or clinics as outlined herein for Coach's own benefit as an additional benefit and incentive. Coach may use the University's names, logos and depictions in brochures and similar camp documentation. As it is the responsibility of the University to ensure compliance with NCAA rules, Coach will provide all camp records (e.g., rosters, applications, admissions information, bank statements, expense and payroll records, etc.) to the University upon request. If Coach operates a camp or clinic:

- a. Coach agrees to pay the University the amount (per enrollee or otherwise) set forth in this Agreement (if any such amount is set forth in this Agreement). Coach does not guarantee any number of enrollees.
- b. Coach agrees to secure commercial general liability insurance to cover its operation. Such insurance shall be in minimum liability limits of Three Hundred Thousand Dollars (\$300,000) per person, and Two Million Dollars (\$2,000,000) in the aggregate, with the Board of Governors of Missouri State University named as an additional insured. No such insurance shall be construed to constitute a waiver of any sovereign, governmental or official immunity.
- c. The University will provide facilities for such camp or clinic at no additional charge; however, University facilities provided for such camp or clinic shall be limited to those ordinarily used for the Sport, subject to such further limitations (if any) set forth in this Agreement.
- d. If this Agreement sets forth rates for residence hall housing for camp enrollees, the University will provide residence hall housing for camp enrollees at such rates.
- e. Coach will not alter the University's facilities, will be responsible for all damages to the University's facilities, and will comply with the University's policies and reasonable instructions with regard to camp or clinic activities occurring on or in the University's facilities.

4. Use of Automobile. *This section applies only if this Agreement states that Coach will have use of an automobile as an additional benefit and incentive.* If this Agreement so states, Coach shall be furnished with an automobile, pursuant to a lease agreement with the University, for Coach's business and personal use as long as the University and/or Foundation receives sufficient automobiles (via trade-out with automobile dealers in relation to memberships in The Bears Fund) to fulfill all of the University's commitments to provide automobiles to employees. If insufficient automobiles are available, the University has sole discretion to determine which employees will receive automobiles. The terms of the lease agreement shall control the use, maintenance, and insurance requirements applicable to such automobile; and Coach

will be responsible for ensuring compliance with all such requirements. Without limitation to the foregoing, Coach understands and agrees that Coach (and not the University) is individually responsible for maintaining insurance for the automobile.

5. Employee Handbook and University Policies. Coach's employment shall be subject to and governed by the Employee Handbook for Administrative, Professional, and Support Staff Employees ("Employee Handbook") and all other applicable University policies, practices, and protocols. Coach understands and agrees that policies, practices, protocols, and Employee Handbook provisions may be adopted, revoked, and changed at any time with or without notice. Coach's employment is not subject to the Faculty Handbook, and Coach is not entitled to tenure or any other rights, privileges, or protections afforded to faculty.

6. Professional and Moral Conduct Requirement. It is understood Coach is being employed by the University, by a member institution of the National Collegiate Athletic Association, for the purpose of administering, conducting and coaching intercollegiate athletics. Coach agrees he or she will diligently conduct himself or herself in such a manner that NCAA regulations and codes of conduct now existing or hereinafter enacted, will be fully complied with, in all particulars, including, but not limited to, the following:

- a. Participating student-athletes shall deport themselves with honesty and sportsmanship at all times so that intercollegiate athletics as a whole, the institution, and they as individuals, shall represent the honor and dignity of fair play and the generally-recognized high standards associated with wholesome, competitive sports.
- b. Staff members of the University's Athletics Department shall not accept compensation or gratuities of any kind whatsoever, either directly or indirectly, for representing a professional sports organization in the scouting or contacting of athletics talent or the negotiating of a contract. In this regard, any compensational arrangement between a professional sports organization and the University's staff member (e.g., for scouting other professional teams or assisting the professional employer in coaching his or her team) shall be considered *prima facie* evidence of an indirect arrangement to assure the staff member's assistance in evaluating or procuring college talent.
- c. Staff members of the University, or others serving on NCAA committees or acting as consultants, shall not, directly or by implication, use the NCAA's name or their affiliation with the NCAA in the endorsement of products or services.
- d. Staff members of the University's Athletics Department shall not knowingly participate, directly or indirectly, in the management, coaching, officiating, supervision, promotion or player selection or any all-star contest involving student-athletes which is not certified by the NCAA's Extra Events committee.
- e. Staff members of the University's Athletics Department shall not represent, directly or indirectly, a student-athlete in the marketing of athletics ability or reputation to a professional sports team or professional sports organization, and shall not receive compensation or gratuities of any kind, directly or indirectly, for such services.
- f. Coach is required to provide a written detailed account annually to the University President for all athletically related income and benefits from sources outside the institution. In addition, the approval of all athletically related income and benefits shall be consistent with the institution's policy related to outside income and benefits applicable to all full-time or part-time employees. Sources of such income shall include, but are not limited to, the following:
 - Income from annuities;
 - Sports camps;
 - Housing benefits (including preferential housing arrangements);
 - Country club memberships;
 - Complimentary ticket sales;
 - Television and radio programs; and
 - Endorsement or consultation contracts with athletics shoe, apparel or equipment manufacturers.
- g. Coach further agrees that he or she may be suspended for a period of time, without pay, or that his or her employment may be terminated, notwithstanding any other provisions of this agreement, if he or she is found to be involved in deliberate and serious violations of any NCAA regulations.

7. Miscellaneous. The laws of the State of Missouri shall govern this Agreement. The parties agree that any lawsuit arising from any dispute or alleged breach of this Agreement shall be brought in the Circuit Court of Greene County, Missouri. This Agreement contains all terms and conditions agreed upon by the parties, and all prior agreements between the parties are void. This Agreement may be modified only by a written instrument executed by the parties hereto.



Missouri State UNIVERSITY

ATHLETICS EMPLOYMENT AGREEMENT – ADMINISTRATOR

This Employment Agreement (“Agreement”) is by and between the Board of Governors of Missouri State University (“University”) and the employee identified below (“Administrator”).

By executing this Agreement, the University agrees to employ Administrator, and Administrator agrees to be employed by University, for the position and term identified below. In exchange for Administrator’s services, the University will provide Administrator with the compensation, achievement payments (if the contingencies are satisfied), and other benefits and incentives identified below.

The parties further agree to be bound by, and that the terms set forth herein are subject to, the Athletics Employment Agreement Terms and Conditions – Administrator*, which is incorporated herein by this reference.

Name of Administrator: Mark Ortiz

Position: Athletic Trainer, Athletic Medical and Rehabilitation Services

Term: September 20, 2021 – June 30, 2022

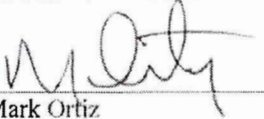
Compensation: \$43,000 annually

Achievement Payments:

- \$500 MVC Regular Season Championship or Co-Championship in Men’s Basketball; or
- \$250 MVC Championship in Men’s Basketball; and
- \$250 for each Championship or Co-Championship in any other men’s or women’s sport; and
- \$250 for each men’s or women’s team that wins a game in the NCAA Tournament (excludes NIT/NIT)

Other Benefits and Incentives:

ADMINISTRATOR



Mark Ortiz

MISSOURI STATE UNIVERSITY

Clifton M. Smart III
President

9/21/2021

Date

Date

*Athletics Employment Agreement Terms and Conditions – Administrator dated March 18, 2013

ATHLETICS EMPLOYMENT AGREEMENT TERMS AND CONDITIONS – ADMINISTRATOR

1. Term and Termination. This Agreement will automatically terminate at the end of the term identified in this Agreement ("Term"). If the parties do not execute a new agreement but Administrator remains employed by the University at the end of the Term, all terms and conditions of this Agreement will continue to govern the parties' relationship.

The University may terminate this Agreement, with or without advance notice, in its sole discretion, without owing any continuing obligation to pay Administrator's salary or perform any other obligations under this Agreement, if:

- a. Administrator fails to perform as agreed, Administrator otherwise breaches this Agreement, or termination is otherwise appropriate pursuant to the terms of the Employee Handbook; or
- b. Appropriations or unencumbered funds adequate to pay the obligations herein created become unavailable for any reason.

Additionally, Administrator's employment with the University shall be "at will" such that either party may terminate this Agreement, with or without cause, in its sole discretion, at any time.

2. Duties. Administrator's duties are set forth in the job description (as maintained by the University's Office of Human Resources) associated with the position identified in this Agreement. Such job description is incorporated herein by this reference. Administrator will be treated as an exempt employee for purposes of applicable wage and hour laws because Administrator's duties primarily involve organizing and administering athletics programs, supervising sports programs, and supervising personnel associated with sports programs. Administrator will have a great deal of independent discretion and judgment as to the manner and method of such duties. Administrator shall faithfully serve the University; perform the aforementioned duties; at all times devote his or her whole time, attention, and energies to his or her duties to the University; and do and perform all services, act, and things the Director of Athletics directs.

3. Use of Automobile. *This section applies only if this Agreement states that Administrator will have use of an automobile as an additional benefit and incentive.* If this Agreement so states, Administrator shall be furnished with an automobile, pursuant to a lease agreement with the University, for Administrator's business and personal use as long as the University and/or Foundation receives sufficient automobiles (via trade-out with automobile dealers in relation to memberships in The Bears Fund) to fulfill all of the University's commitments to provide automobiles to employees. If insufficient automobiles are available, the University has sole discretion to determine which employees will receive automobiles. The terms of the lease agreement shall control the use, maintenance, and insurance requirements applicable to such automobile; and Administrator will be responsible for ensuring compliance with all such requirements. Without limitation to the foregoing, Administrator understands and agrees that Administrator (and not the University) is individually responsible for maintaining insurance for the automobile.

4. Employee Handbook and University Policies. Administrator's employment shall be subject to and governed by the Employee Handbook for Administrative, Professional, and Support Staff Employees ("Employee Handbook") and all other applicable University policies, practices, and protocols. Administrator understands and agrees that policies, practices, protocols, and Employee Handbook provisions may be adopted, revoked, and changed at any time with or without notice. Administrator's employment is not subject to the Faculty Handbook, and Administrator is not entitled to tenure or any other rights, privileges, or protections afforded to faculty.

5. Professional and Moral Conduct Requirement. It is understood Administrator is being employed by the University, by a member institution of the National Collegiate Athletic Association, for the purpose of administering, conducting and coaching intercollegiate athletics. Administrator agrees he or she will diligently conduct himself or herself in such a manner that NCAA regulations and codes of conduct now existing or hereinafter enacted, will be fully complied with, in all particulars, including, but not limited to, the following:

- a. Participating student-athletes shall deport themselves with honesty and sportsmanship at all times so that intercollegiate athletics as a whole, the institution, and they as individuals, shall represent the honor and dignity of fair play and the generally-recognized high standards associated with wholesome, competitive sports.

- b. Staff members of the University's Athletics Department shall not accept compensation or gratuities of any kind whatsoever, either directly or indirectly, for representing a professional sports organization in the scouting or contacting of athletics talent or the negotiating of a contract. In this regard, any compensational arrangement between a professional sports organization and the University's staff member (e.g., for scouting other professional teams or assisting the professional employer in coaching his or her team) shall be considered *prima facie* evidence of an indirect arrangement to assure the staff member's assistance in evaluating or procuring college talent.

- c. Staff members of the University, or others serving on NCAA committees or acting as consultants, shall not, directly or by implication, use the NCAA's name or their affiliation with the NCAA in the endorsement of products or services.

- d. Staff members of the University's Athletics Department shall not knowingly participate, directly or indirectly, in the management, coaching, officiating, supervision, promotion or player selection or any all-star contest involving student-athletes which is not certified by the NCAA's Extra Events committee.

- e. Staff members of the University's Athletics Department shall not represent, directly or indirectly, a student-athlete in the marketing of athletics ability or reputation to a professional sports team or professional sports organization, and shall not receive compensation or gratuities of any kind, directly or indirectly, for such services.

- f. Administrator is required to provide a written detailed account annually to the University President for all athletically related income and benefits from sources outside the institution. In addition, the approval of all athletically related income and benefits shall be consistent with the institution's policy related to outside income and benefits applicable to all full-time or part-time employees. Sources of such income shall include, but are not limited to, the following:

- Income from annuities;
- Sports camps;
- Housing benefits (including preferential housing arrangements);
- Country club memberships;
- Complimentary ticket sales;
- Television and radio programs; and
- Endorsement or consultation contracts with athletics shoe, apparel or equipment manufacturers.

- g. Administrator further agrees that he or she may be suspended for a period of time, without pay, or that his or her employment may be terminated, notwithstanding any other provisions of this agreement, if he or she is found to be involved in deliberate and serious violations of any NCAA regulations.

6. Miscellaneous. The laws of the State of Missouri shall govern this Agreement. The parties agree that any lawsuit arising from any dispute or alleged breach of this Agreement shall be brought in the Circuit Court of Greene County, Missouri. This Agreement contains all terms and conditions agreed upon by the parties, and all prior agreements between the parties are void. This Agreement may be modified only by a written instrument executed by the parties hereto.

III.B.1.

RECOMMENDED ACTION - Approval of Activity Report for the month of August 2021

The following resolution was moved by _____ and seconded by _____:

BE IT RESOLVED by the Board of Governors for Missouri State University that the attached Activity Report for the month of August 2021, as presented by Planning, Design and Construction, be accepted and approved.

VOTE: **AYE** _____

NAY _____

COMMENTS:

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

It is recommended that the attached report be accepted.

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

August 2021

This report documents activities managed by Planning, Design and Construction for the month of August 2021. The projects listed here are greater than or equal to \$100,000.00 and did not exceed a project budget of \$250,000.00. Those project bids, notices to proceed, and activity on consultant contracts are listed on this activity report.

August 16, 2021

**Renovation,
Art Gallery**

**Project Budget
\$245,000.00**

A bid was received to renovate the new art gallery building. With approval, a notice to proceed was issued to Kenmar Construction, Inc. in the amount of \$177,717.76.

The bid received on this project is as follows:

Contractor	Base Bid
Kenmar Construction, Inc.	\$177,717.76

The project budget has been established as follows:

Project Budget	
Consulting Fees	\$0.00
Construction Contracts	\$177,717.76
Project Administration	\$0.00
Construction Contingency	\$7,525.40
Furniture, Fixtures, and Equipment	\$49,756.84
Telecommunications	\$10,000.00
Relocation Costs	\$0.00
Total Project Budget	\$245,000.00

This project is being funded by Private Donations.

August 23, 2021

**Repair Stone Façade,
Pummill Hall**

With approval, a contract was signed with SFS Architecture for professional services in conjunction with the repair of the stone façade at Pummill Hall. SFS Architecture previously completed a condition assessment of the stone façade, and their expertise will be key for this project.

The not-to-exceed fee for the consultant's work is \$108,400.00. This project is being funded by the Maintenance and Repair - Operating (\$108,400.00) budget.

III.B.2.

RECOMMENDED ACTION - Approval of Activity Report for the month of September 2021

The following resolution was moved by _____ and seconded by _____:

BE IT RESOLVED by the Board of Governors for Missouri State University that the attached Activity Report for the month of September 2021, as presented by Planning, Design and Construction, be accepted and approved.

VOTE: **AYE** _____

NAY _____

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**

September 2021

This report documents activities managed by Planning, Design and Construction for the month of September 2021. 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.

September 7, 2021

**Small Animal Educational Facility,
Darr Agricultural Center**

With approval, a contract was signed with N·FORM Architecture for professional services in conjunction with the design of a new facility at the Darr Agriculture Center Campus. N·FORM Architecture was the firm selected for this project due to past knowledge and experience with similar projects. The consultant will provide comprehensive design services, from schematic design through post-construction.

The not-to-exceed fee for the consultant's work is \$244,000.00. This project is being paid from the Small Animal Facility budget funded by State Appropriations (\$244,000.00).

**Precision Agriculture Educational Facility,
Darr Agricultural Center**

With approval, a contract was signed with N·FORM Architecture for professional services in conjunction with the design of a new facility at the Darr Agriculture Center Campus. N·FORM Architecture was the firm selected for this project due to past knowledge and experience with similar projects. The consultant will provide comprehensive design services, from schematic design through post-construction.

The not-to-exceed fee for the consultant's work is \$148,000.00. This project is being paid from the Precision Agriculture Facility budget funded by Private Donations (\$148,000.00).

III.B.3.

RECOMMENDED ACTION - Approval of an agreement granting a Utility Easement to the City of Springfield, Missouri to allow for utility development by City Utilities at 521 North Jefferson Avenue

The following resolution was moved by _____ and seconded by _____:

WHEREAS, City Utilities seeks to install an electric anchor at 530 N. Booneville Avenue, Springfield, Missouri;

WHEREAS, as part of the process to install a new utility feed on the north side of 521 North Jefferson Avenue, transformers will be located with the capacity to provide for future expansion of Jordan Valley Innovation Center; and

WHEREAS, the City has proposed a Utility Easement to allow such access and University administration support establishing such access given the future expansion of Jordan Valley Innovation Center; and

NOW, THEREFORE, BE IT RESOLVED by the Board of Governors of Missouri State University that the Utility Easement, copy attached, be approved, subject to the terms and conditions set forth therein.

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 Utility Easement, incorporated herein by reference, and perform those acts necessary to carry out and perform the terms of that easement as well as any other easement agreements associated with 521 North Jefferson Avenue and/or Jordan Valley Innovation Center.

VOTE: **AYE** _____

NAY _____

COMMENTS:

521 North Jefferson Avenue is the location of parking lot 56, which the Board of Governors approved in June 2021. Utility work will be completed by City Utilities prior to asphalt installation, to avoid any impact to the parking lot project.

DO NOT WRITE ABOVE THIS LINE – FOR GREENE COUNTY RECORDER OF DEEDS’ OFFICE USE ONLY



UTILITY EASEMENT

(785786)

KNOW ALL MEN BY THESE PRESENTS: That for and in consideration of the sum of TEN DOLLARS (\$10.00) in cash and other good and valuable consideration, the receipt and sufficiency of which are hereby acknowledged, the undersigned

Grantor: Board of Governors of Missouri State University

(hereinafter, “Grantor”) does hereby grant, bargain, and convey to the CITY OF SPRINGFIELD, MISSOURI, a municipal corporation, for the use of the BOARD OF PUBLIC UTILITIES OF THE CITY OF SPRINGFIELD, MISSOURI, its successors, licensees, lessees, and assigns (hereinafter, “Grantee”) a perpetual right of way and easement, with the right, privilege, and authority to Grantee to lay, locate, construct, reconstruct, repair, operate, maintain, patrol, replace, relocate, abandon in place, and/or remove lines, poles, wires, cables, fixtures, and appurtenances for the distribution and transmission of gas, water, and electric power and telephone, fiber optic cable, and other communications in, on, through, over, under, and across the following described land in the COUNTY OF GREENE, State of Missouri, to-wit:

See Exhibit A and B

together with the right, privilege, and authority to trim, cut, and remove all obstructions (including, without limitation, trees and overhanging branches) on, over, or under the easement or within ten (10) feet of said poles, wires, cables, fixtures, or appurtenances. Grantee may trim trees up to an additional 5 feet beyond such distance, if beneficial to the health of the tree. Grantor further does hereby grant, bargain, and convey to Grantee the right of ingress and egress to, from, and over the above-described real estate for doing anything necessary or useful for the enjoyment of the easement herein granted. Grantee shall have all rights, privileges, and appurtenances that may be required for full enjoyment of the rights herein granted, including, without limitation, the right to assign or grant partially or wholly to others the rights or license to use the easement herein granted or any part thereof for the uses and with the rights herein specified.

Grantor warrants that it has good title to the above-described premises and that there are no encumbrances which will limit or interfere with the rights granted herein to Grantee.

The Grantor, its tenants, heirs, successors, licensees, and assigns shall have the right to use and enjoy the said premises fully, except for the rights and privileges hereinbefore granted to the Grantee; provided however, that no buildings, structures, or improvements shall be erected or placed upon said easement, nor shall the terrain be altered without the prior written consent of Grantee, nor shall any other utilities be placed in, on, through, over, under, or across the easement without Grantee’s prior written consent. The use of said premises shall at all times be subject to such acts and uses by Grantee as may be necessary for the purposes herein set forth.

IN WITNESS WHEREOF, said Grantor has hereunto set its hand and seal this ____ day of _____, 20__.

INDIVIDUAL

STATE OF MISSOURI)
) ss.
COUNTY OF _____)

On this _____ day of _____, 20_____, before me, a Notary Public, within and for the County and State aforesaid, personally appeared _____ to me known to be the person(s) described in, and who executed the foregoing instrument, and who severally acknowledged that they had read said instrument, and that they had executed the same as their free act and deed.

IN TESTIMONY WHEREOF, I have hereunto set my hand and notarial seal the day and year first above written.

Print Name: _____
Notary Public

My commission expires the _____ day of _____, 20_____.

CORPORATE

STATE OF MISSOURI)
) ss.
COUNTY OF _____)

On this _____ day of _____, 20_____, before me, a Notary Public, within and for the County and State aforesaid, personally appeared _____ and _____, to me known to be the persons described in, and who executed the foregoing instrument, and stated they are _____ and _____ respectively, of _____, a corporation, and that the seal affixed to the foregoing instrument is the corporate seal of said corporation, and acknowledged that they signed and sealed said instrument in behalf of said corporation by authority of the Board of Directors as the free act and deed of said corporation.

IN TESTIMONY WHEREOF, I have hereunto set my hand and notarial seal the day and year first above written.

Print Name: _____
Notary Public

My commission expires the _____ day of _____, 20_____.

MAIL TO: Stephen Nelson
City Utilities
P.O. Box 551
Springfield, MO 65801-0551

EXHIBIT A

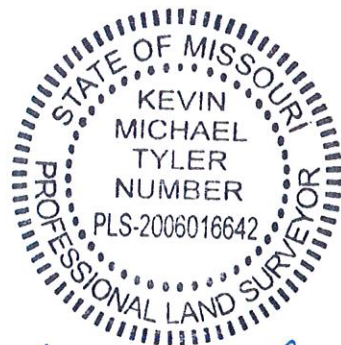
GRANTOR: BOARD OF GOVERNORS OF MISSOURI STATE UNIVERSITY

A 15 FOOT UTILITY EASEMENT BEING A PART OF THE GRANTORS TRACT OF LAND LOCATED IN A PART OF LOT 1, W.B. FOODS SUBDIVISION, RECORDED IN PLAT BOOK "XX" AT PAGE 36, AND TRACT IV, IN A SPECIAL WARRANTY DEED (CORPORATION) RECORDED IN BOOK 2009 AT PAGE 039458-09, AT THE GREENE COUNTY RECORDERS OFFICE, SPRINGFIELD, GREENE COUNTY, MISSOURI, LYING IN THE SOUTHWEST QUARTER OF THE SOUTHWEST QUARTER OF SECTION 13, TOWNSHIP 29 NORTH, RANGE 22 WEST, SAID UTILITY EASEMENT BEING MORE PARTICULARLY DESCRIBED AS FOLLOWS:

ALL OF THE NORTH 15 FEET OF LOT 1, W.B. FOODS SUBDIVISION, BEING A PART OF SAID GRANTORS TRACT

ALL LYING IN THE SOUTHWEST QUARTER OF THE SOUTHWEST QUARTER OF SECTION 13, TOWNSHIP 29 NORTH, RANGE 21 WEST, IN GREENE COUNTY, MISSOURI. BEARINGS BASED ON GRID NORTH OF THE MISSOURI STATE PLANE COORDINATE SYSTEM OF 1983, CENTRAL ZONE. DATE OF ADJUSTMENT 2007.

CONTAINING 6361.65 SQUARE FEET OR 0.146 ACRES, MORE OR LESS



Kevin Michael Tyler
9/15/2021

For City Utilities index System Reference Purposes Only

SW ¼, SW ¼ Section 13 Township 29 North Range 22 West

TAMPA STREET

15.00'

BOARD OF GOVERNORS
MISSOURI STATE UNIVERSITY
BOOK 2009 PAGE 039458-09

UTILITY EASEMENT
6361.65 TOTAL SQ. FT.
0.146 ACRES

LOT 1

W.B. FOODS SUBDIVISION
BOOK XX PAGE 36
LOT 2

LOT 1

JEFFERSON AVE



EXHIBIT B



15' UTILITY EASEMENT
521 NORTH JEFFERSON AVENUE
SPRINGFIELD, GREENE COUNTY, MISSOURI
SW 1/4 SW 1/4 SEC. 13 T-29-N R-22-W

STATE OF MISSOURI
KEVIN MICHAEL TYLER
PROFESSIONAL LAND SURVEYOR
NUMBER PLS-2006016642

Kevin Michael Tyler
9/15/2021

ENGINEERED BY:	APPROVED BY:	DATE:	DATE ISSUED:	MAP NO.:
DRAWN BY: KMT	AGENCY NO.:		PLOT DATE/TIME: 9/15/2021	SCALE: NOT TO SCALE
APPLICATION NO.:	PERMIT NO.:		SHEET OF	DRAWING NO.: 785786 MSU

III.C.1.

MISSOURI STATE UNIVERSITY

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>
Stacy Gray	Instructor Greenwood Laboratory School	\$42,250 annually	08/16/21
Jordan Riddell	Assistant Professor Criminology & Criminal Justice	\$65,000 annually	08/15/22

UNRANKED FACULTY APPOINTMENTS (Term):

<u>Name</u>	<u>Position-Department</u>	<u>Salary</u>	<u>Effective</u>
Gary Geipel	Visiting Professor Defense & Strategic Studies (74% FTE)	\$80,000 annually	08/01/21 05/31/21
Kimberly Ennis	Clinical Assistant Professor Physical Therapy	\$64,000 annually	08/16/21 05/20/22
Kyle Goodin	Instructor Accounting	\$50,000 annually	08/16/21 05/20/22
Emily Nemeth	Clinical Assistant Professor School of Nursing	\$60,000 annually	08/16/21 05/20/22

(See Addendum A for Per Course Faculty Appointments)

(See Addendum B for Summer Appointments)

(See Addendum C for Supplemental Payments)

(See Addendum D for Graduate Teaching Assistant Appointments)

RESIGNATIONS:

<u>Name</u>	<u>Position-Department</u>	<u>Effective</u>
Dennis Jamrose	Assistant Professor Marketing	05/20/22

Cedric Mbanga	Assistant Professor Finance & General Business	05/20/22
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RETIREMENTS:

<u>Name</u>	<u>Position-Department</u>	<u>Effective</u>
Mario Daoust	Assistant Professor Geography, Geology & Planning	12/17/21

Rajinder Jutla	Professor Geography, Geology & Planning	12/17/21
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Walt Nelson	Associate Professor Finance & General Business	12/17/21
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Marilyn Odneal	Clinical Instructor Environmental Plant Science & Natural Resources	12/31/21
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Sarah McCallister	Department Head Professor Kinesiology	06/30/22
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DECEASED:

<u>Name</u>	<u>Position-Department</u>	<u>Effective</u>
David EA Johnson	Associate Professor Political Science	09/10/21

LEAVE WITH PAY:

<u>Name</u>	<u>Position-Department</u>	<u>Effective</u>
David EA Johnson	Associate Professor Political Science	08/16/21 12/17/21

LEAVE WITHOUT PAY:

<u>Name</u>	<u>Position-Department</u>	<u>Effective</u>
Michael Masterson	Assistant Professor Political Science	08/01/21 07/31/22

CHANGE OF STATUS:

<u>Name</u>	<u>Position-Department</u>	<u>Action</u>	<u>Effective</u>
Janice Duncan	From: Director	Status Change	08/01/21
	Greenwood Laboratory School Associate Professor Counseling, Leadership & Special Education \$105,699 annually		12/31/21
Tonya Barrier	To: Associate Professor Counseling, Leadership & Special Education \$44,041 annually	Status Change	08/01/21
	From: Professor Information Technology & Cybersecurity		
David Gutzke	To: Emeritus Professor Information Technology & Cybersecurity	Status Change	08/01/21
	From: Distinguished Professor History		
Rebecca Crowder	To: Faculty Emeritus History	Status Change	08/15/21
	From: Instructor Greenwood Laboratory School		
Angela Bell	To: Faculty Emeritus Greenwood Laboratory School	Reappointment	08/16/21
	Visiting Assistant Professor English		05/20/22
Marilyn Odneal	To: Faculty Emeritus Environmental Plant Science & Natural Resources	Status Change	01/01/22
	From: Clinical Instructor Environmental Plant Science & Natural Resources		

Academic Personnel Board Actions, cont'd.

Page 4

Walt Nelson

From: Associate Professor
Finance & General Business
To: Faculty Emeritus
Finance & General Business

Status Change

02/01/22

Vote: _____ Yea
 _____ Nay

COMMENTS:

Stacy Gray, Instructor, Greenwood Laboratory School

M.S.Ed. Missouri State University, 2005

B.S. Pittsburg State University

Experience: 2019 – Present, Lead Teacher, Discovery Garden Montessori School, Springfield, Missouri; 2018 – 2019, Visiting Instructor, Greenwood Laboratory School, Springfield, Missouri; 2017 – 2018, Lead Teacher, Discovery Gard Montessori School, Springfield, Missouri; 2014 – 2017, Substitute Teacher, Republic, Missouri; 1997 – 2014, Teacher, Willard, Missouri.

Jordan Riddell, Assistant Professor, Criminology & Criminal Justice

Ph.D. University of Texas at Dallas, Expected May 2022

M.S. University of Texas at Dallas, 2017

B.A. University of Texas at Dallas, 2015

Experience: 2018 – Present, Graduate Teaching Assistant, The University of Texas at Dallas, Dallas, Texas; 2017, Graduate Teaching Assistant, University of Texas at Dallas, Dallas, Texas; 2014 – 2016, Research Assistant, University of Texas at Dallas, Dallas, Texas.

ADDENDUM A

The following have been appointed as Per Course Faculty for the fall semester: August 23, 2021 through December 17, 2021.

<u>Name</u>	<u>Department</u>	<u>Salary</u>
Adler, Aaron	Physical Therapy	\$1,830.00
Adler, Allison	Physical Therapy	\$915.00
Aldrich, Donna	Reading Foundations & Tech	\$4,575.00
Anderson, Barbara	English	\$2,448.00
Appleton, Joni	Reading Foundations & Tech	\$4,075.00
Arciniegas, Guillermo	Modern & Classical Languages	\$4,896.00
Armstrong, Barrington	Foreign Language Institute	\$2,448.00
Arora, Sonia	Comm Sciences & Disorders	\$3,000.00
Athmer, Keith	Information Tech & Cybersecurity	\$8,000.00
Badgett, Amanda	Counseling Leadership & Special Ed	\$5,490.00
Baker, Allison	Comm Sciences & Disorders	\$2,445.00
Baker, Gina	Childhood Ed & Family Studies	\$2,445.00
Baker, Rebecca	Physics Astronomy & Materials Sci	\$2,255.00
Barbee, Olivia	Geography Geology & Planning	\$3,150.00
Barnett, Helen	Sociology & Anthropology	\$2,850.00
Bartz, Gates	Art & Design	\$2,448.00
Bateman, James	Information Tech & Cybersecurity	\$4,000.00
Bauer, Steven	Childhood Ed & Family Studies	\$4,060.00
Beans, Richard	Psychology	\$5,490.00
Belcher, Susan	Music	\$1,600.00
Berman, Ilan	Defense & Strategic Studies	\$7,000.00
Biddlecome, Teresa	Childhood Ed & Family Studies	\$3,660.00
Bihlmeyer, James	Media Journalism & Film	\$6,218.00
Blackwell, Taylor	Information Tech & Cybersecurity	\$3,000.00
Bledsoe, Grant	Geography Geology & Planning	\$3,280.00
Borich, Michael	Media Journalism & Film	\$2,754.00
Bortosky, Rachel	Biology	\$2,700.00
Botsford, Diana	Media Journalism & Film	\$2,754.00
Bowden, Dennis	Defense & Strategic Studies	\$7,000.00
Bower, Jessica	Theatre & Dance	\$1,430.00
Brannon, Jeffery	Computer Science	\$2,565.00
Brinnehl, Elizabeth	Modern & Classical Languages	\$2,754.00
Broderick, Blaine	Counseling Leadership & Special Ed	\$1,830.00
Bronson, Lisa	Defense & Strategic Studies	\$14,000.00
Brooks, Sherri	Mathematics	\$3,420.00

Academic Personnel Board Actions, cont'd.

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Brown, Lucas	Childhood Ed & Family Studies	\$2,445.00
Brown, Michelle	Reading Foundations & Tech	\$2,445.00
Brunner, Judy	Reading Foundations & Tech	\$2,745.00
Buckle-Lamy, Susan	Childhood Ed & Family Studies	\$4,890.00
Buening, Caitlin	Physical Therapy	\$915.00
Bunton, Molly	Ctr Academic Success & Transition	\$4,800.00
Busby, Jeffrey	Reading Foundations & Tech	\$2,745.00
Cadle, Lanette	English	\$10,000.00
Campbell, Robin	Childhood Ed & Family Studies	\$2,445.00
Cantrell, Jena	Music	\$3,742.00
Carnes, Kristen	Occupational Therapy	\$2,000.00
Cesare, Alicia	Childhood Ed & Family Studies	\$4,890.00
Chyet, Michael	Foreign Language Institute	\$2,754.00
Clutter, Cynthia	Reading Foundations & Tech	\$3,260.00
Conley, Nicole	Art & Design	\$4,406.00
Cook, Suzanne	Childhood Ed & Family Studies	\$2,445.00
Curran, Samantha	Physical Therapy	\$1,830.00
Dalbom, Clinton	College of Agriculture	\$2,000.00
Dalton, Rebecca	Counseling Leadership & Special Ed	\$2,445.00
Datema, Mary	Childhood Ed & Family Studies	\$3,260.00
Daugherty, Casey	Reading Foundations & Tech	\$1,630.00
Davis, Sarah	Childhood Ed & Family Studies	\$4,890.00
Davis-Sneed, Dollie	Childhood Ed & Family Studies	\$5,705.00
Day, Danielle	Counseling Leadership & Special Ed	\$2,445.00
DeBiaso, Peppino	Defense & Strategic Studies	\$7,000.00
DeBoo, Robert	Music	\$472.00
Dempsey, Christina	School of Nursing	\$6,000.00
Derossett, Regan	Music	\$2,145.00
DeTrani, Joseph	Defense & Strategic Studies	\$6,700.00
Dixon, Stephanie	Psychology	\$4,890.00
Djordjevic, Vladan	Art & Design	\$4,896.00
Dodge, Michaela	Defense & Strategic Studies	\$6,000.00
Douglass, Abey	Counseling Leadership & Special Ed	\$1,630.00
Douleh, Tanya	Psychology	\$2,745.00
Dowell, Christine	Counseling Leadership & Special Ed	\$815.00
Duerkop, Gabriel	Music	\$1,895.00
Duprey, Laura	Art & Design	\$5,508.00
Edington, Leann	Childhood Ed & Family Studies	\$2,745.00
Elkins, Kenneth	Honors College	\$2,400.00
Elliott, Lori	Reading Foundations & Tech	\$3,045.00
Elliston, Hiromi	Foreign Language Institute	\$7,344.00

Academic Personnel Board Actions, cont'd.

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Embree, David	Ctr Academic Success & Transition	\$2,400.00
Eutsler, Tabitha	Childhood Ed & Family Studies	\$2,445.00
Farha, Nicholas	Reading Foundations & Tech	\$7,200.00
Faucett, David	Geography Geology & Planning	\$3,280.00
Fiset, Elizabeth	English	\$2,448.00
Fleetwood, Gabriel	Music	\$2,190.00
Ford, Tiffany	Information Tech & Cybersecurity	\$6,000.00
Fox, Emily	Counseling Leadership & Special Ed	\$3,260.00
Gallavan, Nancy	Reading Foundations & Tech	\$3,600.00
Gerhart, Max	Music	\$4,980.00
Gibson, Robert	Music	\$951.00
Glenn, Cory	Reading Foundations & Tech	\$4,890.00
Grisham, Paige	Management	\$3,000.00
Guffey, Jay	Management	\$3,500.00
Hagerman, Robyn	Childhood Ed & Family Studies	\$3,045.00
Hamilton, Cheri	College of Agriculture	\$4,000.00
Hanson, David	Reading Foundations & Tech	\$2,445.00
Harris, Deirdra	Counseling Leadership & Special Ed	\$2,445.00
Harrison, Glenda	Sociology & Anthropology	\$5,700.00
Heckman, Tyler	Music	\$1,430.00
Heinrichs, Rebecca	Defense & Strategic Studies	\$3,000.00
Heriford, Anna	Comm Sciences & Disorders	\$2,445.00
Himes, Joe	Physical Therapy	\$3,045.00
Hisle, Melissa	English	\$5,508.00
Holland, Joshua	Counseling Leadership & Special Ed	\$2,445.00
Holland, Lydia	Physical Therapy	\$1,830.00
Holloway, Jewel	Childhood Ed & Family Studies	\$1,830.00
Holmer, Earl	English	\$3,291.00
Hopper-Owrey, Candice	Psychology	\$2,745.00
Houghtaling, Tiffany	Childhood Ed & Family Studies	\$2,445.00
Hsieh, Shen	Art & Design	\$2,448.00
Huertas-Torres, Mariandine	Childhood Ed & Family Studies	\$3,260.00
Hurley, Laura	Childhood Ed & Family Studies	\$2,445.00
Hutchison, Connor	School of Accountancy	\$4,000.00
Irons, Vanessa	Counseling Leadership & Special Ed	\$4,075.00
Jackson-Legris, Erin	Music	\$2,381.00
Jamieson, Rachel	Theatre & Dance	\$2,448.00
Johnson, Joshua	Art & Design	\$2,448.00
Johnson, Rachel	Art & Design	\$5,508.00
Jones, Danielle	Reading Foundations & Tech	\$1,630.00
June, Lea	Psychology	\$2,445.00

Academic Personnel Board Actions, cont'd.

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Kanamori, Yasuko	Counseling Leadership & Special Ed	\$2,400.00
Kartchner, Kerry	Defense & Strategic Studies	\$14,000.00
Keeth, Sarah	Reading Foundations & Tech	\$2,745.00
Keller, Clara	Comm Sciences & Disorders	\$3,260.00
Kelly, Mitzi	Childhood Ed & Family Studies	\$2,445.00
Kennell, Everett	Media Journalism & Film	\$2,754.00
Kepling, Vicke	English	\$4,896.00
Kiras, James	Defense & Strategic Studies	\$7,000.00
Kirn, Henry	School of Accountancy	\$9,000.00
Koch, Susan	Defense & Strategic Studies	\$6,800.00
Kohout, Merrilee	English	\$4,896.00
Kring, Katie	Music	\$2,145.00
Land, Andrea	Art & Design	\$6,324.00
Lane, Deborah	English	\$4,896.00
Lanigan, Brian	Chemistry	\$4,604.00
Lawler, Suzanne	Comm Sciences & Disorders	\$2,445.00
Leggitt, Stephen	Media Journalism & Film	\$5,508.00
Levine, Marlene	Childhood Ed & Family Studies	\$3,045.00
Lewis, Darcy	English	\$5,508.00
Lewis, Heather	Childhood Ed & Family Studies	\$2,745.00
Lina, Melanie	Music	\$10,705.00
Loudis, Anthony	Media Journalism & Film	\$2,754.00
Lukavich, Andrew	Information Tech & Cybersecurity	\$8,000.00
Macander, Bridgette	Biomedical Sciences	\$2,704.00
Maddox, Jane	English	\$2,448.00
Mammen, Rhonda	Counseling Leadership & Special Ed	\$4,890.00
Marten, Sarah	Reading Foundations & Tech	\$5,075.00
Massey, Dallas	Biomedical Sciences	\$2,925.00
Mathews, Stephen	English	\$2,448.00
Mays, Angela	Reading Foundations & Tech	\$3,260.00
Mazanec, Brian	Defense & Strategic Studies	\$7,000.00
McAllister, Casandra	Childhood Ed & Family Studies	\$2,445.00
McClure, Patrick	English	\$4,896.00
McCord, Raymond	Art & Design	\$2,448.00
McDonald, Scott	Finance & General Business	\$4,000.00
McDougall, Irina	Information Tech & Cybersecurity	\$3,000.00
McGiffin, Curtis	Defense & Strategic Studies	\$14,000.00
Miller, Worth	Honors College	\$3,200.00
Mitchell, Katrina	Music	\$4,896.00
Moodie, Amanda	Defense & Strategic Studies	\$12,000.00
Moore, Cynthia	Art & Design	\$6,324.00

Academic Personnel Board Actions, cont'd.

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Moore, Dale	Media Journalism & Film	\$2,754.00
Moore, Dawn	Reading Foundations & Tech	\$4,075.00
Moore, Mallory	Comm Sciences & Disorders	\$2,000.00
Morgan, Rachel	English	\$2,448.00
Morrison, Alyssah	English	\$2,448.00
Mulvenon, James	Art & Design	\$2,448.00
Murray, Kathleen	Music	\$4,896.00
Nebel, Richard	Theatre & Dance	\$4,290.00
Needy, Lydia	Psychology	\$4,890.00
Nelsen, Janice	Kinesiology	\$2,617.00
Newman, Kenneth	Information Tech & Cybersecurity	\$7,750.00
Newton-Woods, Callie	Counseling Leadership & Special Ed	\$3,045.00
Norman, Cherie	Psychology	\$2,745.00
Norman, David	Psychology	\$2,445.00
Northrip-Rivera, Angelia	English	\$5,100.00
Nygren, McKenzie	College of Agriculture	\$2,700.00
Olson, Stevan	School of Accountancy	\$2,094.00
O'Quinn, Kati	Childhood Ed & Family Studies	\$2,745.00
Owen, Carla	Childhood Ed & Family Studies	\$3,260.00
Padgett, Lori	College of Agriculture	\$3,200.00
Parke, Nicole	Reading Foundations & Tech	\$2,445.00
Parker, Lane	Intl Training & Leadership Ctr	\$4,000.00
Parrish, Matthew	Media Journalism & Film	\$5,508.00
Payne, Amy	Modern & Classical Languages	\$4,896.00
Payne, Elizabeth	Defense & Strategic Studies	\$2,000.00
Pendley, Robert	Information Tech & Cybersecurity	\$3,000.00
Perkins, Amy	Reading Foundations & Tech	\$4,075.00
Perryman, Amber	Reading Foundations & Tech	\$2,445.00
Phillips, Lindsay	Childhood Ed & Family Studies	\$2,445.00
Pickett, Kaleigh	Counseling Leadership & Special Ed	\$2,445.00
Piston, Nancy	History	\$900.00
Polallis, Neal	Art & Design	\$4,896.00
Pon, Nikum	Reading Foundations & Tech	\$6,090.00
Powell, Sara	Kinesiology	\$2,838.00
Preston, James	Dept of Hospitality Leadership	\$6,900.00
Pritchard, Traci	Music	\$3,082.00
Qualls, Lisa	Music	\$2,448.00
Ralph, Lori	Counseling Leadership & Special Ed	\$1,830.00
Ray, Julie	Childhood Ed & Family Studies	\$3,045.00
Raynor, James	Public Health & Sports Medicine	\$3,000.00
Reser, Kimberly	Kinesiology	\$2,100.00

Academic Personnel Board Actions, cont'd.

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Rhodes, Brittany	Childhood Ed & Family Studies	\$2,445.00
Rieger, Sharon	English	\$2,448.00
Rippee, Reeda	Counseling Leadership & Special Ed	\$2,445.00
Robinson, Shannon	Reading Foundations & Tech	\$6,000.00
Robuck, Alison	Music	\$944.00
Rosen, Renee	Mathematics	\$3,280.00
Russell, Ashley	Mathematics	\$3,280.00
Russell, Brandon	Music	\$3,804.00
Russell, Maida	Mathematics	\$3,600.00
Ryder, Christina	Sociology & Anthropology	\$2,850.00
Salchow, Jason	College of Agriculture	\$3,000.00
Salloum, Georget	Foreign Language Institute	\$600.00
Satterfield, Michelle	Childhood Ed & Family Studies	\$2,445.00
Scales, Megan	Sociology & Anthropology	\$5,700.00
Scarborough, James	Information Tech & Cybersecurity	\$4,000.00
Scarbrough, Jonita	Counseling Leadership & Special Ed	\$4,075.00
Schafer, Darryl	Counseling Leadership & Special Ed	\$2,745.00
Schermer, Alissa	Physical Therapy	\$915.00
Schlude-Larkin, Melynda	Counseling Leadership & Special Ed	\$1,830.00
Schmitt, Vicki	Reading Foundations & Tech	\$7,200.00
Schroeder, Amy	Reading Foundations & Tech	\$2,445.00
Schuldenzucker, Sarah	Foreign Language Institute	\$2,448.00
Senter, Pamela	Art & Design	\$6,324.00
Shaughnessy, John	Childhood Ed & Family Studies	\$5,075.00
Sheets-McKeag, Sarah	Art & Design	\$4,896.00
Shepherd, James	College of Agriculture	\$2,000.00
Shriver, Jayson	College of Agriculture	\$4,000.00
Shupp, Trey	Biomedical Sciences	\$4,800.00
Simino, Megan	Childhood Ed & Family Studies	\$2,445.00
Smith, Allison	Reading Foundations & Tech	\$6,000.00
Smith, Logan	History	\$5,400.00
Smith, Meghan	English	\$2,448.00
Smith, Timothy	Technology & Construction Mgmt	\$3,000.00
Snider, Philip	Religious Studies	\$2,754.00
Snyder, Shannon	College of Agriculture	\$4,200.00
Speckman, Cynthia	Communication	\$2,448.00
St Pierre, Laurine	Music	\$3,944.00
Stacy, William	Music	\$5,100.00
Stafford, Carla	Counseling Leadership & Special Ed	\$4,075.00
Stroud, Rachel	Biomedical Sciences	\$6,400.00
Stubbs, Sue	Music	\$539.00

Academic Personnel Board Actions, cont'd.

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Sutherland, Kelly	Childhood Ed & Family Studies	\$3,045.00
Taylor, Amanda	Music	\$4,122.00
Taylor, John	School of Accountancy	\$4,000.00
Terry, Donna	Childhood Ed & Family Studies	\$1,630.00
Trachtenberg, David	Defense & Strategic Studies	\$14,000.00
Trexel, Jonathan	Defense & Strategic Studies	\$14,000.00
Tucker, Timothy	Geography Geology & Planning	\$5,130.00
Tucker, Zenobia	Biomedical Sciences	\$1,600.00
Turner, Valerie	English	\$5,100.00
Tyson, Garrett	Political Science	\$3,000.00
VanArsdale, Ernest	Information Tech & Cybersecurity	\$8,000.00
Wagler, Justin	Art & Design	\$2,448.00
Walker, Kimberley	Childhood Ed & Family Studies	\$4,890.00
Walker, Kristen	Music	\$4,500.00
Wall, Rebekkah	Psychology	\$3,260.00
Waters, Teresa	Childhood Ed & Family Studies	\$2,445.00
Welker, Lydia	English	\$2,550.00
Wells, Jeffrey	Technology & Construction Mgmt	\$3,500.00
Werner, Margaret	Counseling Leadership & Special Ed	\$2,445.00
Whitfield, Kevin	Information Tech & Cybersecurity	\$4,500.00
Williams, James	Music	\$1,515.00
Wingfield, Carly	Music	\$4,236.00
Wixson, Bobbi	College of Agriculture	\$1,000.00
Wolken, Jennifer	Art & Design	\$5,753.00
Wood, Kimberly	Biomedical Sciences	\$4,650.00
Yates, Jennifer	Occupational Therapy	\$2,000.00
Yu, Hae Min	Childhood Ed & Family Studies	\$4,060.00
Zinselmeier, Daniel	School of Accountancy	\$4,000.00

ADDENDUM B

The following have been appointed as faculty for the summer semester: June 1, 2021 through July 30, 2021.

<u>Name</u>	<u>Department</u>	<u>Salary</u>
Anderson, Jacob	Greenwood Lab School	\$500.00
Bishop, Rhonda	Reading Foundations & Tech	\$3,333.00
Bledsoe, Melissa	School of Agriculture	\$2,412.00
Burkland, Jessica	Management	\$4,000.00
Cadle, Lanette	English	\$9,798.00
Christian, McCall	Public Health & Sports Medicine	\$1,500.00
Foster, Jeffrey	Psychology	\$1,500.00
Goddard, Stacy	Kinesiology	\$6,389.00
Goerndt, Michael	School of Agriculture	\$3,481.00
Hadley, Heidi	English	\$4,170.00
Hallgren, Deanna	Childhood Ed & Family Studies	\$815.00
Hiebert, Lindsey	Comm Sciences & Disorders	\$3,000.00
Hollibaugh, Casey	Kinesiology	\$1,500.00
Hough, Lyon	Biomedical Sciences	\$3,402.00
Hulett, Michelle	College of Business	\$1,685.00
Kitheka, Bernard	Kinesiology	\$2,507.00
Lowe, Abby	Greenwood Lab School	\$500.00
McCaferty-Wright, Christine	Childhood Ed & Family Studies	\$3,903.00
McClain, William	School of Agriculture	\$2,451.00
McKay, Matthew	Geography Geology & Planning	\$13,483.00
Meadows, William	Education Abroad	\$3,737.00
Ongaga, Kennedy	Counseling Leadership & Spec Ed	\$500.00
Piccolo, Diana	Childhood Ed & Family Studies	\$500.00
Piland, Deborah	Biomedical Sciences	\$1,500.00
Price, Debra	Childhood Ed & Family Studies	\$500.00
Rockney, Andrea	Agency of Teaching Leading & Learning	\$500.00
Rose, John	Defense & Strategic Studies	\$1,600.00
Rudnick, Dennis	Reading Foundations & Tech	\$3,500.00
Scott, Patrick	Political Science	\$2,400.00
Shade, Maria	School of Nursing	\$1,000.00
Smith, Diane	School of Nursing	\$2,500.00
Whipple, Tanya	Psychology	\$1,000.00
Xie, Xiuye	Kinesiology	\$3,000.00

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

<u>Name</u>	<u>Department</u>	<u>Salary</u>
Aigner, Brandon	Reading Foundations & Tech	\$3,045.00
Amberg III, Richard	Media Journalism & Film	\$4,844.00
Artman, Amy	Ctr for Academic Success & Transition	\$2,400.00
Baker, Andrew	Ctr for Academic Success & Transition	\$2,400.00
Baker, Sarah	Childhood Ed & Family Studies	\$3,045.00
Basu Roy, Subhasree	School of Anesthesia	\$6,398.00
Baumann, Denise	Counseling Leadership & Spec Ed	\$3,045.00
Bellis, James	Ctr for Academic Success & Transition	\$2,400.00
Bowles, Christina	Ctr for Academic Success & Transition	\$740.00
Boyer, William	Ctr for Academic Success & Transition	\$3,140.00
Brattin, Rick	Information Tech & Cybersecurity	\$9,500.00
Bridges, Phil	Ctr for Academic Success & Transition	\$2,400.00
Brown, O. Gilbert	Counseling Leadership & Spec Ed	\$2,745.00
Burkland, Jessica	Ctr for Academic Success & Transition	\$2,400.00
Burton, Richard	Management & Info Systems	\$3,282.00
Buyurgan, Nebil	Intl Leadership & Training Ctr	\$8,275.00
	Technology & Construction Mgmt	\$8,275.00
Cabrera Hurtado, Kelly	Reading Foundations & Tech	\$3,045.00
Carberry, Stephen	Ctr for Academic Success & Transition	\$2,400.00
Chang, Ching-Wen	Ctr for Academic Success & Transition	\$6,400.00
	Reading Foundations & Tech	\$3,045.00
Davis, Joshua	Information Tech & Cybersecurity	\$9,500.00
Davis, Tammi	Childhood Ed & Family Studies	\$500.00
Dillon, Randy	Ctr for Academic Success & Transition	\$3,200.00
Earnshaw, Dylan	Ctr for Academic Success & Transition	\$2,400.00
Easter, Lauren	Kinesiology	\$1,400.00
Euglow, Todd	Ctr for Academic Success & Transition	\$3,140.00
Fan, Jinzi	Foreign Language Institute	\$4,048.00
Foster, Michael	Ctr for Academic Success & Transition	\$3,940.00
Foster, Sarah	Ctr for Academic Success & Transition	\$5,540.00
Fox, D.J.	Ctr for Academic Success & Transition	\$2,400.00
Franklin, Thomas	Ctr for Academic Success & Transition	\$3,540.00
Garland, Diana	Ctr for Academic Success & Transition	\$2,400.00
Gebken, Richard	Technology & Construction Mgmt	\$6,903.00
Glaessgen, Tracey	Ctr for Academic Success & Transition	\$740.00
Gonzalez, Alexis	English	\$2,448.00

Academic Personnel Board Actions, cont'd.

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Gordon, Nancy	Reading Foundations & Tech	\$3,600.00
Hagenhoff, Cynthia	Ctr for Academic Success & Transition	\$3,140.00
Hall, David	Political Science	\$3,000.00
Hallgren, Deanna	Childhood Ed & Family Studies	\$3,260.00
Hammond, Michael	School of Accountancy	\$5,928.00
Hammons, David	Ctr for Academic Success & Transition	\$2,400.00
Haring, Kate	Ctr for Academic Success & Transition	\$740.00
Hash, Kathleen	Ctr for Academic Success & Transition	\$3,140.00
Hines, James	School of Accountancy	\$3,743.00
Hoelscher, Seth	Finance & General Business	\$14,585.00
Hogans, Azaria	Theatre & Dance	\$4,141.00
	Ctr for Academic Success & Transition	\$2,400.00
Hopper, Tina-Maria	Ctr for Academic Success & Transition	\$4,800.00
Horton III, Leonard	Ctr for Academic Success & Transition	\$3,140.00
Hulett, Michelle	Ctr for Academic Success & Transition	\$3,140.00
Jamrose, Dennis	Marketing	\$12,931.00
Jessee, Katy	Merchandising & Fashion Design	\$3,000.00
	Ctr for Academic Success & Transition	\$2,400.00
Johnson, David	Ctr for Academic Success & Transition	\$3,140.00
Johnson, Richard	Information Tech & Cybersecurity	\$8,333.00
Johnston, Alex	Ctr for Academic Success & Transition	\$2,400.00
Jones, A'dja	Ctr for Academic Success & Transition	\$2,400.00
Kaf, Wafaa	Ctr for Academic Success & Transition	\$3,200.00
Kaula, Radhika	Information Tech & Cybersecurity	\$3,337.00
Kaula, Rajeev	Information Tech & Cybersecurity	\$9,195.00
King, Elizabeth	Childhood Ed & Family Studies	\$3,045.00
Kyle, Jerri Lynn	Ctr for Academic Success & Transition	\$2,400.00
Lange, Ruth	Childhood Ed & Family Studies	\$3,260.00
Larimore Vargas, Aubrey	Ctr for Academic Success & Transition	\$2,400.00
Lee, Amanda	Childhood Ed & Family Studies	\$2,445.00
Lewis, Kayla	Reading Foundations & Tech	\$3,045.00
Liang, Yating	Ctr for Academic Success & Transition	\$3,940.00
Martin, Galen	Ctr for Academic Success & Transition	\$2,400.00
McCartney, Christine	Ctr for Academic Success & Transition	\$2,400.00
McCoy, Katelyn	Ctr for Academic Success & Transition	\$2,400.00
McLean, Annice	Ctr for Academic Success & Transition	\$2,400.00
Meek, Russell	Finance & General Business	\$15,120.00
Menton, Megan	Comm Sciences & Disorders	\$815.00
Metzker, Helena	Ctr for Academic Success & Transition	\$3,140.00
Mitchell, Jeff	Counseling Leadership & Spec Ed	\$4,600.00
Murphy, Lindsey	Childhood Ed & Family Studies	\$3,045.00

Academic Personnel Board Actions, cont'd.

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Murray, Michael	Music	\$5,572.00
Nelson, Walt	Finance & General Business	\$11,008.00
Newman, Jonathan	Ctr for Academic Success & Transition	\$2,400.00
Nordyke, Kathy	Childhood Ed & Family Studies	\$3,660.00
Novik, Melinda	Ctr for Academic Success & Transition	\$3,200.00
Patterson, Paula	Ctr for Academic Success & Transition	\$3,940.00
Paxton, Mark	Ctr for Academic Success & Transition	\$3,200.00
Piccolo, Diana	Childhood Ed & Family Studies	\$3,045.00
Price, Debra	Childhood Ed & Family Studies	\$2,445.00
Reed, Jerilyn	Ctr for Academic Success & Transition	\$2,400.00
Reed, Ryan	Ctr for Academic Success & Transition	\$2,400.00
Reger, Elizabeth	College of Business	\$4,000.00
Roam, Kimberly	Ctr for Academic Success & Transition	\$2,400.00
Rose, John	Defense & Strategic Studies	\$6,205.00
Rugutt, Joseph	Reading Foundations & Tech	\$3,600.00
Ryder, Christina	Sociology & Anthropology	\$2,850.00
Schlinder, Kelly	Foreign Language Institute	\$2,448.00
Scott, Matthew	Ctr for Academic Success & Transition	\$2,400.00
Seery, Katy	Ctr for Academic Success & Transition	\$2,400.00
Sherman-Wilkins, Kyler	Ctr for Academic Success & Transition	\$2,400.00
Shively, Eric	Reading Foundations & Tech	\$2,445.00
Speer, Jason	Information Tech & Cybersecurity	\$9,500.00
Stagner, Kimberly	Ctr for Academic Success & Transition	\$2,400.00
Stalnaker, Jo Lynne	Information Tech & Cybersecurity	\$3,337.00
Stewart, Rabekah	Ctr for Academic Success & Transition	\$3,140.00
Stinnett, Kathleen	Ctr for Academic Success & Transition	\$2,400.00
Stulce, Tara	Ctr for Academic Success & Transition	\$740.00
Sudbrock, Christine	Ctr for Academic Success & Transition	\$2,400.00
Swingle, Ethan	Ctr for Academic Success & Transition	\$2,400.00
Thomas, Kristen	Reading Foundations & Tech	\$815.00
Thompson, Chris	Music	\$4,008.00
Turner, John	Ctr for Academic Success & Transition	\$2,400.00
Walker-Pacheco, Suzanne	Ctr for Academic Success & Transition	\$3,940.00
White, Timothy	Media Journalism & Film	\$1,635.00
Wu, Yi	Foreign Language Institute	\$2,448.00
Yang, Lawrence	Information Tech & Cybersecurity	\$13,728.00

ADDENDUM D

The following have been appointed as Graduate Teaching Assistants for the fall semester: August 16, 2021 through December 17, 2021.

<u>Name</u>	<u>Department</u>	<u>Salary</u>
Adeoye, Sarah	Chemistry	\$4,600.00
Anderson, Matthew	Chemistry	\$4,600.00
Campos, Giselle	Chemistry	\$4,600.00
Crosby, David	Mathematics	\$5,600.00
Cunningham, Connor	Biology	\$5,600.00
Darko, Jeffery	Chemistry	\$4,600.00
Eguaosa, Elson	Chemistry	\$4,600.00
Guha, Sunanda	Computer Science	\$5,600.00
Hassani, Hannah	Biomedical Sciences	\$4,600.00
Hatch, Leslie	Biology	\$5,600.00
Karmakar, Bishwajite	Physics Astronomy & Materials Sci	\$5,600.00
Kirwa, Naum	Chemistry	\$4,600.00
Lane, Joseph	Geography Geology & Planning	\$4,600.00
Lundien, Hannah	Chemistry	\$4,600.00
Pasula, Bhavana	Computer Science	\$4,600.00
Phillips, Meredith	Dept of Hospitality Leadership	\$4,600.00
Pilarski, Autumn	Chemistry	\$4,600.00
Purna, Sujash Islam	English	\$5,600.00
Sayler, Lauren	Chemistry	\$4,600.00
Schouten, Ashley	Public Health & Sports Medicine	\$2,300.00
Shams, Rifat Ara	Physics Astronomy & Materials Sci	\$5,600.00
Sitapara, Dhruvkumar	Chemistry	\$4,600.00
Smith, Catherine	Chemistry	\$4,600.00
Sukhbaatar, Adilchimeg	Chemistry	\$4,600.00
Wagner, Dane	Chemistry	\$5,600.00
Wang, Mian	Mathematics	\$5,600.00
Wei, Jiaxiao	Mathematics	\$5,600.00
Westwood, Megan	Chemistry	\$5,600.00

The following have been appointed as Graduate Teaching Assistants for the academic year: August 16, 2021 through May 20, 2022.

<u>Name</u>	<u>Department</u>	<u>Salary</u>
Afolabi, Temitayo	Mathematics	\$9,200.00
Ajao, Akeem	Biology	\$9,200.00

Academic Personnel Board Actions, cont'd.

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Allen, Caitlyn	Psychology	\$9,200.00
Baird, Michael	Geography Geology & Planning	\$9,200.00
Barker, Adam	Music	\$11,200.00
Bartel, Rachel	Media, Journalism & Film	\$11,200.00
Bartelt, Hunter	Biology	\$9,200.00
Bell, Janae	Communication	\$11,200.00
Bennion, Owen	Mathematics	\$9,200.00
Biere, Haley	Art & Design	\$11,200.00
Bohannon, Loren	Geography Geology & Planning	\$9,200.00
Bridges, Dana	Art & Design	\$11,200.00
Briggenhorst, Kenneth	Art & Design	\$11,200.00
Brownen, Tiana	Communication	\$11,200.00
Busch, Katherine	English	\$11,200.00
Byars, Thomas	Geography Geology & Planning	\$9,200.00
Campanini, Gemma	Communication	\$11,200.00
Campbell, Parker	Biology	\$11,200.00
Cannon, Jacob	Media, Journalism & Film	\$11,200.00
Choate, Elaine	English	\$11,200.00
Clevenhagen, Hailey	English	\$11,200.00
Cole, Juliann	Center Academic Success & Transition	\$11,200.00
Cone, Jonathan	Geography Geology & Planning	\$9,200.00
Coon, Calvin	English	\$11,200.00
Coronado, Tracey	Geography Geology & Planning	\$9,200.00
Cunningham, Julia	Media, Journalism & Film	\$11,200.00
DeFelice, Danielle	Public Health & Sports Medicine	\$9,200.00
Dhar, Abantika	English	\$11,200.00
Dinevska, Dina	English	\$11,200.00
Dotson, Amanda	English	\$11,200.00
Edwards, Brianne	Biology	\$9,200.00
Edwards, Richard	Kinesiology	\$11,200.00
Falconer, Sean	Communication	\$11,200.00
Fallon, Courtney	Communication	\$11,200.00
Farfan, Carlos	Modern & Classical Languages	\$11,200.00
Fletcher, Jacob	Media, Journalism & Film	\$11,200.00
Flores, Michael	Biology	\$11,200.00
Frank, Kelly	Geography Geology & Planning	\$9,200.00
Freeburger, Alexander	Kinesiology	\$9,200.00
Freese, Matthew	Biomedical Sciences	\$9,200.00
Freitas, Emily	English	\$11,200.00
Gant, Honesty	Media, Journalism & Film	\$11,200.00
Gault, Amy	English	\$11,200.00

Academic Personnel Board Actions, cont'd.

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Girgin, Autumn	Media, Journalism & Film	\$11,200.00
Gorenflo, Lacy	English	\$11,200.00
Grate, Anthony	Biology	\$11,200.00
Harris, Rebecca	English	\$11,200.00
Hart, Madison	English	\$11,200.00
Heil, James	English	\$11,200.00
Herbert, Jonathan	Media, Journalism & Film	\$11,200.00
Herzog, Claire	Music	\$11,200.00
Hobbs, Sophie	Financial Services	\$9,200.00
Hopkins, Parker	Communication	\$11,200.00
Huntley, Maquelle	English	\$11,200.00
Ishrak, Farhan	Physics Astronomy & Materials Sci	\$11,200.00
Isituah, Shallom	Mathematics	\$9,200.00
Issa, Nadia	Art & Design	\$11,200.00
Jenkins, Corey	Kinesiology	\$11,200.00
Jha, Rejeena	Physics Astronomy & Materials Sci	\$11,200.00
Johnston, Danci	Biology	\$11,200.00
Jones, Katie	Center Academic Success & Transition	\$11,200.00
Jones, Michael	Media, Journalism & Film	\$11,200.00
Jordan, Cameron	Communication	\$11,200.00
Jordan, Timeka	Kinesiology	\$9,200.00
Jungmeyer, Savannah	Psychology	\$9,200.00
Justus, Emily	Physics Astronomy & Materials Sci	\$11,200.00
Karampourdashti, Mehdi	Art & Design	\$11,200.00
Keith, Madison	Communication	\$11,200.00
King, Elizabeth	English	\$11,200.00
Knight, Madison	English	\$11,200.00
Koh, Eunhyang	Music	\$5,440.00
Kubala, Clint	Music	\$11,200.00
Lair, Brett	English	\$11,200.00
LaPage, William	English	\$11,200.00
Laviada-Garmon, Drew	Geography Geology & Planning	\$9,200.00
Lenhard, Nathaniel	Geography Geology & Planning	\$9,200.00
Leong, Trisha Hui Mi	Communication	\$11,200.00
Malisos, Joshua	Media, Journalism & Film	\$11,200.00
Malloy, Alyssa	English	\$11,200.00
Martinez, Alberto	Music	\$5,440.00
May, Corey	Communication	\$11,200.00
Mayberry, Maggie	Biology	\$9,200.00
McAvoy, Jared	Geography Geology & Planning	\$9,200.00
McFerron, Paul	Media, Journalism & Film	\$11,200.00

Academic Personnel Board Actions, cont'd.

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Mierzejewski, Haley	Communication	\$11,200.00
Miles, Jacob	Mathematics	\$11,200.00
Montgomery, Emily	Media, Journalism & Film	\$11,200.00
Moore, Collin	Mathematics	\$9,200.00
Morris-Owens, Maggie	English	\$11,200.00
Muehler, Aaron	Biology	\$11,200.00
Mullins, Cody	Kinesiology	\$11,200.00
Murdaugh, Robert	Media, Journalism & Film	\$11,200.00
Nack, Samuel	Computer Science	\$9,200.00
Nadler, Riley	Biology	\$9,200.00
Neff, Matthew	Media, Journalism & Film	\$11,200.00
Nelson, Constance	Media, Journalism & Film	\$11,200.00
Nichols, Claire	Biomedical Sciences	\$9,200.00
Nkongolo, Keran	Geography Geology & Planning	\$9,200.00
Nyambariga, Naom	Mathematics	\$9,200.00
Onken, Willow	Media, Journalism & Film	\$11,200.00
Orlando, Sofia	Biology	\$9,200.00
Osei, Teddy	Art & Design	\$11,200.00
O'Sullivan, Trevor	Psychology	\$9,200.00
Padilla Soriano, Felipe	Modern & Classical Languages	\$11,200.00
Palmer, Shelby	Biology	\$9,200.00
Payne, Kieran	Center Academic Success & Transition	\$11,200.00
Perry, Patrick	Music	\$5,440.00
Peterson, Cameron	Geography Geology & Planning	\$9,200.00
Pierce, Erin	English	\$11,200.00
Pleimann, Jenna	Communication	\$11,200.00
Pleshka, Anton	Art & Design	\$11,200.00
Pomeroy, Benjamin	Biomedical Sciences	\$9,200.00
Porterfield, Jaxon	Communication	\$11,200.00
Prado, Megan	Chemistry	\$11,200.00
Priest, Henry	Biology	\$11,200.00
Pulleyking, Quinlan	Communication	\$11,200.00
Rainey, Toni	Music	\$11,200.00
Rankin, Colleen	Geography Geology & Planning	\$9,200.00
Rasor, Sarah	Geography Geology & Planning	\$9,200.00
Redus, Oren	Geography Geology & Planning	\$9,200.00
Richardson, Harrison	Geography Geology & Planning	\$9,200.00
Robinett, Allyssa	Kinesiology	\$9,200.00
Rogers, Lane	Mathematics	\$9,200.00
Romine, Devon	Physics Astronomy & Materials Sci	\$11,200.00
Roux, Daniel	Media, Journalism & Film	\$11,200.00

Academic Personnel Board Actions, cont'd.

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Rueschmann, Greta	Kinesiology	\$11,200.00
Salazar Simmonds, Santiago	Music	\$11,200.00
Sanada, Yudai	English	\$11,200.00
Sanders, Trevor	Geography Geology & Planning	\$9,200.00
Schoonover, Robbyn	Communication	\$11,200.00
Seaver, Rachael	Communication	\$11,200.00
Sellers, Brittany	Psychology	\$9,200.00
Shuck, Brendan	Communication	\$11,200.00
Siew, Yuet Yang	Music	\$5,440.00
Sletten, Shaun	Communication	\$11,200.00
Sly, Taylor	Media, Journalism & Film	\$11,200.00
Smith, Shauna	Art & Design	\$11,200.00
Smith, Stephany	Art & Design	\$11,200.00
Smith, Wesley	Biology	\$9,200.00
Spencer, Amber	English	\$11,200.00
Stahl, Ethan	Music	\$11,200.00
Stegall, Joshua	Communication	\$11,200.00
Steilen, Cameron	English	\$11,200.00
Taheri, Fatemeh	English	\$11,200.00
Tate, Emily	Mathematics	\$9,200.00
Todd, Megan	Communication	\$11,200.00
Tramel, Samuel	English	\$11,200.00
Tran, Trang	Biology	\$11,200.00
Trevarthen, Jordan	English	\$11,200.00
Turlington, Sean	English	\$11,200.00
Uddin, Muhammad Sharif	Physics Astronomy & Materials Sci	\$11,200.00
Upp, Jordan	Geography Geology & Planning	\$9,200.00
Van Horn, Bennett	Geography Geology & Planning	\$9,200.00
Vanderford, Canelle	Media, Journalism & Film	\$11,200.00
Vickers, Zachary	Biology	\$11,200.00
Vivas, Jean Paul	Art & Design	\$11,200.00
Wallace, Paige	English	\$11,200.00
Wallis, Nickolaus	Modern & Classical Languages	\$11,200.00
Weaver, Jessica	English	\$11,200.00
Whaley, Hannah	Biology	\$11,200.00
Wheeler, Madalyn	Music	\$11,200.00
White, Mary	Center Academic Success & Transition	\$11,200.00
Wilkinson, Emily	Biology	\$9,200.00
Wilson, Emily	Communication	\$11,200.00
Wilson, Jessica	Childhood Ed & Family Studies	\$9,200.00
Winslow, Jackson	Biology	\$9,200.00

Academic Personnel Board Actions, cont'd.

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Wise, Emma	Biomedical Sciences	\$9,200.00
Wormington, Donald	Geography Geology & Planning	\$9,200.00
Worthley, Devyn	Biology	\$9,200.00
Zageris, Larissa	Media, Journalism & Film	\$11,200.00
Zapata, Danny	Biology	\$11,200.00
Zhang, Min	Biology	\$9,200.00

III.C.2.

MISSOURI STATE UNIVERSITY

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>
Amy Moore	Professional Developer Agency for Teaching, Leading & Learning	45	\$51,000 annually	07/09/21
Lillian Buxton	Assistant Teacher Child Development Center	40	\$23,157 annually	07/26/21
Craig Cederwall	Construction Technician Facilities Management	25	\$37,440 annually	07/26/21
Megan Wilson	Student Success, Marketing & Recruitment Coordinator College of Agriculture	41	\$34,320 annually	07/26/21
Page Patton	Custodian I Custodial Services	21	\$27,039 annually	07/28/21
Bethanne Grover	Diversity Transition & Support Coordinator Multicultural Services	42	\$36,600 annually	07/30/21
Michael Jarvis	Administrative Assistant III Greenwood Laboratory School	13	\$33,280 annually	08/02/21
Edna Lassiter	Residence Hall Receptionist Residence Life, Housing & Dining Services (83% FTE)	10	\$19,950 annually	08/02/21
Ethan Lynch	Programmer/Analyst Computer Services	33	\$46,248 annually	08/02/21
Joseph Pfankuch	Information Specialist Financial Aid	13	\$30,471 annually	08/02/21

Non-academic Personnel Board Actions, cont'd.

Page 2

Angela Frizell	Strategic Communications & Content Specialist University Advancement	42	\$45,000 annually	08/09/21
Kimberly Iler	Campus Safety Specialist University Safety	24	\$30,680 annually	08/09/21
Josh Inmon	Assistant Director Juanita K. Hammons Hall for Performing Arts	43	\$42,405 annually	08/09/21
Holly Angel	Administrative Assistant II Intercollegiate Athletics	12	\$30,160 annually	08/16/21
Alice Cole	Custodian I Custodial Services	21	\$27,039 annually	08/16/21
Jacob Curless	Assistant Technical Director John Q. Hammons Arena	24	\$28,600 annually	08/16/21
Ronnie Evans	Professional Developer Agency for Teaching, Leading & Learning	45	\$51,000 annually	08/16/21
Taiylor Evans	Administrative Assistant II Agency for Teaching, Leading & Learning	12	\$29,120 annually	08/16/21
Vonetta Ivy-Medlock	Financial Aid Counselor Financial Aid	42	\$35,568 annually	08/16/21
Amanda Sheehan	Academic Administrative Assistant II Computer Science	12	\$31,200 annually	08/16/21
Tera Sheppard	Residence Hall Host/Hostess Residence Life, Housing & Dining Services	10	\$23,941 annually	08/16/21

Non-academic Personnel Board Actions, cont'd.

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Cullen Smith	Assistant Director, Athletic & Entertainment Facilities John Q. Hammons Arena	43	\$38,500 annually	08/16/21
Siera Tellis	Professional Developer Agency for Teaching, Leading & Learning	45	\$51,000 annually	08/16/21
Angela Piercy	Academic Administrative Assistant II Cooperative Engineering Program	12	\$31,200 annually	08/19/21
Charles Babb	Academic Administrative Assistant II Occupational Therapy	12	\$29,120 annually	08/23/21
Neil Bourgeois	Coordinator, Fraternity & Sorority Life Student Engagement	41	\$35,568 annually	08/23/21
Chandler Lee	Custodian I Custodial Services	21	\$27,039 annually	08/23/21
Tyler Nielsen	Assistant Director of Campus Recreation – Fitness & Wellness Campus Recreation	42	\$41,818 annually	08/23/21
Jared Steeves	Groundskeeper Grounds Services	22	\$29,099 annually	08/23/21
Kaitlyn Inman	Admissions Counselor Office of Admissions	41	\$30,826 annually	08/24/21
Amy Grace	Groundskeeper Grounds Services	22	\$29,099 annually	08/26/21
Malinda Piilola	Administrative Assistant II Alumni Relations	12	\$31,200 annually	08/30/21
Arianna Breslin	Assistant Teacher Child Development Center	40	\$23,157 annually	09/07/21

Non-academic Personnel Board Actions, cont'd.

Page 4

Kenneth Browning	Campus Safety Specialist – Lead University Safety	25	\$35,048 annually	09/07/21
Shannon McComb	Administrative Specialist II College of Education	12	\$29,120 annually	09/07/21
Alan McGowne	Custodian I Residence Life, Housing & Dining Services	21	\$27,039 annually	09/07/21
Molly Laird	Administrative Specialist II Biomedical Sciences	12	\$31,200 annually	09/13/21
Mark Herr	Administrative Assistant II Facilities Maintenance	12	\$31,200 annually	09/14/21
Lori Brown	Physician Medical Staff Magers Health & Wellness Center	UN	\$159,000 annually	09/15/21
Michael Allison	Custodian I Custodial Services	21	\$27,039 annually	09/16/21
Sean Barnhill	Director, Marketing, Communications & External Relations College of Business	45	\$60,000 annually	09/20/21
Michael Barrett	Custodial Supervisor Custodial Services	25	\$38,000 annually	09/21/21
Michaela Bennett	Director of Development Office of Development	44	\$60,000 annually	09/27/21
Charles Deichman	Campus Safety Specialist University Safety	24	\$30,680 annually	09/27/21
Kaley Dahl	Coordinator, New Student Orientation New Student Orientation & Transition Programs	42	\$40,000 annually	10/04/21

Jacob Myers	Campus Safety Specialist – Lead University Safety	25	\$35,048 annually	10/05/21
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RESIGNATIONS:

<u>Name</u>	<u>Position-Department</u>	<u>Effective</u>
Amanda Mills	Assistant Strength – Conditioning Coach Athletic Strength & Conditioning	05/04/21
Jeremy Henson	Distributed User Support Specialist McQueary College of Health & Human Services	07/09/21
Brandon Jenson	Associate Planner Center for Resource Planning & Management	07/29/21
Dylan Kimery	Residence Hall Director Residence Life, Housing & Dining Services	07/29/21
Andrea Allen	Academic Records Specialist Office of the Registrar	08/06/21
Erica Robertson	Academic Records Specialist Office of the Registrar	08/06/21
Kimberly Cook	Academic Administrative Assistant II Merchandising & Fashion Design	08/13/21
Daniel Harris	Campus Safety Specialist – Lead University Safety	08/16/21
Edna Lassiter	Residence Hall Receptionist Residence Life Housing & Dining Services	08/31/21
Ashley Anderson	Administrative Assistant II Donor Relations	09/03/21
Luke Thomas	Academic Advisor Academic Advising & Transfer Center	09/03/21
Cody Garcia-Pusateri	Financial Aid Coordinator Financial Aid	09/13/21

Non-academic Personnel Board Actions, cont'd.

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Macon Allen	Administrative Specialist II Disability Resource Center	09/14/21
Jacob Welch	Dispatch Manager University Safety	09/21/21
Samantha Lewis	Assistant Director of Admissions – Diversity Outreach & Recruitment Office of Admissions	10/01/21
Joshua Allen	Associate Director Human Resources Office of Human Resources	10/31/21

RETIREMENTS:

<u>Name</u>	<u>Position-Department</u>	<u>Effective</u>
Jennifer Jensen	Academic Advisor College of Education	07/31/21
Arthur Hains	University Marketing Specialist Marketing and Communications	08/31/21
Leslie Champagne	Administrative Specialist II College of Education	08/31/21
Denise Stadler	Receptionist Residence Life, Housing & Dining Services	08/31/21
Susan Scott	Administrative Assistant II Facilities Management	09/15/21
Jill Patterson	Title IX Coordinator Legal Affairs & Compliance	12/01/21
Gary Stewart	Director Residence Life, Housing & Dining Services	12/31/21

DECEASED:

<u>Name</u>	<u>Position-Department</u>	<u>Effective</u>
Korey Haun	Systems Analyst Computer Services	08/23/21

CHANGE OF STATUS:

<u>Name</u>	<u>Position-Department</u>	<u>Action</u>	<u>Effective</u>
Rebecca Grant	From: Administrative Assistant II Intercollegiate Athletics To: Staff Emeritus Intercollegiate Athletics	Status Change	07/01/21
Valerie Kidd Turner	From: Career Resource Specialist Career Center To: Staff Emeritus Career Center	Status Change	07/01/21
Michael Davidson	From: HVAC Mechanic Facilities Maintenance GR 26, \$39,805 annually To: Maintenance Foreman – Mtn. Grove Facilities Maintenance GR 27, \$48,506 annually	Promotion	07/16/21
Jose Del Pilar, Jr.	From: Custodian Apprentice Custodial Services GR 20, \$22,495 annually To: Custodian I Custodial Services GR 21, \$23,941 annually	Promotion	07/26/21
Jon Mattheis	Construction Technician Facilities Management From: GR 25, \$34,238 annually To: GR25, \$37,440 annually	Salary Adjustment	07/26/21
Jesse Scheve	From: Staff Photographer Office of Visual Media To: Staff Photographer Creative Services	Dept Change	07/26/21

Non-academic Personnel Board Actions, cont'd.

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Ryan Theissen	<p>From: Groundskeeper Grounds Services GR 22, \$29,973 annually</p> <p>To: Groundskeeper/Arborist Grounds Services GR 23, \$31,720 annually</p>	Promotion	07/26/21
Kevin White	<p>From: Assistant Director Office of Visual Media – Photography Office of Visual Media</p> <p>To: Assistant Director, Creative Services – Photography Creative Services</p>	Title Change	07/26/21
Michelle Rose	<p>From: Assistant Director – Editorial Services Editorial Services</p> <p>To: Assistant Director, Creative Services – Editorial Creative Services</p>	Title Change	07/27/21
Thomas Alley	<p>Custodian I Custodial Services</p> <p>From: GR 21, \$25,274 annually</p> <p>To: GR 21, \$27,039 annually</p>	Salary Adjustment	07/28/21
Travis Barton	<p>Custodian I Residence Life, Housing & Dining Services</p> <p>From: GR 21, \$24,659 annually</p> <p>To: GR 21, \$27,039 annually</p>	Salary Adjustment	07/28/21
Teresa Burks	<p>Custodian I Residence Life, Housing & Dining Services</p> <p>From: GR 21, \$25,746 annually</p> <p>To: GR 21, \$27,039 annually</p>	Salary Adjustment	07/28/21

Non-academic Personnel Board Actions, cont'd.

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Charles Burton	Custodian I Residence Life, Housing & Dining Services From: GR 21, \$25,998 annually To: GR 21, \$27,039 annually	Salary Adjustment	07/28/21
Kelly Caldwell	Custodian I Custodial Services From: GR 21, \$25,746 annually To: GR 21, \$27,039 annually	Salary Adjustment	07/28/21
Garry Campbell	Custodian I Custodial Services From: GR 21, \$25,274 annually To: GR 21, \$27,039 annually	Salary Adjustment	07/28/21
Ryan Clayton	Custodian I Residence Life, Housing & Dining Services From: GR 21, \$25,746 annually To: GR 21, \$27,039 annually	Salary Adjustment	07/28/21
Robert Crist	Custodian I Residence Life, Housing & Dining Services From: GR 21, \$25,746 annually To: GR 21, \$27,039 annually	Salary Adjustment	07/28/21
Danny Crowe	Custodian I Residence Life, Housing & Dining Services From: GR 21, \$25,746 annually To: GR 21, \$27,039 annually	Salary Adjustment	07/28/21
Cory Culbertson	Custodian I Custodial Services From: GR 21, \$25,274 annually To: GR 21, \$27,039 annually	Salary Adjustment	07/28/21

Non-academic Personnel Board Actions, cont'd.

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John Davis	Custodian I Custodial Services From: GR 21, \$25,274 annually To: GR 21, \$27,039 annually	Salary Adjustment	07/28/21
Nathaniel George	Custodian I Custodial Services From: GR 21, \$25,277 annually To: GR 21, \$27,039 annually	Salary Adjustment	07/28/21
Nakia Deever	Custodian I Custodial Services From: GR 21, \$25,274 annually To: GR 21, \$27,039 annually	Salary Adjustment	07/28/21
Jose Del Pilar	Custodian I Custodial Services From: GR 21, \$23,940 annually To: GR 21, \$27,039 annually	Salary Adjustment	07/28/21
Austin Fairchild	Custodian I Custodial Services From: GR 21, \$25,274 annually To: GR 21, \$27,039 annually	Salary Adjustment	07/28/21
Marisa Fairchild	Custodian I Custodial Services From: GR 21, \$25,274 annually To: GR 21, \$27,039 annually	Salary Adjustment	07/28/21
Destiney Fisher	Custodian I Custodial Services From: GR 21, \$25,274 annually To: GR 21, \$27,039 annually	Salary Adjustment	07/28/21
Teresa Frazure	Custodian I Residence Life, Housing & Dining Services From: GR 21, \$24,659 annually To: GR 21, \$27,039 annually	Salary Adjustment	07/28/21

Non-academic Personnel Board Actions, cont'd.

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Jessica George	Custodian I Custodial Services From: GR 21, \$25,274 annually To: GR 21, \$27,039 annually	Salary Adjustment	07/28/21
Peggy Gibson	Custodian I Custodial Services From: GR 21, \$25,274 annually To: GR 21, \$27,039 annually	Salary Adjustment	07/28/21
Timothy Glynn	Custodian I Residence Life, Housing & Dining Services From: GR 21, \$27,013 annually To: GR 21, \$27,039 annually	Salary Adjustment	07/28/21
Brenda Greer	Custodian I Custodial Services From: GR 21, \$25,274 annually To: GR 21, \$27,039 annually	Salary Adjustment	07/28/21
Joseph Hardcastle	Custodian I Residence Life, Housing & Dining Services From: GR 21, \$25,746 annually To: GR 21, \$27,039 annually	Salary Adjustment	07/28/21
Thomas Hawkins	Custodian I Custodial Services From: GR 21, \$25,274 annually To: GR 21, \$27,039 annually	Salary Adjustment	07/28/21
Christina Heslip	Custodian I Custodial Services From: GR 21, \$25,274 annually To: GR 21, \$27,039 annually	Salary Adjustment	07/28/21
Carrie High	Custodian I Custodial Services From: GR 21, \$26,906 annually To: GR 21, \$27,039 annually	Salary Adjustment	07/28/21

Non-academic Personnel Board Actions, cont'd.

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Ingrid Hintze	Custodian I Residence Life, Housing & Dining Services From: GR 21, \$25,277 annually To: GR 21, \$27,039 annually	Salary Adjustment	07/28/21
Joshua Hoggarth	Custodian I Residence Life, Housing & Dining Services From: GR 21, \$25,746 annually To: GR 21, \$27,039 annually	Salary Adjustment	07/28/21
Devery Hoppe	Custodian I Custodial Services From: GR 21, \$25,274 annually To: GR 21, \$27,039 annually	Salary Adjustment	07/28/21
Randall Jaeger	Custodian I Custodial Services From: GR 21, \$25,274 annually To: GR 21, \$27,039 annually	Salary Adjustment	07/28/21
Billie Jones	Custodian I Residence Life, Housing & Dining Services From: GR 21, \$24,660 annually To: GR 21, \$27,039 annually	Salary Adjustment	07/28/21
Edgar Lenzy	Custodian I Custodial Services From: GR 21, \$25,274 annually To: GR 21, \$27,039 annually	Salary Adjustment	07/28/21
Ted Marre	Custodian I Residence Life, Housing & Dining Services From: GR 21, \$25,746 annually To: GR 21, \$27,039 annually	Salary Adjustment	07/28/21

Non-academic Personnel Board Actions, cont'd.

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John McLaughlin	Custodian I Residence Life, Housing & Dining Services From: GR 21, \$25,746 annually To: GR 21, \$27,039 annually	Salary Adjustment	07/28/21
Andrew Minor	Custodian I Custodial Services From: GR 21, \$25,274 annually To: GR 21, \$27,039 annually	Salary Adjustment	07/28/21
Donald Mitchell	Custodian I Custodial Services From: GR 21, \$25,274 annually To: GR 21, \$27,039 annually	Salary Adjustment	07/28/21
Melissa Morelock	Custodian I Custodial Services From: GR 21, \$25,274 annually To: GR 21, \$27,039 annually	Salary Adjustment	07/28/21
Carrie Myers	Custodian I Custodial Services From: GR 21, \$25,274 annually To: GR 21, \$27,039 annually	Salary Adjustment	07/28/21
Timothy Norat	Custodian I Custodial Services From: GR 21, \$25,274 annually To: GR 21, \$27,039 annually	Salary Adjustment	07/28/21
Autumn Page	Custodian I Custodial Services From: GR 21, \$25,274 annually To: GR 21, \$27,039 annually	Salary Adjustment	07/28/21
Gary Perkins	Custodian I Custodial Services From: GR 21, \$25,341 annually To: GR 21, \$27,039 annually	Salary Adjustment	07/28/21

Non-academic Personnel Board Actions, cont'd.

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Robert Rogers	Custodian I Custodial Services From: GR 21, \$25,274 annually To: GR 21, \$27,039 annually	Salary Adjustment	07/28/21
Theodore Santos	Custodian I Custodial Services From: GR 21, \$25,274 annually To: GR 21, \$27,039 annually	Salary Adjustment	07/28/21
Leslie Scriven	Custodian I Custodial Services From: GR 21, \$25,274 annually To: GR 21, \$27,039 annually	Salary Adjustment	07/28/21
Melissa Stackpole	Custodian I Custodial Services From: GR 21, \$25,748 annually To: GR 21, \$27,039 annually	Salary Adjustment	07/28/21
Sandra Stansbury	Custodian I Custodial Services From: GR 21, \$25,274 annually To: GR 21, \$27,039 annually	Salary Adjustment	07/28/21
Seth Stillwell	Custodian I Custodial Services From: GR 21, \$25,274 annually To: GR 21, \$27,039 annually	Salary Adjustment	07/28/21
Anthony Storie	Custodian I Residence Life, Housing & Dining Services From: GR 21, \$25,746 annually To: GR 21, \$27,039 annually	Salary Adjustment	07/28/21
Joshua Stucker	Custodian I Custodial Services From: GR 21, \$25,274 annually To: GR 21, \$27,039 annually	Salary Adjustment	07/28/21

Non-academic Personnel Board Actions, cont'd.

Page 15

Jason Tenney	Custodian I Residence Life, Housing & Dining From: GR 21, \$25,277 annually To: GR 21, \$27,039 annually	Salary Adjustment	07/28/21
Hayden Tolbert	Custodian I Custodial Services From: GR 21, \$24,659 annually To: GR 21, \$27,039 annually	Salary Adjustment	07/28/21
Jennifer Turner	Custodian I Custodial Services From: GR 21, \$25,274 annually To: GR 21, \$27,039 annually	Salary Adjustment	07/28/21
Judy Underwood	Custodian I Custodial Services From: GR 21, \$25,274 annually To: GR 21, \$27,039 annually	Salary Adjustment	07/28/21
Joshua Walker	Custodian I Residence Life, Housing & Dining Services From: GR 21, \$24,659 annually To: GR 21, \$27,039 annually	Salary Adjustment	07/28/21
Tammy Walker	Custodian I Facilities Maintenance From: GR 21, \$25,001 annually To: GR 21, \$27,039 annually	Salary Adjustment	07/28/21
Jason Wantland	Custodian I Custodial Services From: GR 21, \$25,274 annually To: GR 21, \$27,039 annually	Salary Adjustment	07/28/21
Granvill Welch	Custodian I Custodial Services From: GR 21, \$25,965 annually To: GR 21, \$27,039 annually	Salary Adjustment	07/28/21

Non-academic Personnel Board Actions, cont'd.

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Randy Wells	Custodian I Custodial Services From: GR 21, \$25,274 annually To: GR 21, \$27,039 annually	Salary Adjustment	07/28/21
Michael Williams	Custodian I Residence Life, Housing & Dining Services From: GR 21, \$25,277 annually To: GR 21, \$27,039 annually	Salary Adjustment	07/28/21
Todd Euglow	From: Career Resources Specialist Career Center GR 42, \$44,976 annually To: Assistant Director, Career Center Operations Career Center GR 43, \$48,176 annually	Reclassification & Salary Adjustment	08/01/21
Lori Fan	From: Executive Director of Alumni Relations Alumni Relations To: Staff Emeritus Alumni Relations	Status Change	08/01/21
Jennifer Jensen	From: Academic Advisor Education Advisement To: Staff Emeritus Education Advisement	Status Change	08/01/21
Charles Miller	English Language Instruction Specialist English Language Institute From: GR 42, \$27,594 annually (75% FTE) To: GR 42, \$36,792 annually (100% FTE)	Status Change	08/01/21

Non-academic Personnel Board Actions, cont'd.

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Andrea Mostyn	From: Director of University Communications University Communications To: Director of Strategic Communications Strategic Communications	Title Change	08/01/21
Patrick Parnell	From: Director, International Services International Services GR 44, \$61,849 annually To: Director, International Services International Services GR 45, \$61,849	Reclassification	08/01/21
Angela Rose	English Language Instruction Specialist English Language Institute From: GR 42, \$27,594 annually (75% FTE) To: GR 42, \$36,792 annually (100% FTE)	Status Change	08/01/21
Amy Schuldt	From: Assistant Director Creative Services GR 43, \$51,601 annually To: Director of Creative Services Creative Services GR 46, \$65,000 annually	Promotion	08/01/21
Marjorie Stewart	From: Assistant Director Career Center - Employer Relations Career Center To: Associate Director Career Center – Employer Engagement Career Center	Title Change	08/01/21
Elizabeth Strong	From: Director of Study Away Programs Office of Study Away GR 44, \$61,927 annually To: Director of Office of Education Abroad Office of Education Abroad GR45, \$61,927 annually	Reclassification	08/01/21

Non-academic Personnel Board Actions, cont'd.

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Mike Wood	From: Assistant Director Career Center - Career Counseling Career Center	Title Change	08/01/21
	To: Associate Director, Career Center – Career Development and Education Career Center		
Veronica Adinegara	From: Senior Graphic Designer, Editorial & Design Services Editorial & Design Services	Title Change	08/04/21
	To: Senior Graphic Designer, Creative Services Creative Services		
Kennedy Englert	From: Graphic Designer, Editorial & Design Services Editorial & Design Services	Title Change	08/04/21
	To: Graphic Designer, Creative Services Creative Services		
Teri Poindexter	From: Graphic Designer, Editorial & Design Services Editorial & Design Services	Title Change	08/04/21
	To: Graphic Designer, Creative Services Creative Services		
Richard Britton	From: Custodian I Custodial Services	Transfer	08/05/21
	To: Custodian I Plaster Sports Stadium		

Non-academic Personnel Board Actions, cont'd.

Page 19

Pamela Compton	<p>From: Residence Hall Host/Hostess Residence Life, Housing & Dining Services GR 10, \$21,167 annually (10-month position)</p> <p>To: Residence Hall Host/Hostess Residence Life, Housing & Dining Services GR 10, \$25,397 annually (12-month position)</p>	Status Change	08/09/21
Brian Jones	<p>From: Custodial Supply, Delivery, & Storage Foreman Custodial Services GR 24, \$35,591 annually</p> <p>To: Custodial Inventory Control & Equipment Repair Foreman Custodial Services GR 24, \$35,591 annually</p>	Status Change	08/09/21
Donnie Aleshire	<p>Maintenance Electrician Facilities Maintenance From: GR 26, \$40,286 annually To: GR 26, \$42,557 annually</p>	Salary Adjustment	08/16/21
Tommy Darter	<p>From: Maintenance General Mechanic Facilities Maintenance GR 25, \$36,010 annually</p> <p>To: Maintenance Electrician Facilities Maintenance GR 26, \$42,557 annually</p>	Promotion	08/16/21
Michael Kemp	<p>From: Maintenance General Mechanic Facilities Maintenance GR 25, \$35,539 annually</p> <p>To: Maintenance Electrician Facilities Maintenance GR 26, \$42,557 annually</p>	Promotion	08/16/21

Non-academic Personnel Board Actions, cont'd.

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Anthony Lee	From: Custodian I Plaster Student Union – Custodial GR 21, \$25,277 annually To: Custodian I Custodial Services GR 21, \$27,039 annually	Transfer	08/16/21
Christopher Palmer	From: Maintenance General Mechanic Facilities Maintenance GR 25, \$34,682 annually To: Preventative Maintenance Coordinator Facilities Maintenance GR26, \$42,557 annually	Promotion	08/16/21
John Plybon	Maintenance Electrician Facilities Maintenance From: GR 26, \$39,634 annually To: GR 26, \$42,557 annually	Salary Adjustment	08/16/21
Matthew Scott	From: Academic Advisor College of Education GR 42, \$37,926 annually To: Career Resources Specialist Career Center GR 42, \$38,500 annually	Status Change & Salary Adjustment	08/16/21
Jason Tenney	From: Custodian I Residence Life, Housing & Dining Services To: Custodian I Custodial Services	Transfer	08/16/21
Marcus Ungeheier	Maintenance Electrician Facilities Maintenance From: GR 26, \$38,583 annually To: GR 26, \$42,557 annually	Salary Adjustment	08/16/21

Non-academic Personnel Board Actions, cont'd.

Page 21

Melissa Berry	From: Director of Institutional Equity & Compliance Legal Affairs & Compliance GR 47, \$87,643 annually To: Director of Institutional Equity & Compliance Interim Title IX Coordinator Legal Affairs & Compliance GR 47, \$87,643 annually (\$1,200 monthly supplemental)	Status Change	08/17/21
Sheila Cook	From: Administrative Specialist II Financial Aid GR 12, \$30,036 annually To: Recruiting Coordinator Career Center GR 40, \$30,368 annually	Promotion	08/18/21
Stefani Hall	From: Executive Assistant II College of Business GR 13, \$36,165 annually To: Executive Assistant II Multicultural Services GR 13, \$35, 505 annually	Transfer & Salary Adjustment	08/23/21
Evan Wantland	From: Groundskeeper Grounds Services GR 22, \$29,972 annually To: Groundskeeper/Irrigation Specialist Grounds Services GR 23, \$31,720 annually	Promotion	08/23/21
Robert Slavens	From: Groundskeeper Grounds Services GR 22, \$29,973 annually To: Custodial Supply, Delivery & Storage Foreman Custodial Services GR 24, \$32,760 annually	Promotion	08/25/21

Non-academic Personnel Board Actions, cont'd.

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Heather Booth	Health Career Coordinator Southwest Missouri Area Health Education Center	Continuation of Appointment	09/01/21 06/30/22
Trisha Bradley	Director Southwest Missouri Area Health Education Center	Continuation of Appointment	09/01/21 06/30/22
Rachel Brinley	From: Administrative Assistant I Residence Life, Housing & Dining Services GR 11, \$27,933 annually To: Administrative Specialist II Residence Life, Housing & Dining Services GR 12, \$31,200 annually	Promotion	08/30/21
Leslie Champagne	From: Administrative Specialist II College of Education To: Staff Emeritus College of Education	Status Change	09/01/21
Courtney Coleman	Postdoc Research Associate Biology	Continuation of Appointment	09/01/21 09/30/21
Amy Daniels	From: Accountant Financial Services GR 42, \$39,410 annually To: Senior Accountant-Analyst Financial Services GR 44, \$49,028 annually	Promotion	09/01/21
Tracey Glaessgen	From: Associate Director Center for Academic Success & Transition GR 44, \$58,945 annually To: Associate Director Center for Academic Success & Transition Director of First Year Programs GR 45, \$62,187 annually	Reclassification & Salary Adjustment	09/01/21

Non-academic Personnel Board Actions, cont'd.

Page 23

Arthur Hains	From: University Marketing Specialist Marketing & Communications To: Staff Emeritus Marketing & Communications	Status Change	09/01/21
Cassandra Henne	Project Coordinator Southwest Missouri Area Health Education Center	Continuation of Appointment	09/01/21 06/30/22
LaTrisha Lavish	Health Career Coordinator Southwest Missouri Area Health Education Center	Continuation of Appointment	09/01/21 06/30/22
Denise Stadler	From: Receptionist Residence Life, Housing & Dining Services To: Staff Emeritus Residence Life, Housing & Dining Services	Status Change	09/01/21
Madison Yerges	Clinical Education Coordinator Southwest Missouri Area Health Education Center	Continuation of Appointment	09/01/21 06/30/22
Sara Cook	Physician Medical Staff Magers Health & Wellness Center From: \$122,095 annually (75% FTE) To: \$159,000 annually (75% FTE)	Salary Adjustment	09/15/21
Eunice Gititu	Physician Medical Staff Magers Health & Wellness Center From: \$130,026 annually (80% FTE) To: \$169,600 annually (80% FTE)	Salary Adjustment	09/15/21

Non-academic Personnel Board Actions, cont'd.

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Jennifer McNay	Physician Medical Staff Magers Health & Wellness Center From: \$129,902 annually (80% FTE) To: \$169,600 annually (80% FTE)	Salary Adjustment	09/15/21
Susan Scott	From: Administrative Assistant II Facilities Management To: Staff Emeritus Facilities Management	Status Change	09/16/21
James Spivy	Custodian I Plaster Student Union - Custodial From: GR 21, \$25,274 annually To: GR 21, \$27,039 annually	Salary Adjustment	09/16/21
Veronica Adinegara	From: Senior Graphic Designer Creative Services GR 42, \$44,764 annually To: Assistant Director, Creative Services – Design Creative Services GR 43, \$51,601 annually	Promotion	09/27/21
Lori Vaughan	From: Administrative Assistant II Planning, Design & Construction GR 12, \$29,690 annually To: Administrative Assistant II Facilities Management GR 12, \$31,200 annually	Transfer & Salary Adjustment	09/27/21
Mark Harsen	From: Director Networking & Telecommunications To: Staff Emeritus Networking & Telecommunications	Status Change	10/01/21

Non-academic Personnel Board Actions, cont'd.

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Jill Patterson	From: Title IX Coordinator Legal Affairs & Compliance	Status Change	12/01/21
	To: Staff Emeritus Legal Affairs & Compliance		

Gary Stewart	From: Director Residence Life, Housing & Dining Services	Status Change	01/01/22
	To: Staff Emeritus Residence Life, Housing & Dining Services		

Vote: _____ Yea
 _____ Nay

III.D.1.

RECOMMENDED ACTION - Approval of Procurement Activity Report

The following resolution was moved by _____
and seconded by _____.

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.

VOTE: **AYE** _____
 NAY _____

COMMENTS:

Recommend the attached report summarizing all reportable Office of Procurement Services activity from July 27, 2021 through October 5, 2021 be approved.

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

FOR APPROVAL

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

**Juniper Network Equipment Maintenance \$253,403.30
Networking and Telecommunications**

Pursuant to University policy, which allows the University to participate in contract agreements established by other public entities, the University seeks approval to utilize the PEPPM Cooperative Contract with BlueAlly. The purpose of this procurement is to renew hardware maintenance on the majority of the network equipment on the Springfield, West Plains, and Mountain Grove campuses.

Final amount of \$253,403.30 replaces the previously reported August 6, 2021 amount of \$246,341.26.

Equipment covered by this maintenance includes core routers, the data center network and firewalls, and most of the switches that provide data connectivity in all campus buildings. The term for this maintenance is for a three-year period from September 21, 2021 to September 21, 2024.

Note: Funding to be from the Networking and Telecommunications FY21 operational budget

Single Feasible Source > \$250,000

**Single Crystal X-Ray Diffractometer \$398,502.00
Physics, Astronomy and Materials Science**

Pursuant to University policy, which addresses justification for making awards on a single feasible source basis, Physics, Astronomy and Materials Science requests a single crystal x-ray diffractometer from Rigaku.

The Rigaku XtaLAB Synergy-S single crystal x-ray diffractometer is the only diffractometer that satisfies all the needs of the diverse research areas of the project investigators on this grant, which includes inorganic crystals, proteins, organic and optically active crystals, minerals, and incommensurate structures.

July 27, 2021 through October 5, 2021

**ACTIVITY REPORT
PAGE TWO**

Unique features of the XtaLAB Synergy Diffraction System:

- Hybrid Photon Counting Detector – HyPix-6000HE for direct photon measuring in a nearly noise-free environment.
- Kappa Goniometer Geometry – Capable of performing highly precise Gandolfi powder measurements to enhance random orientations of microcrystalline powder samples.
- Variable Divergence Optic – Computer-controlled.
- Data Collection and Processing Versatility – CrysAlis Pro.

Note: Funding to be from Physics, Astronomy and Materials Science Operating A02000 152039 75001 011, \$21,502.00, Research Development Operating A02000 162009 75001 022, \$35,000.00, and Physics, Astronomy and Materials Science National Science Foundation (NSF) Major Research Instrumentation (MRI) Grant I03006 PI0219 75001 022, \$342,000.00, Total \$398,502.00.

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

Group Life, AD&D, LTD Insurance	\$894,042.00
Human Resources	(Three-Year Premium)

The University in conjunction with its consultant, Znth Benefits Consulting Incorporated, requested a proposal for Group Life, Accidental Death and Dismemberment (AD&D), and Long-Term Disability (LTD), insurance coverage. The requirement was submitted to eight (8) sources who were identified and recommended by the consultant. Eight (8) responses were received including the incumbent, CIGNA/New York Life Insurance.

Eight (8) offers were evaluated for three (3) products (Group Life, AD&D and LTD):

July 27, 2021 through October 5, 2021

**ACTIVITY REPORT
PAGE THREE**

Insurance Provider	Estimated Total Annual Premium	Estimated Total Three-Year Premium
UNUM	\$298,014	\$894,042
Lincoln Financial	\$304,933	\$914,799
The Hartford	\$317,442	\$952,326
Sun Life	\$326,941	\$980,823
The Standard	\$328,394	\$985,182
Met Life	\$334,147	\$1,002,441
Guardian	\$384,897	\$1,154,691
CIGNA/New York Life	\$456,652	\$1,369,956

Based on costs and evaluations it is recommended to award a three-year contract to UNUM. The contract period is January 1, 2022 through December 31, 2025.

Note: Funding to be from Insurance Life/AD&D/LTD 802000 052015 69005/6/7 062.

FOR INFORMATIONAL PURPOSES ONLY

Memorandum of Understanding

**Retail Food Operation Services
Student Union**

Revenue Contract

In order to promote the most optimal dining services for the University, Chartwells and the University have agreed to replace Burrito Bowl in the Plaster Student Union Food Court with Evolution Eatery. See Contract C5132-1 Amendment Thirteen Food Service and Retail Food Operation Services.

Evolution Eatery was selected based on the opportunity for students to vote on future changes in menu options each semester. Also, Chartwells has agreed to return 5% of gross sales to the University, to be allocated by the Student Organization Funding Allocation Council (SOFAC) for student organization support.

Alterations to the space were funded by the insurance claim associated with the February 2021 water damage event relating to the cold weather. The changes were agreed upon by Chartwells, the University, and the University's insurance company.

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**ACTIVITY REPORT
PAGE FOUR**

Chartwells is to manage this space consistent with the existing Food Services contract. Revenue sharing or the commission scale would remain unchanged for the space currently occupied by Subway/Burrito Bowl, except that Evolution Eatery would now replace Burrito Bowl. Target date for opening of Evolution Eatery is August 2021.

Note: Funding source does not apply to a revenue contract.

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

Digital Advertising Services College of Business	\$103,850.00 (Estimated)
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Missouri State University's College of Business seeks to continue digital advertising services with LocalIQ, through the Springfield News-Leader, part of the USA Today Network.

Targeted audiences for this service are prospective undergraduate students and families, and prospective graduate students.

Prospective undergraduate and graduate students today are increasingly learning and conducting research about academic programs and institutions online, and services provided will assist the College of Business in gaining exposure, raising awareness, and meeting prospective students in their online environment. The primary goal will be to increase enrollment, and the secondary goal will be to increase awareness about programs and offerings.

LocalIQ was selected by the College due to its data-driven approach using Claritas data and PRIZM study samples to identify potential target markets.

Claritas PRIZM is a set of geographic-demographic segments for the United States, developed by Claritas Incorporated, and it is a widely adopted segmentation solution in the marketing industry.

PRIZM combines demographics, consumer behavior, and geographic data for marketers, and classifies every United States household into one of sixty-eight consumer segments, based on the household's purchasing preferences.

Built to help marketers find prospects faster and sell smarter, PRIZM provides insights into

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**ACTIVITY REPORT
PAGE FIVE**

every household, including lifestyle and media preferences, shopping behaviors, and technology usage. It analyzes historical student data to identify the best prospects, locate them geographically, and design cost-effective advertising plans.

LocallQ's data-driven methodology, advertising optimization, and team approach shift the focus from a digital marketing commodity purchase to a strategic initiative designed to convert prospects to enrolled students in the most cost effective manner.

Digital advertising through LocallQ was implemented with the University through a contract in FY20, and it has been utilized through FY21. Current recruiting/advertising campaigns associated with this contract are to be conducted from September 2021 through June 2022.

Note: Funding to be divided between the President's Program Enhancement A02000 012017 061 (\$50,000.00) and the College of Business Upper Level Course Fees B02436 112001 73601 011 (\$53,850.00).

Single Feasible Source > \$100,000

Software Platform **\$118,450.00**
Intercollegiate Athletics

Pursuant to University policy, which addresses justification for making awards on a single feasible source basis, Intercollegiate Athletics (Athletics) requests to continue to contract with Sparta Science Corporation for software, technology and consulting.

In 2018, Athletics purchased three years of the Sparta Science Movement Health Platform (SMHP), and a Bertec force plate.

Sparta's Movement Health Platform captures an individual's movement data, assesses performance and risk of injury, and then assigns personalized movement guidance to improve performance and accelerate rehabilitation.

Force plates are instruments that measure the ground reaction forces generated by a body standing on or moving across them. The purpose is to quantify balance, gait, and other parameters of biomechanics, to improve performance and reduce injuries in the athletic population.

Athletics is to replace the expiring agreement with a new five-year software contract that will begin on August 18, 2021 and continue through August 18, 2026.

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PAGE SIX**

Note: Funding to be from Intercollegiate Athletics Administrative Software and Hardware Service Agreements NCAA One Time Fund E02503 222000 73421 056.

Contracts/Agreements for the purchase of goods and services estimated to exceed \$100,000

**Service Agreement for Energy Savings Contract
Facilities Maintenance** **\$136,929.28**

Recommend approval to award Planned Services Agreement 1-105348580308 with Johnson Controls, Incorporated (JCI) for July 1, 2021 through June 30, 2022. The agreement is required in order to guarantee and satisfy the terms of the Phase I Energy Performance Guarantee Agreement. Due to the proprietary nature of the temperature controls equipment, only JCI can provide the Building Environmental Specialist (BES) services.

Services of a full-time Building Environmental Specialist (BES) are provided by the agreement. Responsibilities include but are not limited to monitoring, optimizing and operating building automation, life safety, and other associated control systems to maintain operational levels at acceptable measured levels; monitoring, optimizing and operate mechanical equipment and systems associated with establishing and maintaining a quality building environment, and producing regular reports measuring this performance.

Also included in the agreement are inspection, testing and maintenance of installed equipment; as well as software upgrades to installed control equipment.

Note: Funding to be from ongoing operational budgets.

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

3D Prototyping System **\$163,522.00**
Jordan Valley Innovation Center

Pursuant to University policy, which allows for participation in contract agreements established by other public entities, the University is utilizing Sourcewell Contract 040121-H21 with H2I Group, Incorporated to purchase a 3D prototyping system.

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PAGE SEVEN

Fortus 450mc by Stratasys is a 3D prototyping system that utilizes fused deposition modeling technology as the print method. Multiple material types can be printed with this system enabling different types of parts to be printed for various applications. The system is needed to accomplish tasks in the statement of work for a federally funded program.

The federally funded program is a Cooperative Agreement with the U.S. Air Force titled *Large Scale Prototyping Development Braider for Rapid Manufacture of Affordable Composite Structures*.

Note: Funding to be from Cooperative Agreement Award FA8650-21-2-5261 with the United States Air Force, paid through Case Development Braider Center for Applied Science and Engineering I02972 072008.

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III.E.1.

MISSOURI STATE UNIVERSITY

RECOMMENDED ACTION - Approval of Actions Concerning Academic Employees.

The following resolution was moved by _____ and seconded by _____:

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

FACULTY APPOINTMENTS:

<u>Name</u>	<u>Rank</u>	<u>Salary</u>	<u>Effective</u>
Charles Cook	Lecturer of Welding and Technology West Plains Campus	\$48,500 Annually	8/16/2021
Larry Noller	Lecturer of Technology West Plains Campus	\$48,500 Annually	8/16/2021

(See Addendum A for Per Course Faculty Payments for the Fall 2021 semester)

(See Addendum B for Supplemental Payments for the Fall 2021 semester)

VOTE: **AYE** _____

NAY _____

ADDENDUM A

Per Course payments for the fall 2021 semester:

<u>Name</u>	<u>Department</u>	<u>Salary</u>
Valda Agüero	ART	\$1,800.00
Virginia Allsman	PSY	\$1,800.00
Elliott Anderson	REL	\$3,600.00
Paula Blackburn	COM	\$3,600.00
Teresa Brame	IDS	\$2,740.00
Sharon Bynum	HST	\$1,800.00
Rachel Cobb	PSY	\$3,600.00
Anna Cozza	HIT	\$1,695.55
Brandon Day	MTH	\$1,339.00
Frederick Dechow	PHY	\$2,825.91
Nathan Ferree	ART	\$1,800.00
Emily Fox	SOC	\$1,800.00
Stephen Fugitt	REL	\$2,034.66
Joseph Geller	VIN	\$1,800.00
John Giannini	VIN	\$1,800.00
Lesa Hall	CIS	\$4,008.00
John Hansen	ENG	\$4,500.00
William Hass	LAW	\$2,100.00
Danny Hobbs	PSY/SOC	\$3,495.55
Linda Hobbs	MTH	\$4,008.00
Rebecca Holman	SOC	\$1,800.00
Hosmer, Cristin	VIN	\$1,695.55
Victoria Hutsell	COM	\$1,500.00
Ralph Jenkins	CIS	\$1,670.00
Craig Jennings	AGR	\$ 452.15
Elizabeth Johnson	PSY	\$1,800.00
Esme Johnson	ART	\$3,600.00
Candace Killian	HST	\$2,100.00
Robert Kitt	ART	\$3,600.00
Cambry Knies	COM	\$1,800.00
Seth Lancaster	ENG	\$3,600.00
Barbara Luna	CIS	\$6,012.00
Darrell Mahan	SOC	\$1,800.00
Elizabeth Mahan	PSY	\$1,800.00
Darren Michaels	VIN	\$1,500.00
Typhanie Myers	EDU	\$2,100.00
Anthony Nicholson	ENG	\$3,600.00
Michele Nigliazzo	CRM	\$2,100.00
Joanna Patillo	NUR	\$1,200.00
Bonnie Peterson	CHM/PHY	\$6,012.00
Heather Poindexter	HST/PLS	\$3,600.00
Shelia Priest	REL	\$3,600.00
Kimberly Ragsdale	COM	\$1,800.00

Per Course payments for the fall 2021 semester Cont'd:

Laurette Roylance	BIO	\$3,006.00
Unity Seay	PSY	\$3,600.00
Jason Self	CHM	\$3,738.00
Tera Smith	CGP	\$2,004.00
Janice Sperry	MUS	\$1,800.00
Randy Story	THE	\$1,800.00
Marcia Stumpff	IDS	\$1,200.00
Hannah Suggs	COM	\$3,600.00
Krista Tate	HST	\$3,456.44
Bethany Teeter	CRM	\$1,356.44
Patricia Thakur	PSY	\$4,200.00
Susan Trowbridge	SPN	\$1,800.00
Alice Vandergriff	ART	\$3,600.00
Scotty Wall	IDS	\$3,140.00
Anna Westman	SPN/ENG	\$3,600.00
Debra Whetstine	ENG	\$4,426.07

ADDENDUM B

Supplemental payments for the fall 2021 semester:

<u>Name</u>	<u>Department</u>	<u>Salary</u>
Amy Ackerson	NUR	\$12,723.08
Leigh Adams	ENG	\$ 440.64
Garland Barton	WLD/TEC	\$ 2,203.20
Sheila Barton	IDS	\$ 1,107.20
Cathy Boys	CSC/EGR	\$ 5,361.12
Thora Broyles	MTH	\$ 734.40
Lacey Campbell	IDS	\$ 1,302.95
Barb Caton	ALH	\$ 5,002.40
Anyta Cavitt	EDU	\$ 600.00
Bruce Cavitt	IDS/WES	\$ 2,500.00
Melinda Denton	MTH	\$ 3,231.36
Ronald Hensley	TEC	\$ 1,762.56
Lindsay Hill	IDS	\$ 2,206.77
Phillip Howerton	ENG	\$ 220.32
Renee Keith	CFD	\$ 660.96
Susannah Kelley	IDS	\$ 2,000.00
Jason McCollom	HST/Dept. Chair Duties	\$ 3,482.88
Larry Noller	Prog. Coord. Duties	\$ 750.00
Michael Orf	PLS	\$10,907.70
Gary Phillips	Dept. Chair Duties	\$ 1,500.00
Jacob Poulette	IDS/Prog. Coord. Duties	\$ 1,190.64
Sharath Rongali	BIO	\$ 1,671.80
Joseph Rugutt	CHM	\$ 1,195.24
Dasha Russell	ACC	\$ 1,689.12
Tresa Ryan	Dept. Chair Duties	\$ 1,500.00
Brenda Smith	Prog. Coord. Duties	\$ 750.00
Rajiv Thakur	GRY	\$ 3,283.16
Jay Towell	MTH/Dept. Chair Duties	\$ 3,739.92
Jerry Trick	MTH/IDS Coord. Duties	\$ 2,014.08
Laurie Wall	IDS	\$ 3,104.00
Jane Ward	EDU	\$ 6,538.00
Ben Wheeler	BMS/Dept. Chair Duties	\$11,313.31
David J. White	EPR/Dist. Learning Coord./Prog. Coord. Duties	\$ 4,482.88
Mark White	IDS/RDG	\$ 4,544.00
Linda Wulff-Risner	IDS/AGR/Internship/Prog. Coord. Duties	\$ 5,838.56

COMMENTS:

Charles Cook

Graduate Diploma with specialization in Auto Cad and CNC programming
Certifications in Welding

Over 30 years of experience in welding/fabrication/machining with over 20 years of experience in management.
Experienced in all types of welding and fabrication processes and with a large variety of machinery.

2018 to 2021	J & S Welding and Fabrication, West Plains, MO
2004 to 2018	Timberland Machinery, West Plains, MO
1996 to 2004	Bact Engineering/Willow Springs MFG/Campco Inc/Camcorp, Chicago IL/Willow Springs, MO/Shawnee Missions KS.

Larry Noler

Machining apprentice (Woodward Governor Company) 1970-1972
AAS Adult Education, Three Rivers College, Poplar Bluff, MO
Lifetime Vocational Teaching Certificate, Sec., Post Sec. (Machine technologies, mechanical drafting and welding technologies)
Journeyman Machining Certificate

2001 – 2011	South Central Career Center, Instructor, West Plains, MO
1990 – 2001	GoldCo Industries, Loveland, Co.
1985 – 1990	Yant Manufacturing, Fort Collins, Co

III.E.2.

MISSOURI STATE UNIVERSITY

RECOMMENDED ACTION - Approval of Actions Concerning Non-Academic Employees.

The following resolution was moved by _____ and seconded by _____:

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>
Drew Clark	Content and Marketing Strategist WP University Communications	42	\$36,000 Annually	08/02/2021
Lauren Franz	Case Manager/Counselor WP Student Services	43	\$46,000 Annually	09/27/2021

CHANGE OF STATUS:

<u>Name</u>	<u>Position-Department</u>	<u>Action</u>	<u>Effective</u>
Amy Ackerson	From: Associate Dean WP Nursing & Allied Health GR: Uncl., \$63,448.00 annually To: Associate Dean/Dir. for Nursing WP Nursing & Allied Health GR: Uncl., \$84,820.50 annually	Status Change	07/01/2021

- *Job title and salary change – includes Associate Dean duties and Nursing Director duties – combining previous supplements*

Cheryl Caldwell	From: Director, Univ. Comm. WP Univ. Comm. To: Staff Emeritus WP Univ. Comm.	Status Change	09/01/2021
Richard Cahoj	From: General Buyer WP Drago College Store GR 13, \$32,335 annually To: Senior Buyer WP Drago College Store GR 14, \$37,792 annually	Reclassification	09/01/2021

Non-academic Personnel Board Actions, cont'd.
Page 2

Lindsey Hicks	From: Admission Counselor WP Admissions GR 41, \$31,705 annually	Promotion	09/01/2021
	To: Crd., Career Development Center WP Career Development Center GR 42, \$43,000 annually		

RESIGNATIONS:

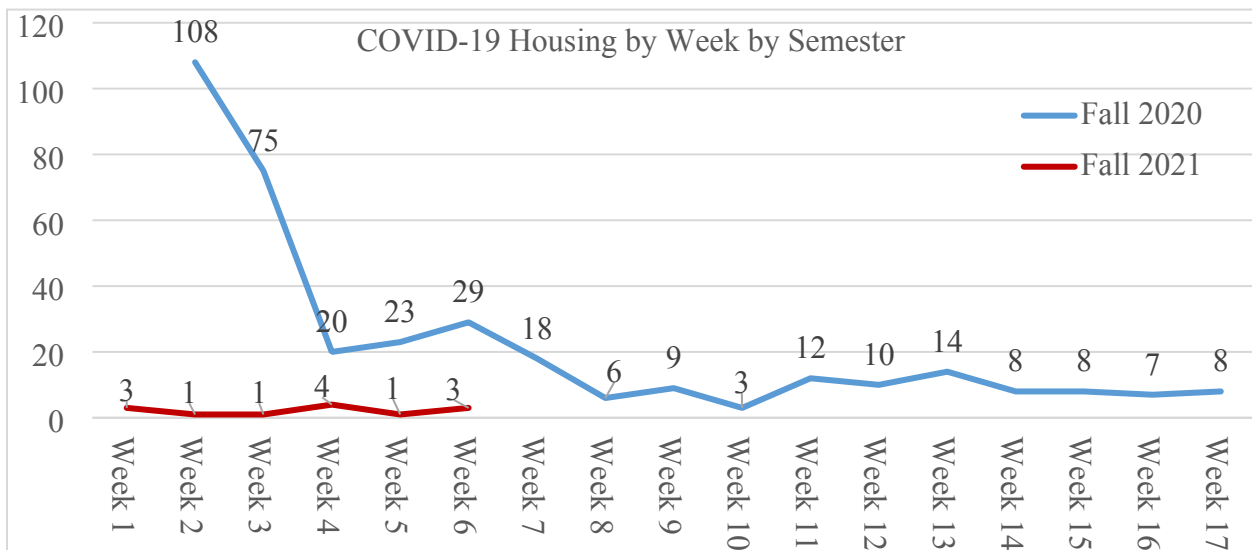
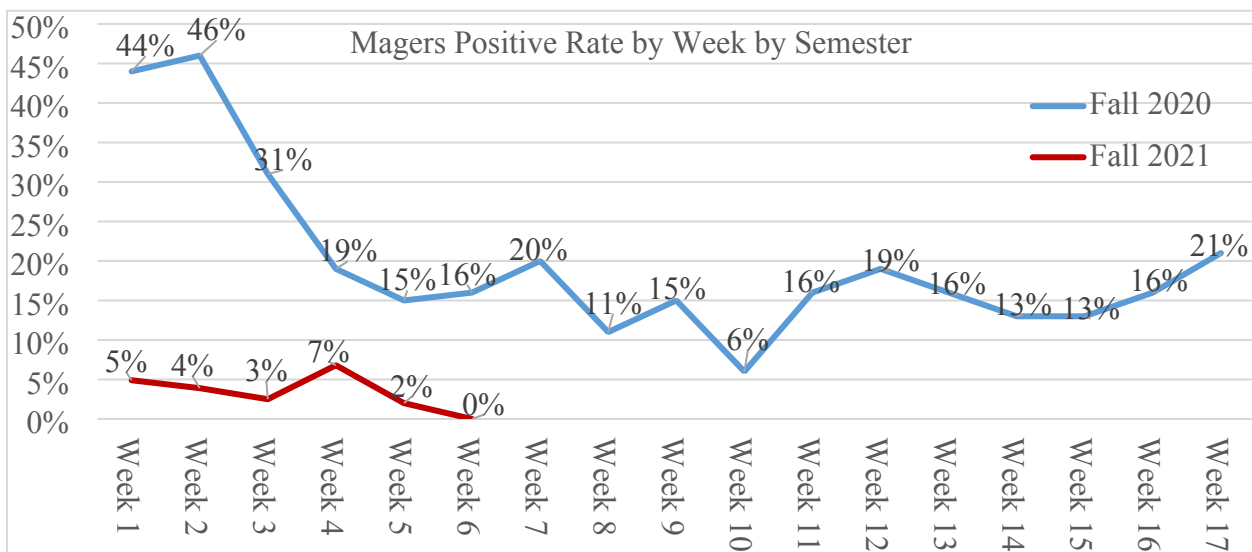
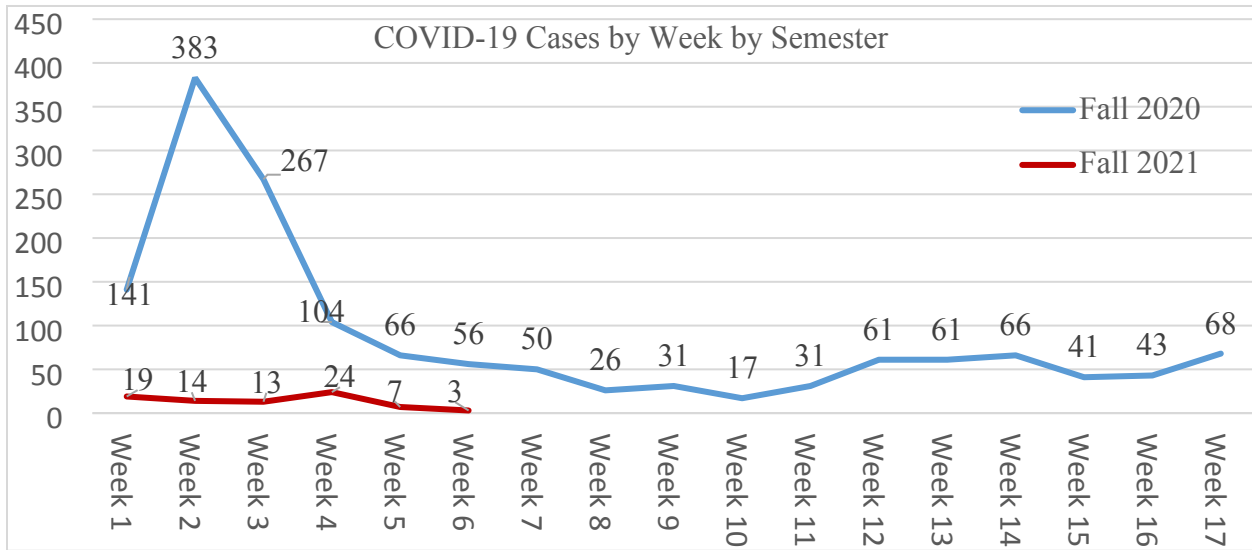
<u>Name</u>	<u>Position-Department</u>	<u>Effective</u>
Cinthia Staton	Administrative Assistant II WP Financial Aid	08/13/2021
Amber Carr	Assistant Director of Development WP Development	09/24/2021
Brian Benson	Custodian I WP Physical Plant	10/01/2021

Vote: _____ Yea
 _____ Nay

VI.A.

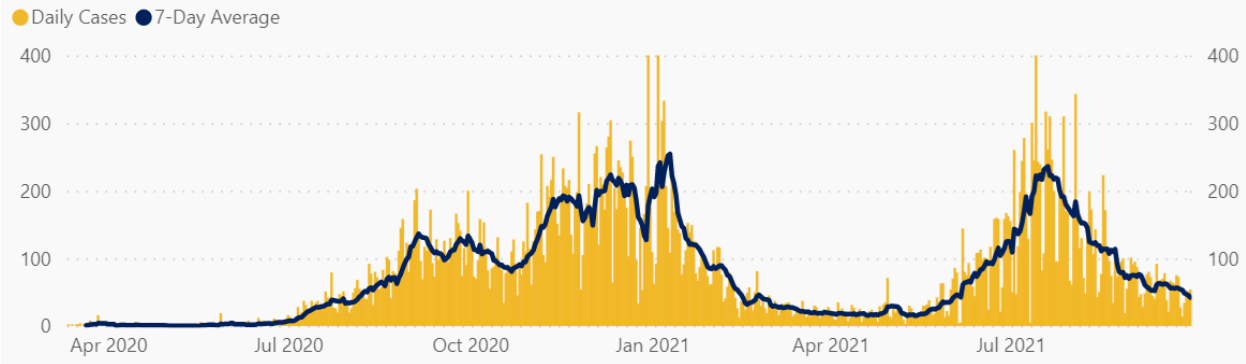
COVID-19 UPDATE

The university's COVID case numbers, positivity rate, and housing numbers are lower than in prior semesters.

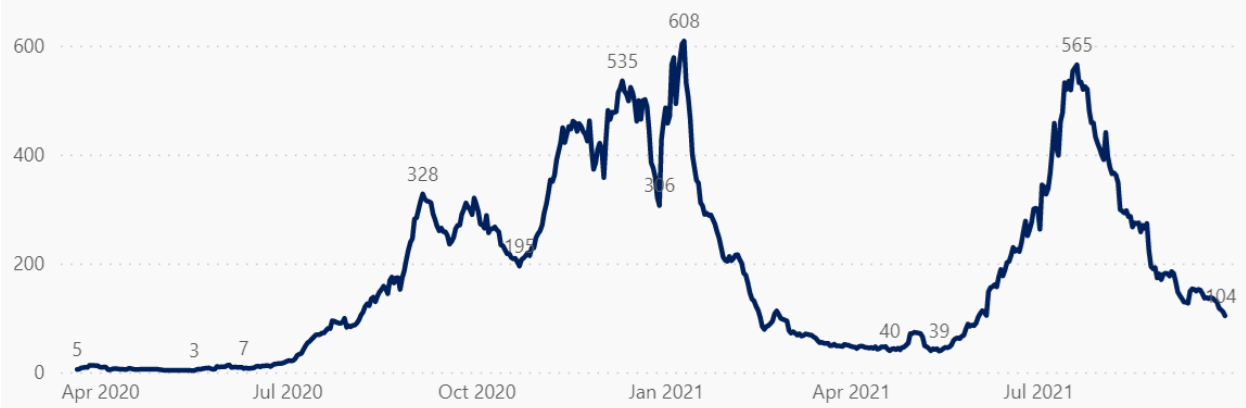


The CDC recommends certain protections be taken when a community is categorized as “high transmission” or “substantial transmission.” A community is in high transmission when its case rate per 100,000 people exceeds 100 and its positivity rate exceeds 10%. Additionally, a critical factor monitored by the Springfield Greene County Health Department is whether the number of cases per day exceeds 40. The university’s masking policy is directly connected to these three metrics. The following graphs indicate progress on these three metrics in Greene County.

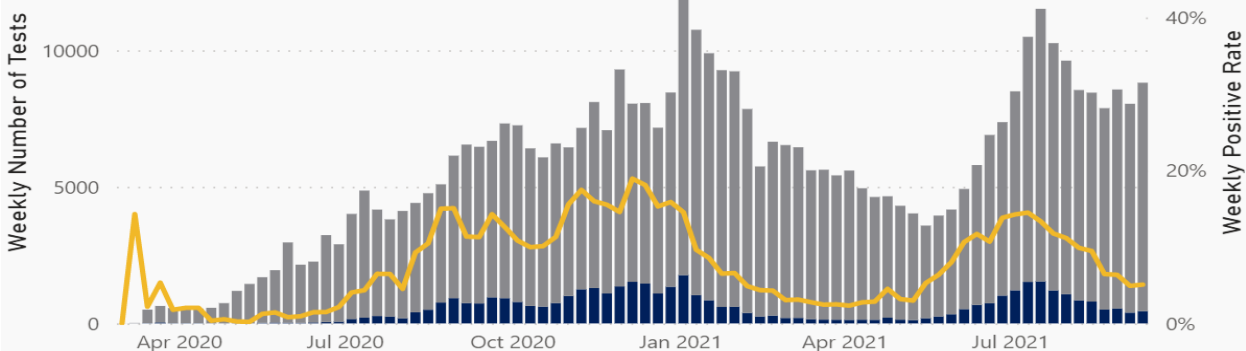
Daily Cases and 7-Day Average



7-Day Case Rate per 100,000 People



Positives (blue bars), Negatives (grey bars), Weekly Positive Rate (yellow line)





Headcount & Credit Hour Enrollment Summary

by Student Classification

Fall 2021 & Fall 2020 Census

Student Level: (ALL LEVELS)

College: (ALL COLLEGES)

Department: (ALL DEPARTMENTS)

This report is based on all enrolled students, including those not reported to IPEDS.

Credit hours associated with tracking courses are not included.

	Headcount				Credit Hours			
	2021	2020	Change	% Change	2021	2020	Change	% Change
Student Type: First Time								
First Time-PreCollege	3,406	3,132	274	8.7%	13,288	12,350	938	7.6%
First Time-New in College	2,531	2,597	-66	-2.5%	35,155	35,784	-629	-1.8%
First Time-Transfer UG	1,419	1,468	-49	-3.3%	16,785	16,796	-11	-0.1%
First Time-Non Degree UG	229	358	-129	-36.0%	521	638	-117	-18.3%
First Time-Degree Seeking GR	987	946	41	4.3%	8,023	7,520	503	6.7%
First Time-Non Degree GR	103	111	-8	-7.2%	402	441	-39	-8.8%
Total First Time	8,675	8,612	63	0.7%	74,174	73,529	645	0.9%
Student Type: Continuing								
Continuing-PreCollege	897	777	120	15.4%	4,219	3,754	465	12.4%
Continuing-Degree Seeking UG	10,491	11,393	-902	-7.9%	132,997	147,779	-14,782	-10.0%
Continuing-Non Degree UG	90	108	-18	-16.7%	116	214	-98	-45.8%
Continuing-Degree Seeking GR	2,829	2,659	170	6.4%	21,889	21,175	714	3.4%
Continuing-Non Degree GR	162	203	-41	-20.2%	704	834	-130	-15.6%
Reclassify-NonDeg UG to Deg UG	0	1	-1	-100.0%		6	-6	-100.0%
Total Continuing	14,469	15,141	-672	-4.4%	159,925	173,762	-13,837	-8.0%
Student Type: Readmitted								
Readmit-PreCollege	133	82	51	62.2%	517	345	172	49.9%
Readmit-Degree Seeking UG	231	255	-24	-9.4%	2,205	2,365	-160	-6.8%
Readmit-Non Degree UG	9	7	2	28.6%	24	12	12	100.0%
Readmit-Degree Seeking GR	37	46	-9	-19.6%	188	217	-29	-13.4%
Readmit-Non Degree GR	64	20	44	220.0%	205	66	139	210.6%
Total Readmitted	474	410	64	15.6%	3,139	3,005	134	4.5%
Student Level: Undergraduate								
Freshman	3,121	3,033	88	2.9%	40,939	40,507	432	1.1%
Sophomore	2,668	2,980	-312	-10.5%	36,326	40,867	-4,541	-11.1%
Junior	3,623	4,094	-471	-11.5%	46,520	52,776	-6,256	-11.9%
Senior	5,259	5,607	-348	-6.2%	63,351	68,580	-5,229	-7.6%
Subtotal:	14,671	15,714	-1,043	-6.6%	187,136	202,730	-15,594	-7.7%
Non Degree Seeking UG	328	473	-145	-30.7%	661	864	-203	-23.5%
Precollege	4,436	3,991	445	11.2%	18,024	16,449	1,575	9.6%
Subtotal:	4,764	4,464	300	6.7%	18,685	17,313	1,372	7.9%
Total Undergraduate	19,435	20,178	-743	-3.7%	205,821	220,043	-14,222	-6.5%

Location: Student.Campus-wide Enrollment.ODSPROD - Enrollment Reports All Selections

Report Name: Freeze - 1 Enrollment by Student Characteristics

Last Modified: 9/22/2020 9:33:49 AM

Report Run By: Rob Hornberger

Page 1 of 3

Date Ran: 9/28/2021

Fall 2021 & Fall 2020 Census

Student Level: (ALL LEVELS)

College: (ALL COLLEGES)

Department: (ALL DEPARTMENTS)

This report is based on all enrolled students, including those not reported to IPEDS.

Credit hours associated with tracking courses are not included.

	Headcount				Credit Hours			
	2021	2020	Change	% Change	2021	2020	Change	% Change
Student Level: Graduate								
Masters	3,107	2,985	122	4.1%	23,402	22,609	793	3.5%
Specialist	92	63	29	46.0%	494	328	166	50.6%
Doctorate	413	407	6	1.5%	4,789	4,740	49	1.0%
Graduate - University Certificate	242	197	45	22.8%	1,430	1,250	180	14.4%
Graduate-Teacher Certification	59	76	-17	-22.4%	400	506	-106	-20.9%
Subtotal:	3,913	3,728	185	5.0%	30,515	29,433	1,082	3.7%
Graduate-Undeclared	73	28	45	160.7%	219	94	125	133.0%
Postbaccalaureate	197	229	-32	-14.0%	683	726	-43	-5.9%
Subtotal:	270	257	13	5.1%	902	820	82	10.0%
Total Graduate	4,183	3,985	198	5.0%	31,417	30,253	1,164	3.8%
Enrollment Status								
Full Time	13,998	14,959	-961	-6.4%	190,717	205,277	-14,560	-7.1%
Part Time	9,620	9,204	416	4.5%	46,521	45,019	1,502	3.3%
College of Major								
Agriculture	802	824	-22	-2.7%	8,011	9,279	-1,268	-13.7%
Arts & Letters	2,251	2,329	-78	-3.3%	28,110	29,392	-1,282	-4.4%
Business	4,775	5,036	-261	-5.2%	55,223	59,497	-4,274	-7.2%
Education	2,137	2,189	-52	-2.4%	21,676	23,056	-1,380	-6.0%
Extended Campus Programs	4,677	4,381	296	6.8%	18,481	17,155	1,326	7.7%
Graduate College	323	335	-12	-3.6%	1,534	1,670	-136	-8.1%
Health & Human Services	4,228	4,413	-185	-4.2%	52,532	54,560	-2,028	-3.7%
Humanities & Public Affairs	1,373	1,436	-63	-4.4%	14,592	15,791	-1,199	-7.6%
Natural & Applied Sciences	2,017	2,057	-40	-1.9%	23,639	24,717	-1,078	-4.4%
Undergraduate College/Provost	1,035	1,163	-128	-11.0%	13,440	15,179	-1,739	-11.5%
Geographic Origin								
Missouri	18,972	19,658	-686	-3.5%	189,347	203,884	-14,537	-7.1%
Out of State	3,015	2,986	29	1.0%	33,316	33,316	0	0.0%
International	1,631	1,519	112	7.4%	14,575	13,096	1,479	11.3%
Gender								
Female	14,179	14,550	-371	-2.5%	145,125	152,400	-7,275	-4.8%
Male	9,412	9,595	-183	-1.9%	91,855	97,746	-5,891	-6.0%
Not Reported	27	18	9	50.0%	258	150	108	72.0%
Age Group								
Under 18 years	3,997	3,627	370	10.2%	16,551	15,255	1,296	8.5%
18 to 21 years	10,814	11,601	-787	-6.8%	139,013	150,009	-10,996	-7.3%
22 to 24 years	4,345	4,538	-193	-4.3%	46,978	50,535	-3,557	-7.0%
25 to 39 years	3,378	3,376	2	0.1%	27,944	27,967	-23	-0.1%

Location: Student.Campus-wide Enrollment.ODSPROD - Enrollment Reports All Selections

Report Name: Freeze - 1 Enrollment by Student Characteristics

Last Modified: 9/22/2020 9:33:49 AM

Report Run By: Rob Hornberger

Page 2 of 3

Date Ran: 9/28/2021

Fall 2021 & Fall 2020 Census

Student Level: (ALL LEVELS)

College: (ALL COLLEGES)

Department: (ALL DEPARTMENTS)

This report is based on all enrolled students, including those not reported to IPEDS.

Credit hours associated with tracking courses are not included.

	Headcount				Credit Hours			
	2021	2020	Change	% Change	2021	2020	Change	% Change
40 to 59 years	965	928	37	4.0%	6,305	6,140	165	2.7%
60+ years	119	93	26	28.0%	447	390	57	14.6%
Race/Ethnicity <i>Races or Ethnicities denoted by an asterisk (*) are counted in the underrepresented total.</i>								
**External to US	831	814	17	2.1%	5,912	5,161	751	14.6%
**Non-Resident Alien	774	678	96	14.2%	8,484	7,730	754	9.8%
*American Indian or Alaskan Native	81	94	-13	-13.8%	735	895	-160	-17.9%
*Asian	477	478	-1	-0.2%	4,530	4,476	54	1.2%
*Black or African American	790	834	-44	-5.3%	8,439	9,230	-791	-8.6%
*Hispanic or Latino	1,036	1,013	23	2.3%	10,356	10,485	-129	-1.2%
*More than one race	848	855	-7	-0.8%	8,939	9,144	-205	-2.2%
*Native Hawaiian or Other Pacific Islander	25	26	-1	-3.8%	290	241	49	20.3%
Not a US Citizen	8	7	1	14.3%	68	56	12	21.4%
Unknown	429	362	67	18.5%	2,285	1,966	319	16.2%
White or Caucasian	18,319	19,002	-683	-3.6%	187,200	200,912	-13,712	-6.8%
International** Total	1,605	1,492	113	7.6%	14,396	12,891	1,505	11.7%
Underrepresented* Total:	3,257	3,300	-43	-1.3%	33,289	34,471	-1,182	-3.4%
Total Enrollment	23,618	24,163	-545	-2.3%	237,238	250,296	-13,058	-5.2%

Location: Student.Campus-wide Enrollment.ODSPROD - Enrollment Reports All Selections

Report Name: Freeze - 1 Enrollment by Student Characteristics

Last Modified: 9/22/2020 9:33:49 AM

Report Run By: Rob Hornberger

Page 3 of 3

Date Ran: 9/28/2021

VI.C.

RECOMMENDED ACTION – Approval of the Facility Use and Cooperation Agreement by and between the Board of Governors of Missouri State University and Springfield Daily Citizen Inc.

The following resolution was moved by _____ and seconded by _____.

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, Citizen wishes to establish a physical presence in the City of Springfield and in close proximity to other nonprofit news organizations and entities with a similar public affairs mission;

WHEREAS, the University is also supportive of the Citizen’s mission and anticipates the opportunity for future collaboration in furtherance of its public affairs mission and opportunities for University students. The University has identified available space for Citizen’s use located in the recently unoccupied MRC Annex at Freudenberger House and Citizen is eager to occupy this identified space; and

WHEREAS, University Administration and Citizen have negotiated the attached Facility Use and Cooperation Agreement (Agreement) and the University Administration seeks the approval of this Agreement, through which the University and Citizen have established the terms of Citizen’s use of the University’s facility, as further described below.

NOW, THEREFORE, BE IT RESOLVED by the Board of Governors for Missouri State University that the Agreement 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.

VOTE: **AYE** _____

NAY _____

COMMENTS:

Designated Facilities:

Under the terms of the Agreement, Citizen will be licensed to use the space within Freudenberger House previously occupied by the University’s Office of Multicultural Programs.

Term of Agreement

The term of this agreement is for a three (3) year period beginning on October 15, 2021. The Agreement may be renewed for additional two (2) year terms following the mutual agreement of

the parties. The Agreement may be terminated by either party, at any time for any or no reason upon one (1) year prior written notice to the other party.

Cost:

The University agrees to provide the facility to Citizen at no cost, including utilities and other infrastructure identified in the Agreement. All other costs associated with operations of Citizen will be the responsibility of Citizen. Citizen has agreed to carry sufficient liability insurance to protect against loss related to Citizen's operations. Citizen further agrees to be responsible for Citizen's use of the Freudenberger facility and Citizen's operations.

Cooperation:

The Agreement states that the University and Citizen may collaborate on common initiatives that are in the mutual benefit of both Parties, including but not limited to the provision of a University Graduate Student for Citizen activities and Citizen's hiring of University's students.

Facility Use and Cooperation Agreement

This Facility Use and Cooperation Agreement (“Agreement”) is entered into as of this 15th day of October 2021 (the “Effective Date”), by and between the Board of Governors of Missouri State University (“University”) and Springfield Daily Citizen, Inc. (“Citizen”) for the use of certain University Facilities (“Facility”) as herein defined, and for the cooperation of certain Endeavors (“Endeavors”), as herein defined.

Whereas, the University is a public institution of higher education with its main campus located in Springfield, Missouri. University operates with a public affairs mission centered on the three pillars of ethical leadership, cultural competence, and community engagement.

Whereas, 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 has identified space on its Springfield campus available for use by Citizen, and Citizen has agreed that such space is acceptable for Citizen’s operations. The Parties seek to enter into this Agreement to set forth the terms and conditions of Citizen’s use of University space, as well as outline potential Endeavors between Citizen and University.

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

1. License. Subject to the terms of this Agreement, University agrees to allow Citizen the use of the Facility and equipment at the University’s Springfield Campus. For purposes of this Agreement, Facility shall mean the space identified in Schedule 1, attached hereto, and incorporated fully by this reference.
2. Use. Citizen agrees to use the Facility for the sole purpose of conducting its operations as a separately created non-profit entity focused around local news coverage. Citizen will use the Facilities during regular University business hours and any pertinent after hours and weekend hours as may be necessary to fulfill Citizen’s purposes. While using the facilities, Citizen agrees to:
 - 2.1 Comply with all applicable University policies, regulations, and directives pertaining to the use and occupancy of the Facility. Citizen agrees to comply with all University policies, regulations, and directives governing the use of University internet, wi-fi, phone, parking, and Facility key and card access.
 - 2.2 Comply with all applicable state, federal, and city laws, ordinances, and other regulations pertaining to the use and occupancy of the Facility. Citizen agrees to comply with all University policies, regulations, and directives governing use of University internet, wi-fi, phone, parking, and Facility key and card access.

2.3 Take good care of the Facility and to maintain the Facility in as good order and condition as it was prior to Citizen's use.

2.4 Not use or allow the Facility to be used for any unlawful purpose. Citizen agrees to not commit or allow to be committed any waste or nuisance in or about the Facility or subject the Facility to any activity that would damage the Facility.

3. University Access Granted.

3.1 University agrees to provide Citizen with access to internet, wi-fi, phone, and Facility key and card access throughout the Term of this Agreement. The Parties acknowledge and agree that University shall not be responsible for the hosting, licensing, or other digital facilitation of Citizen's operations, and that Citizen is responsible for the hosting, licensing, and other digital facilitation of Citizen's operations.

3.3 The University is not providing any Parking for Citizen personnel pursuant to this Agreement. Parking is available for a fee through the University's Transportation Services Office upon payment of the appropriate permit fee.

3.4 University will allow Citizen to place its name and logo, at its own expense, on the entrance door to the Facility, in accord with University's standards, and with University's prior approval. University will place Citizen's name, at University's expense, at the monument sign in front of the Facility, in accord with University standards and Citizen's prior approval.

3.5 The University has populated the Facility with existing office furniture available through the University's existing inventory and as set forth on Schedule 2. Citizen may utilize such furniture during the Term of this Agreement. Should Citizen seek to obtain alternative or additional furniture, Citizen and University shall coordinate for the removal of the existing University property.

4. Costs. The University agrees to provide the Facility to Citizen at no cost, including maintenance, custodial, waste disposal, internet, wi-fi, and phone. University shall also be responsible for the cost of all utilities used at the Facility. University shall provide initial keys and up to twenty (20) initial access cards at no cost and will, at Citizen request and cost, provide extra or replacement cards to the Facility from time to time. Citizen shall maintain records of access cards, share records of access cards with University upon request, and notify University of any lost or stolen card or termination of employment. Citizen shall not make copies of any keys, nor may it re-key or alter any locks or install any additional locks, security systems, or other measures to restrict access without University's prior consent, in which case it will ensure University has access as required herein. University reserves the right to install or change any locks or security systems at the Facility from time to time as part of its operation. Citizen may, at its sole expense, from time to time, and following written approval of University, request non-structural alterations and changes to the Facility as Citizen shall deem expedient or necessary for its purposes; provided, however, that such alterations and changes shall neither impair the structural soundness, nor diminish the value of the Facility.

5. Term. The term of this Agreement will be for a three (3) year period beginning on the Effective Date (“Initial Term”). Following the expiration of Initial Term this Agreement will automatically renew for an additional two (2) 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 additional two (2) year terms, unless otherwise terminated / not renewed. Taken together the Initial Term and any Renewal Term shall be the Term of this Agreement. Notwithstanding the foregoing, this Agreement may be terminated regardless of the Term at any time and 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.

6. Endeavors. From time to time during the Term of this Agreement, University and Citizen may collaborate on common initiatives for the mutual benefit of both Parties (“Endeavors”). Such Endeavors may include, but are not limited to, the provision of a University Graduate Student(s) for Citizen activities or Citizen offering University’s student’s paid internships.

7. Indemnification/Insurance.

7.1 Citizen agrees to conduct its activities in the Facility (and Common Areas) in a careful and safe manner. As a material part of the consideration to University, Citizen agrees to assume all risk of damage to and loss or theft of Citizen’s property (of which Citizen is solely responsible for providing adequate insurance) while at University, reasonable damage to the Facility, and injury or death to persons related to Citizen’s use or occupancy of the Facility in, upon, or about the Facility from any cause with the exception of electrical and storm-related damages resulting in fire, and Citizen waives all claims against University. Citizen agrees to be liable for, defend and indemnify University against all claims, suits, judgments or damages, including the cost of administrative hearings, court costs and attorneys’ fees, arising out of the negligent or intentional acts or omissions, or violations of state or federal laws or regulations, of or on the part of Citizen or its agents, officers, subcontractors or employees.

7.2 The Parties recognize and acknowledge that University is a political subdivision of the State of Missouri. As a political subdivision, University’s liability shall be limited by the provisions of sovereign immunity, government immunity, and any other immunities recognized by applicable law. University shall be responsible for its own acts and omissions and shall be liable for payment of that portion of any and all claims, liabilities, injuries, suits, and demands and expenses of all kinds that may result or arise out of any alleged malfeasance or neglect caused or alleged to have been caused by University, its employees, agents, or subcontractors, in the performance or omission of any act or responsibility under this Agreement

7.3 Citizen agrees to have and maintain, at the Citizen’s sole expense, adequate insurance to protect against any loss, damage, and/or expense related to the Citizen’s operations, including Citizen’s obligations under this Agreement. Such insurance must include a media liability insurance policy or media liability coverage endorsement. The insurance coverage must identify the Board of Governors of Missouri State University, its officers, employees, and representatives as additional insureds. Citizen will provide a Certificate of Insurance evidencing such insurance upon request of the University.

8. Disclaimer of Warranty.

The University makes no warranty as to the sufficiency of the Facility for Citizen's purposes, provides the Facility AS IS. The Parties acknowledge and agree that the success of Citizen's business venture is speculative and depends upon the ability of Citizen, as an independent entity, to generate subscribers, and/or other forms of local financial support. University does not make any representation or warranty, express, or implied, as to the potential success of Citizen's operations or the Facilities' feasibility for that operation. Moreover, Citizen acknowledges that the internet is an unsecure, unstable, unregulated and unreliable environment, and the ability of Citizen to deliver content using services using the internet is dependent on the internet and the equipment, software, systems, data and services provided by various third parties. University does not warrant that the provision of wi-fi identified in this Agreement will operate without interruption or delay and/or be error free. In no event shall University be liable for lost profits or business, loss of goodwill, loss of data, interruption of business, or for any exemplary, punitive, special, indirect, incidental, or consequential damages, regardless of whether such claim arises under any theory of tort, contract, strict liability or otherwise in connection with any loss of wi-fi, utilities, or other obligation of University set forth herein. University's sole obligation and liability with respect to any failure of wi-fi, utilities, or other obligation of the University shall be to use reasonable efforts to remedy the issue as soon as practicable and consistent with University's internal operations.

9. Environmental Regulations. Licensee will not permit any Hazardous Substance to be used, stored, generated or disposed of on, in or about, or transported to or from, the Facility, by Citizen, Citizen's agents, employees, contractors, invitees, or licensees. In this Agreement, Hazardous Substance means any substance regulated by any local government, the State of Missouri or the United States government. "Hazardous Substance" includes any material or substances which are defined as "hazardous material," "hazardous waste," "extremely hazardous waste" or a "hazardous substance" pursuant to state, federal or local government law. "Hazardous Substance" includes but is not restricted to asbestos, polychlorobiphenyls and petroleum. If Citizen breaches these obligations, or if the presence of Hazardous Substances on, in or about the Facility caused or permitted by Citizen results in contamination of any part of the Facility, or if contamination by Hazardous Substances otherwise occurs in a manner for which Citizen is legally liable, then Citizen will be responsible for any and all claims, actions, damages, fines, judgments, penalties, costs, liabilities, losses and expenses (including, without limitation, any sums paid for settlement of claims, court costs, attorneys' fees, consultant and expert fees) arising during or after the expiration or termination of this Agreement as a result of any breach or contamination. Without limitation, if Citizen causes or permits the presence of any Hazardous Substance on, in or about the Facility and this results in contamination of any part of the Facility, Citizen will promptly, at its sole cost and expense, take all necessary actions to return the Facility and any adjacent facility to the condition existing prior to the presence of any Hazardous Substance; provided, however, Citizen shall first obtain University's approval for any such remedial action.

10. Assignment and Subletting. Citizen does not have the right to assign this Agreement or allow any other person or entity to use or occupy any of the Facility without the prior written agreement of the University, which consent may be granted or withheld in the University's sole discretion.

11. Default. If Citizen fails to comply with any agreements as outlined herein, or otherwise fails to comply with or observe any other provision of this Agreement (“Default”), University will notify Citizen of such Default, and Citizen will have thirty (30) days, or such other time as mutually agreed by the Parties to be reasonable, to correct such Default. Should Citizen fail to correct such Default within the time set forth in this Section 11, in addition to any other remedy that may be available to the University, whether at law or in equity, the University may terminate this Agreement and all rights of Citizen herein.

12. Interpretation. This Agreement constitutes the entire agreement and understanding of the parties with respect to its subject matter. No prior or contemporaneous agreement or understanding will be effective. This Agreement may not be modified or amended except by written instrument signed by both parties. This Agreement shall be governed by the laws of the State of Missouri, the courts of which state shall have jurisdiction over its subject matter.

13. Relationship. Neither Citizen nor any personnel of Citizen will for any purpose be considered employees or agents of University. Citizen assumes full responsibility for the actions of Citizen’s employees, and is solely responsible for their supervision, daily direction, and control.

14. Authority. The individuals signing below represent and warrant that each are duly authorized to execute and deliver this Agreement and that this Agreement is binding upon the Parties in accordance with its terms.

15. Nondiscrimination. This Parties agree not 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.

Springfield Daily Citizen, Inc.

The Board of Governors of
Missouri State University

By: _____

By: _____

Name: _____

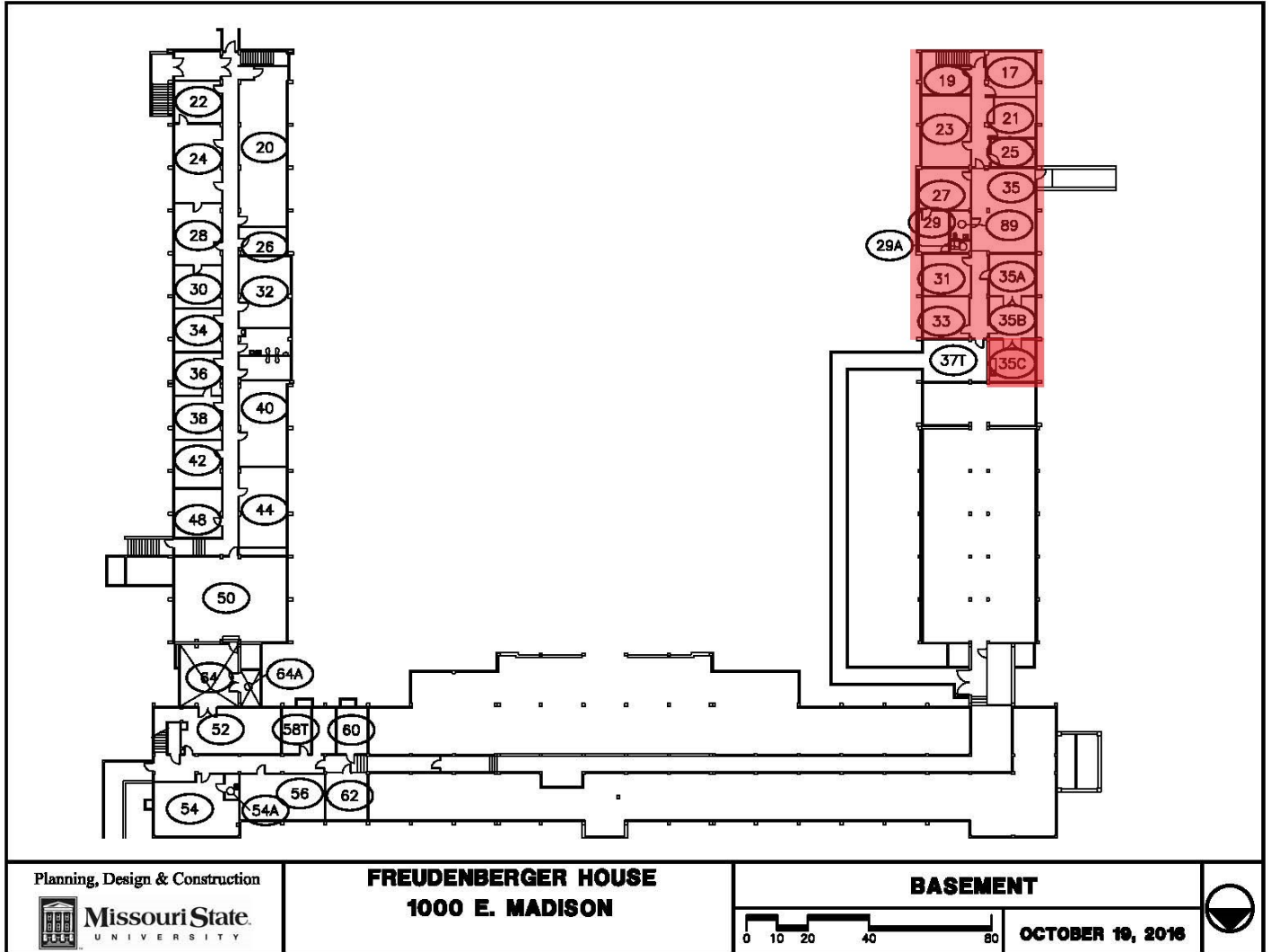
Name: _____

Title: _____

Title: _____

Schedule 1

Facility – Highlighted in Red



Schedule 2

University Furniture

Common Lounge:

- 1 large couch sectional with ottomans
- 1 round table
- 1 round high-top table
- 2 high top chairs
- 2 small rectangular tables
- 1 small desk
- 1 office chair
- 1 T.V.

Kitchen:

- 1 Microwave
- 1 Refrigerator
- 1 stove/oven combo unit
- 1 large conference table
- 8 office chairs

35 C Closet:

- 2 small wooden storage cabinets
- 1 small rectangle table
- 1 office storage unit

33 Office:

- 2 lounge chairs
- 4 small office desks
- 1 end table
- 1 large wooden storage cabinet
- 1 T.V.

31 Office:

- 1 round conference table
- 3 office chairs
- 1 lounge chair
- 1 desk
- 1 large bookshelf
- 1 T.V.

35 A Office:

- 2 love seat couches
- 1 small desk
- 3 office chairs

1 high-top table
4 high-top chairs
1 large bookshelf

Hallway:

1 large file cabinet
1 large bookshelf
27 Conference Room:
5 rolling tables
7 office chairs
1 white board

27 Conference Room Storage

1 rectangle table
1 small end table
5 office chairs

25 Office:

1 large bookshelf
1 desk
3 Office chairs
1 end table/file cabinet

23 Office/Conference Room:

6 office desks
8 office chairs
1 partition
1 lounge chair

21 Office:

1 desk
1 cabinet/end table
1 love seat couch
2 office chairs
1 file cabinet
1 large bookshelf

17 Office:

1 file cabinet
1 storage cabinet
1 coffee table
1 office chair
3 lounge chairs
1 love seat couch

1 end table
1 large bookshelf

19 Office/under stairwell:

1 small bookshelf
2 office chairs
1 desk
1 round table
1 storage cabinet
1 file cabinet



2021-22 ACTION PLAN UPDATE

President Smart has formed three work groups to address priority action items in this year's plan.

Employer Partnerships – The first group will explore strategies to expand MSU's partnerships with employers. The group will focus on employer-sponsored educational benefits and develop recommendations to expand MSU's participation in such benefit programs. Examples include pursuing partnerships with regional and national employers who are creating formal educational benefit programs, collaborating with employers to develop cohort models for specific groups of employees, and the like.

Student Work Opportunities – The second group will explore opportunities to expand meaningful internship and work opportunities for our students. The group will investigate what processes MSU currently has in place to connect public and private employers with students, evaluate what weaknesses or gaps exist, and develop recommendations to address these issues. President Smart instructed the work group to include recommendations that connect the university's Student Employment Services and Career Center processes with the university's workforce and economic development operations in IDEA Commons.


Subscription Model – The third group will explore opportunities for MSU to pilot a subscription model. The group will analyze subscription models currently in use or under discussion at other higher education institutions and in other industries. The group will also evaluate the barriers and investments that would be required to implement a subscription model at MSU. The leadership team anticipates that the work group will propose a small-scale subscription model for a group of MSU alums to continue their education without competing with the university's ongoing efforts to recruit undergraduate and graduate students.

VI.F.2.

Missouri State University - Proposal to Change CBHE-Approved Mission Description

Public colleges and universities are encouraged to review and ask questions or make comments on this request, which is posted on the [Department website](#). The deadline to submit comments on the proposal is **Monday, October 18, 2021**. Please submit comments to Dr. Laura Vedenhaupt at laura.vedenhaupt@dhewd.mo.gov. Any comments submitted during the comment period will be shared with the institution to assist in formulating revisions as needed. An updated proposal will be reviewed by staff and a recommendation will be made to the Coordinating Board at the next available meeting.

Missouri State University (MSU) submitted a request to update its [CBHE-Approved Mission Description](#). The current description for MSU, as approved at the conclusion of the last five-year mission statement review cycle, indicates the institution is a comprehensive university that offers baccalaureate and master's degrees with professional doctorate degrees in audiology, physical therapy, nursing practice, and nurse anesthesia. MSU has requested a change to its approved mission description to include "professional doctorates" without limitation to the above fields:

	<p>MISSOURI STATE UNIVERSITY BOARD-APPROVED MISSION Missouri State University is a comprehensive institution offering undergraduate and graduate programs, including the professional doctorate. The university educates students to be global citizen scholars committed to public affairs.</p>
<p>CBHE-APPROVED MISSION DESCRIPTION</p>	
<p>Missouri State University, located in Springfield, is a comprehensive university with a statewide mission in public affairs. Missouri State University is designated as a selective institution.</p>	
<p>Missouri State University serves the state by offering baccalaureate, master's, and professional doctoral degrees in the arts and humanities, teacher education, agriculture, and the natural, health and social sciences appropriate to a teaching institution with a predominately undergraduate student body and a broad range of master's and professional programs. Missouri State University has particular strengths in business-related fields, agriculture, teacher education, environmental sciences and allied health disciplines.</p>	
<p>Missouri State University also fulfills its mission by offering services to promote and sustain economic development, small business development, and workforce development, in addition to a broad range of academic and cultural activities and events.</p>	
<p>Consistent with the provisions of 173.030(8) RSMo, Missouri State University every five years will provide to the Coordinating Board evidence of fulfilling its CBHE-approved mission description.</p>	

Applicable Regulations:

[Section 173.030\(8\)](#), RSMo, provides institutions the opportunity every five years to develop a mission description in conjunction with the Department of Higher Education and Workforce Development (DHEWD) for review and approval by the Coordinating Board for Higher Education (CBHE). This statutory section also allows institutions to request a description change outside of the mission review process.

[Section 174.160](#), RSMo, grants public universities the “power and authority to confer upon students, by diploma under the common seal, such degrees as are usually granted by such colleges...”

[6 CSR 10-4.010 \(1\)](#) defines a CBHE-approved mission as “a description of the public institution’s programs, audiences served, level and type of degrees offered, or other distinguishing factors, which the CBHE has reviewed and approved.”

The administrative rule provides no framework for reviewing the mission description outside the five-year cycle. As the CBHE-approved mission description is a critical component used by DHEWD to facilitate its review of new academic programs and program changes, the following factors should be considered for an out-of-cycle mission description review:

1. Programs
2. Audiences served
3. Level and types of degrees offered
4. Other distinguishing factors

Department staff requested additional information from MSU in the above categories. The following information was provided:

1. Programs

MSU has proven its ability to propose and receive approval for doctoral programs, including those outside of its CBHE-approved mission description. As a result, the institution now offers the following doctoral level programs:

- Doctor of Nurse Anesthesia Practice
- Doctor of Audiology
- Doctor of Nursing Practice
- Doctor of Physical Therapy
- Doctor of Defense and Strategic Studies

MSU is currently engaged in the comprehensive review process for a Doctor of Occupational Therapy, which the CBHE approved to move to Phase II at its September 15, 2021 meeting. Should the proposal receive approval at the completion of Phase II, this would add a sixth professional doctorate to MSU’s inventory of degree programs.

As of the date of this posting, MSU has conferred over 1,000 doctoral degrees in multiple professional fields.

II. Audiences Served

a. Enrollment in MSU doctoral programs compared to masters

Enrollment in master’s degree programs at Missouri State has risen steadily during the past two decades. Table 1 shows student annual fiscal-year enrollment in master’s and doctoral programs for the past eleven years.

There is a 31% cumulative increase in master’s enrollment over the period of 2011 to 2021 (Table 1). By comparison, doctoral enrollment has been characterized by a much steeper increase, tripling over this same time. When the first doctoral program was launched in 2002, doctoral students comprised less than 1% of MSU’s total number of degree-seeking graduate students. That portion rose to 5% in 2011, 10% in 2015, and has been between 12% and 14% since 2016.

These data illustrate that the increase in MSU’s doctoral enrollment has outpaced the increases in master’s degree enrollment, resulting in higher percentages of doctoral students in the total graduate enrollment at MSU. This trend is expected to continue for the next few years as MSU adds additional doctoral degrees to meet workforce expectations in fields where terminally qualified individuals will be needed.

Table 1. Student annual headcount enrollment in doctoral and master’s programs (annual counts are the sum of enrollment in the three semesters—summer, fall, and spring).

Program	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021
Doctoral	33 2	38 4	39 1	44 7	55 3	73 9	95 1	1,0 41	1,0 46	1,0 20	1,0 86
Masters	6,6 57	6,2 40	6,4 59	6,6 80	6,8 28	6,6 95	6,4 89	6,4 22	6,8 85	7,1 86	7,8 75
Total Masters & Doctoral	6,9 89	6,6 24	6,8 50	7,1 27	7,3 81	7,4 34	7,4 40	7,4 63	7,9 31	8,2 06	8,9 61
Percent Doctoral	5%	6%	6%	6%	7%	10%	13%	14%	13%	12%	12%

b. Demographics of MSU’s doctoral and master’s students

Demographic characteristics of students enrolled in MSU’s master’s programs were compared to those in MSU’s doctoral programs, and the averages for the past 6 years (2015 to 2021) are shown graphically in the Appendix, Figures 1 through 4.

Caucasian students are the majority in both degree categories. However, there is a relatively greater proportion of domestic historically underrepresented students at the doctoral level at

MSU. The doctoral-student population contained a very small component of non-resident alien students compared to the 15% found at the master's level (Appendix, Figure 1).

Essentially half of the students at both levels are between 25 and 39 years old, but a higher percentage of master's students are over 40 (Appendix, Figure 2).

The gender distribution shows a much higher component of female students in both degree levels (Appendix, Figure 3). However, 67% of MSU's doctoral students are female compared to 61% of MSU's master's candidates. This suggests that MSU's doctorate programs provide more robust opportunities for education and career attainment of females in these disciplines.

Finally, demographic comparisons indicate that a higher percentage of doctoral students (76%) enroll full-time when compared to master's students (46%) (Appendix, Figure 4).

III. LEVEL AND TYPES OF DEGREES OFFERED

The first professional doctorate offered by MSU was the Doctor of Audiology, approved in 2002 (Table 2).

Community needs in health care were a driving force for initiation of the next several professional doctorate degrees. The health-care service industry had a strong demand for personnel educated to the level of doctoral qualifications. The community demand continues to exist, particularly in rural settings. Graduates from these MSU programs have readily entered the workforce with a strong percentage of them accepting employment in Missouri or in the Midwest.

Table 2. History of doctoral degree programs offered by Missouri State University.

Professional Doctoral Degrees Offered by MSU	Year of Program Initiation	Fiscal Year of First Graduates	Number of Graduates Since Inception
Doctorate of Audiology (AuD)	2002	2006	147
Doctor of Physical Therapy (DPT)	2005	2008	458
Doctor of Nursing Practice (DNP)	2012	2015	107
Doctor of Nurse Anesthesia Practice (DNAP)	2014	2016	292
Doctor of Defense & Strategic Studies (DDSS)	2020		

Prior to offering the Doctorate of Audiology, MSU collaborated with the University of Missouri-Columbia (UM-C) to provide a Doctor of Educational Leadership (Ed.D.) for students in southwest Missouri. This Ed.D. was granted by MU-C with MSU providing the major teaching responsibilities for students in the MSU cohorts. Similarly, MSU entered a collaboration

arrangement with the University of Missouri at Kansas City to offer the Doctor of Pharmacy (PharmD) on the MSU campus. The first class of those pharmacy students started in 2014.

As shown, over the past two decades MSU has added to the programs offered at the doctoral level (Table 2). The number of degrees conferred annually has regularly increased, reaching a total of 149 in 2021 (Table 3). The total number of MSU doctorates awarded has now passed the 1,000 mark and the annual number of awards conferred has increased. That annual number will increase further as students in the DDSS program proceed toward graduation and additional doctoral programs are added.

Table 3. Annual number of doctoral degrees awarded for each doctorate offered by MSU.

Program	Degrees Awarded by Fiscal Year																Total	
	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021		2022*
D. of Audiology	3	8	7	6	8	7	11	13	8	10	14	11	7	10	10	13	1	147
D. of Physical Therapy			24	23	18	20	35	34	32	32	45	40	38	39	38	40		458
D. of Nursing Practice										3	7	13	14	22	17	31		107
D. of Nurse Anesthesia Practice											13	33	51	61	56	65	13	292
D. of Defense & Strategic Studies																		
Total	3	8	31	29	26	27	46	47	40	45	79	97	110	132	121	149	14	1,004

*FY 2022 data are ongoing

IV. OTHER DISTINGUISHING FACTORS

a. Carnegie Classification

The Carnegie Commission on Higher Education is a classification system for higher education institutions that has become the standard for research and policy analysis. For the past 50 years this classification has been used to identify the roles of institutions within the overall framework of postsecondary education.

MSU's Carnegie Classification was updated in early 2019 from "Master's Colleges and Universities" to "Doctoral/Professional Universities." The Doctoral/Professional classification is defined as an institution reporting less than \$5 million in research expenditures and conferring 30 or more professional practice doctoral degrees in at least two programs.

b. IPEDs

Title IV institutions report data to the Integrated Postsecondary Education Data System (IPEDS). Institutions are grouped into categories. One such category is for the type of outcome awards.

The highest outcome award noted under MSU's IPEDS data is "Doctor's degree – professional practice." This is based on the revised IPEDS award levels that occurred in fall 2010. Those revisions eliminated the "first-professional degree" category and divided doctoral programs into three categories: Doctor's degree-research/scholarship, Doctor's degree-professional practice, and Doctor's degree-Other.

APPENDIX

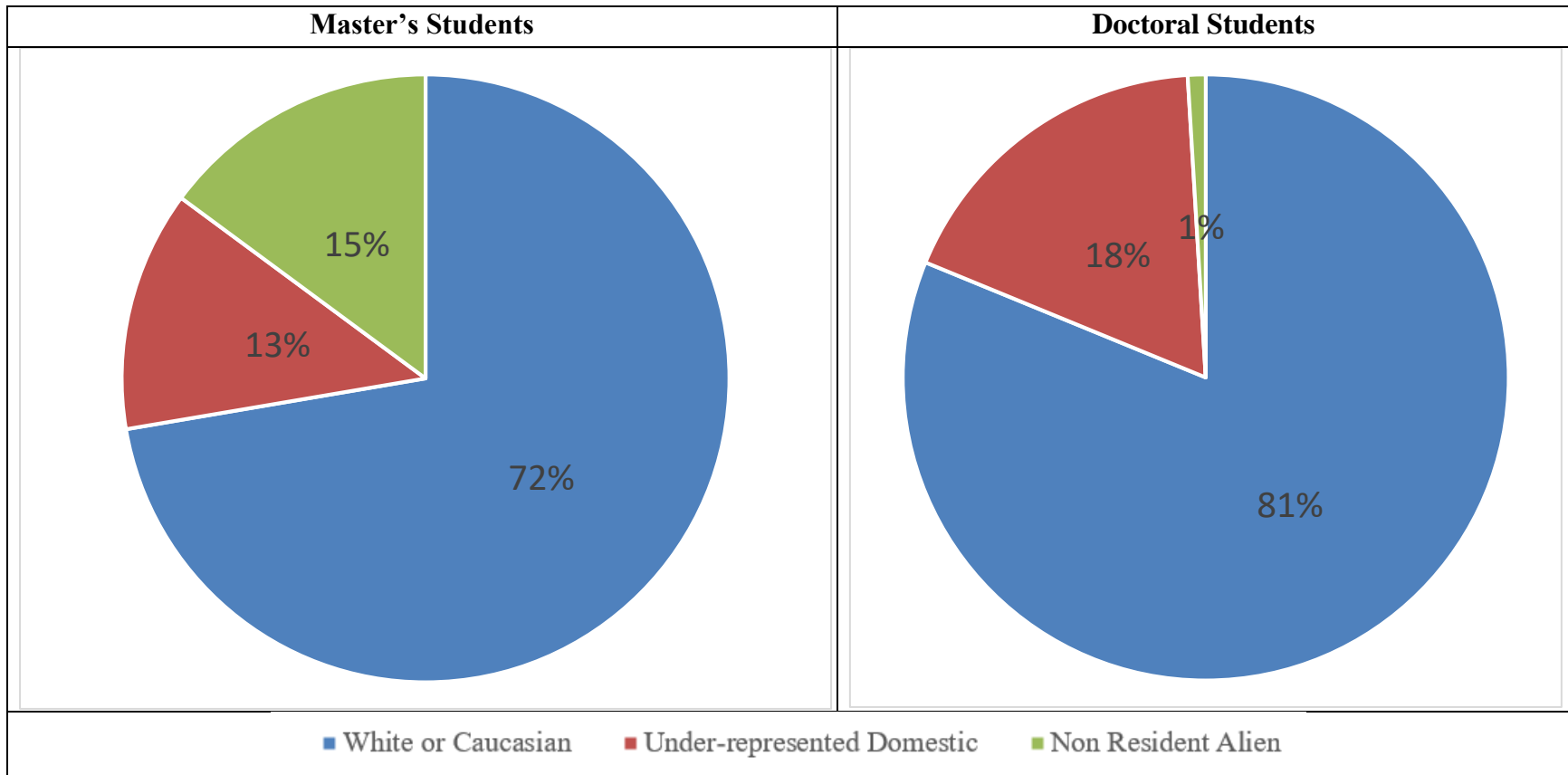


Figure 1. Race-ethnicity of master's and doctoral students over the period 2015 to 2021.

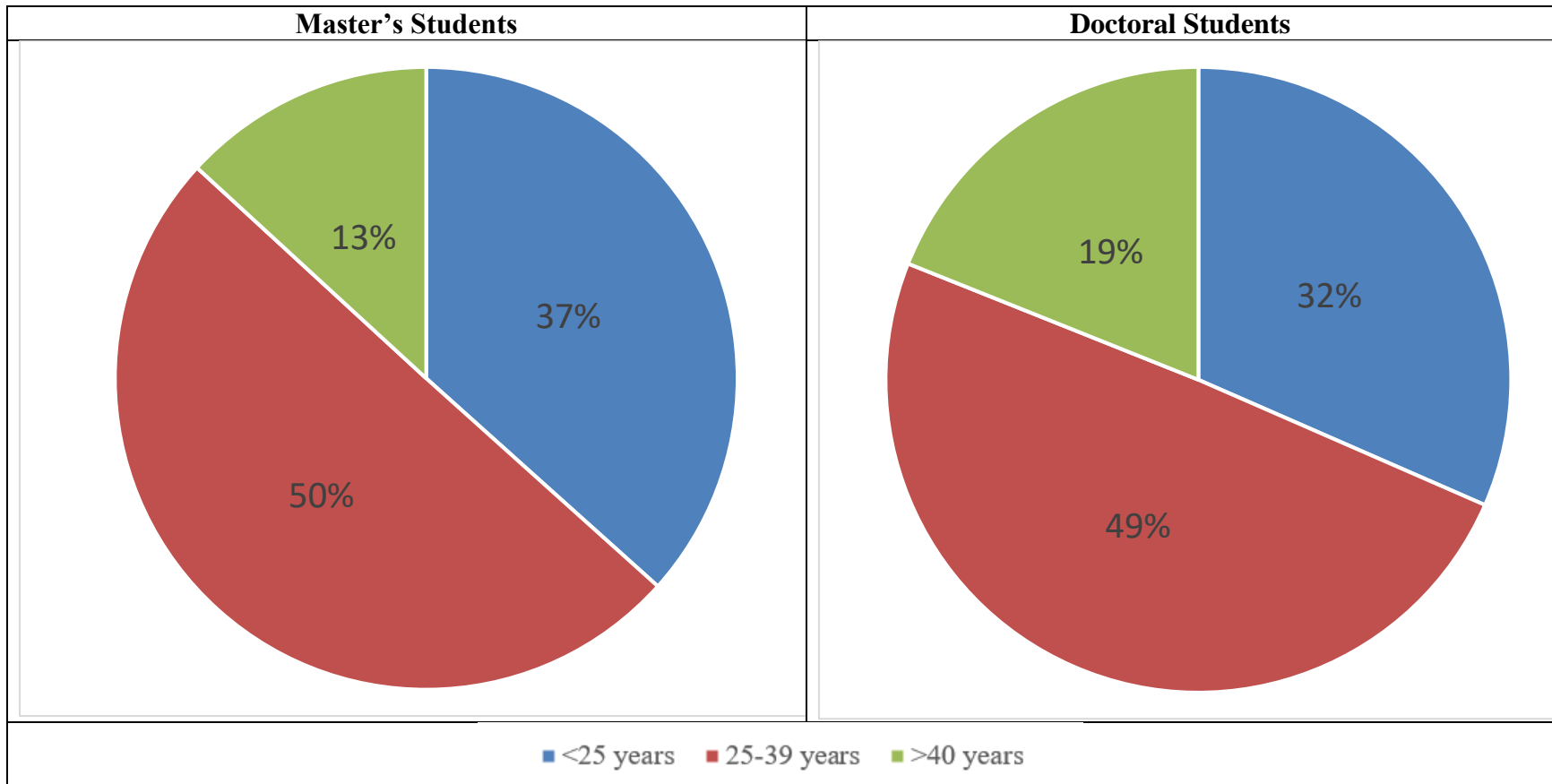


Figure 2. Age of master's and doctoral students over the period 2015 to 2021.

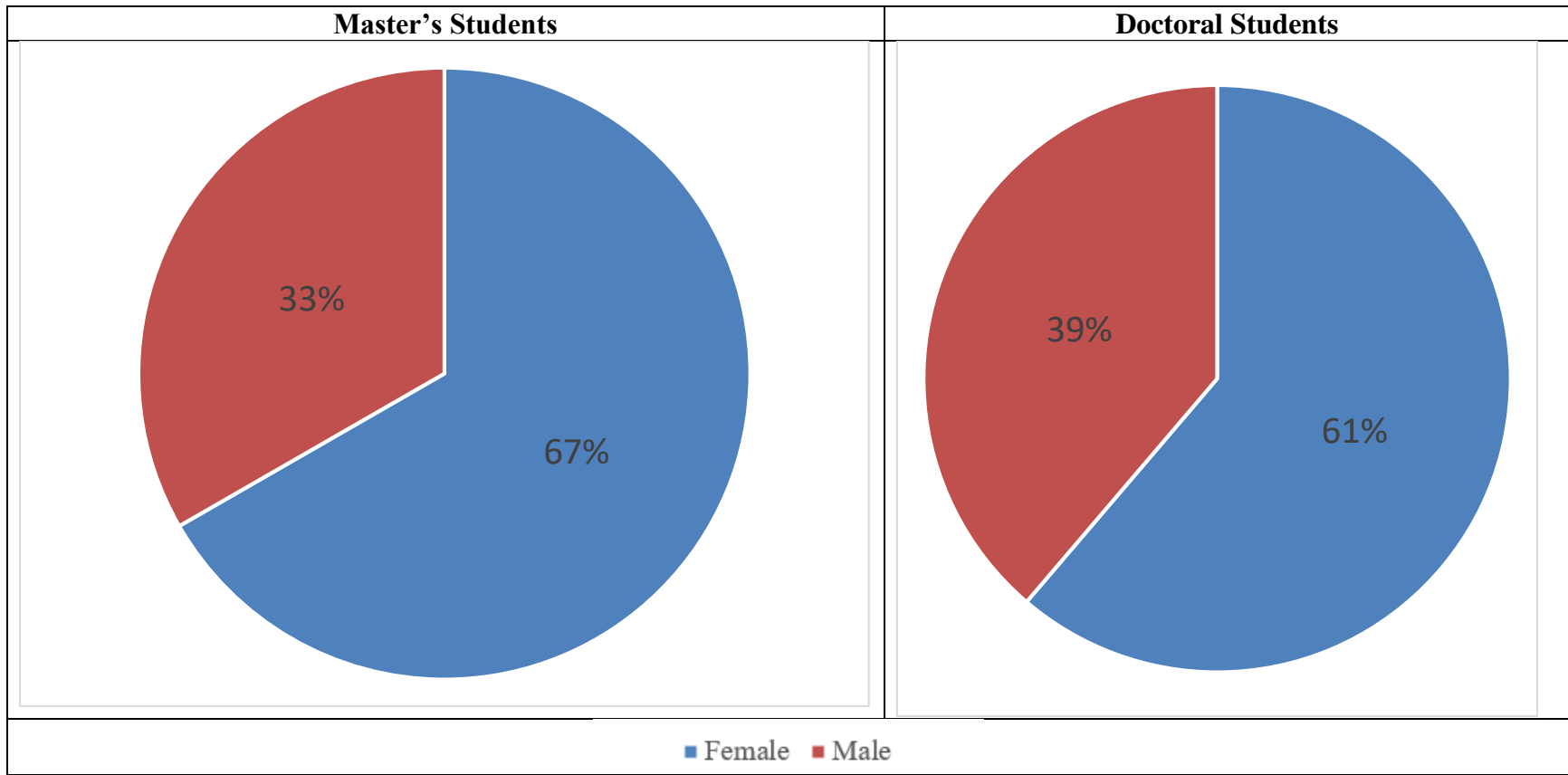


Figure 3. Gender of master's and doctoral students over the period 2015 to 2021.

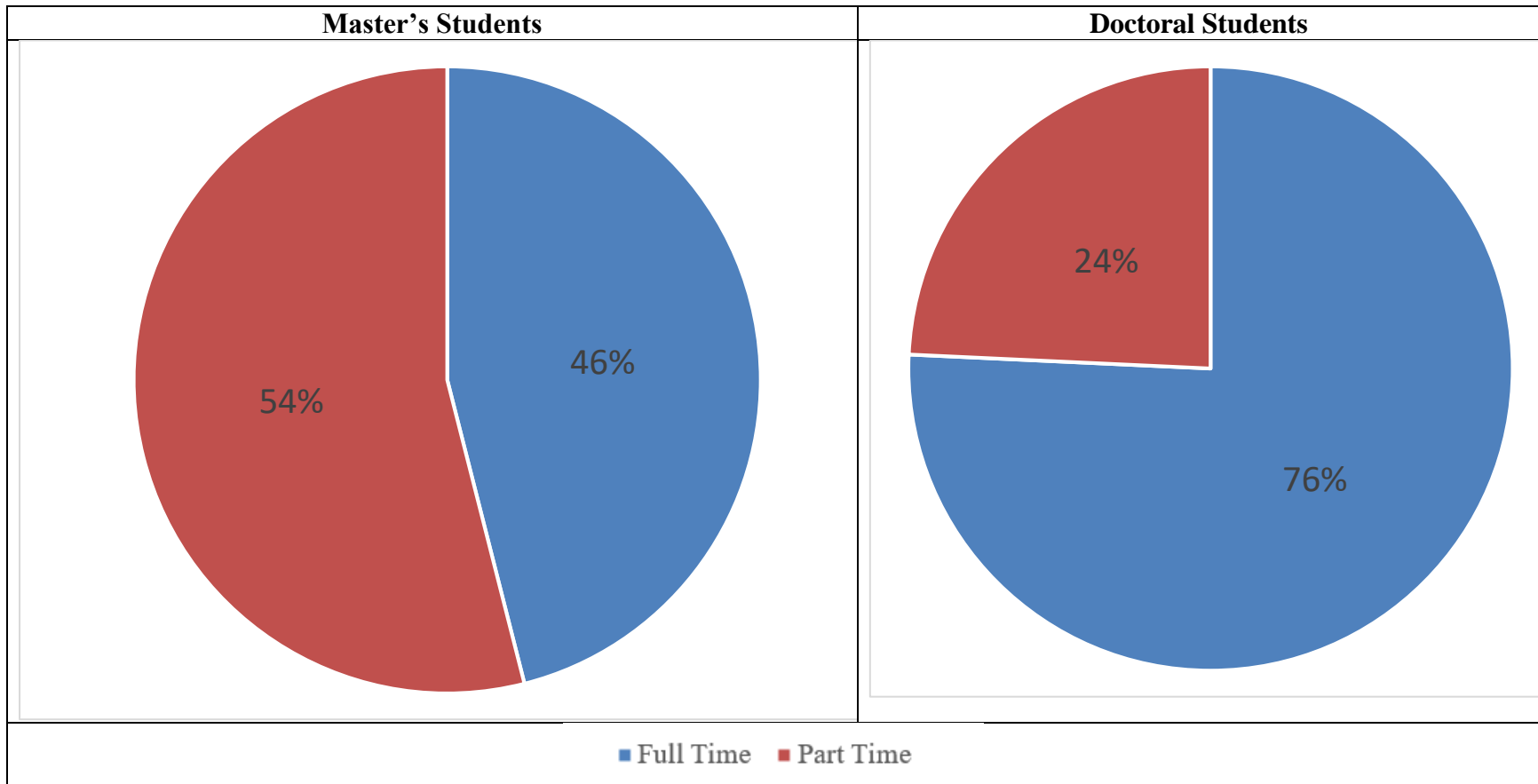


Figure 4. Enrollment status of master's and doctoral students over the period 2015 to 2021.

Board of Governors
October 15, 2021
Missouri State University-West Plains
Chancellor's Report

- **Enrollment:** Missouri State University-West Plains saw an increase in enrollment numbers from Fall 2020 to Fall 2021:
 - The total for all students increased from 1,922 to 1,953 students, an increase of 1.6%.
 - Dual credit, dual enrollment, or early degree programs increased from 839 to 972, an increase of 16%.
 - The Mountain Grove Extended Campus increased from 44 to 52, an increase of 18%.
- COVID update: Cases of COVID-19 remain low on campus, with only two positive cases during the fall semester (one staff and one student).
- **August 27, Town Hall:** Members of the Missouri State University-West Plains campus attended a Town Hall meeting on August 27 where Interim Chancellor Dennis Lancaster and President Clif Smart gave an update on several topics. The Town Hall was conducted in-person and via Zoom. Both Chancellor Lancaster and President Smart provided the latest information about enrollment, the University's COVID response, capital projects, and long-range planning, among other topics. President Smart also discussed the upcoming Chancellor's search process.
- **September 16, Contractor Forum:** Director of Business and Support Services Crockett Oaks, III held a Contractor/Supplier Forum on September 16. Several contractors attended whose goals were to glean knowledge on successfully placing bids with the MSU System.
- **Project Update:** Members of the Springfield campus Office of Project Design & Construction led the West Plains staff and faculty members to continue to hone building designs toward the renovation of Broadway Hall for the advanced fabrication and welding program and the Looney Hall lecture hall addition for the nursing program. We expect bidding documents to be available in October.
- September 17-18, faculty members in the English and history departments hosted an estimated 75 fellow faculty members, writers, researchers, artists, and other Ozarks enthusiasts at the Annual Ozarks Symposium and the inaugural meeting of the Ozarks Studies Association in an earlier convening. Both events provided opportunities for presentations about the latest research and literary representations concerning the history, culture, and life of the Ozark region.

Bears Care Survey Longitudinal Results

October 15, 2021 | Board of Governors

The Bears Care Survey has been administered four times by the Office of Assessment to undergraduate and graduate students enrolled in coursework at the Springfield campus. The salient points are made in Tables 1 and 2. The average response rate of 41% is especially strong for survey research. Several points of distinction can be found. The number of students requesting assistance for wifi/computer has decreased. Food insecurity has increased, and there is always a need for academic assistance.

Table 1. Number of responses from undergraduate and graduate students.

	Spring 2020	Fall 2020	Spring 2021	Fall 2021
# of Responses	7,245	7,321	5,504	6,243
Response Rate	46.0%	43.9%	36.3%	39.5%

Table 2. Number of students needing assistance by topic.

	Spring 2020	Fall 2020	Spring 2021	Fall 2021
Wi-Fi/Computing	10.3%	8.9%	6.4%	3.2%
Food Insecurity	12.8%	10.5%	11.5%	13.9%
Academic Assistance	27.9%	21.2%	17.9%	23.9%
Unsure if returning	5.7%	7.5%	3.6%	3.3%
Thank You to MSU	2,400	1,600	-	1,100

Actions Taken

- Students received an email with links to resources.
- The data has been disaggregated by student need, college, and department and shared to the appropriate student support service and to Deans for follow-up with students.
- The Bear Pantry has increased its membership during survey follow-up and marketing. There are 290 members compared to 130 this same time last year.
- The Center of Community Engagement, home to the Bear Pantry, obtained a federal Americorps Agency grant of \$114,000 to fund 10 Americorps Members to assist in the Bear Pantry's expansion and sustainability.

Conference Report

2021 Public Affairs Conference
Elizabeth Walker, Ph.D., Professor of Agriculture
Provost Fellow for Public Affairs
Public Affairs & Assessment, Office of the Provost



Overview

The 18th Public Affairs Conference, with the 2021-2022 annual theme Bridging the Divide, was held September 27-30, 2021. This year's format consisted of five in-person and 20 virtual events. The Conference continues to provide the campus community an opportunity to learn from a variety of perspectives relevant to our statewide public affairs mission. Over 94% of those who responded to the survey would recommend this conference to a friend or colleague which indicates MSU continues to produce a beneficial, informative, and timely conference for the campus and community.

We strive for a diverse set of conference presenters both as a whole and within individual panel sessions to expose attendees to a rich set of expertise, thought, and perspectives. The virtual panel sessions continue to be free and open to the public allowing a range of viewers to experience the conference and promote Missouri State University.

Evaluation

This year's conference was evaluated using the Zoom webinar survey function and with Google Forms attached to a QR code for in-person events. The rate of survey return was 28% (n=1,927). Given that it was voluntary and happened after the program ended, it is very positive that nearly one-third participated in the survey. The use of electronic surveys has yielded a higher rate of return than previous years' paper assessments.

Attendees

- Total attendance for the conference 6,839 compared to last year's attendance of 5,096
- Attendance at the in-person events totaled 2,542 while the virtual sessions saw 4,274 attendees. We believe these numbers show a strong interest in both virtual and in-person opportunities.
- 92% of attendees viewed the conference while on campus and/or in Springfield.
- 82% of survey respondents were students.
 - First Year (57%)
 - Sophomore (16%)
 - Juniors (11%)
 - Seniors (10%)
 - Graduate (6%)

MSU faculty continue to integrate conference attendance as part of a class assignment (76%). We appreciate how Missouri State faculty promote the conference through embedded assignments. Although faculty encourage students to attend, 53% of students indicated they chose a session because of their interest in the topic. The highest attended virtual panel session was the Bridging the Healthcare Divide at 336 attendees. The next highest was Disability & Diversity: Bridging the Gap to Inclusion at 301 attendees.

Conference Events, Keynote and Plenaries

This year's conference began with two in-person events. The President's Local Spotlight focused on how the university and community partners. Tuesday's Student Panel was conceived, planned, and conducted by four Darr College of Agriculture students on bridging the divide by dispelling food myths. Over 200 students, faculty, and staff attended.

Conference keynote speaker, John Quiñones, TV personality, ABC News veteran, and creator of "What Would You Do," drew an audience of 1,147 at Juanita K. Hammons Hall for the Performing Arts. Daryl Davis, the Thursday evening speaker, spoke to over 750 attendees as he shared his story of seeking to understand, not to change minds or judge by exploring his topic of "How can they hate me if they don't even know me?" Davis holds the distinct honor of being the first Public Affairs Conference speaker to receive two standing ovations.

On Wednesday, 275 attendees watched the documentary film, "Songs from the Street." The documentary was produced by Carbon Trace Productions, a project led by Dr. Andy Cline and students from the Media, Journalism and Film (MJF) department. Missouri State University MJF students and volunteers served as the film crew for Carbon Trace. The film followed the story of the Springfield Street Choir.

The two remaining plenary speakers presented via Zoom webinar. Shereen Marisol Meraji, co-host and senior producer of NPR's Code Switch, Apple's first ever Show of the Year in 2020, spoke to 375 virtual attendees about how race affects every part of society—from politics and pop culture to history and food. Dr. Bill Doherty, co-founder of Braver Angels, and a professor at the University of Minnesota engaged with President Clif Smart and 311 attendees on ways to counteract political polarization through dialogue.

Conclusion

We want to thank the 2021-2022 Public Affairs Planning Committee, consisting of faculty from each college, staff, and Student Activities Council. Other activities to celebrate the theme of Bridging the Divide are ahead:

- On February 10, Shaun Tomson, World Surfing Champion, will share his motivational talk, "The Code: The Power of 'I Will.'" He's managed and sold two multi-million dollar clothing brands, been inducted into the Jewish and South African Sports Hall of Fame and the US Surfing Hall of Fame, and described as one of the greatest surfers of all time.
- Selected the university's Common Reader: *The Code: The Power of 'I Will'*
- Dr. Shannon Wooden, Professor of English, will be the 2022-2023 Provost Fellow for Public Affairs.
- The 2022-2023 theme will be *From Words to Deed: Creating Collaborative Communities*

With the Public Affairs Planning Committee, the Office of Public Affairs Support, and the Division of Public Affairs and Assessment/Office of the Provost will continue to explore topics of timely relevance as they relate to the public affairs mission of the university.



**THE OFFICE OF RESEARCH ADMINISTRATION
ACTIVITY REPORT – FISCAL YEAR 2022 THROUGH AUGUST**

Missouri State University faculty, staff, and students are involved in research, education, and service projects through the support of governmental, business, and philanthropic entities. This report summarizes key aspects of this activity and highlights awards received in FY 2022 through the month of August.

PROJECT HIGHLIGHTS

- **Tiglet Besara**, Assistant Professor of Physics, Astronomy & Materials Science, **Fei Wang**, Associate Professor of Chemistry, **Natasha DeVore**, Assistant Professor of Chemistry, **Gary Michelfelder**, Associate Professor of Geography, Geology & Planning, and **Nikolay Gerasimchuk**, Distinguished Professor of Chemistry, received **\$342,000** from the **National Science Foundation** to acquire a single crystal x-ray diffractometer. Single crystal x-ray diffraction is the paramount tool to completely determine structure of materials and to fully obtain their atomic arrangement. As such, it is crucial to have a single crystal x-ray diffractometer readily available for materials research.
- **Michele Day**, Director of Social Work, received **\$164,975** from the **Missouri Department of Social Services** to prepare youth for personal success in employment, education, healthy lifestyles, and self-sufficiency through mentoring support. MMP serves youth primarily between 16 and 21 years of age by offering worksite and young parent mentoring to youth at risk of entering the welfare system or adult justice system
- **Debra Finn**, Assistant Professor of Biology, received a **\$110,600** grant from the **Australian Research Council** to support a collaborative project, with the University of Melbourne, in which the Universities will pool their fields of expertise to address some basic problems in understanding population recruitment of aquatic insects from the flying adult stage of one generation the aquatic larval stage of the following generation.

RESULTS

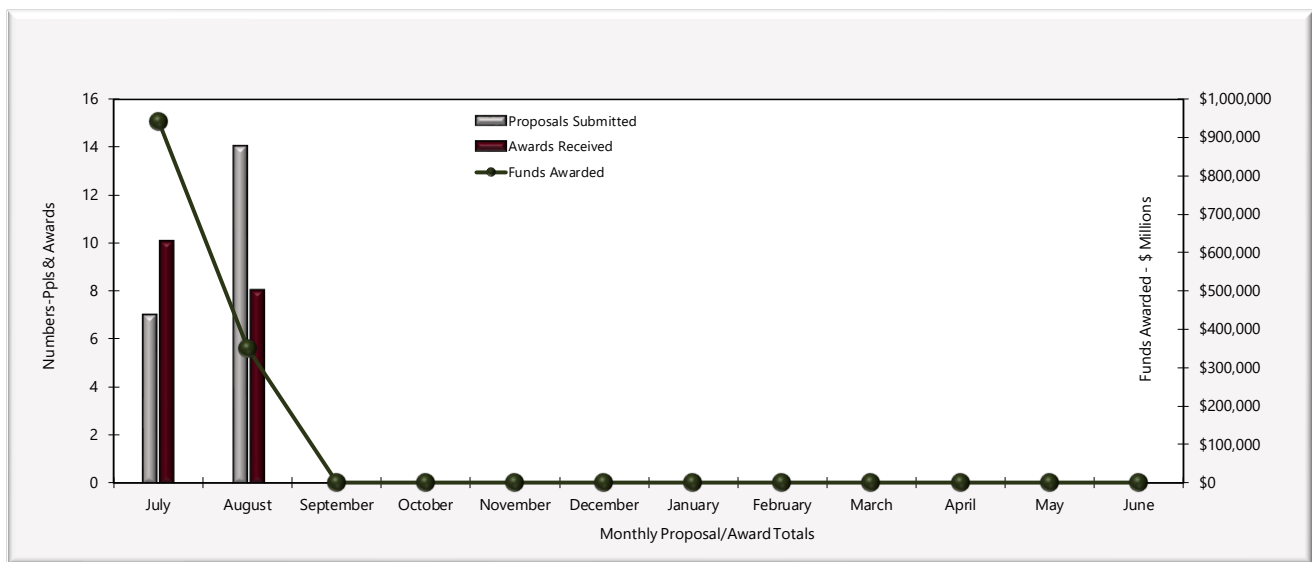
As of the end of August, the University has submitted 21 proposals for support of University-based projects. To date, 18 awards have been received – some of which are from proposals submitted during the previous fiscal year. The commitment of funds in these grants and contracts to date is \$1.3 million. 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 \$2.0 million in CARES Act grants, that is not reflected in this report.

Key Indicators	Activity for FY 2022	% Change from FY 2021
Proposals Submitted	21	-30%
Funds Requested	\$6,265,782	-21%
Named Investigators	22	-31%
Grants & Contracts Awarded	18	-36%
Funds Awarded	\$1,289,476	-66%

External funding activity so far in FY 2022:

Sponsored Program Activity FY 2022

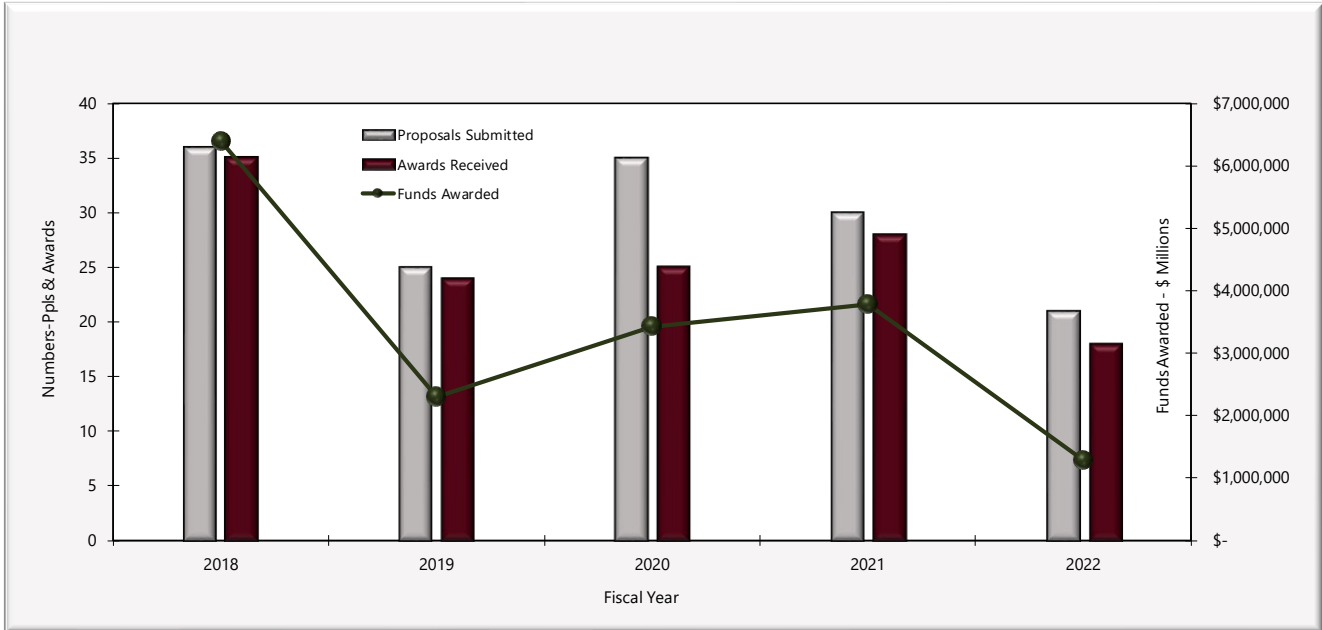
Month	Proposals Submitted	Total Awards	Dollars Awarded
July	7	10	\$940,166
August	14	8	\$349,310
September	0	0	\$0
October	0	0	\$0
November	0	0	\$0
December	0	0	\$0
January	0	0	\$0
February	0	0	\$0
March	0	0	\$0
April	0	0	\$0
May	0	0	\$0
June	0	0	\$0
	21	18	\$1,289,476



A comparison of activity over the last five years:

Cumulative Sponsored Program Activity Through the Month of August (FY 2018 - FY 2022)

Fiscal Year	Proposals Submitted	Number of Awards						\$Millions	
		Education	Equipment	Facilities & Infrastructure	Research	Service	Ttl Awds	Requested	Awarded
2018	36	13	0	0	12	10	35	\$ 16,347,238	\$ 6,378,329
2019	25	8	0	0	9	7	24	\$ 8,200,827	\$ 2,295,158
2020	35	9	0	0	11	5	25	\$ 22,620,877	\$ 3,415,108
2021	30	15	0	0	9	4	28	\$ 7,893,135	\$ 3,781,794
2022	21	2	1	0	8	7	18	\$ 6,265,782	\$ 1,289,476



Grant and contract activity for FY 2022, through August:

Missouri State University
FY 22 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	1	0	1	0	1	1	\$ 15,651	1	1	\$ 15,651
The William H. Darr College of Agriculture	0	1	0	1	1	1	\$ 65,000	1	1	\$ 65,000
Center for Grapevine Biotechnology	1	1	0	1	2	1	\$ 94,280	1	1	\$ 94,280
Mid-America Viticulture & Enology Center	0	0	0	0	0	0	\$ -	0	0	\$ -
Judith Enyeart Reynolds College of Arts & Letters	0	0	0	0	0	0	\$ -	0	0	\$ -
Center for Dispute Resolution	0	0	0	0	0	0	\$ -	0	0	\$ -
Center for Writing in College, Career, & Community	0	0	0	0	0	0	\$ -	0	0	\$ -
College of Business	0	0	0	0	0	0	\$ -	0	0	\$ -
Center for Project Innovation & Management	0	0	0	0	0	0	\$ -	0	0	\$ -
College of Education	0	2	0	1	3	1	\$ 27,834	3	1	\$ 27,834
Agency for Teaching, Leading and Learning	0	1	0	0	1	0	\$ -	1	0	\$ -
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	0	0	1	1	0	2	\$ 210,902	0	2	\$ 210,902
Center for Research & Service	0	0	0	0	0	0	\$ -	0	0	\$ -
College of Humanities & Public Affairs	0	0	0	0	0	0	\$ -	0	0	\$ -
Center for Archaeological Research	0	0	0	0	0	0	\$ -	0	0	\$ -
Center for Community Engagement	0	0	0	0	0	0	\$ -	0	0	\$ -
Center for Economic Research	0	0	0	0	0	0	\$ -	0	0	\$ -
Center for Social Science & Public Policy Research	0	0	0	0	0	0	\$ -	0	0	\$ -
College of Natural & Applied Sciences	2	11	2	8	13	10	\$ 614,984	5	5	\$ 614,984
Bull Shoals Field Station	0	0	0	0	0	0	\$ -	0	0	\$ -
Center for Resource Planning & Management	0	0	0	0	0	0	\$ -	0	0	\$ -
Ozark Environmental Water Research Institute	1	1	1	1	7	5	\$ 90,000	4	3	\$ 90,000
Diversity & Inclusion	0	0	0	0	0	0	\$ -	0	0	\$ -
Graduate College	0	0	0	0	0	0	\$ -	0	0	\$ -
Information Services	0	0	0	0	0	0	\$ -	0	0	\$ -
Library	0	0	1	0	0	1	\$ 7,484	0	1	\$ 7,484
President	0	0	0	0	0	0	\$ -	0	0	\$ -
Provost	1	0	0	0	1	0	\$ -	0	0	\$ -
Ozarks Public Health Institute	0	1	0	1	1	1	\$ 149,341	1	1	\$ 149,341
Southwest Missouri Area Health Education Center	1	0	0	0	1	0	\$ -	1	0	\$ -
Research & Economic Development	0	0	1	0	0	1	\$ 10,000	0	1	\$ 10,000
Center for Applied Science & Engineering	0	0	0	0	0	0	\$ -	0	0	\$ -
Center for Biomedical & Life Sciences	0	1	0	1	1	1	\$ 4,000	1	1	\$ 4,000
International Leadership & Training Center	0	0	0	0	0	0	\$ -	0	0	\$ -
Jordan Valley Innovation Center	0	0	0	0	0	0	\$ -	0	0	\$ -
Small Business Development Center	1	0	0	0	1	0	\$ -	1	0	\$ -
Student Affairs	0	0	0	0	0	0	\$ -	0	0	\$ -
West Plains	0	1	0	0	1	0	\$ -	1	0	\$ -
TOTAL	8	20	7	15	34	25	\$ 1,289,476	21	18	\$ 1,289,476

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

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

REPORT TO BOARD OF GOVERNORS FROM ASSISTANT TO PRESIDENT/CHIEF DIVERSITY OFFICE

Board of Governors Meeting October 15, 2021

Division for Diversity & Inclusion (DDI) Events and Collaborative Initiatives:

Bear Bridge Faculty Mentoring Program: Fall 2021 program began with reception for mentees and mentors at President Clif and Gail Smart's home successful first year. Dr. Judith Martinez, Provost Fellow for Diversity/DDI Director of Special Programming, continuing expansion and development of Bear Bridge program in collaboration with Office of the Provost and faculty participants.

United Academy for Inclusion and Belonging- Assistant Vice President for Diversity & Inclusion (AVPDI) Dr. Juan Meraz continuing professional DEI program for United Way of the Ozarks member non-profit organizations. First 1-day academy program for Fall 2021 held 9/30/2021 via zoom format with 40 participants.

Facing Racism Institute (FRI) – The first Fall 2021 FRI session is scheduled for October 21-22, 2021 and will be a virtual session. Dr. Leslie Anderson and Dr. Lyle Foster facilitate FR training in partnership with DDI and at the annual Collaborative Diversity Conference each academic year. This is first 2-day session offered in over a year due to COVID-19 pandemic measures.

“History of Black Lives in Springfield” presentation by CDO H. Wes Pratt at Library Center on Thursday, September 23, 2021, featured in Springfield News-Leader:

<https://na01.safelinks.protection.outlook.com/?url=https%3A%2F%2Fwww.news-leader.com%2Fstory%2Fnews%2Flocal%2Fozarks%2F2021%2F09%2F25%2Fwes-pratt-missouri-state-diversity-chief-shares-black-springfield-history-racism%2F5827074001%2F&data=04%7C01%7C%7C7ae1342e04024b59774d08d984265619%7C84df9e7fe9f640afb435aaaaaaaaaaaa%7C1%7C0%7C637686122446542351%7CUnknown%7CTWFpbGZsb3d8eyJWljiMC4wLjAwMDAiLCJQIjoiV2luMzliLCJBTiI6Ikl1haWwiLCJXVCi6Mn0%3D%7C1000&reserved=0>

Student Diversity Leadership Training on Racial Equity Program:

DDI and Division of Student Affairs Multicultural Student Services developed D & I training model for student organizations' leaders utilizing student peer trainers to be initiated this Fall semester. The Institutional Racial Equity Initiative Grant (\$20k) is being utilized to develop curricula for student leaders in sessions that begin October 12, 2021 and lasts for 10 weeks.

Proposal submitted by university DOSA and DDI collaboration funded by the Missouri Scholarship & Loan Foundation (MSLF). Grant intended to promote education institutions working to implement equity-minded strategies designed to advance racial equity and increase degree completion for students of color.

Student African American Brotherhood/Brother2Brother (SAAB):

VISION: SAAB is recognized as a national leadership movement established to set the standard for academic excellence through leadership, mentoring, advocacy, and action for underrepresented, under-resourced and historically included young men of color. SAAB removes educational/academic barriers thereby ensuring increasing number of Black, Latino, first generation and Pell-Grant eligible men graduate from college. SAAB empowers graduates to set a higher standard of achievement by fostering a spirit to care about themselves and others resulting in manifestation of its motto ***“I am my Brothers’ Keeper, and Together We Will Rise...Saving Lives and Salvaging Dreams!”*** of all participants.

SAAB continues development of Ambassadors Council with local leaders in education, business, corporate, public and non-profit sectors. Missouri State University and Evangel University has established college chapters and Ozarks Technical Community College is developing its chapter. Three SAAB chapters have been started at Central, Glendale, and Hillcrest high schools. The first MSU/SAAB Scholarships were awarded to two Glendale High School seniors who plan to attend Missouri State University in the Fall 2022 semester.

At start of Fall semester 2021 SAAB held first retreat with its Executive Team leaders from college & high school chapters; convened its “Welcome Back” student reception; and SAAB/B2B Informal City-wide Leaders Dinner held at home of CDO and Francine Pratt. Also, SAAB Founder and CEO, Dr. Tyrone Bledsoe, Chamber of Commerce CEO Matt Morrow, and Mary Lilly Smith, former Assistant City Manager, were featured in the Public Affairs Conference Opening President’s Local Spotlight: Bridging Divides Alongside Community Partners” facilitated by President Clif Smart.

Staff Diversity Composition Initiative (SDCI)--Program administered in Division for Diversity & Inclusion by Chief Diversity Officer with Council. See https://www.missouristate.edu/policy/Op1_02_10_Staff_Diversity_Composition_Initiative.htm

Faculty Diversity Composition Initiative (FDCI)—Program administered through DDI and Office of Provost to increase diverse faculty at the university. https://www.missouristate.edu/policy/Op1_02_9_Faculty_Diversity_Composition_Initiative.htm

Student Enrollment Management (SEM):

CDO participating as member of SEM Steering Committee and AVPDI, Juan Meraz participating as member of SEM Outreach and Recruitment Committee. Next SEM meeting is Tuesday, October 5, 2021 via Zoom.

Giving Voice:

Student theatrical organization sponsored by a collaboration that includes the Office of the President, DDI, and the Dept. of Dance & Theatre the College of Arts and Letters represents the challenges of underrepresented group students, employees and faculty. Auditions being held currently. <https://givingvoice.missouristate.edu/>

Faculty Diversity Coordinator:

Dr. Lyle Q. Foster, Sociology, and Faculty Diversity Coordinator in the DDI, continues new and existing faculty Cultural Consciousness professional development sessions during academic year; facilitates campus Tough Talks for students, faculty & staff; and developed Diversity Champions program for GEP classes. Dr. Foster participated in panel discussion at Findley Farms for Springfield Community Leaders Tour. Foster also facilitated film screening of "I am Not Your Negro" based on book of same title by James Baldwin for the Communications Department faculty of the College of Arts & Letter on 9/17/2021.

Diversity Lunch & Learn for Faculty and staff:

Faculty and staff attend forums on specific topics related to the university setting. Shared ideas among participants designed for faculty and staff participants. Co-hosted by Dr. Judith Martinez, DDI Diversity Fellow and Dr. Lyle Q. Foster.

Mini-Diversity Workshops:

Faculty Center for Teaching and Learning (FCTL)/DDI collaboration. Participants register through My Learning Connection. Workshop facilitator: Dr. Judith Martinez, DDI Diversity Fellow conducts DEI workshop sessions.

Tough Talks:

The October campus sessions being scheduled and facilitated by Dr. Lyle Q. Foster regarding national public health on BIPOC & current state of inclusion efforts locally.

Education Preparation Provider (EPP) Committee on Diversity:

CDO and AVPDI attend monthly meetings of EPP Committee Chaired by Dr. Dennis Rudnick. Next meeting is October 6, 2021 via Zoom at 1:00 P.M.

Provost's Diversity Council:

AVPDI and Dr. Judith Martinez participating in zoom meetings with the Provost's Diversity Council to get diversity updates from the academic area of campus.

Diversity 101 for Supervisors:

The DDI and HR department professional development collaboration designed for supervisors was facilitated by AVP for DDI, Dr. Juan Meraz. Subject matter includes: Ensuring workforce is culturally conscious/competent; values diversity; Managing and motivating multicultural workforce; skills for building trust and cross-cultural communication; valuing differing perspectives/experiences; Promoting staff participation in developing opportunities improving cultural competencies.

Cultural Consciousness in the Workplace:

DDI and HR department collaboration designed to provide members of MSU workforce awareness, knowledge, and skills necessary to understand culturally relevant topics, inclusive excellence and sustaining a welcoming workplace environment that values the inclusion of diversity. AVPDDI facilitates training.

Cultural Consciousness in the Community Workplace-Workforce Diversity:

Designed to provide members of MSU community awareness and knowledge for understanding culturally relevant topics and how to work to promote an inclusive and welcoming work environment that values the inclusion of all. Facilitated by AVPDDI Dr. Juan Meraz.

President Councils on Diversity:

- **President's Community Diversity Council**—No update.
- **President's Student Diversity Council**—Meetings continuing regarding expansion plans for Multicultural Resource Center. Students meet and engage in conceptual planning with design team and consultants
- **President's Faculty and Staff Diversity Council**- Conceptual planning with DDI and HR Department being considered with expected implementation in Fall 2021 semester.

Scholar 2 Scholar Program Renamed MAS@MSU:

S2S was restructured and renamed Mentoring for Academic Success (MAS) program. MAS program is a campus-wide professional initiative for students from all majors that have been awarded work-study funds and have an interest in helping faculty as a research assistant. Program partners underrepresented students with opportunity & education at MSU. Dr. Judith Martinez, DDI Diversity Fellow, facilitates MAS administration. <https://diversity.missouristate.edu/Scholar2Scholar.htm>

Missouri Commission on Racial Equity and Fairness (CREF)- CDO serves as member of Commission tasked with “examining and reviewing current practices and recommending measures to ensure fairness, impartiality, equal access and full participation for racial and ethnic minorities in the judicial process and in the practice of law.” Next zoom meeting is Thursday, October 7, 2021.

Missouri Bar Special Committee on Lawyers of Color in the Profession- CDO continues to serve as member of committee of legal and judicial professionals charged with presenting recommendations to the Missouri Bar to increase diversity and inclusion in the state bar. Next zoom meeting is Monday, Oct. 4, 2021.

Minorities in Business (MIB):

MIB is local non-profit corporation collaborating with DDI in promoting networking, capacity building and advocacy for MBE/WBE/DBE/ and emerging businesses. Former Arvest Bank Assistant VP, Darline Mabins, hired as Executive Director August 2021.

Public Entities Diversity Workgroup Initiative:

Collaboration among regional public entities to promote diverse contracting, procurement, consulting and employment opportunities. Co-chaired by City Utilities and City of Springfield reps. Performance Measures and Subcommittee on Diversity Outreach, Recruitment and Retention co-chaired by MSU AVPDDI, Dr. Juan Meraz, and MSU HR Director Scott Scobee.

Missouri Diversity Officers in Higher Education (MODOHE):

CDO & the AVPDDI participating on Ad Hoc Committee meetings/discussions as member of state chapter of National Association of Diversity Officers in Higher Education (MODOHE).

Missouri Developmental Disabilities Council (MODDC) African American School to Prison Pipeline Coalition:

CDO participates in statewide coalition meetings representatives from Springfield Public School District, Missouri State University, Prosper Springfield, Courageous Family Counseling Group, West County Community Action Council, Boone County Resources. A 2-year grant funded project for collection and analysis of data that promotes systemic change and capacity building regarding the “school to prison pipeline” issues associated with African American students diagnosed with intellectual and developmental disabilities in order to promote equal access to services and quality educational opportunities.

Springfield Greene County Heritage Trail Advisory Council:

Researched by MSU professors Dr. Lyle Q. Foster and Dr. Tim Knapp. Local advisory council created by City of Springfield, DDI, NAACP, and John Oke-Thomas and Associates. Fund raising for Trail markers delineating the history of African American citizens in the Springfield region continues.

Numerous requests for guided tours of trail received and tours conducted by Dr. Foster & community leader, Cheryl Clay, as participants impacted positively by history of trail and segregation in city. Springfield Chamber Network organization toured trail on September 29th and next tour scheduled for Saturday, October 2nd for Diversity Committee of a local Architects Association.

Globally Responsive Education and Teaching (GREAT):

AVPDI and Dr. Judith Martinez participate in planning meeting for the April 2022 Great Conference.

Diversity Executive Leadership Academy (DELA):

AVPDI participated in Board meeting and DDI staff being engaged in certified diversity professional sessions.

Waynesville School District Leadership Team Diversity Training on Diversity Dialogues:

On-going professional development with teachers and staff and diversity dialogues with students facilitated by Dr. Juan Meraz.

Missouri Higher Education Equity Project- MSU participates as member of statewide efforts to address equitable educational opportunities for underrepresented populations. The Missouri Department of Higher Ed & Workforce Development established Equity Project to increase post-secondary attainment of underrepresented students statewide.

Postsecondary Equity Network (PEN)- is a statewide coalition advancing access to higher education for underrepresented and under resourced students. CDO Pratt is point of contact for MSU team that includes Dr. Dee Siscoe, Rob Hornberger, Heather King, Dr. Ryan Reed, Dr. Kim Martin, Dr. Michele Smith, Dr. Kelly Wood, and Dr. Juan Meraz. PEN institutions are Fontbonne, Harris-Stowe, Maryville, Missouri State University, University of Missouri, SEMO, SLU, STL CC, UCM, UMKC, UMSL, and Webster University.

Submitted by:

CDO H. Wes Pratt, J.D.
October 1, 2021

Student Affairs Report
Missouri State University Board of Governors
October 16, 2021

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 include:

Enrollment Management:

Enrollment information for the fall semester is as follows:

- 📌 **Total Headcount:** 23,618, down 545 (2.3%)
 - First-time new in college: 2,531, down 66 (2.5%)
 - New transfer undergraduates: 1,419, down 49 (3.3%)
 - Continuing degree seeking undergraduates: 10,491, down 902 (7.9%)
 - Total graduate students (new and returning/degree and non-degree seeking): 4,183, up 198 (5%). This is our largest graduate enrollment total ever, topping last year's record of 3,985.
 - Students from historically underrepresented groups: 3,257, down 43 (1.3%)
 - Students taking courses through the high school dual credit program: 4,424, up 457 (11.5%).
 - International students: 1,605, up 113 (7.6%)
- 📌 **System Enrollment**, 25,492, down 524 (2%)
 - West Plains campus enrollment: 1,953, up 31 (1.6%) from 1,922 last year.
 - A total of 79 students are enrolled on both campuses.
 - **Unduplicated system enrollment total is 25,492** up down 524 (2%) over the corresponding total of 26,016 last year.

Magers Health and Wellness Center:

- 📌 **Dr. Lori Brown** joins us as a **full-time Physician**, working Tuesdays-Fridays during the school year and Wednesdays through Fridays in the summer season. Dr. Brown is a Phi Beta Kappa college graduate of Stanford University and completed her medical school at Stanford as well. She has 30 years of medical practice in Alaska, Washington State, and on faculty at the University of California-San Diego School of Medicine.
- 📌 **Dr. Tobey Cronnell** joins us as an **Internal Medicine specialist** working on Fridays. Dr. Cronnell previously worked as an Emergency Room physician at Mercy.
- 📌 Magers has resumed our **Athletic Training Clinics**, on Tuesday September 21, 1:00-4:00 pm.
- 📌 **Free Flu Shots** for students/faculty/staff/dependents began on September 20th and we anticipate giving over 5000 flu vaccinations for the Springfield, West Plains, and Mountain Grove campuses.
- 📌 **COVID vaccines** continue to be available and administered through Magers Health.
- 📌 **COVID 19 Third Dose Pfizer vaccinations** began in August and Magers has given over 400 Third Dose vaccinations to date, in accordance with CDC guidelines.

Multicultural Services:

- 📌 Access & Success Programs has brought on 3 new staff members to help serve the students in **Bears LEAD**. We're excited to be serving 200 students in this program where we host monthly workshops, regular tutoring and advising support. Multicultural Services received a \$10,000 gift from Arvest Bank to go towards bookstore vouchers for active participants.
- 📌 Access programs expanded our **MOU with KIPP** to now include students from KIPP KC <https://news.missouristate.edu/2021/09/21/msu-kipp/>

- 🍷 The **Student Diversity in Leadership Institute (SDLI)** Cohort 2 began on Oct. 12th. Focus is on BIPOC students and racial equity training.
- 🍷 **Inclusive Excellence** has 126 new Scholars for 2021-2022. The opening banquet was held on Sept. 22nd.
- 🍷 The **Multicultural Resource Center** expansion opened on August 23rd. On average, 150 people are using the space each day. This includes quiet study rooms, common spaces, reflection room, library, and printing services. A grand opening is planned for 12 pm on Oct. 16th.
- 🍷 **The LGBTQ+ Safe Zone Program** has graduated it's 1st Cohort of participants as Sept. 28th. A group of 12 total participants, 6 faculty members, 5 staff, and 1 Graduate student participated.
- 🍷 **Latinx Heritage Month** programming has wrapped up as of Tuesday, September 28th and students/faculty/staff enjoyed a busy schedule of programs and events.
- 🍷 Multicultural Services in partnership with MSU Foundation will host Brian Bond, Executive Director for **PFLAG National** in Washington, D.C. on a visit November 18th. He is MSU Alum and will engage in a "Dine and Discuss" with LGBTQIA+ students and Multicultural Student Services Staff about the status of equality and advocacy on a local and national level.
- 🍷 **The Disability Resource Center** is actively working with 1291 students currently registered through the office. They are also working with 1520 requests for accommodations in 1070 classes across the university.

Campus Recreation:

- 🍷 Campus Recreation kicked off the semester with new and successful welcome week events including: **Campus Recreation 101, Rec Sports showcase, and Boulder Bash.**
- 🍷 **Outdoor Adventures** implement a new day trip program and all spots are sold out for the semester. This includes all trips for caving, climbing, hiking and kayaking!
- 🍷 Campus Recreation is hosting its first "**Squatober**" throughout the month of October. This is a fun fitness challenge that includes workout plans dedicated to squats. In addition, Personal Training has implemented a free workout of the week available to all patrons.
- 🍷 For marketing, we have engaged with **Sprout** (program supported through MarCom) to help boost social media engagement. For Instagram alone impressions went from 1,771 (Aug 20) to 11,240 (Aug 21)!
- 🍷 Campus Recreation is the final stages of planning a new **Summer Day Camp**. Registration is set to open November 1.
- 🍷 The department is looking forward to hosting **Breakfast with Boomer** (October 16th) in addition to the annual **Haunted Trail** (Oct 28) this month!

Plaster Student Union:

- 🍷 Attendance and engagement at **Fall Welcome Weekend events** was very strong.
- 🍷 **Sample Springfield** hosted 60 vendors and raised \$12,000 for leadership programs.
- 🍷 The **Fraternity and Sorority Community** completed initial recruitment programs, where 349 people join our Panhellenic community and 373 with our Interfraternity Council.
- 🍷 The renovated space for the **Office of Student Engagement** has met the phase of substantial completion and the staff has begun moving into their new office which is fabulous!

Residence Life, Housing and Dining Services:

- 🍷 **Re-application** for students to live on-campus with us next year, began on October 15. Our newly admitted students for Fall 2022 will be able to complete their housing contract beginning November 1.
- 🍷 Our **Housing software upgrade**, which was recently completed, will allow us to add some additional logic into the housing application process to make it even more smooth for our students to complete.

- 📌 **Fall Leadership Day** was a great kickoff to our hall councils, and about 100 student leaders had a great time learning and connecting together. This event provided meaningful learning opportunities for our students.

University Bookstore:

- 📌 This Fall the Bookstore **StreamlinED** program has again shown tremendous growth.
 - 45% of Fall 2021 semester enrolled student were in at least 1 StreamlinED course.
- 📌 Total sales for the first few weeks of the Fall 2021 semester improved over **Fall 2020 sales**. We added 2 more pick-up stations for online orders and ran 8 cash registers throughout the week. Wait times in both locations were under 10 minutes at peak times, and generally under 5 minutes at most times throughout the day. Also, sales at all 3 of our convenience stores, as well as the boutique were up the first week of school, ranging from 15% at Bear Necessities, up to 45% at Madison Ave Boutique! Great start to the 2021 Fall semester, especially at our remote locations!
- 📌 The Bookstore offered **extended hours throughout the Family Weekend** and saw lots of traffic! Families could shop a week early (9/13 – 9/18) with an online promotion: 20% discount and free shipping throughout the week before family weekend, allowing for families to arrive on campus already outfitted in their BearWear.

Dean of Students Area:

- 📌 **Family Weekend** was a huge success. Over 1300 families ordered tickets for some part of the family weekend, including football tickets, tailgate tickets, brunch, Magician Show, etc.
- 📌 Applications for **SOAR leaders** are underway and the selection process concludes in Nov.
- 📌 176 FTNIC students, “Minors” and 26 upper class student leaders, “Majors” participated in **URSA: The Maroon and White Overnight** engagement camp. It was a wonderful 3-day program that introduced students to the MSU Public Affairs Mission and assisted with transition from high school to college.
- 📌 We currently have 7350 students who have taken the “**Not Anymore**” module which is a video-based, online interactive program that uses student testimonials to engage students in Title IX and VAWA-required interpersonal violence prevention education.
- 📌 The **Office of Student Conduct** welcomed Gabby Catlin, our new Assistant Director of Student Conduct, over the summer. Gabby will be working with primarily student organization misconduct as well as individual misconduct
- 📌 The Office of Student Conduct partnered with other Student Affairs offices for a **Bear Hunt**. Students could find bear eggs with facts. The bear egg also directed them to the specific office for a prize. The Dean of Students Office/ Office of Student Conduct were excited to meet the students who did come into the office to collect their prize.
- 📌 The Counseling Center staff held the annual student mental health awareness event, “**Fresh Check Day**,” outside the PSU North Mall area on August 31. Over 160 students participated in interactive booths which provided information and experiences about mental health awareness, suicide prevention and self-care.
For more information: <https://freshcheckday.com/about/what-is-fresh-check-day/>

Respectfully submitted by,



Dr. Dee Siscoe
Vice President for Student Affairs



Report to MSU Board of Governors

October 15, 2021

Kathleen Hains, Chair of Staff Senate 2021-2022; KHains@missouristate.edu

Membership: Below are our current membership numbers. This is the highest enrollment that JF2 has had with Staff Senate!

Job Family 1: 11/12

Job Family 3: 6/11

Job Family 2: 8/12

Job Family 4: 16/16

Emergency Fund. We have started the research portion of this initiative. Currently, investigating if and how other Universities do this. Once we have accumulated research, we will reach out to Faculty Senate to inquire if they would like team up with us.

Activities Committee

Pineapple Whip. On July 15, we sponsored PWhip to be on campus. It was a great to see so many staff faces on campus!

BearFest Village September 25th. It was a roaring success with a very large turn out!

BearFest Village October 16th. We are also sponsoring tickets for any Staff Senate member who would like to attend the game.

Potential Action Items: Cookbook, Chili Cook Off, Fishing Tournament, and other Athletic events.

Public Affairs Committee

Adopt-A-Street: October 15th at noon.

Spring Book Club + Unlikely Allies Conference. We have teamed up with Dr. Nicole West to support her conference happening in the spring. Book Club will be Feb. 23rd.

Potential Action Items: Ozarks Food Harvest, Convoy of Hope, Diaper Bank, Toys for Tots.

Administrative Professional Committee

Fall Forum. Tentative date is October 28th for in-person training.

Communications Committee

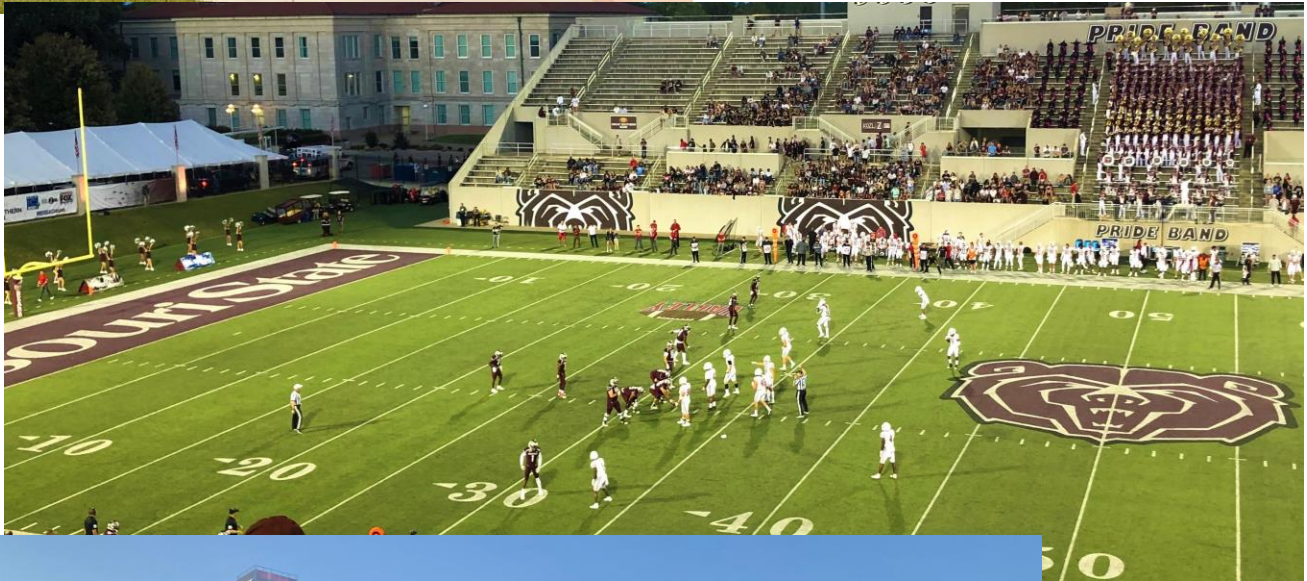
Director of Communications: Gabby Lampe

Potential Action Items: Digital Suggestion Box on Staff Senate website.

Some Photos of our Activities!



Pineapple Whip Event July 15.



**BearFest Village and
Football Game
September 25**

XIII.A.

RECOMMENDED ACTION - Approval of consultant and authority to enter into an agreement for professional services in conjunction with the phase I addition and phase II renovation at Temple Hall.

The following resolution was moved by _____ and seconded by _____:

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

BE IT FURTHER RESOLVED that BNIM perform this work for a fixed fee of Four Million One Hundred Seventeen Thousand Two Hundred Ninety-four and 00/100ths dollars (\$4,117,294.00) plus reimbursable expenses.

BE IT FURTHER RESOLVED that this be paid from the Temple Hall Expansion Phase I Renovation budget funded by the College of Natural and Applied Sciences Supplemental Course Fee budget, Provost One-Time Carryforward budget, and the President's Program Enhancement Fund.

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

VOTE: **AYE** _____

NAY _____

COMMENTS:

The university desires to facilitate the design of the renovation and addition at Temple Hall. Phase I of this project will include a new addition to Temple Hall. The addition is envisioned on the northeast corner of the building and would be 65,000 to 90,000 square feet and house research laboratories. This would allow Temple Hall to have a more substantial, welcoming presence to the most prominent part of campus adjacent to Hammons Fountain. Phase II of this project will renovate portions of the existing 126,000 square foot building.

Design will occur this fall and continue through next year. Work is scheduled to begin during the fall 2022 semester.

BNIM was the firm selected for this project due to past knowledge and experience with the university. The consultant will provide comprehensive design services, from schematic design through post-construction.

This project will be paid from the Temple Hall Expansion Phase I Renovation budget funded by the College of Natural and Applied Sciences Supplemental Course Fee budget (\$1,500,000.00), Provost One-Time Carryforward budget (\$1,000,000.00), and the President's Program Enhancement Fund (\$1,617,294.00).

XIV.A.

**MISSOURI STATE UNIVERSITY FOUNDATION
INCOME SUMMARY TOTALS BY TYPE AND SOURCE
07/01/2021 TO 09/30/2021**

SOURCE	UNRESTRICTED CURRENT	RESTRICTED CURRENT	ENDOWMENT	GIFTS OF PROPERTY	NON-GIFT INCOME*	TOTAL 07/01/2021 TO 09/30/2021	TOTAL 07/01/2020 TO 09/30/2020
ALUMNI	\$4,544	\$444,292	\$164,128	\$65	\$183,479	\$796,508	\$587,125
FRIENDS	904	964,420	13,666	3,900	188,910	\$1,171,800	1,010,495
PARENTS	0	18,543	1,015	0	15,150	\$34,708	49,658
FOUNDATIONS	0	69,440	55,000	0	9,800	\$134,240	230,931
ORGANIZATIONS	5,254	183,410	98,599	0	2,100	\$289,363	1,737,270
BUSINESSES	1,836	373,424	19,000	9,046	400,632	\$803,938	630,278
GIFT TOTAL	\$12,538	\$2,053,529	\$351,408	\$13,011	\$800,071	\$3,230,557	\$4,245,757

*Per the Tax Cuts and Jobs Act, the US Tax reform bill signed into law effective in 2020, income recieved from athletics seat assessments and suites are no longer tax deductible.

DEFERRED GIFT COMMITMENTS

	UNRESTRICTED CURRENT	RESTRICTED CURRENT	ENDOWMENT	GIFTS OF PROPERTY	TOTAL 07/01/2021 TO 09/30/2021	TOTAL 07/01/2020 TO 09/30/2020
DEFERRED GIFTS	0	330,000	25,000	0	\$ 355,000	\$ 10,000

GRAND TOTAL FOR TESTAMENTARY GIFTS YET TO BE RECEIVED: \$70M

	NUMBER OF DONORS 7/1/2021 TO 09/30/2021	NUMBER OF DONORS 7/1/2020 TO 09/30/2020
ALUMNI	2,318	2,256
FRIENDS	6,222	5,708
PARENTS	329	257
FOUNDATIONS	12	13
ORGANIZATIONS	56	41
BUSINESSES	199	224
TOTAL	9,136	8,499

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

	Year	MONTHLY						YEAR-TO-DATE		
		Designations under \$1,000		Designations \$1,000 and over		Totals for September		Running Totals		Year
		No.	Amount	No.	Amount	No.	Amount	No.	Amount	
Annual Gifts	FY 21	6,153	\$208,182	90	\$339,652	6,243	\$547,834	17,217	\$1,537,777	FY 21
	FY 22	6,494	\$194,285	133	\$386,081	6,627	\$580,366	19,054	\$1,976,888	FY 22
Special Campaigns	FY 21	17	\$3,184	8	\$131,315	25	\$134,499	63	\$431,038	FY 21
	FY 22	32	\$6,802	13	\$670,656	45	\$677,458	84	\$972,621	FY 22
One Time Gifts	FY 21	0	\$0	8	\$543,381	8	\$543,381	24	\$2,276,942	FY 21
	FY 22	0	\$0	9	\$84,687	9	\$84,687	26	\$281,048	FY 22
TOTALS	FY 21	6,170	\$211,366	106	\$1,014,348	6,276	\$1,225,714	17,304	\$4,245,757	FY 21
	FY 22	6,526	\$201,087	155	\$1,141,424	6,681	\$1,342,511	19,164	\$3,230,557	FY 22

**MISSOURI STATE UNIVERSITY FOUNDATION
INCOME SUMMARY TOTALS BY TYPE AND SOURCE
07/01/2021 TO 08/31/2021**

SOURCE	UNRESTRICTED CURRENT	RESTRICTED CURRENT	ENDOWMENT	GIFTS OF PROPERTY	NON-GIFT INCOME*	TOTAL 07/01/2021 TO 08/31/2021	TOTAL 07/01/2020 TO 08/31/2020
ALUMNI	\$2,414	\$225,285	\$150,273	\$65	\$125,522	\$503,559	\$379,364
FRIENDS	499	314,232	10,556	0	152,907	\$478,194	351,721
PARENTS	0	8,473	755	0	10,850	\$20,078	44,533
FOUNDATIONS	0	49,593	0	0	9,800	\$59,393	165,922
ORGANIZATIONS	2,254	111,007	89,749	0	600	\$203,610	1,665,363
BUSINESSES	125	247,507	53,500	9,046	363,365	\$673,543	413,140
GIFT TOTAL	\$5,292	\$956,097	\$304,833	\$9,111	\$663,044	\$1,938,377	\$3,020,043

*Per the Tax Cuts and Jobs Act, the US Tax reform bill signed into law effective in 2020, income recieved from athletics seat assessments and suites are no longer tax deductible.

DEFERRED GIFT COMMITMENTS

	UNRESTRICTED CURRENT	RESTRICTED CURRENT	ENDOWMENT	GIFTS OF PROPERTY	TOTAL 07/01/2021 TO 08/31/2021	TOTAL 07/01/2020 TO 08/31/2020
DEFERRED GIFTS	0	330,000	25,000	0	\$ 355,000	\$ -

GRAND TOTAL FOR TESTAMENTARY GIFTS YET TO BE RECEIVED: \$70M

	NUMBER OF DONORS 7/1/2021 TO 08/31/2021	NUMBER OF DONORS 7/1/2020 TO 08/31/2020
ALUMNI	1,768	1,494
FRIENDS	5,544	4,920
PARENTS	238	216
FOUNDATIONS	5	9
ORGANIZATIONS	40	31
BUSINESSES	117	76
TOTAL	7,712	6,746

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

	Year	MONTHLY						YEAR-TO-DATE		
		Designations under \$1,000		Designations \$1,000 and over		Totals for August		Running Totals		
		No.	Amount	No.	Amount	No.	Amount	No.	Amount	Year
Annual Gifts	FY 21	5,287	\$129,778	77	\$325,230	5,364	\$455,008	10,973	\$989,943	FY 21
	FY 22	6,284	\$198,698	147	\$778,174	6,431	\$976,872	12,429	\$1,396,853	FY 22
Special Campaigns	FY 21	14	\$2,859	1	\$7,500	15	\$10,359	38	\$296,539	FY 21
	FY 22	14	\$3,252	7	\$112,810	21	\$116,062	40	\$345,163	FY 22
One Time Gifts	FY 21	0	\$0	5	\$79,315	5	\$79,315	17	\$1,733,561	FY 21
	FY 22	0	\$0	7	\$129,498	7	\$129,498	17	\$196,361	FY 22
TOTALS	FY 21	5,301	\$132,637	83	\$412,045	5,384	\$544,682	11,028	\$3,020,043	FY 21
	FY 22	6,298	\$201,950	161	\$1,020,482	6,459	\$1,222,432	12,486	\$1,938,377	FY 22

XV.A.

Marketing and Communications Report
Missouri State University Board of Governors
October 15, 2021

MarCom updates since the June 18, 2021 meeting

Giving Day

All teams played a critical role in the Giving Day campaign – videos, print pieces, social media, photography.... They met weekly with the Foundation and the Giving Day consultant as they developed plans and execution strategies.

Web Strategy and Development (WSD)

The team continues the transition to a new content management system (CMS) for the university website. The project launched at the beginning of December. The major portions are expected to be completed in the next 4-6 months. The CMS is used by editors across the university to update their department/division sites. This new system is much more robust and easier to use. It also includes a variety of options that will enable WSD to transition away from antiquated “homegrown” features we currently offer on the website.

Office of Strategic Communications (formerly University Communications)

The team continues to expand in the area of digital marketing. They are working on recruiting campaigns for Admissions, Criminology and Hospitality, MCHHS, undergraduate certificates and an overall awareness campaign for the university.

Articles and scripts for next year’s Mind’s Eye have been a priority as this year’s version recently went to print.

Video Marketing (formerly Visual Media)

The team continues work on new high-production-value videos for Mind’s Eye. They completed the 2021 *What’s New* video which will premiere at the October 15 Board of Governors’ meeting.

Creative Services (formerly Editorial Design Services)

This department underwent several changes over the last few months.

Photography is now part of the team -- driving the new name – Creative Services. Photography is such a critical part of today’s communication environment; it was a natural that it be part of the design process from the beginning and not an add-on at the end.

Following a national search, Amy Schuldt, formerly Assistant Director – Design, was named Director of Creative Services in July. Veronica Adinegara, formerly Senior Designer, was named Assistant Director – Design in September. The search for Senior Designer is now underway.

The team continues to be very busy partnering with Admissions and the Foundation print pieces and the Giving Day campaign. They are also working closely with the social media, digital marketing and the web team in developing designs, avatars, etc. for use during return to campus and other student impacting areas.

Photographers are currently finalizing photography for Mind’s Eye and are very busy with coverage of fall athletics and activities on campus.

Long-Range Plan Update

October 15, 2021

Embracing the entrepreneurial spirit

- Evolving academic directions for future careers
- Global Engagement
- University success driven by inclusive excellence
- Community leadership and partnerships

A resolution presenting the long-range plan (LRP) for acceptance and approval was presented and passed at the June 18 Board of Governors meeting. The introduction and KPI's were approved at that meeting, as well.

As a reminder, the KPIs are metrics that most [metropolitan universities](#) use to measure success. The LRP represents Missouri State's nuanced approach to success in achieving the KPIs. The targets and feeder metrics for the KPIs were presented, discussed and approved at the August retreat.

All parts have been combined for the final print document that will be distributed to the Board at the October 15 meeting. The print document is also being mailed to all full-time employees at their campus address. A digital format will reside on the web where the KPIs will be updated each year.

This is the final report documenting the creation and finalization of the 2021-26 long-range plan.

XVIII.

RECOMMENDED ACTION - Resolution authorizing closed meeting

The following resolution was moved by _____ and seconded
by _____:

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