



Board of Governors' Meeting

<https://us02web.zoom.us/j/86246366118>

Friday, 10/16/2020

1:00 - 5:00 PM CT

I. Roll Call Presented By: Governor Craig Frazier

II. Approval of Minutes Presented By: Governor Craig Frazier

II. September 11, 2020 Board Of Governors Retreat Open Minutes - Page 4

III. Consent Agenda Presented By: Governor Craig Frazier

A. President

1. Approval of FY 2020/2021 Employment Agreement for Athletics

III.A.1. Approval of FY 2020.2021 Employment Agreement for Athletics - Page 10

B. Academic Affairs

1. Approval of Revisions to G3.05 Honorary Doctoral Degrees

III.B.1. Approval of Revisions to G3.05 Honorary Doctoral Degrees - Page 13

C. West Plains Campus

1. Approval of Actions Concerning Academic Employees

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

2. Approval of Actions Concerning Non-Academic Employees

III.C.2. Approval of Actions Concerning NonAcademic Employees - West Plains - Page 20

D. Procurement and Financial

1. Approval of Procurement Activity Report

III.D.1. Approval of Procurement Activity Report - Page 21

E. Facilities and Equipment

1. Approval of Activity Report for the month of July 2020

III.E.1. Approval of Activity Report for the month of July 2020 - Page 31

2. Approval of Activity Report for the month of September 2020

III.E.2. Approval of Activity Report for the month of September 2020 - Page 34

3. Ratification of the Greene-County Multi-Jurisdictional Hazard Mitigation Plan

III.E.3. Ratification of the Greene-County Multi-Jurisdictional Hazard Mitigation Plan - Page 36

F. Human Resources

1. Approval of Actions Concerning Academic Employees

III.F.1. Approval of Actions Concerning Academic Employees - Page 39

2. Approval of Actions Concerning Non-Academic Employees

III.F.2. Approval of Actions Concerning NonAcademic Employees - Page 64

IV. Making Our Missouri Statement - Excellence in Public Affairs Awards Presented By: Dr. Keri Franklin, Associate Provost for Public Affairs and Assessment

A. Approval of a Resolution to Acknowledge the 2020 Excellence in Public Affairs Award Recipients

IV.A. Approval of a Resolution to Acknowledge the 2020 Excellence in Public Affairs Award Recipients - Page 75

V. Committee Reports

A. Executive Committee Presented By: Governor Amy Counts

B. Finance and Facilities Committee Presented By: Governor Carrie Tergin

C. Programs and Planning Committee Presented By: Governor Carol Silvey

D. Risk Management and Audit Committee Presented By: Governor Amy Counts

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

A. COVID-19 Update

VI.A. COVID-19 Update - Page 76

B. Enrollment Update

VI.B. Enrollment Update - Page 77

C. What's New at MSU Video

<https://www.youtube.com/watch?v=gYGHFNsZku0&feature=youtu.be>

D. Approval of 2020 Bronze Bear Award Recipient

E. Approval of 2020 Government Excellence Award Recipient

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. Chancellor's Report Oct. 2020 - Page 78

VIII. Academic Affairs

A. Faculty Senate Report (written report) - Dr. Cameron Wickham, Chair of Faculty Senate will provide a written report regarding activities associated with Faculty Senate

VIII.A. Faculty Senate Report October 2020 - Page 79

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

1. Higher Learning Commission Assurance Report

2. Mind's Eye

<https://www.youtube.com/watch?v=npP5BuAhyn8&feature=youtu.be>

3. Report on the Public Affairs Conference Presented By: Dr. Amanda Brodeur, Public Affairs Fellow

VIII.B.3. Public Affairs Conference Report - Page 81

4. Outcome of Fall 2020 Student Check-In Survey Presented By: Dr. Keri Franklin, Associate Provost for Public Affairs and Assessment

VIII.B.4. Fall 2020 Student Check-In Survey - Page 84

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 regarding activity associated with the Office of Research Administration

IX.A. Office of Research Administration Report - Page 89

X. Diversity and Inclusion

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

X.A. Diversity and Inclusion Report - Page 93

B. Diversity and Inclusion Progress Report Presented By: Mr. Wes Pratt, Chief Diversity Officer and Assistant to the President

XI. Student Affairs (written report only)

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

XI.A. Student Affairs Report - Page 104

XII. Staff Senate

A. Staff Senate Report Presented By: Dr. Ryan Reed, Chair of Staff Senate

XIII. 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

XIII.A. Marketing and Communications Report - Page 106

XIV. Financial

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

XIV.A. Development Report - Page 108

B. Approval for Renaming the Professional Building the Ann Kampeter Health Sciences Hall Presented By: Mr. Brent Dunn, Vice President for University Advancement

XIV.B. Approval for Renaming the Professional Building the Ann Kampeter Health Sciences Hall - Page 112

XV. Old Business

A. Updates on University planning Presented By: President Clif Smart

1. Long Range Plan Presented By: Ms. Suzanne Shaw, Vice President for Marketing and Communications, and Dr. Shawn Wahl, Dean of the Reynolds College of Arts and Letters

XV.A.1. Long Range Plan Update - Page 113

2. Strategic Enrollment Management Plan Presented By: Dr. Rob Hornberger, Associate Vice President for Enrollment Management and Services, and Dr. Tammy Jahnke, Dean of the College of Natural and Applied Sciences

XV.A.2. Strategic Enrollment Management Plan Update - Page 114

XVI. New Business

A. Key Performance Indicators Update Presented By: President Clif Smart, Dr. Frank Einhellig, Provost, and Dr. Dennis Lancaster, Interim Chancellor of West Plains

XVI.A.1. KPIs and Measurable Goals for the LRP Fall 2020 - Page 116

XVI.A.2. Measurable Goals 2020 Comparison Report Fall 2020.xlsx - Page 120

B. Election of 2021 Officers of the Board of Governors Presented By: Governor Craig Frazier

XVII. 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

XVII. Closed Meeting Resolution - Page 121

XVIII. Adjournment Presented By: Governor Craig Frazier

XIX. Date of Next Meeting: Thursday, December 10, 2020, 1 p.m.

MINUTES OF THE BOARD OF GOVERNORS
MISSOURI STATE UNIVERSITY
SEPTEMBER 11, 2020, 12:45 P.M.
<https://us02web.zoom.us/j/88496891710>

Roll Call

Present –

Mr. Craig Frazier, Chair
Ms. Amelia “Amy” Counts, Governor
Mr. Gabriel Gore, Governor
Ms. Beverly Miller Keltner, Governor
Ms. Lynn Parman, Governor
Ms. Carol Silvey, Governor
Ms. Carrie Tergin, Governor
Mr. Jay Wasson, Governor
Mr. Chris Waters, Governor
Mr. Briar Douglas, Student Governor

Also present –

Clifton M. Smart III, President
Jim Baker, Vice President for Research and Economic Development & International Programs
Jeff Coiner, Chief Information Officer
Chris Craig, Deputy Provost
Ryan DeBoef, Chief of Staff and Assistant to the President for Governmental Relations
Frank Einhellig, Provost
Steve Foucart, Chief Financial Officer
Rob Hornberger, Associate Vice President for Enrollment Management & Services
Tammy Jahnke, Dean of the College of Natural and Applied Sciences
A’ja Jones, Director of Student-Athlete Development & Community Relations
Dennis Lancaster, Interim Chancellor of the West Plains Campus
Mike Merrigan, Coordinator of the Master of Health Administration Program
Matt Morris, Vice President for Administrative Services
Wes Pratt, Chief Diversity Officer and Assistant to the President
Suzanne Shaw, Vice President for Marketing and Communications
Dee Siscoe, Vice President for Student Affairs
Rabekah Stewart, Assistant Vice President for Student Affairs-Multicultural Services
Rowena Stone, Secretary of the Board
Shawn Wahl, Dean of the Judith Enyeart Reynolds College of Arts and Letters
Mark Wheeler, University Architect and Directors of Planning, Design, and Construction

1. **Presiding** – The presiding officer for the meeting was Mr. Craig Frazier, Chair of the Board of Governors. He called the meeting to order at 12:48 p.m. in the Christopher S. Bond Learning

Center Ballroom at the Darr Agriculture Center in Springfield, Missouri. The meeting was broadcast live via Zoom webinar.

- 2. Approval of Minutes** – Mr. Frazier mentioned that the first order of business was the approval of minutes for the open and closed meetings that took place on August 7, 2020. Ms. Carol Silvey so moved, receiving a second from Ms. Amy Counts.

Motion passed 8-0.

President Smart provided an overview of the meeting's agenda that focused on the 2020-2021 action plan. He stated that the university will have three major planning documents under development this year that include the Strategic Enrollment Management (SEM) plan, a new long range plan, and a new visioning guide. He shared that presentations would be provided on the processes for developing each plan with the goal being to receive initial Board thoughts and agreement on the proposed processes and timelines. He commented that the Board would continue to be consulted for input on all three plans during the academic year and would vote to approve the final documents at a later date.

- 3. Strategic Enrollment Management Plan** – Dr. Rob Hornberger, Associate Vice President for Enrollment Management & Services, and Dr. Tammy Jahnke, Dean of the College of Natural and Applied Sciences, provided an update on the SEM plan. Dr. Hornberger highlighted the plan's timeline, committee structure, status prior to the pandemic, guiding principles, goals, and challenges ahead. Dr. Jahnke shared adjustments to the SEM process and goals, information on new realities the university is facing, and beginning enrollment numbers of Missouri four-year public universities for the fall 2020 semester.
- 4. Long Range Plan** – Ms. Suzanne Shaw, Vice President for Marketing and Communications, and Dr. Shawn Wahl, Dean of the Judith Enyeart Reynolds College of Arts and Letters, presented on the university's new long range plan. Ms. Shaw highlighted the entrepreneurial approach used to develop the plan that would reflect the spirit of the university. Dr. Wahl shared information on establishing themes and engaging the campus community to provide input for creating the plan. He shared the timeline for the plan and stated that the finalized plan will be presented to the Board for approval in June 2021.
- 5. Visioning Guide** – Mr. Matt Morris, Vice President for Administrative Services, and Mr. Mark Wheeler, University Architect and Director of Planning, Design, and Construction, provided an update on the university's visioning guide. Mr. Morris shared that the visioning guide is created in conjunction with the long range plan to establish a vision for the campus's physical environment. The guide provides long range planning for architecture, land use, space use, transportation, parking, outdoor environment, and utilities in concert with the core goals of the campus.

Mr. Wheeler highlighted how the visioning guide is used as a visual tool to determine future growth and assists with development of both short-term and long-term financial planning for projects. He shared that projects are coded as underway, planned, and potential future projects. He reviewed the entities that will be part of the 2021-2026 visioning guide that included the university's main campus, Darr Agriculture, and Downtown Springfield.

Ms. Carrie Tergin, Governor, joined the meeting at this time.

Mr. Wheeler reviewed the process and timeline for the 2021-2026 visioning guide that included six phases with a publish date of July 2021. He concluded his presentation by stating that the university tries to visit other campuses and locations for ideas on their approach to projects when possible. President Smart added that these types of visits are usually project specific, providing examples of visiting other campuses when developing the new Magers Health and Wellness Center and renovations to Glass Hall for the College of Business. Per Board questions and suggestions, President Smart added that this type of external scan of other similar sized universities may be something to add in future visioning guides.

- 6. 2020-2021 Action Plan** – President Smart provided an overview of the additional 2020-2021 action plans topics to be discussed. He called upon Dr. Frank Einhellig, Provost, to start the presentations with information on academic and career initiatives.

Academic and Career Initiatives – Dr. Einhellig shared that a task force is to be created to evaluate new academic areas and programs in order to keep Missouri State University education at the forefront of addressing needs of society. The task force will have significant representation from faculty across all colleges. Dr. Einhellig also discussed expanding academic programs that have high student and workforce demand, providing the nursing program as an example.

Ms. Shaw then discussed marketing strategies for academics. Highlights of her presentation included results from marketing research completed on how Missouri State compares to other schools. As a result of the research, university messaging was updated through a redesign of the website. She provided information on major website updates that included creating a career outcomes page, offering a virtual tour, and creating a topic of focus section on the university's landing page. Ms. Shaw provided analytics on the home page call to action buttons which included a 32% increase in clicks to the "apply now" link, an increase in views of the What's New at MSU video, and click counts to the COVID, Plan Your Visit, and Make a Gift webpages.

Ms. Shaw reviewed plans for fiscal year 2021 in regard to digital marketing. Areas of focus included certificates, Admissions, specific programs, and awareness to various areas such as career outcomes, access, and transfer information. She provided examples of marketing ad types the university plans to utilize that included web search results, display ads, social boosting of ads, and video advertising. She concluded her presentation with website analytics on how students view the site (mobile/desktop/tablet), user numbers by city, data of new versus returning visitors, and search terms used.

Increase Career Education Opportunities – Mr. Jeff Coiner, Chief Information Officer, and Dr. Mike Merrigan, Coordinator of the Master of Health Administration (MHA) Program, provided information on university efforts of partnering with LinkedIn Learning for students, faculty, and staff. Mr. Coiner provided an overview of the agreement with LinkedIn Learning. Highlights of his presentation included the university

having a 10 month pilot program through June 30, 2021, in which employees in Springfield and West Plains, all students in the in the MHA program, and up to 700 additional students can create an account and take courses. He added that offices on both the Springfield and West Plains campus, the Career Center, and other areas of the university are looking at ways to utilize the platform to enhance professional development and classroom experiences. Mr. Coiner shared that the LinkedIn Learning platform works with individuals' LinkedIn profiles to add credentials and certificates earned, and that there is a dashboard available to track activity and engagement of those on the university's license.

Dr. Merrigan provided information on how he is using the LinkedIn Learning with students in the MHA program. He shared that results from a student and alumni survey indicated there was a skills gap in the areas of accounting, finance, and statistics. Dr. Merrigan consulted with faculty of the program to discuss methods to provide students with additional tools in order to succeed. As a result, LinkedIn Learning was suggested. He shared that faculty in the program have started to build LinkedIn Learning courses into curriculum to help students fill in knowledge and skills gaps in order to be successful in the classroom and workforce.

President Smart proposed that in the interest of time, the remainder of the meeting would focus on the areas of funding, Diversity, Equity, and Inclusion (DEI), and West Plains.

Funding – President Smart provided information on efforts to evaluate and design a new undergraduate pricing structure for the university. He stated that the pandemic provided an opportunity to review how the university offers courses and to evaluate the pricing structure of classes. He shared that the university currently charges three rates for both undergraduate and graduate students. Current undergraduate tuition rates were provided for courses numbered 1-559:

- In-State seated at \$228 per credit hour
- Online at \$299 per credit hour
- Out-of-State seated at \$517 per credit hour

He added that while fees are added to in-state and out-of-state students' amounts, no fees are assessed to a student who enrolls in all internet courses. He stated that when internet courses were first being developed, the university paid a premium to faculty as an incentive to develop and offer the courses in an online format due to market demand. President Smart shared reasoning for modifying the pricing structure as a result of the pandemic that included:

1. Eliminating the premium paid to faculty teaching internet courses as a cost savings measure in the current year's budget as it is now an expectation that all faculty teach internet classes
2. Moving all seated classes online in the spring, resulting in charging students different prices for classes even though all were online
3. Having the second largest block of classes now in a blended format, meaning some part of the class is taught online, still being charged at the seated rate

4. Moving summer 2020 seated classes, that students had already registered for, to an online format that resulted in a price increase for the students. Students and parents voiced concerns and complaints over the increase.
5. If the pricing for blended and online class offerings are the same, the incentive would shift to teach what is the best modality for the subject matter or to match the modality of the course to the faculty member's skill set

President Smart shared that the university could not simply reduce the internet price to the seated price as the revenue loss would be substantial. The university needs to find a middle ground that would result in an increase to the seated in-state rate and a decrease in the internet rate. He commented that the lower internet rate would give the university a price advantage over other schools without adversely affecting the in-state rate comparison. He added that most of the university's students take a mix of classes, so many students would not see a significant increase in cost. Students disadvantaged in the new pricing structure are those who take only seated courses, but that group is shrinking as online courses have expanded.

President Smart added that the university will also need to change how fees are charged and reevaluate scholarships. He concluded his presentation by stating that the university would need state approval to adjust in-state seated prices because it would raise the cost by more than CPI; however, he believes the university has a strong case for doing so.

Diversity, Equity, and Inclusion – Mr. Wes Pratt, Chief Diversity Officer and Assistant to the President, provided an overview of the core components of the action plan that relate to diversity, equity, and inclusion (DEI). He called upon Dr. Chris Craig, Deputy Provost, to present on efforts made in the area of academics. Highlights of Dr. Craig's presentation included:

- All 70 sections of GEP 101 including a module on racism and related topics
- 38 faculty members participating in the Gardner Institute course entitled "*The Humanity of Inclusive Practices*"
- Expanding Bear POWER to a four-year program
- Beginning a mentoring program for diverse faculty, started in fall 2020
- Modifying policies in the faculty handbook to better define roles and expectations of faculty in implementing accommodations for students with disabilities
- Seeking external funding to support university DEI initiatives and efforts through the Department of Education and Community Foundation of the Ozarks

Dr. Craig concluded his presentation and called upon Dr. Rabekah Stewart, Assistant Vice President for Student Affairs-Multicultural Services, to present on DEI efforts made by the Division of Student Affairs. Highlights of Dr. Stewart's presentation included:

- Enhancements to the Bias Response Team in fall 2020
- Holding meetings of the President's Student Diversity Council
- Consolidating the Disability Resource Center with the Learning Diagnostic Clinic
- Expanding the Multicultural Resource Center, design process to being in 2021

- Creation of ResLife toolkit and guides to facilitate DEI discussions for residence assistants
- Creating support for underrepresented and first-gen students through Bears LEAD, Access Programs, Multicultural Services, etc.

Dr. Stewart concluded her presentation and called upon Ms. A'dja Jones, Director of Student-Athlete Development & Community Relations, to present on DEI efforts made by Athletics. Highlights of Ms. Jones's presentation included:

- Let's Talk Tuesdays
- Monthly student-athlete development programs
- Creation of the DEI Core Committee
- Creating and implementation of a departmental climate survey for athletes and staff to recognize areas of strength and improvement
- Community engagement opportunities (i.e. Bears, Badges, and Kids)

Ms. Jones concluded her presentation by sharing information on what is next for Athletics that included creating DEI goals, objectives, action steps, accountability measures, and a timeline for implementing the goals.

Mr. Pratt shared additional efforts made in response to the DEI action items. Highlights included expanding the Facing Racism Institute, increasing Diversity 101 sessions for faculty and staff, the Collaborate Diversity Conference, community outreach efforts, developing a diverse faculty mentoring program, expanding faculty and staff diversity composition initiatives and diversity hiring program, participating in public entities' diversity workgroups and various committees, and facilitating DEI development with area school districts, the City of Springfield, and other community entities.

West Plains – Dr. Dennis Lancaster presented information on the West Plains action items. Highlights of his presentation included the university's response to the COVID-19 pandemic, developing a new strategic enrollment management plan, enhancing alternative- and multiple-delivery capabilities in all courses, restructuring the development office, and creating additional transfer articulation agreements, IT efficiencies, and DEI initiatives.

7. **Adjournment** – Mr. Frazier adjourned the meeting at 5:38 p.m., on the motion of Ms. Beverly Miller Keltner, the second of Ms. Silvey, and the unanimous vote of the Board.

Rowena Stone

Rowena Stone
Secretary to the Board

III.A.1.

RECOMMENDED ACTION – Approval of FY 2020/2021 Employment Agreement for Athletics

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

WHEREAS, the University desires to employ Timothy McCall as Video Coordinator – Athletics and Mr. McCall desires to accept such employment, as set forth in the attached Exhibit A and Exhibit B;

NOW, BE IT RESOLVED that the Board of Governors of Missouri State University approves and authorizes the President to execute the attached FY2020/2021 Employment Agreement for this Administrator.

VOTE: **AYE** _____

NAY _____

Comments:

This individual is filling a vacant position, such that his salary 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 reductions or furloughs implemented by the University.



Exhibit A

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: Timothy McCall

Position: Video Coordinator-Athletics

Term: September 21, 2020 – June 30, 2021

Compensation: \$35,568

Achievement Payments:

Other Benefits and Incentives:

ADMINISTRATOR

Timothy McCall

MISSOURI STATE UNIVERSITY

Clifton M. Smart III
President

Date

9/21/2020

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: Revise the Honorary Doctoral Degrees Policy

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

WHEREAS, Missouri State University has an Honorary Doctoral Degrees Policy designed to recognize the extraordinary achievements of distinguished citizens; and

WHEREAS, this policy needs to be revised to update the composition of the Committee on Honorary Doctoral Degrees which is charged with the task of reviewing the credentials of those nominated, and ultimately recommending candidates for the Honorary Doctoral Degree; and

WHEREAS, the timeline for the consideration of nominations needs to be revised;

NOW, THEREFORE, BE IT RESOLVED by the Board of Governors for Missouri State University that the Honorary Doctoral Degrees Policy will be changed to address the above considerations.

VOTE: AYE _____

 NAY _____

EXECUTIVE SUMMARY:

The composition of the Honorary Doctoral Degrees Committee includes a representative from each academic college. Because the William H. Darr College of Agriculture has been added since the policy was last revised, the Committee needs to be expanded to accommodate this addition.

The timing of the nomination, consideration, and recommendation procedures needs to be revised to establish more realistic deadlines.

Honorary Doctoral Degrees

Policy Library G3.05

Purpose

Missouri State University is dedicated to the pursuit of excellence in all facets of research, teaching, and public service. As the university rewards faculty, staff, and students for their accomplishments, so too does it seek to recognize extraordinary achievements of distinguished citizens. It is the university's hope that such recognition will encourage others to strive for exceptional accomplishments.

Eligibility

The honoree must be living at the time of selection and be present at the award ceremony. Current members of the Missouri State University staff, faculty, administration, and the Board of Governors are not eligible. Financial considerations should not be involved in the selection process. Elected officials, while holding elected office, are not eligible. Although individuals with nationwide and worldwide recognition should not be excluded, preference should be given to distinguished candidates who have not been widely recognized and honored. Even more ideally, the individual honored should have some tie to this community, state, or region. Consistent with our Public Affairs mission, accomplishments of the nominee which are not associated with a paid or elected position are viewed most favorably. No more than two honorary degrees will be conferred annually. The ceremony will take place at the Spring commencement.

Committee on Honorary Doctoral Degrees

The Committee on Honorary Doctoral Degrees is to be comprised of ~~nine-ten~~ members, including one faculty member from each of the ~~six-seven~~ colleges that have academic departments. The Faculty Senate Chair will appoint them along with the one student member (either from the Honors College or the Graduate College). The final two members are the Dean of the Graduate College (or designee from this office), and ~~a representative from the office of the provost to be selected by the provost~~ the Provost (or designee from this office). The Faculty Senate Chair will designate the Committee Chair. All ~~nine-ten~~ members can vote, and it takes at least ~~six-seven~~ votes to ~~select~~ recommend an honoree.

Procedures

The Committee on Honorary Doctoral Degrees will begin its work in ~~early~~ September. Nomination packets must be submitted electronically as a single PDF file to the Faculty Senate office. Its deadline for receiving nominations is September 30 Nominations will be accepted September 1 – November 1. Any member of the university community (past or present) can nominate: other individuals are encouraged to work with a

member of the university if they would like to see a worthy candidate nominated. All nominations are to be kept confidential and are to include a summary of significant achievements of the individual being nominated. The Committee will complete its deliberations by November ~~15~~ 30 and present its recommendation (if any) to the Faculty Senate for its December or January meeting. All communication should be held in strict confidence by all parties involved, which communication shall include the president of the university. Confidentiality will be maintained throughout the selection process up to the point at which the Committee recommendation is placed on the agenda for consideration by the Faculty Senate. Upon the approval of the Senate, the recommendation is forwarded to the president and the Board of Governors.

Types of Honorary Doctorates

- Doctor of Humane Letters (L.H.D.) Given to persons who have distinguished themselves in the humanities.
 - Doctor of Letters (Litt.D.) Given to scholars in particular disciplines
 - Doctor of Public Affairs (A.P.D.) Given to persons distinguished in general service to the state, to learning, and to humankind.
 - Doctor of Science (Sc.D.) Given to persons who have made distinguished contributions to the sciences.
-

Revocation

Missouri State University may revoke the grant of an honorary degree if it determines, in its sole discretion, that the conduct of the recipient constitutes a significant departure from the university's high standards, as exemplified by the three (3) pillars of its public affairs mission: ethical leadership, cultural competence, and community engagement, and thus undermines the credibility, integrity, and/or purpose of the award. The decision to revoke an honorary degree shall be made by the Board of Governors after consultation with the Faculty Senate Committee on Honorary Degrees and the president of the university.

Line of authority

Responsible administrator and office: Office of the Provost

Contact person in that office: Provost

Effective Date

Approved by the Board of Governors: June 22, 2018

III.C.1.

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.

NON-ACADEMIC APPOINTMENT:

<u>Name</u>	<u>Position/Department</u>	<u>Salary</u>
<u>Effective</u> Louis Kimble	Per Course Faculty Representative 9/1/2020 - 5/31/2021	\$ 900.00

(See Addendum A for Per Course Faculty Payments for the fall 2020 semester)

(See Addendum B for Supplemental Payments for the fall 2020 semester)

VOTE: **AYE** _____
 NAY _____

ADDENDUM A

Per Course payments for the fall 2020 semester:

<u>Name</u>	<u>Department</u>	<u>Salary</u>
Valda Aguero	ART	\$1002.37
Virginia Allsman	PSY	\$1800.00
Elliott Anderson	REL	\$3600.00
Beverly Bishop	MTH	\$2400.00
Paula Blackburn	COM	\$1800.00
Teresa Brame	IDS	\$3000.00
Sharon Bynum	HST	\$1800.00
Rachel Cobb	PSY	\$3600.00
Anna Cozza	HIT	\$1336.00
Lillard Davis	GRY	\$1800.00
Mary Davis	GLG	\$2604.00
Frederick Dechow	PHY	\$6617.00
Dennis Emslie-Drummond	VIN	\$2412.00
John Fenske	CGP	\$1670.00
Nathan Ferree	ART, CGP	\$3804.00
Kathryn Fisher	PLS	\$4200.00
Emily Fox	SOC	\$1800.00
Stephen Fugitt	REL	\$4200.00
Joseph Geller	VIN	\$1800.00
John Giannini	VIN	\$1800.00
Lesa Hall	CIS	\$4008.00
John Hansen	ENG	\$2700.00
Mary Harris	MTH	\$1200.00
Danny Hobbs	PSY	\$1800.00
Linda Hobbs	MTH	\$4008.00
Jewel Holloway	IDS	\$1200.00
Rebecca Holman	SOC	\$3600.00
Cristin Hosmer	VIN	\$1670.61
Victoria Hutsell	COM	\$1500.00
Elizabeth Johnson	PSY	\$1670.61
Esme Johnson	ART	\$1800.00
Candace Killian	HST	\$4200.00
Louis Kimble	CRM	\$3007.10
Robert (Bob) Kitt	ART	\$3600.00
Seth Lancaster	ENG	\$3600.00
Barbara Luna	CIS	\$4008.00
Darrell Mahan	SOC	\$1800.00
Elizabeth Mahan	PSY	\$1800.00
Angela McCully	CIS	\$2004.00

ADDENDUM A Cont'd

Darren Michaels	VIN	\$1500.00
Chris Milne	VIN	\$2569.00
Anthony Nicholson	ENG	\$2400.00
Michele Nigliazzo	LAW	\$2100.00
R.A. Pendergrass	PLS	\$2100.00
Bonnie Peterson	CHM	\$3204.00
Shelia Priest	REL	\$1800.00
Kimberly Ragsdale	COM	\$1800.00
Laurette Roylance	BIO	\$3006.00
Jason Self	CHM	\$3468.24
Tera Smith	CGP	\$3674.61
Janice Sperry	MUS	\$1800.00
Randy Story	COM/THE	\$3600.00
Hannah Suggs	COM	\$3600.00
Krista Tate	HST	\$3102.37
Bethany Teeter	CRM/LWE	\$3600.00
Patricia Thakur	PSY	\$4200.00
Susan Trowbridge	SPN	\$1800.00
Eric Tumminia	ENG	\$ 161.54
Alice Vandergriff	ART	\$3600.00
Scotty Wall	IDS/REL	\$2870.61
Anna Westman	ENG	\$1800.00
Debra Whetstine	ENG	\$2690.99
Bridget Williams	ENG/IDS	\$4072.98
Julie Williams	EDU	\$2100.00

ADDENDUM B

Supplemental payments for the fall 2020 semester:

Name	Department	Salary
Leigh Adams	ENG	\$ 735.66
Cathy Boys	CIS/CSC/EGR/QBA	\$ 9798.19
Thora Broyles	MTH	\$ 1457.07
Judy Carr	EDU/PSY.SOC	\$ 1765.58
Anyta Cavitt	EDU	\$ 600.00
Bruce Cavitt	IDS	\$ 2000.00
Melinda Denton	MTH/Extra Preps	\$ 641.40
Ana Estrella	BIO/BMS	\$ 1459.50
Alexandra Graham	ENG/IDS	\$ 2,400.00
Jim Hart	CIS/TEC/Dept. Chair/Extra Preps	\$ 6099.00
Ronald Hensley	TEC	\$ 3124.19
Phil Howerton	ENG	\$ 4202.99
Carla Huddleston	NUR	\$ 4511.40
Renee Keith	CFD	\$ 2280.55
Mary Kellum	IDS	\$ 1400.00
Jason McCollom	HST/Dept. Chair	\$ 7017.45
Michael Orf	HST/PLS/PSY	\$12910.83
Gary Phillips	COM/IDS/THE/Dept. Chair	\$ 1500.00
Alex Pinnon	COM/ENG/HRN/IDS/PHI	\$ 1128.82
Jacob Poulette	CGP/CIS/IDS/ Extra Preps	\$ 3657.60
Sharath Rongali	BIO	\$ 3008.48
Joseph (Kip) Rugutt	CHM	\$ 3825.43
Dasha Russell	ACC/CIS/EPR	\$ 1912.72
Tresa Ryan	ALH/HIT/Dept. Chair	\$ 3118.45
Brenda Smith	CFD	\$ 1177.06
Rajiv Thakur	GRY	\$ 1103.49
Jay Towell	MTh/Dept. Chair	\$ 5840.39
Jerry Trick	MTH/IDS Coord.	\$ 2288.53
Laurie Wall	IDS	\$ 1200.00
Jane Ward	EDU	\$ 5982.89
Ben Wheeler	BIO/BMS/ENV/Dept. Chair	\$ 10412.71
David White	BUS/IDS/CRM/FIN/INS/LWE/MGT/ Dept. Chair/Dist. Learning Coord.	\$ 3582.79
John (Mark) White	IDS	\$ 2400.00
Linda Wulff-Risner	AGR/IDS/Dept. Chair	\$ 8835.90

III.C.2.

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 the Missouri State University that the actions indicated for non-academic employees of the West Plains Campus, as itemized below, are hereby approved.

RESIGNATION:

<u>Name</u>	<u>Position-Department</u>	<u>Effective</u>
Briana I. Walsh	Assistant Volleyball Coach, WP WP Women's Athletics	08/14/2020

SEPARATION:

<u>Name</u>	<u>Position-Department</u>	<u>Effective</u>
Mary E. Kellum	Coordinator, TRIO WP TRIO	09/30/2020
Vickie F. Petkovic	Academic Specialist WP TRIO	09/30/2020
Kathy J. Mann	Academic Specialist WP TRIO	09/30/2020
Sheri K. Mayfield	Administrative Assistant I WP TRIO	09/30/2020

VOTE: **AYE** _____

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 22, 2020 through September 30, 2020 be approved.

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

FOR APPROVAL

Contract amendments that cause the estimated value of a contract/agreement to be exceeded by 25% of the contract value or \$50,000, whichever is less

**Catering and Concessions Operations
Intercollegiate Athletics and Entertainment**

Revenue Contract

Request Board approval to issue Contract Amendment Eight (8) for Contract C3935-1 Catering and Concessions Operations for Arena and Concessions Operation Services.

Due to the potential for reduced entertainment events resulting from the COVID-19 pandemic, Ovations/Spectra has requested a waiver of the \$331,500.00 year two guaranteed commission. Payment will be based only on the contract step-scale, which prescribes for payment based on revenue. Total commissions could still meet or exceed the original minimum requirement depending on the number of entertainment events.

In addition, the year two \$100,000.00 capital contribution would be deferred and added as an additional year at the end of the contract. As a result, the nine-year term of this contract is to be extended for one additional year to June 30, 2030.

Amendment issued to Ovations Food Services, L.P., d/b/a Spectra Food Services and Hospitality.

Note: No change in overall revenue.

Contract amendments that cause the estimated value of a contract/agreement to be exceeded by 25% of the contract value or \$50,000, whichever is less

**Pouring and Vending Rights
Campus wide**

Revenue Contract

Request Board approval to issue Contract Amendment Two (2) for Contract C6502-1 Pouring and Vending Rights for the Springfield campus, to change the dollar amount and payment date of the annual commission.

July 22, 2020 through September 30, 2020

**ACTIVITY REPORT
PAGE TWO**

As a result of the COVID-19 pandemic, and the resulting reduction in pouring and vending sales, the University and contractor agree that the Sponsorship Fees/Commissions contemplated by Section 5(A)(vii) in the amount of \$383,000.00 (\$193,073.97 + \$189,926.03) to be paid on July 1 for Agreement Year Seven will be modified as follows:

1. Sponsorship Fees/Commissions for Agreement Year Seven will be paid in two (2) semiannual payments, with the first payment due on or before December 31, 2020 (First Payment) and the second payment due on or before June 30, 2021 (Second Payment).
2. The First Payment, representing Sponsorship Fees/Commissions for Summer/Fall 2020, will be in the amount of \$43,112.96, and is calculated as follows:

Summer/Fall 2020 Base	\$191,500.00
Less:	
Campus Closure from March 23, 2020 to June 30, 2020	(\$ 82,060.00)
Campus Closure from July 1, 2020 to August 2, 2020	(\$ 34,627.56)
Reduction for In-Person Classes	(\$ 31,699.48)
First Payment Due December 31, 2020	\$ 43,112.96*

*If the in-person class schedule is further reduced (below 79%) and/or the campus should close in material portion during the Fall 2020 semester prior to the Thanksgiving holiday, the payment terms will be adjusted further. If in-person courses end and/or are converted to online courses following the Thanksgiving holiday there will be no additional adjustment, and contractor will tender payment in the amount of \$43,112.96.

3. For Spring/Summer 2021, the University has the potential to earn the Second Payment under Sponsor’s applicable methodology, representing Sponsorship Fees/Commissions for Spring/Summer 2021, in the amount of One Hundred Eighty-Nine Thousand, Nine Hundred and Twenty-Six Dollars and 03/100s (\$189,926.03).

At the end of the Spring 2021 semester, the parties will review the COVID-19 impact on campus operations and athletics over the Spring 2021 semester in accordance with Sponsor’s COVID-19 methodology. After application of Sponsor’s methodology to determine how much of the Second Payment was actually earned by the University during Spring Semester 2021, the parties will work in good faith to reach agreement on a final adjustment to the Second Payment. Upon mutual agreement as to the adjustment amount, Sponsor shall pay the Second Payment as adjusted no later than June 30, 2021.

July 22, 2020 through September 30, 2020

**ACTIVITY REPORT
PAGE THREE**

Amendment Two to Contract C6502-1 Amendment Two is to be executed by and between University and The Coca-Cola Company acting by and through its Coca-Cola North America Group.

Note: Revenue is allocated to Athletics H02000-222000-54075-201 and Residence Life H02007-192018-54075-201 according to the location of building machines.

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

Audio-Visual Equipment/Installation efactory/Jordan Valley Innovation Center (JVIC)	\$350,000.00 (Estimated)
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Recommend approval to purchase and install audio-visual upgrades to support efactory and JVIC needs to make all the spaces in facilities compliant with public health emergency guidelines.

Equipment enhancements will allow for continued training as the region's small businesses respond to COVID-19, which includes corresponding changes to business models. Positive economic development in the region will continue to be promoted.

Implementing these changes will allow the University to better accommodate clients and partners, will allow for online and hybrid training, and will ensure appropriate physical/social distancing throughout the facility.

Quotations were requested from Paragon 360, Pitt Technology Group, and Southwest Audio-Visual. A purchase order is to be issued to Pitt Technology Group as the best respondent.

Note: Funding to be from \$250,000.00 in CARES Act funds from the Missouri Department of Economic Development/Missouri Technology Corporation, with the remainder from private donations for the project.

**ACTIVITY REPORT
PAGE FOUR**

FOR INFORMATIONAL PURPOSES ONLY

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

Short-Term Housing Services **\$103,500.00**
Residence Life, Dining, and Housing Services **(Estimated Nine Months)**

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

Given the global virus pandemic, social distancing and isolation are required for students who have been exposed to COVID-19. Fall semester housing on campus is limited due to distancing requirements and capacity.

Availability of short-term housing close to campus is also limited, and the opportunity to compare pricing and services is minimal. Also, the degree of need continues to change and evolve on an ongoing basis. Previously Board approved room agreements include the Q Hotel and Suites, and the University Plaza Hotel.

Bryan Properties has available the Christina Apartments near campus at 440 East Madison Street for the period September 1, 2020 through May 31, 2021. Payment for the full amount will be made at execution of the agreement.

Christina Apartments	Rooms	Rate Per Bed	Total Cost
		Monthly	Monthly
Bedrooms, Two, Monthly	23	\$450.00	\$10,350.00
Cleaning Fee, Twice Monthly	23	\$ 50.00	\$ 1,150.00
Total Monthly Cost			\$ 11,500.00
Total Nine Month Cost			\$103,500.00

Existing leases for the International Leadership and Training Center (ILTC) are in place with Bryan Properties at Bear Village for vacant rooms leased for international student groups that cancelled enrollment due to COVID-19. In exchange for the Christina lease, Bryan Properties is releasing ten rooms for eleven and twelve month periods for a credit of

July 22, 2020 through September 30, 2020

**ACTIVITY REPORT
PAGE FIVE**

\$73,920.00 to the ILTC lease. There will be 40 bedrooms remaining at Bear Village for quarantine use.

Recommend that a contract be issued to Bryan Properties for the Christina Apartments for September 1, 2020 through May 31, 2021, to be utilized as/if needed for Short-Term Housing Services to support University Residence Life, Housing and Dining Services.

Note: Funding is anticipated to be from State funded COVID-19 related funds designated to the University.

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

Custodial Equipment	\$129,285.27
Facilities Management	(Estimated)

A purchase order is to be issued for campus-wide COVID-19 related custodial equipment.

Equipment will be vacuums and extractors to allow for cleaning to take place in exposed areas, rather than waiting for the virus to die before considering a space safe to occupy.

In areas where persons with a known infection have been, the Centers for Disease Control and Prevention (CDC) recommends vacuuming soft surfaces using a high-efficiency particulate air (HEPA) filtered vacuum. Vacuum cleaners specified are HEPA filtered Windsor Sensor XP15 WIN10120270 units.

Extractors are to be Hillyard Trident MS2 Mini Spotter/Extractor HY-5608 units. This equipment can be used to clean and disinfect upholstered furniture that has been in contact with a person who tested positive for COVID-19.

Procurement will be through Contract C7442-1 Custodial Supplies, which is a solicited agreement through Hillyard, Incorporated.

Note: Funding to be from the Federal Emergency Management Agency (FEMA) Disaster Recovery budget B09919 062018 73202 071.

July 22, 2020 through September 30, 2020

**ACTIVITY REPORT
PAGE SIX**

Single Feasible Source > \$100,000

Electronic Databases University Libraries	\$141,846.00 (Estimated)
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Pursuant to University policy, which addresses justification for making awards on a single feasible source basis, University Libraries has reviewed library electronic databases and recommends award to EBSCO for the current platform management service.

EBSCO is a direct leading provider of research databases, e-journals, magazine subscriptions, e-books and discovery service to libraries of all kinds. EBSCO FOLIO is an open source library services platform (LSP) that provides inventory management, resource management (acquisitions), and circulation management functionality to enable the library to provide its core services to members of the university community.

Service includes FOLIO Implementation and FOLIO Package/Open Athens, which provide implementation services that include system setup, configuration and migration support, and software hosting for the library's new FOLIO Library Services Platform System.

In addition to providing implementation and setup, FOLIO Package/OpenAthens covers service hosting and support for OpenAthens, a third-party service resold exclusively by EBSCO in North America. OpenAthens provides SAML and IP Proxy-based resource access management and authentication services to enable the library to provide authenticated access to university-licensed electronic resources to users, both on-campus and off-campus.

FOLIO Implementation is for service from July 1, 2020 to June 30, 2021, and FOLIO Package/Open Athens is for service from January 1, 2020 through December 31, 2022.

The two electronic resources were previously purchased from MOBIUS from FY2014 through FY2019. University Libraries declined in October 2019 to renew FY2021 membership with MOBIUS, a state-wide consortium, due to prohibitive membership cost, and the need to migrate to a more robust Integrated Library System. The University is consequently ineligible to take advantage of MOBIUS negotiated pricing of library service products.

Note: Funding to be from the Library Administration Operating budget A02000 172000 73402 041.

July 22, 2020 through September 30, 2020

**ACTIVITY REPORT
PAGE SEVEN**

Single Feasible Source > \$100,000

**Internet Service for Bull Shoals Field Station \$172,536.00
College of Natural and Applied Sciences (CNAS) (Estimated Six-Year Period)**

Internet service is needed for the College of Natural and Applied Sciences Bull Shoals Field Station’s new research facility located in a remote valley near Bulls Shoals Lake at 446 Wolf Creek Road, Cedar Creek, Missouri.

Given the geographic isolation, internet service for the area has not existed. Contractor research showed that wireless connections were not feasible, and that one provider, CenturyLink, was expanding its network to within two miles of the facility but would not service the address.

In response to a request by University Networking and Telecommunications, CenturyLink proposed spanning the two-mile gap to provide high-quality internet needed by the facility.

Proposal for Six-Year Commitment

Installation	One Time	\$158,136.00
Service – 100Mbps	\$200.00 Monthly x 72 Month Commitment	\$ 14,400.00
Total		\$172,536.00

Recommend award to CenturyLink, Incorporated for internet installation and service for the six-year service period from September 1, 2020 through August 31, 2026.

Note: Funding for the installation to be from CNAS Supplemental College Course Fee Non-Operating B02722 152001 73427 022, and funding for the monthly service fee to be from Bull Shoals Field Station Operating A02000 152007 73426 021.

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

**Consulting and Research Services \$185,000.00
Office of the President (Estimated Year One)**

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

July 22, 2020 through September 30, 2020

**ACTIVITY REPORT
PAGE EIGHT**

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

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

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

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

Annual Fees – Global Research Partnership

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

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

**ACTIVITY REPORT
PAGE NINE**

Single Feasible Source > \$100,000

Higher One Incorporated, dba CASHNet **\$187,397.28**
ERP Maintenance

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

Payment to be processed for the renewable annual maintenance agreement for CASHNet services with Higher One Incorporated. Annual maintenance for the period of September 1, 2020 through August 31, 2021 will be \$187,397.28.

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

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

Note: Funding to be from ongoing operational budgets.

July 22, 2020 through September 30, 2020

III.E.1.

RECOMMENDED ACTION - Approval of Activity Report for the month of July 2020.

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 July 2020, 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 & CONSTRUCTION**

July 2020

This report documents activities managed by Planning, Design and Construction for the month of July 2020. 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.

July 27, 2020

**Correct Water Infiltration,
Hutchens House**

**Project Budget
\$215,000.00**

Bids were received to correct water infiltration at Hutchens House. Upon approval, a notice to proceed was issued to Bales Construction Company, Inc. in the amount of \$173,040.00.

The bids received on this project are as follows:

Contractor	Bales Construction Co., Inc.	MSI Constructors, Inc.	Rio Contracting, LLC
Base Bid	\$70,000.00	\$63,700.00	\$129,990.00
Alternate 1	\$15,000.00	\$18,400.00	\$36,200.00
Alternate 2	\$58,000.00	\$116,000.00	\$142,600.00
Alternate 3	\$17,900.00	\$13,600.00	\$13,900.00
Alternate 4	\$6,140.00	\$2,081.00	\$7,900.00
Alternate 5	\$3,000.00	\$7,051.00	\$8,700.00
Alternate 6	\$3,000.00	\$17,700.00	\$7,000.00
Total (Base Bid + All Alternates)	\$173,040.00	\$238,532.00	\$346,290.00

The project budget has been established as follows:

Project Budget	
Consulting Fees	\$0.00
Construction Contracts	\$173,040.00
Project Administration	\$9,960.00
Construction Contingency	\$32,000.00
Furniture, Fixtures, and Equipment	\$0.00
Telecommunications	\$0.00
Relocation Costs	\$0.00
Total Project Budget	\$215,000.00

This project is to correct the water infiltration that is occurring in the basement of Hutchens House. The project will consist of removing existing landscaping, excavating to install waterproofing and a drainage mat system on the concrete foundation, and installation of a drainpipe at some locations. Additionally,

grading will occur at the landscape areas to create slope away from the building, along with placement of new landscaping pebble stone. This project also includes a refresh of finishes and some repair of interior basement spaces from the damage due to the water infiltration.

Alternate 1 removes the existing landscape polygon on the north side of building and installs a new foundation drainage system with concrete slab. Alternate 2 includes excavation, foundation drainage system, sealing of concrete wall joints, grading, and landscape gravel on the northeast, east, and southeast sides of the building. Alternate 3 refurbishes and updates the finishes in the Resnet Office from the water damage. Alternate 4 refurbishes and updates the finishes in the Staff/Resnet space from the water damage and it will become part of the Student Lounge area. Alternate 5 adds Rocky Mountain Cobble landscape gravel in lieu of Liberty Blend landscape gravel to the base bid work. Alternate 6 adds Rocky Mountain Cobble landscape gravel in lieu of Liberty Blend landscape gravel to the Alternate 2 work.

We recommend proceeding with this project plus all alternates due to the continued damage that will occur to the existing structure if we do not proceed.

This project will be paid from the Hutchens House Correct Water Infiltration budget funded by Residence Life Reserves (\$215,000.00) budget.

III.E.2.

RECOMMENDED ACTION - Approval of Activity Report for the month of September 2020.

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 2020, 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 & CONSTRUCTION**

September 2020

This report documents activities managed by Planning, Design and Construction for the month of September 2020. 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 8, 2020

**Multicultural Resource Center,
Plaster Student Union**

Upon approval, a proposal was signed with Dake | Wells Architecture for professional services in conjunction with the multicultural resource center at Plaster Student Union. Dake | Wells Architecture has experience specific to Plaster Student Union from previous renovations, and their expertise will be key as the university renovates Plaster Student Union and master plans for the potential Phase II addition to the Multicultural Resource Center.

Dake | Wells Architecture has hired Sophic Solutions, LLC as a sub-consultant for this project. Sophic Solutions, LLC is a change management and consulting firm that provides educational consultation to schools and school districts as well as diversity, equity and inclusion consultation services.

The not-to-exceed fee for the consultant's work is \$169,280.00. This project is being funded by the President's Program Enhancement fund (\$169,280.00).

III.E.3.

RECOMMENDED ACTION – Ratification of the Greene-County Multi-Jurisdictional Hazard Mitigation Plan

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

WHEREAS, the University recognizes the threat that natural, human-caused and technical hazards pose to people and property within the University and the local region; and

WHEREAS, the University has participated in the preparation of a five (5) year multi-jurisdictional local hazard mitigation plan in cooperation a number of other local stakeholders; and

WHEREAS, the Greene County Multi-Jurisdictional Hazard Mitigation Plan (“Plan”) identifies mitigation goals and actions to reduce or eliminate long-term risk to people and property from the impacts of future hazards in the Greene County, Missouri area; and

WHEREAS, the University will endeavor to integrate the Plan into the University’s emergency management planning and comprehensive planning processes; and

WHEREAS, adoption of the Plan demonstrates the University’s commitment to hazard mitigation and cooperation with local stakeholders in achieving the goals outlined in the Plan.

NOW THEREFORE, BE IT RESOLVED by the Board of Governors for Missouri State University that the Greene County Multi-Jurisdictional Hazard Mitigation Plan is adopted on behalf of Missouri State University and that University administration is delegated the authority to negotiate and execute any and all other agreements, documents, and subsequent Plans in furtherance of and consistent with the terms of the Plan.

VOTE: **AYE**_____

NAY_____

COMMENTS:

The Greene County Multi-Jurisdictional Hazard Mitigation Plan (“Plan”) was prepared by the Local Mitigation Planning Task Force. This task force included representatives from nine (9) fire protection districts, eight (8) public school districts, two (2) higher education institutions, eight (8) municipalities, and various representatives from the departments in both City of Springfield and Greene County government. The Local Mitigation Planning Task Force met under the terms set for a grant received from the Missouri State Emergency Management Agency (SEMA). The Multi-Jurisdictional Hazard Mitigation Plan is the result of a collaborative effort between citizens, businesses, industry, institutions, and voluntary agencies throughout Greene County. The Plan is a five-year blueprint for the future, aimed at making Greene County, and all the jurisdictions within, disaster resistant by reducing or eliminating long-term risk of loss of life and property from the full range of natural disasters. This cycle of updates also identifies human-caused and technological hazards that currently, or could potentially, affect Greene County.

This Plan meets the requirements of the Disaster Mitigation Act of 2000 (P.L. 106-390); Part 44 of the Code of Federal Regulations, Part 206; and State of Missouri Emergency Management Agency standards. An open public process was established to provide multiple opportunities for all sectors of the community to become involved and provide input during the drafting stage of the planning process.

Participation of local jurisdiction is critical to successful mitigation implementation. The Springfield Greene County Office of Emergency Management has collaborated with local school districts, fire protection districts and municipalities to ensure adoption and implementation of the Plan will occur after the plan has been approved by the appropriate state and federal agencies.

Missouri State University, Missouri Resolution

A RESOLUTION OF MISSOURI STATE UNIVERSITY ADOPTING THE GREENE COUNTY 2020-2025 MULTI-JURIDICITONAL HAZARD MITIGATION PLAN

WHEREAS, Missouri State University recognizes the threat that natural, human and technical hazards pose to people and property within Missouri State University.

WHEREAS, Missouri State University has participated in the preparation of a multi-jurisdictional local hazard mitigation plan, hereby known as the Greene County 2020-2025 Multi-Jurisdictional Hazard Mitigation Plan, hereby known as the Plan, in accordance with the Disaster Mitigation Act of 2000; and

WHEREAS, the Plan identifies mitigation goals and actions to reduce or eliminate long-term risk to people and property at Missouri State University from the impacts of future hazards and disasters; and

WHEREAS, Missouri State University recognizes that land use policies have a major impact on whether people and property are exposed to natural, human caused and technical hazards, Missouri State University will endeavor to integrate the plan into the comprehensive planning process; and

WHEREAS, adoption by Missouri State University demonstrates their commitment to hazard mitigation and achieving the goals outlines in the Plan.

Missouri State University adopts (pending final approval by the Board of Governors on October 16, 2020) the final FEMA-Approved Plan. Adopted this 11th of September, 2020.



Matthew D. Morris

Vice President for Administrative Services

III.F.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>
Amanda Montileone	Instructor Greenwood	\$41,000 annually	08/10/20
Xiuye Xie	Assistant Professor Kinesiology	\$55,000 annually	08/10/20

UNRANKED FACULTY APPOINTMENTS (Term):

<u>Name</u>	<u>Position-Department</u>	<u>Salary</u>	<u>Effective</u>
Emery Bryant	Visiting Instructor Kinesiology	\$42,000 annually	08/10/20 05/14/21
Michael Chamberlin	Visiting Instructor Kinesiology	\$42,000 annually	08/10/20 05/14/21
Todd Daniel	Instructor Information Technology & Cybersecurity	\$45,620 annually	08/10/20 05/14/21
Dennette Derezotes	Visiting Instructor School of Social Work	\$42,000 annually	08/10/20 05/14/21
Oana Nelson	Instructor Mathematics	\$40,000 annually	08/10/20 05/14/21
Theresa Witt	Clinical Assistant Professor School of Nursing	\$61,000 annually	08/10/20 05/14/21
Sharon Zahn	Clinical Assistant Professor School of Nursing	\$60,000 annually	08/10/20 05/14/21
Abigale Ehlers	Senior Instructor Hospitality Leadership (50% FTE)	\$24,401 annually	08/17/20 05/14/21

(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>
Maxwell Barffour	Visiting Assistant Professor Public Health & Sports Medicine	05/15/20
Louise Bigley	Assistant Professor School of Nursing	05/15/20
Loretta Jean-Charles	Instructor Greenwood Laboratory School	05/15/20
Stephen Stapleton	Associate Professor School of Nursing	05/15/20

RETIREMENTS:

<u>Name</u>	<u>Position-Department</u>	<u>Effective</u>
Vicki Dunlop	Assistant Professor Greenwood Laboratory School	05/15/20
Abigale Ehlers	Senior Instructor Hospitality Leadership	05/15/20
John Downing	Associate Professor Kinesiology	12/11/20
John Harms	Professor Sociology and Anthropology	12/11/20

LEAVE WITH PAY:

<u>Name</u>	<u>Position-Department</u>	<u>Effective</u>
Chloe Bolyard	Assistant Professor	08/10/20
	Childhood Ed & Family Studies	12/11/20
Bryan Breyfogle	Professor	01/11/21
	Chemistry	05/14/21

SABBATICALS:

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

Ethan Amidon Associate Professor, Criminology & Criminal Justice
 Spring 2021
 An Examination of the Discrepancies in Homicide Counts Reported in the SHR and NVSS from 2000 to 2016.

Gary Michelfelder Associate Professor, Geography, Geology & Planning
 Calendar Year 2021
 Petrologic Imaging of Magma Accumulation in the Andean Central Volcanic Zone.

CHANGE OF STATUS:

<u>Name</u>	<u>Position-Department</u>	<u>Action</u>	<u>Effective</u>
Rebecca Baker	From: Senior Instructor	Status Change	02/01/20
	Physics, Astronomy & Materials Science		
	To: Faculty Emeritus		
	Physics, Astronomy & Materials Science		
Jaime Gnau	Clinical Instructor	Salary Adjustment	07/01/20
	Biomedical Sciences		
	From: \$45,000 annually To: \$47,000 annually		
Julie Masterson	Associate Provost & Dean	Reappointment	07/01/20
	Graduate College		
	Professor		
	Communication Sciences & Disorders		

Academic Personnel Board Actions, cont'd.

Page 4

Colette Witkowski	Department Head Professor Biomedical Sciences	Reappointment	07/01/20
Paris DePaepe	From: Professor Counseling, Leadership & Special Ed To: Faculty Emeritus Counseling, Leadership & Special Ed	Status Change	08/01/20
Vicki Dunlop	From: Assistant Professor Greenwood Laboratory School To: Faculty Emeritus Greenwood Laboratory School	Status Change	08/01/20
Abigale Ehlers	From: Senior Instructor Hospitality Leadership To: Faculty Emeritus Hospitality Leadership	Status Change	08/01/20
Dennis Hickey	From: Distinguished Professor Political Science To: Faculty Emeritus Political Science	Status Change	08/01/20
Robert Patterson	From: Professor Physics, Astronomy & Materials Science To: Faculty Emeritus Physics, Astronomy & Materials Science	Status Change	08/01/20
Andrei Shoumikhin	Instructor Defense & Strategic Studies	Reappointment	08/10/20 05/14/21
Shouchuan Hu	Distinguished Professor Mathematics	Delayed Sabbatical Start Date	08/23/21 12/17/21

Vote: _____ Yea
 _____ Nay

COMMENTS:

Amanda Montileone, Instructor, Greenwood Laboratory School

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

Experience: 2017 – Present, Learning Development Coordinator & Blended Learning Specialist, Springfield Public Schools, Springfield, Missouri; 2014 – 2017, Secondary English Teacher, Springfield Public Schools, Springfield, Missouri; 2013 – 2014, Secondary English Teacher, St. Louis, Missouri; 2012 – 2013, Secondary English Teacher, Nixa, Missouri; 2009 – 2012, Secondary English Teacher, Pleasant Hope, Missouri.

Xiuye Xie, Assistant Professor, Kinesiology

Ph.D.	Ohio State University, 2018
M.S.	Delaware State University, 2014
M.Ed.	Shandong University, 2014
B.Ed.	Shandong University, 2011

Experience: 2018 – Present, Assistant Professor, Western Michigan University, Kalamazoo, Michigan; 2015 – 2018, Graduate Teaching Associate, Ohio State University, Columbus, Ohio; 2014 – 2017, Graduate Research Associate, Ohio State University, Columbus, Ohio; 2012 – 2014, Graduate Associate, Delaware State University, Dover, Delaware; 2010 – 2012, Research Associate, Shandong University, Jinan Shandong, China.

ADDENDUM A

The following have been appointed as Per Course Faculty for the fall semester: August 10, 2020 through December 11, 2020.

<u>Name</u>	<u>Department</u>	<u>Salary</u>
Adler, Aaron	Physical Therapy	\$1,830.00
Adler, Allison	Physical Therapy	\$916.00
Albritton, Stephanie	Management	\$3,000.00
Aldrich, Donna	Reading Foundations & Technology	\$3,660.00
Anderson, Barbara	English	\$4,896.00
Appleton, Joni	Reading Foundations & Technology	\$4,075.00
Arciniegas, Guillermo	Modern & Classical Languages	\$4,896.00
Armstrong, Allison	Reading Foundations & Technology	\$2,445.00
Armstrong, Barrington	Foreign Language Institute	\$2,448.00
Athmer, Keith	Information Tech & Cybersecurity	\$8,000.00
Baker, Gina	Childhood Ed & Family Studies	\$2,445.00
Bannen, Michael	Reading Foundations & Technology	\$4,575.00
Batchman, Marluce	Foreign Language Institute	\$2,448.00
Bateman, James	Information Tech & Cybersecurity	\$8,000.00
Bauer, Steven	Childhood Ed & Family Studies	\$3,660.00
Bedell, Kenneth	Social Work	\$2,445.00
Bekebrede, Matt	Hospitality Leadership	\$2,232.00
Bendure, Jessica	Counseling Leadership & Special Ed	\$4,325.00
Bennett, Susan	Theatre & Dance	\$4,896.00
Berman, Iian	Defense & Strategic Studies	\$7,000.00
Biddlecome, Teresa	Childhood Ed & Family Studies	\$3,260.00
Bihlmeyer, James	Media Journalism & Film	\$6,218.00
Bishop-Hopper, Andrea	Psychology	\$3,260.00
Black, Angela	Theatre & Dance	\$2,860.00
Borich, Michael	Media Journalism & Film	\$2,754.00
Bortosky, Rachel	Biology	\$2,595.00
Bowden, Dennis	Defense & Strategic Studies	\$7,000.00
Bowers, Michael	College of Agriculture	\$2,000.00
Brannon, Jeffery	Computer Science	\$2,370.00
Brasier, Jason	Media Journalism & Film	\$2,448.00
Brinkman, Bryan	History	\$6,000.00
Brocaille, Nicole	Psychology	\$4,890.00
Bronson, Lisa	Defense & Strategic Studies	\$14,000.00
Brooks, Sherri	Mathematics	\$3,392.00
Brown, Bryan	Missouri State Outreach	\$5,508.00

Academic Personnel Board Actions, cont'd.

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Brown, Lucas	Childhood Ed & Family Studies	\$2,445.00
Brunner, Judy	Reading Foundations & Technology	\$2,445.00
Buckle-Lamy, Susan	Childhood Ed & Family Studies	\$2,445.00
Buening, Caitlin	Physical Therapy	\$916.00
Buergler, Melanie	Psychology	\$815.00
Bunton, Molly	Ctr Academic Success & Transition	\$4,800.00
Burton, Kathleen	Reading Foundations & Technology	\$1,630.00
Busch, David	Art & Design	\$2,448.00
Cantrell, Jena	Music	\$4,512.00
Carr, Norman	Reading Foundations & Technology	\$1,630.00
Carroll, Kathy	Kinesiology	\$3,000.00
Choate, Lenetta	Psychology	\$5,490.00
Christiansen, Ashley	Psychology	\$5,490.00
Chyet, Michael	Foreign Language Institute	\$2,754.00
Clayton, Penny	Finance & General Business	\$8,000.00
Clouse Day, Sherry	School of Accountancy	\$3,999.00
Clutter, Cynthia	Reading Foundations & Technology	\$4,890.00
Cockrum, Leslie	Comm Sciences & Disorders	\$4,890.00
Coker, Whitney	Communication	\$4,290.00
Coleman, Amanda	Biology	\$4,890.00
Collins, Daisy	Reading Foundations & Technology	\$5,490.00
	Social Work	\$2,445.00
Cornelius-White, Cecily	Psychology	\$5,490.00
Cranston, Chelsea	Comm Sciences & Disorders	\$2,445.00
Dalbom, Clinton	College of Agriculture	\$2,000.00
Dalton, Rebecca	Psychology	\$2,445.00
Datema, Mary	Childhood Ed & Family Studies	\$3,260.00
Daugherty, Casey	Reading Foundations & Technology	\$1,630.00
Davis, Sarah	Childhood Ed & Family Studies	\$4,890.00
Davis-Sneed, Dollie	Childhood Ed & Family Studies	\$3,260.00
Deane-Downing, Alexis	Hospitality Leadership	\$2,058.00
DeBiaso, Peppino	Defense & Strategic Studies	\$7,000.00
DeBoo, Robert	Music	\$472.00
Denzer, Tricia	Psychology	\$2,445.00
Deringer, Thomas	Communication	\$2,754.00
Devore, Matthew	Technology & Construction Mgmt	\$4,000.00
Dodge, Michaela	Defense & Strategic Studies	\$5,500.00
Douglass, Abey	Counseling Leadership & Special Ed	\$2,550.00
Downs, Deborah	Kinesiology	\$2,800.00
Dubinsky, Julie	Finance & General Business	\$3,300.00
Dudley, Kelly	Social Work	\$4,890.00

Academic Personnel Board Actions, cont'd.

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Duerkop, Gabriel	Music	\$1,895.00
Duprey, Laura	Art & Design	\$5,508.00
Edington, Leann	Childhood Ed & Family Studies	\$2,745.00
El Alami Canning, Khanssaa	Foreign Language Institute	\$2,754.00
Elkins, Kenneth	Honors College	\$2,400.00
Elliston, Hiromi	Foreign Language Institute	\$4,896.00
Eutsler, Tabitha	Childhood Ed & Family Studies	\$2,445.00
Falconer, Stella	Public Health & Sports Medicine	\$2,445.00
Falter, Nathan	Art & Design	\$9,792.00
Farha, Nicholas	Reading Foundations & Technology	\$5,490.00
Fleetwood, Gabriel	Music	\$4,290.00
Ford, Tiffany	Information Tech & Cybersecurity	\$6,000.00
Fox, Emily	Counseling Leadership & Special Ed	\$3,260.00
Frauenhoffer, Megan	Art & Design	\$6,324.00
Frietze, Joseph	Psychology	\$2,445.00
Fulks, Genevieve	Music	\$4,033.00
Geipel, Gary	Defense & Strategic Studies	\$12,500.00
Gentile, Federica Wanda	College of Hum & Pub Affairs	\$2,499.00
	Foreign Language Institute	\$2,448.00
Gerhart, Max	Music	\$3,479.00
Gibson, Robert	Music	\$1,902.00
Glenn, Cory	Reading Foundations & Technology	\$2,445.00
Goyes, Duany	Reading Foundations & Technology	\$2,445.00
Graves, Carolyn	Public Health & Sports Medicine	\$4,468.00
Groves, Gregory	Finance & General Business	\$4,000.00
Hagston, Stacy	Counseling Leadership & Special Ed	\$2,745.00
Hamilton, Cheri	College of Agriculture	\$4,000.00
Hanson, David	Reading Foundations & Technology	\$2,445.00
Hardy, Molly	Communication	\$2,754.00
Harris, Deirdra	Counseling Leadership & Special Ed	\$4,890.00
Hart, Bailey	Psychology	\$815.00
Hayden, Henry	Mathematics	\$4,740.00
Hayter, Rachel	Social Work	\$2,445.00
Head, Barbara	Reading Foundations & Technology	\$1,630.00
Heckman, Tyler	Music	\$3,575.00
Heriford, Anna	Comm Sciences & Disorders	\$2,445.00
Hetzler, Brandon	Public Health & Sports Medicine	\$3,200.00
Himes, Joe	Physical Therapy	\$3,045.00
Hisle, Melissa	English	\$2,754.00
	Missouri State Outreach	\$2,754.00
Hoffman-Mentle, Jennifer	Social Work	\$2,445.00

Academic Personnel Board Actions, cont'd.

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Hogan, Joy	Kinesiology	\$1,596.00
Holland, Angela	Music	\$2,617.00
Holland, Lydia	Physical Therapy	\$1,830.00
Holmer, Earl	English	\$6,394.00
Holtermann, Alex	Technology & Construction Mgmt	\$3,000.00
Hopper-Owrey, Candice	Psychology	\$2,745.00
Howard, Steven	College of Business	\$9,500.00
Hsieh, Shen	Art & Design	\$4,896.00
Huertas-Torres, Mariandine	Childhood Ed & Family Studies	\$1,630.00
Hurley, Laura	Childhood Ed & Family Studies	\$2,445.00
Ibbetson, Sara	Psychology	\$2,445.00
Irons, Vanessa	Counseling Leadership & Special Ed	\$1,700.00
Jackson, Jennifer	English	\$4,896.00
Jackson, Wendy	Social Work	\$2,445.00
Jauregui-Dusseau, Alexandria	Public Health & Sports Medicine	\$2,445.00
Jo, Yoojin	Foreign Language Institute	\$4,896.00
Johnson, Rachel	Art & Design	\$2,754.00
Jones, Melissa	Comm Sciences & Disorders	\$4,890.00
Jones, Nathaniel	Communication	\$2,145.00
Kanamori, Yasuko	Counseling Leadership & Special Ed	\$1,900.00
Karr, Jeffrey	Modern & Classical Languages	\$2,448.00
Kartchner, Kerry	Defense & Strategic Studies	\$7,000.00
Keller, Clara	Comm Sciences & Disorders	\$2,445.00
Kelly, Mitzi	Childhood Ed & Family Studies	\$2,445.00
Kennell, Everett	Media Journalism & Film	\$5,508.00
Kent, Jennifer	Social Work	\$4,890.00
Keohane, Edward	Sociology & Anthropology	\$5,700.00
Kepling, Vicke	English	\$2,448.00
	Missouri State Outreach	\$2,448.00
Khojasteh, Morgan	Communication	\$2,145.00
Killingsworth, Alyssa	College of Agriculture	\$2,000.00
Kincaid, Jennifer	Psychology	\$2,445.00
Kiras, James	Defense & Strategic Studies	\$7,000.00
Kirby, Charles	Management	\$3,000.00
Kleinsasser, Steven	Counseling Leadership & Special Ed	\$1,630.00
Knox, Kevin	Social Work	\$2,445.00
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
Lawler, Suzanne	Comm Sciences & Disorders	\$2,445.00

Academic Personnel Board Actions, cont'd.

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Levine, Marlene	Childhood Ed & Family Studies	\$2,745.00
Lewis, Darcy	English	\$2,754.00
Lewis, Heather	Childhood Ed & Family Studies	\$2,445.00
Limon Lopez, Estevan	Psychology	\$3,660.00
Lippelman, Vanessa	Psychology	\$2,445.00
Liu, Fan	Foreign Language Institute	\$4,896.00
Lofaro, Brandi	Comm Sciences & Disorders	\$2,445.00
Lord, Patrick	Psychology	\$5,490.00
Loudis, Anthony	Media Journalism & Film	\$2,754.00
Mammen, Rhonda	Counseling Leadership & Special Ed	\$2,445.00
Manley, Heather	Psychology	\$2,445.00
Mann, Natalya	Foreign Language Institute	\$5,508.00
Martin, Erin	Psychology	\$5,490.00
Massey, Dallas	Biomedical Sciences	\$2,850.00
Mathews, Stephen	English	\$7,344.00
Mattson, Curtis	Psychology	\$2,745.00
McCann, Jane	Counseling Leadership & Special Ed	\$815.00
McClure, Patrick	English	\$2,448.00
McGiffin, Curtis	Defense & Strategic Studies	\$14,000.00
McKinney, Jared	Defense & Strategic Studies	\$5,750.00
McWoods, Anna	Biomedical Sciences	\$7,200.00
Miller, Blake	Communication	\$2,145.00
Mink, Caitlyn	Comm Sciences & Disorders	\$2,445.00
Mitchell, Katrina	Music	\$4,590.00
Mitchell, Misty	Kinesiology	\$2,100.00
Moodie, Amanda	Defense & Strategic Studies	\$11,000.00
Moore, Dawn	Reading Foundations & Technology	\$4,075.00
Moore, Mallory	Comm Sciences & Disorders	\$3,000.00
Moore, Paul	Public Health & Sports Medicine	\$3,000.00
Moreland, Michael	Ctr Academic Success & Transition	\$2,400.00
Morgan, Rachel	English	\$2,448.00
	Missouri State Outreach	\$2,448.00
Murdock, Rachel	Psychology	\$2,445.00
Murray, Kathleen	Music	\$4,590.00
Nebel, Richard	Theatre & Dance	\$5,005.00
Nelsen, Janice	Kinesiology	\$5,233.00
Newman, Kenneth	Information Tech & Cybersecurity	\$3,000.00
Nichols, Kelley	Finance & General Business	\$3,500.00
Norman, Cherie	Psychology	\$2,745.00
Northrip-Rivera, Angelia	English	\$5,100.00
Olson, Stevan	School of Accountancy	\$2,093.00

Academic Personnel Board Actions, cont'd.

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Ombonga, Mary	Foreign Language Institute	\$2,754.00
Opat, Kelsi	College of Agriculture	\$3,300.00
Opitz, Matthew	History	\$2,448.00
O'Quinn, Cady	Kinesiology	\$2,793.00
O'Quinn, Kati	Childhood Ed & Family Studies	\$2,445.00
Owen, Carla	Childhood Ed & Family Studies	\$1,630.00
Padgett, Lori	College of Agriculture	\$3,200.00
Parke, Nicole	Reading Foundations & Technology	\$2,445.00
Parrack, Paige	College of Agriculture	\$3,300.00
Parrish, Matthew	Media Journalism & Film	\$5,508.00
Pendley, Robert	Information Tech & Cybersecurity	\$3,000.00
Perkins, Amy	Reading Foundations & Technology	\$4,075.00
Perryman, Amber	Reading Foundations & Technology	\$2,445.00
Peterson, Don	Kinesiology	\$798.00
Petree, Nicholas	Kinesiology	\$931.00
Pettenger, Alma	Modern & Classical Languages	\$2,448.00
Phillips, Alyssa	Reading Foundations & Technology	\$2,445.00
Phillips, Lindsay	Childhood Ed & Family Studies	\$2,445.00
Phillips, Melanie	Communication	\$2,145.00
Pickett, Kaleigh	Counseling Leadership & Special Ed	\$2,445.00
Pleshka, Anton	Art & Design	\$4,896.00
Posey, Julie	Social Work	\$2,445.00
Preston, James	Hospitality Leadership	\$6,678.00
Pritchard, Traci	Music	\$2,131.00
Qualls, Lisa	Music	\$4,896.00
Rakowski, Karen	Public Health & Sports Medicine	\$3,200.00
Ralph, Lori	Counseling Leadership & Special Ed	\$3,660.00
Raynor, James	Public Health & Sports Medicine	\$1,500.00
Reedy, Austin	Communication	\$6,435.00
Reser, Kimberly	Kinesiology	\$2,100.00
Rice, Phillip	History	\$2,754.00
Richner, Rebekkah	English	\$2,448.00
	Missouri State Outreach	\$2,448.00
Rieger, Sharon	English	\$4,896.00
Rizvanovic, Husref	Biology	\$2,445.00
Robinson, Shannon	Reading Foundations & Technology	\$5,490.00
Robinson, Tucker	Communication	\$4,290.00
Roetto, Meghan	Social Work	\$2,445.00
Rosen, Meganne	Art & Design	\$5,508.00
Rosen, Renee	Mathematics	\$3,392.00
Rowe, Nancy	Communication	\$6,435.00

Academic Personnel Board Actions, cont'd.

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Ruggiero, Giulianella	Foreign Language Institute	\$4,896.00
Rushefsky, Mark	Political Science	\$5,793.00
Russell, Ashley	Mathematics	\$3,160.00
Russell, Maida	Mathematics	\$3,600.00
Russell, Timothy	College of Agriculture	\$3,000.00
Ryder, Christina	Sociology & Anthropology	\$2,850.00
Salchow, Jason	College of Agriculture	\$3,000.00
Salinas, Patti	Criminology & Criminal Justice	\$8,000.00
Salloum, Georget	Foreign Language Institute	\$4,896.00
Satterfield, Michelle	Childhood Ed & Family Studies	\$2,445.00
Scarborough, James	Information Tech & Cybersecurity	\$4,000.00
Scarbrough, Jonita	Counseling Leadership & Special Ed	\$4,075.00
Scavuzzo, Vanessa	Hospitality Leadership	\$2,232.00
Schmitt, Vicki	Reading Foundations & Technology	\$7,200.00
Schroeder, Amy	Reading Foundations & Technology	\$2,445.00
Schuldenzucker, Sarah	Foreign Language Institute	\$2,448.00
Schwendinger, Kate	Social Work	\$2,445.00
Shepherd, James	College of Agriculture	\$2,000.00
Shirley, Darin	Comm Sciences & Disorders	\$2,445.00
Shriver, Jayson	College of Agriculture	\$4,000.00
Simpson, Ashley	History	\$4,896.00
Slinkard, Christopher	School of Accountancy	\$7,998.00
Slone, Allison	Comm Sciences & Disorders	\$4,890.00
Sly, James	Psychology	\$4,890.00
Smith, Sharina	Finance & General Business	\$4,000.00
Snider, Philip	Religious Studies	\$2,754.00
Srivastava, Kumkum	Foreign Language Institute	\$2,754.00
St Pierre, Laurine	Music	\$5,592.00
Stacy, Clay	Social Work	\$4,890.00
Stacy, William	Music	\$4,896.00
Stafford, Carla	Counseling Leadership & Special Ed	\$4,075.00
Steiger, Julie	Reading Foundations & Technology	\$2,745.00
Stout, Kristen	Communication	\$2,145.00
Strickler, John	Music	\$1,624.00
Stubbs, Sue	Music	\$539.00
Stulce, Brad	Kinesiology	\$2,331.00
Sutherland, Kelly	Childhood Ed & Family Studies	\$2,745.00
Sutton, Kim	Childhood Ed & Family Studies	\$4,890.00
Swidey, Edward	Theatre & Dance	\$4,080.00
Taylor, Amanda	Music	\$7,130.00
Telting, Diderika	Comm Sciences & Disorders	\$3,000.00

Academic Personnel Board Actions, cont'd.

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Temple, Renee	Kinesiology	\$1,862.00
Terry, Donna	Childhood Ed & Family Studies	\$1,630.00
Trachtenberg, David	Defense & Strategic Studies	\$14,000.00
Triola, Matthew	Hospitality Leadership	\$1,696.00
Tsahiridis, Peter	History	\$2,448.00
Tucker, Timothy	Childhood Ed & Family Studies	\$1,630.00
	Geography Geology & Planning	\$5,088.00
Tyson, Garrett	Political Science	\$6,000.00
VanArsdale, Ernest	Information Tech & Cybersecurity	\$4,000.00
Vera, Lauren	Psychology	\$2,745.00
Wagler, Justin	Art & Design	\$2,448.00
Walker, Amy	Modern & Classical Languages	\$2,448.00
Walker, Kimberley	Childhood Ed & Family Studies	\$4,890.00
Walker, Kristen	Music	\$4,290.00
Wan, Stephanie	Psychology	\$2,745.00
Waters, Teresa	Childhood Ed & Family Studies	\$2,445.00
Weiss, Kirsten	Music	\$1,659.00
Welker, Lydia	English	\$2,448.00
Wells, Jeffrey	Technology & Construction Mgmt	\$3,500.00
Westphal, Leonard	Communication	\$4,290.00
Whitfield, Kevin	Information Tech & Cybersecurity	\$4,500.00
Wiles, Mike	College of Agriculture	\$2,700.00
Williams, James	Music	\$1,010.00
Williams, Kirby	Psychology	\$2,445.00
Wingfield, Carly	Music	\$4,998.00
Wixson, Bobbi	College of Agriculture	\$2,000.00
Wood, Kimberly	Biomedical Sciences	\$3,000.00
Woodman, Kimberly	Modern & Classical Languages	\$2,448.00
Yu, Hae Min	Childhood Ed & Family Studies	\$3,660.00
Zinselmeier, Daniel	School of Accountancy	\$3,999.00

ADDENDUM B

The following have been appointed as Summer Faculty for the summer semester: June 1, 2020 through July 31, 2020

<u>Name</u>	<u>Department</u>	<u>Salary</u>
Barreda, Albert	Hospitality Leadership	\$11,596.00
Brodeur, Amanda	Biomedical Sciences	\$500.00
Brooks, James	Biomedical Sciences	\$500.00
Brooks, Patrick	Biomedical Sciences	\$3,000.00
Brown, Michele	Social Work	\$3,000.00
Busdieker-Jesse, Nichole	Agriculture	\$6,150.00
Cadle, Lanette	English	\$4,851.00
Casey, Lisa	Music	\$1,725.00
Ellickson, Mark	Political Science	\$2,400.00
Foster, Jeffrey	Psychology	\$3,000.00
Garrad, Richard	Biomedical Sciences	\$500.00
Goddard, Stacy	Kinesiology	\$1,500.00
Goodwin, Andrew	Art & Design	\$900.00
Hadley, Heidi	English	\$6,000.00
Heinlein, Kurt	Theatre & Dance	\$1,910.00
Hoelscher, Carrisa	Communication	\$3,982.00
Hollibaugh, Casey	Kinesiology	\$3,000.00
Howard, Jason	Communication	\$3,133.00
Kim, Kyoungtae	Biology	\$500.00
Koepke, Bobbi	Study Away	\$1,200.00
Kyle, Jerri Lynn	Communication	\$600.00
Lupfer, Christopher	Biology	\$500.00
Lyman, Sean	Art & Design	\$675.00
McCall, Christian	Public Health & Sports Med	\$3,000.00
McKay, Kathleen	Study Away	\$1,800.00
Miao, Xin	Geography Geology & Planning	\$6,672.00
Mitts, MaryAnn	Kinesiology	\$3,000.00
Murphy, Lindsey	Childhood Ed & Family Studies	\$3,000.00
Nelson, Jessica	Counseling Leadership & Spec Ed	\$3,000.00
Novakowski, Julia	Reading Foundations & Technology	\$3,000.00
Palilunas, Dana	Psychology	\$3,000.00
Pavlowsky, Bob	Geography Geology & Planning	\$32,139.00
Piland, Deborah	Biomedical Sciences	\$3,000.00
Powell, Sara	Kinesiology	\$1,500.00
Raza, Hassan	Childhood Ed & Family Studies	\$6,000.00

Academic Personnel Board Actions, cont'd.

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Rimal, Arbindra	Agriculture	\$8,630.00
Shaw, Kishor	Mathematics	\$10,375.00
Siebert, Matthew	Chemistry	\$500.00
Smith, Diane	School of Nursing	\$3,000.00
Stanton, Rhonda	English	\$675.00
Sudrock, Christine	Agriculture	\$3,935.00
Tinkler, Alan	English	\$6,000.00
Turner, John	English	\$450.00
Udan, Ryan	Biology	\$500.00
Wang, Jiangie	Biomedical Sciences	\$500.00
Wright, Christine	Childhood Ed & Family Studies	\$10,000.00
Yadon, Carly	Psychology	\$500.00
Zimmerman, Scott	Biomedical Sciences	\$500.00

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

<u>Name</u>	<u>Department</u>	<u>Salary</u>
Artman, Amy	Ctr for Academic Success & Transition	\$2,400.00
Baker, Becky	Physics Astronomy & Mat Science	\$2,078.00
Barnes, Ruth	Theatre & Dance	\$6,691.00
Basu Roy, Subhasree	Economics	\$2,005.00
Baumann, Denise	Counseling Leadership & Spec Ed	\$2,745.00
Beatty, Nick	Political Science	\$3,252.00
Bellis, James	Ctr for Academic Success & Transition	\$2,400.00
Boyer, William	Ctr for Academic Success & Transition	\$2,400.00
Boyle, Michael	Honors College	\$2,400.00
Brahnam, S. Berlin	Information Tech & Cybersecurity	\$9,526.00
Brescia, Lisa	Theatre & Dance	\$2,706.00
Bridges, Phil	Ctr for Academic Success & Transition	\$2,400.00
Butcher, DJ	Counseling Leadership & Spec Ed	\$4,890.00
Cabrera Hurtado, Juan	Modern & Classical Languages	\$2,448.00
Cabrera Hurtado, Kelly	Modern & Classical Languages	\$2,754.00
Caravella, David	Kinesiology	\$2,367.00
Carberry, Stephen	Ctr for Academic Success & Transition	\$2,400.00
Chang, Ching-Wen	Ctr for Academic Success & Transition	\$6,400.00
Chapman, Carol	Music	\$3,109.00
Cox, Nora	Honors College	\$4,800.00
Czyzniejewski, Michael	English	\$4,581.00
Daehn, Ann Marie	Music	\$3,558.00
Dalton, Tracy	English	\$3,350.00
Dicke, Crystal	Ctr for Academic Success & Transition	\$2,800.00
Dyer, Samuel	Honors College	\$2,800.00
Earnshaw, Dylan	Ctr for Academic Success & Transition	\$2,400.00
Easter, Lauren	Ctr for Academic Success & Transition	\$2,400.00
Ellickson, Mark	Political Science	\$5,733.00
Foster, Micheal	Ctr for Academic Success & Transition	\$3,200.00
Foster, Sarah	Ctr for Academic Success & Transition	\$2,400.00
Fox, DJ	Ctr for Academic Success & Transition	\$2,400.00
Franchka, Samantha	Honors College	\$4,800.00
Franklin, Thomas	Ctr for Academic Success & Transition	\$2,800.00
Frerichs, Warren	Foreign Language Institute	\$2,248.00
Frizell, Michael	Ctr for Academic Success & Transition	\$2,400.00
Gebken, Richard	Technology & Construction Mgmt	\$13,313.00

Academic Personnel Board Actions, cont'd.

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Goddard, Stacy	Kinesiology	\$2,751.00
Gordon, Nancy	Reading Foundations & Technology	\$2,745.00
Gram, John	History	\$3,353.00
Hagenhoff, Cynthia	Ctr for Academic Success & Transition	\$2,400.00
Haggard, Dana	Management	\$7,988.00
Hallgren, Deanna	Childhood Ed & Family Studies	\$5,705.00
Hammerschmidt, Melinda	Childhood Ed & Family Studies	\$2,745.00
Hammond, Michael	School of Accountancy	\$4,551.00
Hammons, David	Ctr for Academic Success & Transition	\$2,400.00
Hash, Kathleen	Ctr for Academic Success & Transition	\$4,800.00
Heinlein, Kurt	Theatre & Dance	\$11,457.00
Herr, Christopher	Theatre & Dance	\$5,715.00
Hoegeman, Catherine	Sociology & Anthropology	\$4,496.00
Hoelscher, Seth	Finance & General Business	\$11,633.00
Holmes, Julia	Counseling Leadership & Spec Ed	\$5,190.00
Hopper, Tina	Ctr for Academic Success & Transition	\$2,400.00
Horton III, Leonard	Ctr for Academic Success & Transition	\$2,400.00
	Media Journalism & Film	\$4,061.00
Hughes, Joseph	Modern & Classical Languages	\$5,687.00
Jackson-Brown, Grace	Ctr for Academic Success & Transition	\$3,200.00
Jamos, Abdullah	Ctr for Academic Success & Transition	\$2,400.00
Jessee, Katy	Ctr for Academic Success & Transition	\$2,400.00
	Merchandising & Fashion Design	\$3,000.00
Johnson, Alex	Ctr for Academic Success & Transition	\$2,400.00
Johnson, David	Ctr for Academic Success & Transition	\$2,400.00
	Psychology	\$2,445.00
Johnson, Richard	Information Tech & Cybersecurity	\$8,045.00
Jones, Adja	Ctr for Academic Success & Transition	\$2,400.00
Kaf, Wafaa	Ctr for Academic Success & Transition	\$3,200.00
	Honors College	\$3,200.00
Kaula, Radhika	Information Tech & Cybersecurity	\$3,195.00
Keele, Campbell	Ctr for Academic Success & Transition	\$2,400.00
Knowles, Amy	Reading Foundations & Technology	\$2,445.00
Kyle, Jerri Lynn	Ctr for Academic Success & Transition	\$2,400.00
LaPreze, Melody	Management	\$6,906.00
Larimore Vargas, Aubrey	Ctr for Academic Success & Transition	\$2,400.00
Leamy, Diane	Criminology & Criminal Justice	\$1,250.00
Li, LinDa	Marketing	\$10,707.00
Linag, Yating	Ctr for Academic Success & Transition	\$3,200.00
Martin, Galen	Ctr for Academic Success & Transition	\$2,400.00
Martinez, Blanca Judith	Modern & Classical Languages	\$1,376.00

Academic Personnel Board Actions, cont'd.

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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, Russ	Finance & General Business	\$7,252.00
Menton, Megah	Counseling Leadership & Spec Ed	\$1,630.00
Meraz, Juan	Reading Foundations & Technology	\$2,745.00
Merrigan, Michael	College of Business	\$9,500.00
Mitchell, Jeffrey	Counseling Leadership & Spec Ed	\$4,600.00
Mook, Natalie	Ctr for Academic Success & Transition	\$2,400.00
Moore, Julie	Ctr for Academic Success & Transition	\$2,400.00
Nelson, Walt	Finance & General Business	\$10,625.00
Newman, Jonathan	Ctr for Academic Success & Transition	\$2,400.00
Nordyke, Kathy	Citizenship & Service Learning	\$6,000.00
Novik, Melinda	Ctr for Academic Success & Transition	\$2,800.00
Pace, Glenn	Management	\$3,747.00
Patterson, Paula	Ctr for Academic Success & Transition	\$3,200.00
	Music	\$3,737.00
Paxton, Mark	Ctr for Academic Success & Transition	\$3,200.00
Payne, Richard	Music	\$1,035.00
Pearman, Cathy	Ctr for Academic Success & Transition	\$3,200.00
Peddle, Zipporah	Theatre & Dance	\$3,300.00
Prescott, John	Honors College	\$6,400.00
Rabon, John	Economics	\$7,746.00
Reed, Jerilyn	Ctr for Academic Success & Transition	\$2,400.00
Reed, Michael	Ctr for Academic Success & Transition	\$3,200.00
Reed, Ryan	Ctr for Academic Success & Transition	\$2,400.00
Reger, Elizabeth	College of Business	\$4,000.00
Roam, Kim	Ctr for Academic Success & Transition	\$2,400.00
Rose, John	Defense & Strategic Studies	\$6,469.00
Saquer, Jamil	Computer Science	\$4,578.00
Schlinder, Kelly	Foreign Language Institute	\$2,048.00
Scott, Matthew	Ctr for Academic Success & Transition	\$2,400.00
Seery, Katy	Ctr for Academic Success & Transition	\$2,400.00
Shao, Feibo	Management	\$8,922.00
Shepard, Jason	Sociology & Anthropology	\$3,190.00
Sherman-Wilkins, Kyler	Ctr for Academic Success & Transition	\$2,400.00
Shively, Eric	Reading Foundations & Technology	\$4,890.00
Smith, Amanda	Art & Design	\$1,313.00
Smith, Joshua	Honors College	\$3,200.00
Smith, Lloyd	Computer Science	\$4,720.00
Stagner, Kim	Ctr for Academic Success & Transition	\$2,400.00

Academic Personnel Board Actions, cont'd.

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Stainaker, Jo Lynne	Information Tech & Cybersecurity	\$3,195.00
Stewart, Rabekah	Ctr for Academic Success & Transition	\$2,400.00
Stinnett, Katie	Ctr for Academic Success & Transition	\$2,400.00
Sudrock, Christine	Ctr for Academic Success & Transition	\$2,400.00
Swingle, Ethan	Ctr for Academic Success & Transition	\$2,400.00
Tapis, Kanu Priya	Management	\$8,923.00
Templeton, Mark	Theatre & Dance	\$2,601.00
Thomas, Kyle	Honors College	\$2,400.00
Thompson, Chris	Music	\$3,310.00
Troche, Julia	History	\$4,214.00
Turner, John	Ctr for Academic Success & Transition	\$2,400.00
	English	\$3,585.00
Turner, Valerie	English	\$2,550.00
Walker, Alicia	Honors College	\$2,400.00
Walker, Kimmy	Ctr for Academic Success & Transition	\$2,400.00
Whitaker III, Charles	Media Journalism & Film	\$2,754.00
White, Timothy	Media Journalism & Film	\$1,572.00
Wiggin, Sarah	Theatre & Dance	\$3,004.00
Winstead, Cynthia	Theatre & Dance	\$7,413.00
Wise, Brittany	Ctr for Academic Success & Transition	\$2,400.00
Woodard, Rebecca	Kinesiology	\$5,958.00
Wu, Yi	Foreign Language Institute	\$2,448.00
Yang, Zhiguo	Information Tech & Cybersecurity	\$2,500.00
Zhang, Jenny	Finance & General Business	\$11,655.00

ADDENDUM D

The following have been appointed as Graduate Teaching Assistants for the fall semester: August 10, 2020 through December 11, 2020.

<u>Name</u>	<u>Department</u>	<u>Salary</u>
Adu Amankrah, Seth	Chemistry	\$5,440.00
Akram, Nadib	Physics Astronomy & Materials Sci	\$5,440.00
Archer, Amber	Hospitality Leadership	\$4,386.00
Armstrong, Robert	Geography Geology & Planning	\$4,386.00
Asante Boahen, Kwabena	Physics Astronomy & Materials Sci	\$5,440.00
Copeland, Jennifer	Biomedical Sciences	\$4,470.00
Harris, Anthony	Computer Science	\$4,470.00
Idowu, Olusegun	Chemistry	\$5,440.00
Islam, Mohammad Tauhidul	Physics Astronomy & Materials Sci	\$5,440.00
Kjetland, Cammi	Chemistry	\$4,470.00
Krishnan, Sudha	Physics Astronomy & Materials Sci	\$5,440.00
McCullough, Eric	Computer Science	\$5,440.00
Meyer, Daryl	Chemistry	\$4,470.00
Miles, Jacob	Mathematics	\$4,470.00
Miller, Alexis	Chemistry	\$4,470.00
Odusanya, Abiodun	Physics Astronomy & Materials Sci	\$5,440.00
Phillips, Meredith	Hospitality Leadership	\$4,470.00
Phuyal, Susan	Geography Geology & Planning	\$4,386.00
Prado, Megan	Chemistry	\$4,470.00
Shreve, Caleb	Hospitality Leadership	\$4,386.00
Snobl, Rae	English	\$5,440.00
So, Matthew	Biology	\$5,440.00
Thompson, Cassandra	Center Academic Success & Transition	\$5,336.00
Turner, Cody	Chemistry	\$5,440.00
Wagner, Dane	Chemistry	\$4,470.00
Worthley, Devyn	Biology	\$4,470.00

The following have been appointed as Graduate Teaching Assistants for the academic year: August 10, 2020 through May 14, 2021.

<u>Name</u>	<u>Department</u>	<u>Salary</u>
Alexander, Margaret	English	\$10,880.00
Allen, Caitlyn	Psychology	\$8,940.00
Alzubi, Batool	English	\$10,880.00
Ball, Austin	English	\$10,880.00

Academic Personnel Board Actions, cont'd.

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Barclay, Lauren	English	\$10,880.00
Bartel, Rachel	Media, Journalism & Film	\$10,880.00
Batchelder, Noelle	Communication	\$10,880.00
Beard, Austin	Mathematics	\$10,880.00
Beezel, Alexandria	Biology	\$10,880.00
Bell, Janae	Communication	\$10,880.00
Blunk, Rachel	Communication	\$10,880.00
Bohannon, Loren	Geography Geology & Planning	\$8,940.00
Breedlove, Gates	Biology	\$8,940.00
Buckley, Kasey	Geography Geology & Planning	\$8,940.00
Buelow, Gina	Biology	\$10,880.00
Busch, Katherine	English	\$10,880.00
Byars, Thomas	Geography Geology & Planning	\$8,940.00
Cadle, Samantha	English	\$10,880.00
Carpenter, Katheryn	Kinesiology	\$10,880.00
Chavez Malacara, Maria	Mathematics	\$10,880.00
Chitwood, Sierra	Center Academic Success & Transition	\$10,880.00
Clark, Nichole	Media, Journalism & Film	\$10,880.00
Coppock, Nicholas	Biology	\$8,940.00
Corlee, Taylor	Communication	\$10,880.00
Crawford, Jacqueline	Media, Journalism & Film	\$10,880.00
Crews, Jacob	Mathematics	\$10,880.00
Crosby, David	Mathematics	\$10,880.00
Cruzan, Jordan	Geography Geology & Planning	\$8,940.00
Cunningham, Connor	Biology	\$10,880.00
Curran, Tyler	Media, Journalism & Film	\$10,880.00
Dallas, Hannah	Biology	\$10,880.00
Diaz, Devin	Kinesiology	\$10,880.00
Elkins, Perry	English	\$10,880.00
Fallon, Courtney	Communication	\$10,880.00
Fane, Parker	Biology	\$8,940.00
Fleece, Nicholas	Mathematics	\$10,880.00
Fleshman, David	Biology	\$10,880.00
Fletcher, Jacob	Media, Journalism & Film	\$10,880.00
Freese, Matthew	Biomedical Sciences	\$8,940.00
Gagnon, Ashley	Biology	\$10,880.00
Gant, Honesty	Media, Journalism & Film	\$10,880.00
Garcia Garcia, Ramiro	Modern & Classical Languages	\$10,880.00
Goetz, Jessica	Public Health & Sports Medicine	\$8,940.00
Golliglee, Parker	Biology	\$8,940.00
Griffin, Logan	Psychology	\$8,940.00

Academic Personnel Board Actions, cont'd.

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Grover, Bethanne	Communication	\$10,880.00
Hatch, Leslie	Biology	\$10,880.00
Havlicek, Marc	Biomedical Sciences	\$8,940.00
Heil, James	English	\$10,880.00
Herbert, Jonathan	Media, Journalism & Film	\$10,880.00
Herzog, Claire	Music	\$10,880.00
Hillermann, Max	Geography Geology & Planning	\$8,940.00
Hogan, Kimberly	Communication	\$10,880.00
Horstmann, Cullen	Biology	\$10,880.00
Ionescu, Adelle	Geography Geology & Planning	\$8,940.00
Islam, Sajal	Physics Astronomy & Materials Sci	\$10,880.00
Jahan, Israt	Biology	\$10,880.00
Johnston, Danci	Biology	\$8,940.00
Jones, Katie	Center Academic Success & Transition	\$10,880.00
Jones, Michael	Media, Journalism & Film	\$10,880.00
Jordan, Cameron	Communication	\$10,880.00
Justus, Emily	Physics Astronomy & Materials Sci	\$10,880.00
Karmakar, Bishwajite	Physics Astronomy & Materials Sci	\$10,880.00
Kassabaum, Kerry	Biology	\$10,880.00
Kemmel, Cassandra	Psychology	\$8,940.00
Khanal, Shashi	Computer Science	\$10,880.00
Khokhar, Mehwish	Chemistry	\$10,880.00
Klement, Sabrina	Mathematics	\$10,880.00
Knight, Alyssa	English	\$10,880.00
Konopinski, Madeline	Geography Geology & Planning	\$8,940.00
Lair, Brett	English	\$10,880.00
Lang, Julia	Music	\$10,880.00
Lanigan, Brian	Chemistry	\$10,880.00
Larson, Brooke	English	\$10,880.00
LaTurno, Natalie	Media, Journalism & Film	\$10,880.00
Laviada-Garmon, Drew	Geography Geology & Planning	\$8,940.00
Lear, Beta	English	\$10,880.00
Lee, Inyeong	Biomedical Sciences	\$8,940.00
Lee, Trista	Mathematics	\$8,940.00
Malisos, Joshua	Media, Journalism & Film	\$10,880.00
Malloy, Alyssa	English	\$10,880.00
Mason, Shontavia	Center Academic Success & Transition	\$10,880.00
McAvoy, Jared	Geography Geology & Planning	\$8,940.00
McFerron, Paul	Media, Journalism & Film	\$10,880.00
Meyer, Manuel	Chemistry	\$10,880.00
Miller, Montana	Mathematics	\$10,880.00

Academic Personnel Board Actions, cont'd.

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Mills, Tessa	Geography Geology & Planning	\$8,940.00
Morrison, Alyssah	English	\$10,880.00
Morris-Owens, Maggie	English	\$10,880.00
Mullins, Cody	Kinesiology	\$8,940.00
Nadler, Riley	Biology	\$8,940.00
Napier, Megan	Music	\$10,880.00
Needy, Lydia	Psychology	\$8,940.00
Nelson, Constance	Media, Journalism & Film	\$10,880.00
Nichols, Claire	Biomedical Sciences	\$8,940.00
Nkongolo, Keran	Geography Geology & Planning	\$8,940.00
Norris, Ty	Biology	\$10,880.00
Odom, Tyler	Chemistry	\$10,880.00
Ofoegbu, Polycarp	Chemistry	\$10,880.00
O'Neal, Caleb	Biology	\$8,940.00
Onken, Willow	Media, Journalism & Film	\$10,880.00
Peterson, Cameron	Geography Geology & Planning	\$8,940.00
Phuyal, Kapil	Geography Geology & Planning	\$8,940.00
Pierce, Erin	English	\$10,880.00
Pomeroy, Benjamin	Biomedical Sciences	\$8,940.00
Popo, Zaheer	Modern & Classical Languages	\$10,880.00
Priest, Henry	Biology	\$8,940.00
Primrose, Katie	Public Health & Sports Medicine	\$8,940.00
Pullen, Madison	Kinesiology	\$10,880.00
Pulleyking, Quinlan	Communication	\$10,880.00
Purna, Sujash Islam	English	\$10,880.00
Pyatt, Timothy	English	\$10,880.00
Quiroz, Nathaniel	Music	\$10,880.00
Redus, Oren	Geography Geology & Planning	\$8,940.00
Rivas, Christian	Biomedical Sciences	\$8,940.00
Rodery, Morgan	Biology	\$10,880.00
Romine, Devon	Physics Astronomy & Materials Sci	\$10,880.00
Rose, Robbyn	Communication	\$10,880.00
Roux, Daniel	Media, Journalism & Film	\$10,880.00
Ryan, Thomas	Psychology	\$8,940.00
Sanada, Yudai	English	\$10,880.00
Saxton, Jay	Communication	\$10,880.00
Seaver, Rachael	Communication	\$10,880.00
Shams, Rifat Ara	Physics Astronomy & Materials Sci	\$10,880.00
Sheffield, Kendrick	Communication	\$10,880.00
Shuck, Brendan	Communication	\$10,880.00
Shupp, Trey	Biomedical Sciences	\$8,940.00

Academic Personnel Board Actions, cont'd.

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Siew, Yuet Yang	Music	\$5,440.00
Sletten, Shaun	Communication	\$10,880.00
Smiley, Taryn	Kinesiology	\$8,940.00
Smith, Grace	Geography Geology & Planning	\$8,940.00
Spencer, Amber	English	\$10,880.00
Stahl, Ethan	Music	\$10,880.00
Stegall, Joshua	Communication	\$10,880.00
Stepien, Christian	Physics Astronomy & Materials Sci	\$10,880.00
Stewart, Bryan	Kinesiology	\$8,940.00
Stickley, Kaylin	English	\$10,880.00
Stomp, Cole	Kinesiology	\$8,940.00
Swisher, Justin	Chemistry	\$10,880.00
Swopes, Kathryn	Mathematics	\$10,880.00
Tang, Lai	Mathematics	\$10,880.00
Telle, Evan	Geography Geology & Planning	\$8,940.00
Thao, Kong	Media, Journalism & Film	\$10,880.00
Thapa, Sujan	Biology	\$10,880.00
Thian, Alyna Pei Cheng	Music	\$5,440.00
Todd, Megan	Communication	\$10,880.00
Tramel, Samuel	English	\$10,880.00
Tran, Trang	Biology	\$8,940.00
Tucker, Alexzandria	Communication	\$10,880.00
Vanderford, Canelle	Media, Journalism & Film	\$10,880.00
Venegoni, Jessica	Psychology	\$8,940.00
Vickers, Zachary	Biology	\$8,940.00
Vincent, Jonathan	English	\$10,880.00
Vogel, Shelby	English	\$10,880.00
Wallace, Paige	English	\$10,880.00
Wang, Mian	Mathematics	\$10,880.00
Warner, Carsten	Biomedical Sciences	\$8,940.00
Wei, Jiaxiao	Mathematics	\$8,940.00
Wekesa, Brenda	Chemistry	\$10,880.00
Westwood, Megan	Chemistry	\$10,880.00
Whaley, Hannah	Biology	\$8,940.00
White, Mary	Center Academic Success & Transition	\$10,880.00
White, Sarah	Biology	\$10,880.00
Whittenburg, Caroline	Communication	\$10,880.00
Wilson, Ashton	Media, Journalism & Film	\$10,880.00
Wolken, Jennifer	Art & Design	\$10,880.00
Yang, HaEun	Music	\$5,440.00
Zapata, Danny	Biology	\$8,940.00

Academic Personnel Board Actions, cont'd.

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Zhang, Min	Biology	\$8,940.00
Zobair, Md Abu	Physics Astronomy & Materials Sci	\$10,880.00

III.F.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>
Sandra Humbyrd	Professional Developer Agency for Teaching, Leading & Learning	45	\$50,000 annually	07/27/20
Kristen Ricker	Professional Developer Agency for Teaching, Leading & Learning	45	\$50,000 annually	07/27/20
Nicholas Barber	Assistant Strength & Conditioning Coach Intercollegiate Athletics	UN	\$40,000 annually	08/03/20
John Lorette, Jr.	Physician Medical Staff Magers Family Health & Wellness Center	UN	\$157,048 annually	08/03/20
Hope Suffelette	Resource Coordinator, Missouri Mentoring Partnership School of Social Work	42	\$34,070 annually	08/03/20
Brenda Fisher	Admission Counselor for Diversity Outreach & Recruitment Office of Admissions	41	\$30,826 annually	08/17/20
Aishwarya Shrestha	Planner Center for Resource Planning & Management	42	\$38,000 annually	08/17/20
Thomas Cunningham	Associate Planner Center for Resource Planning & Management	43	\$42,000 annually	08/31/20
Shamshir Tarlanov	Access Advisor Disability Resource Center	42	\$36,000 annually	08/31/20

Non-academic Personnel Board Actions, cont'd.

Page 2

Gail Cyr	Nursing Coordinator Magers Family Health & Wellness Center	44	\$71,500 annually	09/01/20
Eunice Gititu	Physician Medical Staff Magers Family Health & Wellness Center (80% FTE)	UN	\$125,638 annually	09/01/20
Chloe Keyes	Research Specialist Center for Biomedical & Life Sciences	41	\$31,200 annually	09/01/20
Josh Stucker	Custodian I Custodial Services	21	\$23,941 annually	09/08/20
Jeanne Lindeman	Business Process & Reporting Analyst – Registrar Office of the Registrar	34	\$55,000 annually	09/14/20
Michael Williams	Custodian I Custodial Services	21	\$23,941 annually	09/16/20
Tim McCall	Video Coordinator – Athletics Athletics Communications	42	\$35,568 annually	09/21/20
Evan Wantland	Custodian I Custodial Services	21	\$23,941 annually	9/22/20
Samantha Lewis	Assistant Director, Admissions - Diversity Outreach & Recruitment Office of Admissions	42	\$48,000 annually	09/28/20
Scot Scobee	Director Office of Human Resources	48	\$105,000 annually	09/28/20
Paige Jenkins	Coordinator, Student Engagement – Programs Student Engagement	41	\$35,568 annually	10/01/20

RESIGNATIONS:

<u>Name</u>	<u>Position-Department</u>	<u>Effective</u>
Calvin Rucker	Campus Safety Specialist University Safety	07/08/20
James Akin	Custodian I Custodial Services	07/24/20
Jared Thompson	Campus Safety Specialist University Safety	07/27/20
Chris Young	Coordinator Residence Life – Information Technology Residence Life, Housing & Dining Services	07/27/20
Craig Workman	Study Away Advisor Study Away	08/07/20
Teresa Brandenburg	Assistant Director of Campus Recreation – Fitness & Wellness Campus Recreation	08/11/20
Kelsey Goin	English Language Institute Special Programs Coordinator English Language Institute	08/18/20
Richecard Paul	Campus Safety Specialist Lead University Safety	08/19/20
Ron Reeves	Custodian I Custodial Services	08/19/20
Ronnie Freeman	Custodial Supervisor Custodial Services	08/21/20
Joseph Wallace	Custodian I Custodial Services	08/21/20
Ed Brown	Supervisor, Campus Safety University Safety	08/26/20
Lisa Cooper	Custodian I Custodial Services	09/02/20

Non-academic Personnel Board Actions, cont'd.

Page 4

Page Patton	Custodian I Custodial Services	09/09/20
Erica Stark	Program Coordinator Citizenship & Service Learning	09/16/20
Lane Nichols-Elliott	Academic Advisor, College of Business Graduate Programs College of Business Graduate Programs	09/17/20
Joanna Mendez	Study Away Advisor Study Away	09/18/20
Dan Plaster	Campus Safety Specialist University Safety	09/18/20
Brandy Dotson	Custodian I Plaster Student Union – Custodial	09/27/20
Kimberly Stevens	Administrative Assistant I Residence Life, Housing & Dining Services	09/30/20

RETIREMENTS:

<u>Name</u>	<u>Position-Department</u>	<u>Effective</u>
Phillip Graham	Copy Center Supervisor Copy This	05/31/20
Edna Lassiter	Residence Hall Receptionist Residence Life, Housing & Dining Services	07/31/20
Robert Linder	Director, Office of Visual Media Office of Visual Media	07/31/20
Janet Bowman	Administrative Assistant II Broadcast Services	08/31/20
Norwin Eversoll	HVAC Mechanic Facilities Maintenance	08/31/20
Sandra King	Advertising Manager The Standard	08/31/20

Non-academic Personnel Board Actions, cont'd.

Page 5

Sandra Miller	Webmaster Advancement Services	08/31/20
Robert Mosier	Custodian I Facilities Maintenance – Mtn Grove	08/31/20
Robin Van Huis	Residence Hall Receptionist Residence Life, Housing & Dining Services	08/31/20
John Canella	Campus Safety Specialist University Safety	09/28/20
Donna Christian	Director, Internal Audit & Risk Management Internal Audit & Risk Management	09/30/20
Shirley Miller	Accounting Technician Bursar's Office	09/30/20
Susan Robords	Academic Administrative Assistant II Media, Journalism & Film	09/30/20
Joseph Hoffmeyer	Energy Management Technician Facilities Maintenance	10/31/20
David Caravella	Operations Coordinator Faculty Center for Teaching, Leading & Learning	12/31/20
Floyd Cooksey	Custodian I Custodial Services	12/31/20
Laura Rios	Academic Administrative Assistant II Physics, Astronomy & Materials Science	12/31/20
DECEASED:		
<u>Name</u>	<u>Position-Department</u>	<u>Effective</u>
Wesley Savage	Maintenance Painter Facilities Maintenance	07/31/20

LEAVE WITH PAY:

<u>Name</u>	<u>Position-Department</u>	<u>Effective</u>
Bruce Altic	Custodian I Residence Life, Housing & Dining Services	08/13/20

LEAVE WITHOUT PAY:

<u>Name</u>	<u>Position-Department</u>	<u>Effective</u>
Ron Davis	Custodian I Residence Life, Housing & Dining Services	07/09/20 07/31/20

CHANGE OF STATUS:

<u>Name</u>	<u>Position-Department</u>	<u>Action</u>	<u>Effective</u>
Gay Carson	From: Clinical Instructor School of Nursing To: Staff Emeritus School of Nursing	Status Change	07/01/20
Matt Schimmer	From: Locksmith Facilities Maintenance GR 24, \$34,584 annually To: Access Control Specialist Facilities Maintenance GR 26, \$38,938 annually	Promotion	07/20/20
Bradley Balsters	Study Away Accounting Specialist Study Away From: GR 13, \$24,180 annually (75% FTE) To: GR 13, \$32,239 annually (100% FTE)	Status Change	08/01/20
Phillip Graham	From: Copy Center Supervisor Copy This To: Staff Emeritus Copy This	Status Change	08/01/20

Non-academic Personnel Board Actions, cont'd.

Page 7

Iris Kidula	<p>English Language Institute Instruction Specialist English Language Institute From: GR 42, \$38,779 annually (100% FTE) To: GR 42, \$29,084 annually (75% FTE)</p>	Status Change	08/01/20
Charles Miller	<p>English Language Institute Instruction Specialist English Language Institute From: GR 42, \$34,862 annually (100% FTE) To: GR 42, \$26,147 annually (75% FTE)</p>	Status Change	08/01/20
Donna Murphy	<p>From: Academic Administrative Assistant II School of Nursing To: Academic Administrative Assistant II Physician Assistant Studies</p>	Department Change	08/01/20
Jeremy Emery	<p>From: Field Maintenance Crew Leader Agriculture – Mtn Grove GR 24, \$29,168 annually To: Cellar Technician Agriculture – Mtn Grove GR 25, \$31,637 annually</p>	Promotion	08/03/20
Stephanie Evans	<p>From: Custodian Apprentice Custodial Services GR 20, \$21,840 annually To: Custodian I Custodial Services GR 21, \$23,938 annually</p>	Promotion	08/03/20

Non-academic Personnel Board Actions, cont'd.

Page 8

Kimberly Strobe	From: Campus Safety Specialist University Safety GR 24, \$28,391 annually To: Campus Safety Specialist - Lead University Safety GR 25, \$33,800 annually	Promotion	08/17/20
James Spivy	From: Custodian I Custodial Services To: Custodian I Plaster Student Union	Transfer	08/19/20
Tiffany Bowden	From: Campus Safety Specialist University Safety GR 24, \$28,401 annually To: Dispatch Specialist University Safety GR 24, \$28,401 annually	Status Change	08/24/20
Richard Britton	From: Custodian I Hammons Student Center GR 21, \$27,393 annually To: Custodian I Custodial Services GR 21, \$27,393 annually	Transfer	08/24/20
Laura Haselden	From: Administrative Assistant II Office of the Registrar GR 12, \$24,402 annually (10-month position) To: Administrative Specialist III Advisement Center GR 13, \$30,472 annually (12-month position)	Promotion	08/24/20
Kerri Cauldwell	From: Coordinator Project Success Learning Diagnostic Clinic GR 42, \$35,568 annually To: Access Advisor Disability Resource Center GR 42, \$36,000 annually	Status Change & Salary Adjustment	08/31/20

Non-academic Personnel Board Actions, cont'd.

Page 9

Lance Wilson	From: Campus Safety Specialist – Lead University Safety GR 25, \$33,800 annually To: Supervisor, Campus Safety University Safety GR 26, \$39,000 annually	Promotion	08/31/20
Janet Bowman	From: Administrative Assistant II Broadcast Services To: Staff Emeritus Broadcast Services	Status Change	09/01/20
Sandra King	From: Advertising Manager The Standard To: Staff Emeritus The Standard	Status Change	09/01/20
Sandra Miller	From: Webmaster University Advancement To: Staff Emeritus University Advancement	Status Change	09/01/20
Austin Money	From: Assistant Director Campus Recreation – Outdoor Adventures Campus Recreation To: Assistant Director Campus Recreation – Outdoor Adventures and Student Development Campus Recreation	Title Change	09/01/20
Rabekah Stewart	From: Executive Director TRIO Programs TRIO GR 46, \$64,421 annually To: Assistant Vice President for Student Affairs – Multicultural Services Multicultural Services GR 47, \$90,000 annually	Promotion	09/01/20

Non-academic Personnel Board Actions, cont'd.

Page 10

Sara Woodman	From: Junior Research Scientist Center for Biomedical & Life Sciences GR 42, \$35,604 annually To: Senior Research Scientist Center for Biomedical & Life Sciences GR 45, \$47,461 annually	Reclassification & Salary Adjustment	09/01/20
Nikki Yost	From: Accounting Specialist Missouri State Outreach To: Administrative Specialist III Missouri State Outreach	Title Change	09/01/20
Amy Hankins	From: Library Associate II Library GR 14, \$35,984 annually To: Administrative Specialist II Library GR 12, \$35,984 annually	Status Change	09/21/20
Valerie Cummings	From: Director Marketing & Promotions Access & Outreach Outreach Publication & Marketing GR 43, \$51,654 annually To: Front-End Designer/Developer Web Strategy & Development GR 34, \$49,000 annually	Status Change & Salary Adjustment	10/01/20
Shirley Miller	From: Accounting Technician Bursar's Office To: Staff Emeritus Bursar's Office	Status Change	10/01/20
Luke Ford	From: Campus Safety Specialist University Safety To: Staff Emeritus University Safety	Status Change	12/01/20

Non-academic Personnel Board Actions, cont'd.

Page 11

David Caravella	From: Operations Coordinator Faculty Center for Teaching Leading & Learning To: Staff Emeritus Faculty Center for Teaching Leading & Learning	Status Change	01/01/21
Laura Rios	From: Academic Administrative Assistant II Physics, Astronomy & Materials Science To: Staff Emeritus Physics, Astronomy & Materials Science	Status Change	01/01/21

Vote: _____ Yea
 _____ Nay

IV.A.

RECOMMENDED ACTION – Approval of a resolution to acknowledge the 2020 Excellence in Public Affairs for Faculty and Staff award recipients

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

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

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

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

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

Kevin Evans
Lisa Hall
Elizabeth Sobel

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

Samantha Francka
Diana Garland
A’uja Jones

And that each awardee receives a \$1500 grant to be used for research, travel or projects related to their public affairs activities.

VOTE: **AYE**_____

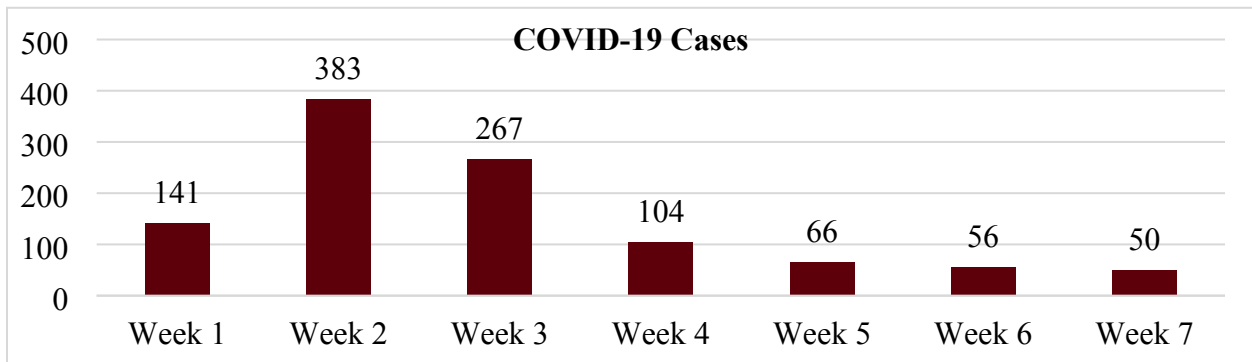
NAY_____

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

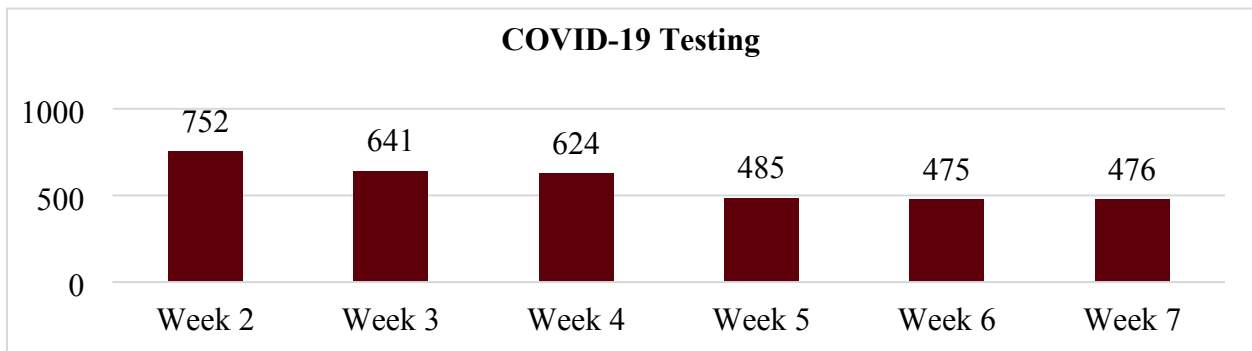
VI.A.

COVID-19 UPDATE

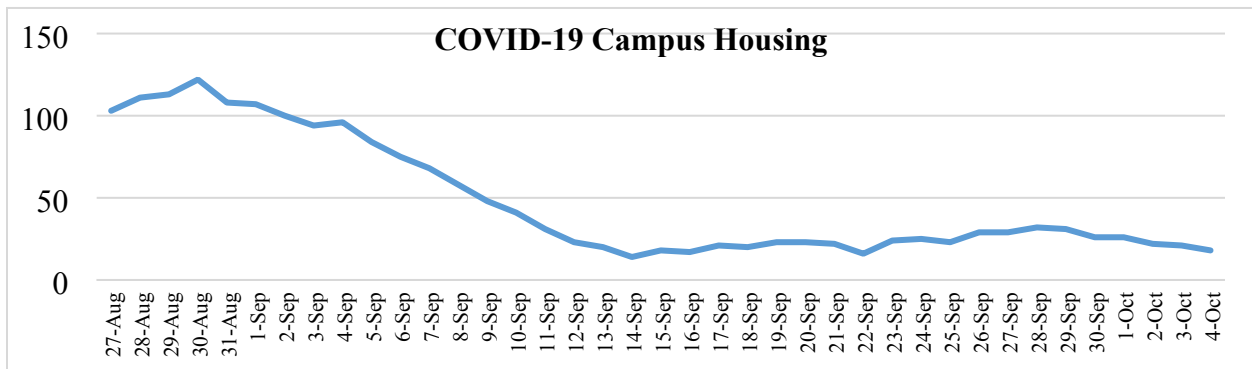
The number of COVID-19 cases among our campus community has trended downward since the early weeks of the fall 2020 semester.



The number of COVID-19 tests administered has declined among symptomatic members of the campus community as the campus spread of coronavirus has declined. However, we have instituted a system of surveillance testing for asymptomatic individuals, so the decline in testing numbers has been more modest.



The demand for campus quarantine and isolation housing has also declined.



Since the last Board of Governors meeting the university has:

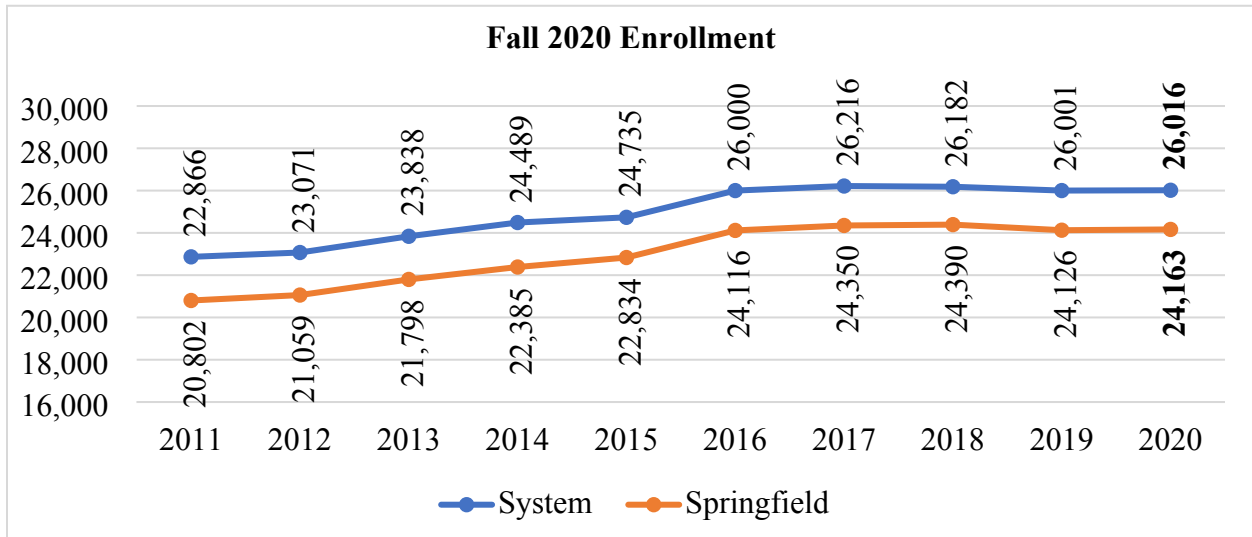
- Closed campus on Oct. 8 and 9 (fall break) for deep cleaning
- Fully implemented our surveillance testing program
- Released the spring 2020 class schedule (includes substantial blended and online classes)
- Determined to not renew our lease of The Q hotel
- Added staff to the COVID-19 Response Team
- Expanded wastewater surveillance

VI.B.

ENROLLMENT UPDATE

September 22, 2020 marked the official census day for the fall 2020 semester.

Before the pandemic, our model projected a decline of 834 continuing undergraduate degree seeking students. We anticipated additional enrollment challenges due to the pandemic. However, through the good work of our team to support existing students and recruit prospective students, our enrollment increased.



We also achieved the highest first to second year retention rate that we have ever had since the university began tracking this rate.

Fa13 to Fa14	Fa14 to Fa15	Fa15 to Fa16	Fa16 to Fa17	Fa17 to Fa18	Fa18 to Fa19	Fa19 to Fa20
75%	78.3%	79.1%	77.3%	77.7%	78.1%	79.2%

Finally, we grew in strategic areas where we have invested significant time, effort, and resources.

- Our graduate enrollment grew by 4.5% to 3,985.
- Students from underrepresented groups grew by 7.3% to 3,300.
- New transfer undergraduate enrollment grew by 2.3% to 1,468.
- Dual credit enrollment grew by 14.8% to 3,967.

This success would not have been possible without the access initiatives we implemented last year.

- Waiving our application fee.
- Participating in the Common App.
- Providing scholarships for prospective students engaged with Boys and Girls Clubs throughout Missouri and Big Brothers Big Sisters of Eastern Missouri.
- Offering free dual credit to qualifying students who are eligible for free and reduced lunch.

**Missouri State University Board of Governors
Oct. 16, 2020 meeting**

**Report by Dr. Dennis Lancaster
Chancellor, West Plains Campus**

Enrollment: A total of 1,922 students are enrolled this fall. This is a 2% decrease over the 2019 fall semester. We are pleased to be down only a few percentage points for the fall semester, in light of the challenges brought on by the COVID-19 pandemic.

This year's enrollment figures showed several other positives.

- The number of high school graduates eligible for the A+ Program increased 3%. This year, 208 graduates enrolled at MSU-WP, compared 202 graduates last year;
- The number of online credit hours taken by students increased 12%. This fall, students enrolled in 5,598 online credit hours, compared to 4,999 last fall;
- The number of high school students taking classes rose from 788 last fall to 839 this fall, a 6.5% increase. This includes dual credit, dual enrollment and early degree program students.

\$960,000 Grant Awarded: U.S. Senator Roy Blunt recently announced U.S. Department of Labor grant awards for workforce development funding in Missouri through the Workforce Opportunities for Rural Communities (WORC) program and in partnership with the Delta Regional Authority (DRA). Missouri State University will receive \$960,000 in grant funding to establish an advanced welding and fabrication program at the West Plains campus.

Excellence in Education Award: Melinda Denton, assistant professor of mathematics, was awarded the Missouri Council on Public Higher Education's Governor's Award for Excellence in Education. The annual award honors outstanding faculty from post-secondary public schools, colleges, and universities within the state. The recipients were selected by their respective institutions for effective teaching, innovation in course design and delivery, effective advising, service to the institution's community, and commitment to high standards of excellence.

Volleyball, Basketball to start competitive season in spring: When NJCAA officials decided in July to shift nearly all competition to the 2021 spring semester due to the COVID-19 pandemic, Grizzly basketball and volleyball schedules were adjusted accordingly. The Grizzlies basketball season starts Jan. 20, and the volleyball season starts Jan. 22. In addition, the City of West Plains is hosting the NJCAA DI National Volleyball Championships this year. The championship tournament is to be held April 15-17 at the West Plains Civic Center.

VIII.A.

Missouri State University Faculty Senate Report to MSU Board of Governors

October 16, 2020

Cameron Wickham, Chair of Faculty Senate 2020-2021; cwickham@missouristate.edu

Faculty Senate Activity Since Last Report

Senate Action Summary 2019-2020. Seventy-seven Senate actions were considered by the Faculty Senate during the 2019/20 academic year and all received administrative approval. Among these actions are 61 new programs, 8 of them interdisciplinary.

Changes to the Council of General Education and Intercollegiate Programs (CGEIP). CGEIP is responsible for reviewing the general education program and recommending changes. During the of Spring 2019, CGEIP reviewed the current system for evaluating general education courses and discussed possible improvements. The Council determined that to better assess the general education courses, focus should be on General Goals rather than on Student Learning Outcomes. Such a focus would allow general education faculty more flexibility in how they evaluate how their courses contribute to General Education. Review periods would also be biennial rather than the annual reviews plus periodic reviews. CGEIP proposed that it review Public Affairs and Natural World in 2019-2020, and Foundations and Breadth of Knowledge (Arts / Human Cultures / Humanities) during the next academic year. The proposed changes do not fundamentally change the nature of MSU's general education program. With the consent of Senate, CGEIP carried out a pilot program for reviewing general education classes in this manner. Response to the altered evaluation process was received well by both the course coordinators providing reports and by CGEIP members participating in report reviewing. At the February session the Senate granted CGEIP permission to continue the pilot program for the 2020 – 2021 academic year and revise Senate documents relating to the General Education program to implement the changes. We are excited to have a richer, more meaningful assessment of the program.

Changes to the Committee on University Budget and Priorities. During 2019-2020, the Rules Committee reviewed the purpose and membership of the Committee on University Budget and priorities. Given that the Budget & Priorities Committee reflects a time that predates the cost-center model long used by the university, the Rules Committee believed that the Committee on University Budget & Priorities' purpose could be clarified and updated. To build on the success of the 2017-18 ad hoc Committee on Personnel Hiring Trends the Rules Committee found a desire to see a comparable report be done every five years, with minor updates annually. The Rules Committee also concluded that the existing report-card structure is useful but could be streamlined to focus largely on faculty salaries, especially given that the larger five-year report focuses on hiring trends. The idea of a report card is to proactively provide faculty with information that is both pertinent and easy to understand.

Given the lack of merit pay and the fact that annual raises in recent years have frequently been at or below the rate of inflation, equity adjustments have become a key issue related to budgets, priorities, and compensation. Accordingly, the committee strongly believed that tracking equity adjustments is of the utmost importance and should be included in the annual report card on faculty compensation.

The Faculty Senate approved these changes to the purpose of University Budget & Priorities, and also to have the university's CFO and a staff member from institutional Research serve as ex officio members on the committee.

Leadership Lunches. The leadership of faculty, staff, and students continues to meet monthly for virtual “lunch”. This group includes the chair and chair-elect of Faculty Senate, the chair and chair-elect of Staff Senate, and the president and vice-president of the Student Government Association.

Faculty Senate Resolutions

A. Faculty Senate Resolution on Changes to the Charges of the Committee on Faculty Benefits
[Adopted at the September 2020 session of the Faculty Senate; Recommended by Committee on Faculty Benefits]

Be it Resolved that the Faculty Senate Executive Committee charge the Rules Committee to make appropriate changes to the charges of the Committee on Benefits, especially in reducing how often the Committee on Benefits is charged to present a report on comparative benefits at other universities and on results from the Faculty Morale Survey.

Faculty Senate Actions

A. Faculty Senate Action on Salary and Equity Benefits
[Adopted at the September 2020 session of the Faculty Senate; Recommended by Committee on Faculty Benefits]

Be it Resolved that salary and equity adjustments for faculty and administrators will no longer be drawn from the same pool of money available for raises. Rather, the total money allocated for raises and especially equity adjustments will be split into separate pools for faculty and administrators based upon their proportion of the total salary budget at MSU or at the appropriate cost center.

This would imply, for example, that if \$1 million dollars were allocated for salary and equity adjustments and faculty salaries represented 55 percent of the salary budget while administrators’ salaries represented 8 percent of the salary budget in a cost center. The total money available for faculty raises and equity adjustments would equal \$550,000 while the total money available for administrator raises and equity adjustments would equal \$80,000.

Be it Further Resolved that College Deans will no longer have sole decision-making ability as to the allocation of equity adjustments within their college. Rather, the College personnel committee will weigh in with recommendations of all equity adjustments including for both faculty and administrators.

B. Faculty Senate Action on Dental Benefits
[Adopted at the September 2020 session of the Faculty Senate; Recommended by Committee on Faculty Benefits]

Be it Resolved that MSU will increase the annual maximum coverage from \$1,000 to \$3,000 and

Be it Further Resolved that MSU will cover preventative services at 100% with no deductible and

Be it Further Resolved that MSU will cover both orthodontia and dental implants at 50 percent with a \$50 deductible.

CONFERENCE REPORT
2020 FALL PUBLIC AFFAIRS CONFERENCE
Dr. Amanda Brodeur, Provost Fellow
for Public Affairs



BRIEF OVERVIEW

The fall 2020 Public Affairs Conference, with the theme *The Power of Voice*, convened September 29-October 1 and by all measures, exceeded the standards of quality established by previous conferences. Prior to COVID-19, the conference executive committee had already planned to adjust session start times to mirror class start times as well as reduce the overall session time from 75 minutes to 50 minutes. COVID-19 ushered in the opportunity to take this conference virtual via Zoom for the first time. The data indicates that both programmatic changes had significant effects on session and overall attendance numbers. Total attendance for this year's conference was 5,096 as compared to the 2019 in-person conference attendance of 4,582. Of special note, the 2020 conference did not include a kick-off keynote speaker as did the 2019 conference which had 1,400 in attendance. The total 2020 conference attendance compared to the 2019 conference (less the keynote speaker attendance) shows an increase of 1,914 participants or a 60% increase in overall attendance. (Note: these numbers do not represent unduplicated individuals but rather individual "views" of the sessions.) Not included in this total number are the total numbers in groups that could have been watching that only register as one viewer. The total number of people who watched our conference sessions most likely was even higher than the data reflects.

SPEAKER DEMOGRAPHICS

We continue to work toward increased diversity in our speaker demographics. This year our speakers were:

Male = 45%
Female = 55%
Minority = 32%
Caucasian = 68%
LGBTQ+ = 16%
MSU Alum = 15%

It is our opinion that our conference reflected a diversity in presenters, expertise and thought.

POLL/EVALUATION

This year by using the Zoom platform, we were able to conduct a post-session poll (evaluation) of the sessions. Our rate of poll completion was 57% of our conference participants. This shows a significant increase in completion over 2019 which had a 28% completion rate. As the poll asked respondents to identify the group to which they belong, one thing we noticed was significant increases in the number of staff member, faculty, community members and administrators who completed the online poll over those who completed paper copy evaluations in 2019.

MARKETING

We continue to see the majority of our participants report that they hear about the conference through their faculty/teacher (56%) and the university website (27%). This is very consistent with previous years' evaluation results.

PANEL SESSIONS

The panel sessions were very well received this year. When asked how well the panel represented the topic as it was listed in the program, 96% reported they strongly agreed or agreed that the panel held close to the description. As for their overall impression of the panel sessions, 94% reported excellent or good as their response to the presentation.

PLENARY SESSIONS

The plenary sessions were extremely well-received this year. Our plenaries were: Marcus Engel, MSU Alum and author (339 attendees); Ebony Stewart, International Touring Poet and Performance Artist (224 attendees); LyriSSa Lidsky, dean of the University of Missouri School of Law (317 attendees); and Sue Klebold, author and activist (460 attendees). When asked how well the plenary represented the topic as it was listed in the program, 96% reported they strongly agreed or agreed that the speaker held close to the description. As for their overall impression of the speaker's presentation, 94% reported excellent or good.

FEEDBACK

We received additional comments after the conference. Below is just a sample of what we received from participants and guests.

"This event is definitely the professional highlight of my 2020...and in a year that doesn't have a lot of highlights, it's something I'm going to hold onto for a long time. Again, thank you so, so much for this opportunity! Thank you!" – Marcus Engel, plenary speaker

"I wanted to thank you for asking me to be a part of the conference. I truly enjoyed each panel I was on and all of those I listened to. I loved the format of it as we got very interesting perspectives from very interesting people. I was honored to be asked, and I'd jump on the chance to be asked again!" -- Laura Januski, panelist

"I hope that you have survived the Public Affairs Conference, despite this year's special challenges. Thanks very much for your help in running this event: I personally enjoyed it a lot more than I had originally expected, so you've made me a convert!" -- Dr. Vadim Putzu, Department of Religious Studies

"Dr. Brodeur, thank you so much for inviting me to participate in this! I had such a great time, and it was very nice meeting you (virtually)." -- Dr. Andrew Keaster, panelist

"I wanted to let you know that my students and I enjoyed the Public Affairs Conference session "Many Languages, Stronger Voices: The Essential Role of Language Learning" that we watched in class. We had a rich discussion afterward and the students were very engaged in the topic. It was a very worth-while experience. Thank you for organizing it!" -- Jeff Loughary, Department of Modern and Classical Languages

"I wanted to let you know that the conference was really good. Content rich!" -- Kim Fanning, Clinical Instructor and Nurse Planner, University of Missouri

SUMMARY

The 2020 Public Affairs Conference had many challenges due to the COVID-19 pandemic causing the need to completely change the way in which we could present this conference. With many hours of work by our staff, the flexibility of our invited speakers and committee members, it is our opinion that this conference was a resounding success. It is our plan to use a virtual format coupled with in-person (as permitted) for future conferences.

VIII.B.4.

Missouri State University
Student Check-In Survey 2020FA

Level: Missouri State University

Response Rate: 7321/16664 (43.93 %)

1 - How would you describe your adjustment to learning this fall?						
Response Option	Weight	Frequency	Percent	Percent Responses	Means	
Great - I'm working well in the current environment.	(1)	1359	18.59%			
Good - I'm adapting to it, but it's isn't ideal.	(2)	2871	39.27%			
Okay	(3)	1470	20.11%			
Not good - I'm finding classes pretty difficult.	(4)	1147	15.69%			
Terrible - This just isn't a good way for me to learn.	(5)	463	6.33%			
Response Rate				Mean	STD	Median
7310/16664 (43.87%)				2.52	1.15	2.00

2 - How would you describe your Internet access for online learning?						
Response Option	Weight	Frequency	Percent	Percent Responses	Means	
Great - no problems	(1)	3108	42.55%			
Good - but could be better	(2)	2594	35.51%			
Okay	(3)	952	13.03%			
Not good - It's difficult or unreliable at times	(4)	600	8.21%			
Terrible - I have little to no access to the Internet	(5)	51	0.70%			
Response Rate				Mean	STD	Median
7305/16664 (43.84%)				1.89	0.97	2.00

3 - Are you having problems with access to online learning?						
Response Option	Weight	Frequency	Percent	Percent Responses	Means	
Internet problems (getting online, Wi-Fi)	(1)	1271	17.45%			
Hardware problems (laptop issues, etc.)	(2)	514	7.06%			
Software problems (e.g., BlackBoard assistance)	(3)	470	6.45%			
I just need help	(4)	326	4.47%			
No problems	(5)	4704	64.57%			
Response Rate				Mean	STD	Median
7285/16664 (43.72%)				3.92	1.60	5.00

4 - At this time, do you intend to return to Missouri State in the spring?						
Response Option	Weight	Frequency	Percent	Percent Responses	Means	
I plan to continue at Missouri State.	(1)	6127	83.95%			
I plan to enroll in a different institution.	(2)	39	0.53%			
I do not plan to continue.	(3)	37	0.51%			
I am unsure.	(4)	551	7.55%			
I will graduate by December.	(5)	544	7.45%			
Response Rate				Mean	STD	Median
7298/16664 (43.80%)				1.54	1.27	1.00

Missouri State University
Student Check-In Survey 2020FA

Level: Missouri State University

Response Rate: 7321/16664 (43.93 %)

5 - I need assistance with mental or emotional health concerns.						
Response Option	Weight	Frequency	Percent	Percent Responses	Means	
Yes	(1)	714	9.79%		2.09	
No	(2)	5239	71.83%			
Maybe	(3)	1341	18.38%			
				0 25 50 100	Question	
Response Rate		Mean		STD		Median
7294/16664 (43.77%)		2.09		0.52		2.00

6 - I need assistance with food.						
Response Option	Weight	Frequency	Percent	Percent Responses	Means	
Yes	(1)	333	4.58%		2.01	
No	(2)	6511	89.49%			
Maybe	(3)	432	5.94%			
				0 25 50 100	Question	
Response Rate		Mean		STD		Median
7276/16664 (43.66%)		2.01		0.32		2.00

7 - I need assistance with housing.						
Response Option	Weight	Frequency	Percent	Percent Responses	Means	
Yes	(1)	210	2.89%		2.02	
No	(2)	6733	92.55%			
Maybe	(3)	332	4.56%			
				0 25 50 100	Question	
Response Rate		Mean		STD		Median
7275/16664 (43.66%)		2.02		0.27		2.00

8 - I need help finding online academic assistance this semester. (e.g., tutoring, Bear CLAW)						
Response Option	Weight	Frequency	Percent	Percent Responses	Means	
Yes	(1)	586	8.05%		2.05	
No	(2)	5740	78.85%			
Maybe	(3)	954	13.10%			
				0 25 50 100	Question	
Response Rate		Mean		STD		Median
7280/16664 (43.69%)		2.05		0.46		2.00

9 - Would you like someone to contact you?					
Response Option	Weight	Frequency	Percent	Percent Responses	Means
Yes	(1)	535	7.41%		
No	(2)	6731	93.28%		
Response Rate		7216/16664 (43.3%)			

Over 1,600 Missouri State Students Said Thank You

Darr College of Agriculture Students

- **Natalie Mook, Dr. Gary Webb, and Will Boyer** have all been extremely helpful in making sure the classes feel the same even with the new learning environment
- **Dr. Melissa Bledsoe, Dr. Will McClain, Dr. Laszlo Kovacs, Dr. Michael Burton, Dr. Chin-Feng Hwang**
- I just wanted to give props to all the professors who have had to make changes as well. They work hard to provide an environment in this situation that is not only welcoming but beneficial to education.

College of Arts & Letters Students

- The **Art and Design Department** has been phenomenal during this time. Being in Brick City feels safe, and the students and professors have all be respectful and safety conscious.
- I am grateful to my instructors **Professor Christina Pippa** and **Professor Rich Amberg**. I am learning so much, and they have been very accommodating and have demonstrated the importance of the health and safety of their students without compromising the quality of instruction.
- The entire **Music department** has been wonderful during this time. Particularly **Mrs. Vicky Scott** and **Dr. Daniel Hellman**. Both of them have walked me through some hairy situations this semester. They are constantly available via phone call or video chat and have taken so much stress out of an unsure situation. They are such incredible educators and deserve the highest praise!
- **Professor Sarah Wilcoxon** has been incredibly helpful in providing great class content and also grace and flexibility as we are trying to do this in hybrid format. She has put in a lot of extra work to make her classes function online and really cares about each student's progress. An absolute life saver during this transition.

College of Business Students

- The **Management Department** has been phenomenal in their assistance and dedication to students.
- **Dr. Kerri Tassin, Dr. Gregory Tapis, and Dr. George Schmelzle** in the **Accounting department** have been especially helpful and courteous in any situation. I am extremely thankful for them!
- **Dr. Gebken, Professor Joswick, and Professor Sauer [Technology & Construction Management]**. They have made the transition as easy as possible, have been understanding, and have kept a positive attitude.

College of Education Students

- **Dr. Jessica Nelson, Dr. Reesha Adamson and Michael Goeringer**. These professors have been awesome!

- **Professor Jeff Loughary** has been a great professor this fall. He's been very supportive of our learning environment - masking, distancing, cleaning while we are in our classroom. I'm glad I get to take a class with him!
- My instructors have been amazing! It is clear how much preparation they have done before each and every class to make them just as beneficial as being seated. I still get to collaborate with my classmates and the instructors are always very understanding when it comes to people having technology issues. Shout out to my **Counseling** instructors **Dr. Leslie Anderson, James Matthews, Dr. Bonnie Behrend, Jessica Bendure, and Dr. Joseph Hulgus** for being so amazing! I still feel like I am learning a lot and they are all so supportive. GO BEARS!

McQueary College of Health & Human Services Students

- All **Dietetics** faculty! **Sarah Murray, Hillary Roberts, Jaime Gnau, Dr. Daniela Novotny, Natalie Allen, and Dr. Deborah Piland.**
- **Dr. Katherine Alder** was able to secure a larger classroom to allow us to social distance when in class which makes me feel much better about attending her in person class.
- **Dr. Newman, Mr. Mattson, and Mr. Rice** have all been extremely helpful not only during this challenging time but throughout my entire college experience. Professors like them are the reason I'm still at Missouri State. They are simply the best. They care about their students and are clearly knowledgeable on their subject material.

College of Natural & Applied Sciences Students

- All of my professors have been very helpful and accommodating during this stressful time especially since there are several of us that do not want to be in person because we do not feel that it is safe, or we are caretakers for some of our elderly family members. They have been very understanding and I feel truly want to keep us safe. Please thank **Dr. Phelps, Dr. Russell, Dr. Maher, and Mrs. Butcher.**
- The **Geography, Geology, and Planning Department** has been excellent in reworking course work with the current situation and understanding of issues dealing with health in my personal experiences.
- Dr. Lupfer has made taking BIO212 online the same experience as we'd get taking in person classes and I really appreciate it.
- I would like to thank my chemistry professor Dr. Jahnke. She is teaching a really difficult class for me and is doing her very best to get me the assistance that I need.

College of Humanities & Public Affairs Students

- I want to thank my professors this semester; **Dr. Ken Brown and Dr. Julie Gallaway - Economics, and Dr. David Johnson – Political Science.** It has to be an interesting transition for them as well and they really made this experience as smooth as it can be given the circumstances.

- My professors and directors have been very helpful. I would specifically like to thank **Jane Terry, Shannon Mawhiney, Lora Hobbs, Dr. Amy Artman, Dr. Mark Given, Dr. Leslie Baynes, and Dr. Philippa Koch** for being very understanding and helpful during this transition.
- The entire **Anthropology department** has been incredibly helpful throughout this experience, especially **Dr. Kenny** who makes sure that her students know that someone cares about their fears about the situation and has a very open dialogue about it during class.

Student Affairs

- **Dustin J. Braddish** has been amazingly helpful in answering questions and advising me with questions concerning **financial aid**. He is very prompt at returning emails, knowledgeable, professional, and kind. Thank you!
- **Residence Life** at Sunvilla have been so kind. Especially the lady that is at the front desk every morning in Sunvilla. **DJ**, one of the **advisors** at **Plaster Student Union** has been a rockstar. Missouri State's **Event and Meeting Services** staff has also been amazing help
- [The] gentleman that works at the Kitchen line in the **Blair Shannon dining room**. He is always positive and cheerful and cares about us and how our day is going. He is ALWAYS a bright light of positive encouragement!
- **Priscilla Childress**



**THE OFFICE OF RESEARCH ADMINISTRATION
ACTIVITY REPORT – FISCAL YEAR 2021 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 2021 through the month of August.

PROJECT HIGHLIGHTS

- **Chin-Feng Hwang**, Department Head, and **Li-Ling Chen**, Clinical Instructor of Environmental Plant Science & Natural Resources, received **\$272,716** from the **U.S. Department of Agriculture**. This project focuses on discipline code P (Plant Sciences and Horticulture). The goal of this proposed collaborative program between the Missouri State Fruit Experiment Station at Missouri State University and the Grape and Wine Institute at University of Missouri is to strengthen the grape breeding program via research, education, and extension. This collaboration will provide students with ample learning opportunities in molecular plant breeding with hands-on experience on rooting ability analysis of the dormant hardwood cuttings. This initiative will provide a greater number of educated graduates needed to address the shortage of skilled agricultural professionals in the U.S.
- **Russell Brock**, Director of the Agency for Teaching, Leading and Learning, received **\$1,780,750** from the **U.S. Department of Education** through the **Missouri Department of Elementary and Secondary Education**. Activities supported by this contract provide additional training to field staff who might be involved in supporting districts and schools in their region. Activities require the use of state developed materials that are evidence-based and support students in regular and specialized classroom settings. Additional activities are focused on helping districts understand and meet federal program compliance requirements.
- **Ryan Udan**, Associate Professor of Biology, received **\$415,730** from the **National Institutes of Health**. The long-term objective of this project is to elucidate the mechanisms governing the formation of blood vessel wall thickness.

RESULTS

As of the end of August, the University has submitted 36 proposals for support of University-based projects. To date, 31 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 \$15.3 million which includes approximately \$11.5 million in CARES Act grants. 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.

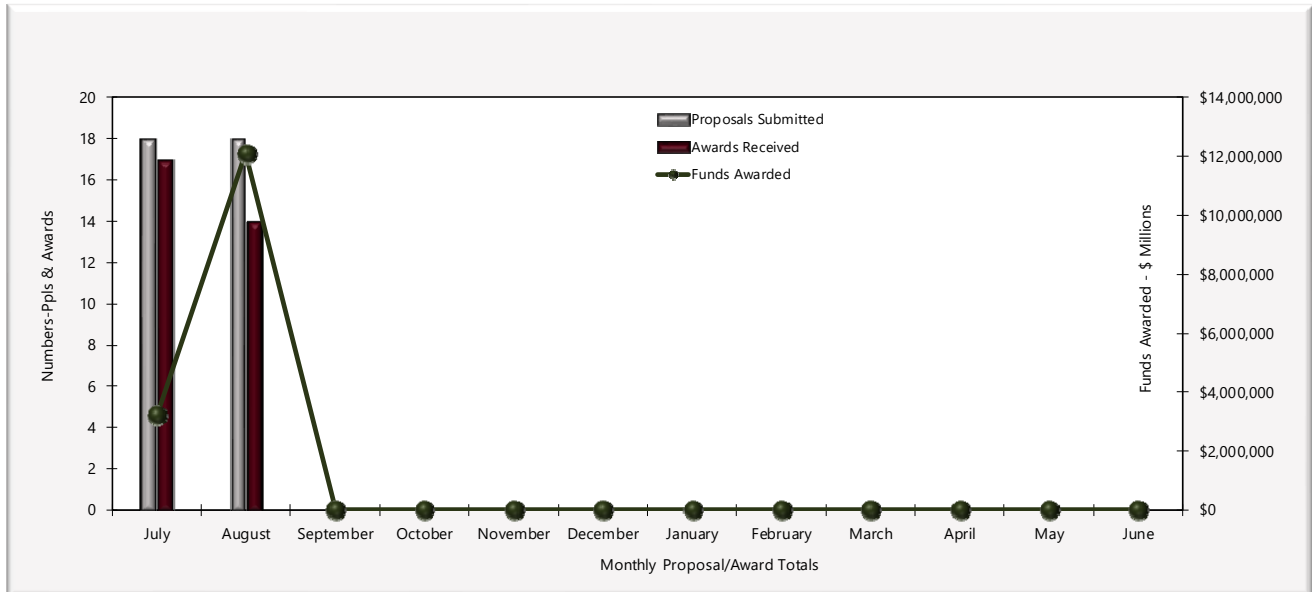
Key Indicators	Activity for FY 2021	% Change from FY 2020
Proposals Submitted	36	3%
Funds Requested	\$20,780,651	-8%
Named Investigators	32	14%
Grants & Contracts Awarded	31	24%
Funds Awarded	\$15,305,302	348%

*Funds awarded includes \$11.5 million from CARES Act funding

External funding activity so far in FY 2021:

Sponsored Program Activity FY 2021

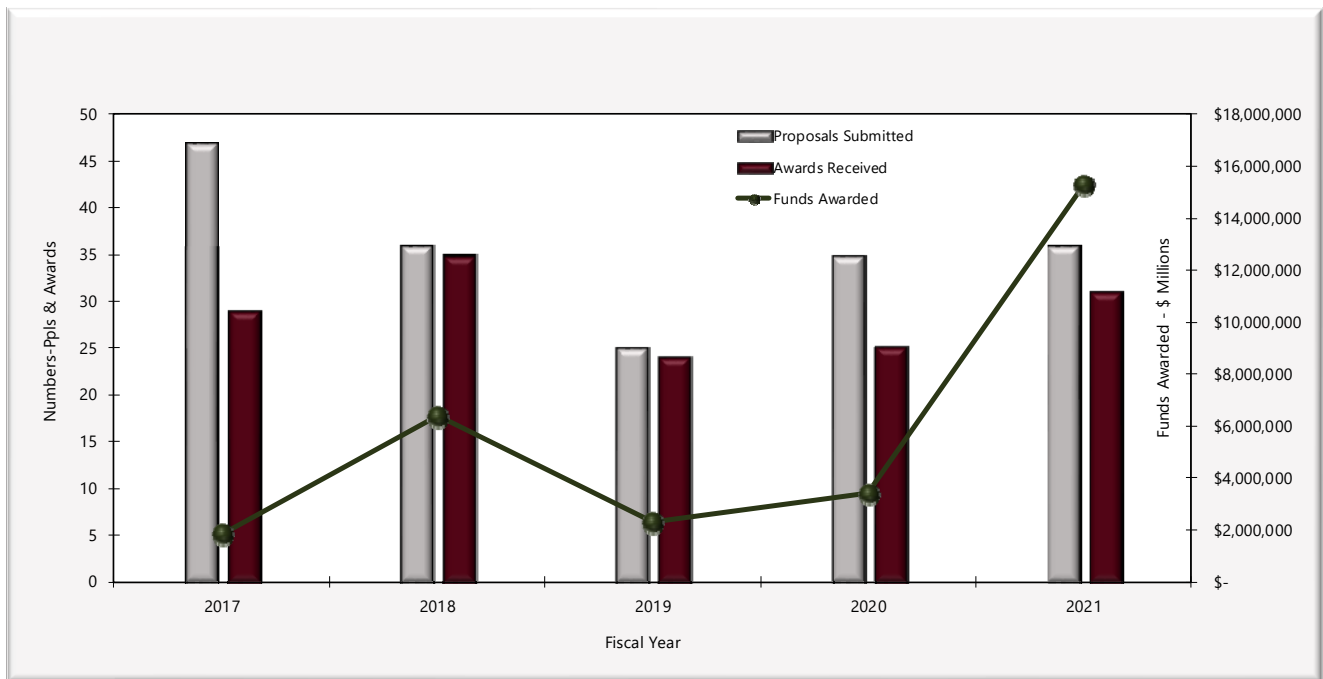
Month	Proposals Submitted	Total Awards	Dollars Awarded
July	18	17	\$3,204,415
August	18	14	\$12,100,887
September	0	0	\$0
October	0	0	\$0
November	0	0	\$0
December	0	0	\$0
January	0	0	\$0
February	0	0	\$0
March	0	0	\$0
April	0	0	\$0
May	0	0	\$0
June	0	0	\$0
	36	31	\$15,305,302



A comparison of activity over the last five years:

Cumulative Sponsored Program Activity Through the Month of August (FY 2017 - FY 2021)

Fiscal Year	Proposals Submitted	Number of Awards						\$Millions	
		Education	Equipment	Facilities & Infrastructure	Research	Service	Ttl Awds	Requested	Awarded
2017	47	7	0	0	10	12	29	\$ 6,130,307	\$ 1,840,640
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	36	15	0	0	9	7	31	\$ 20,780,651	\$ 15,305,302



Grant and contract activity for FY 2021, through August:

**Missouri State University
FY 21 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	0	0	1	0	\$ -	1	0	\$ -
The William H. Darr College of Agriculture	0	1	0	1	1	1	\$ 60,500	1	1	\$ 60,500
Center for Grapevine Biotechnology	0	0	0	0	0	0	\$ -	0	0	\$ -
Mid-America Viticulture & Enology Center	0	0	2	1	0	3	\$ 391,726	0	2	\$ 391,726
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	1	0	1	1	1	\$ 8,000	1	1	\$ 10,000
Center for Project Innovation & Management	0	0	0	0	0	0	\$ -	0	0	\$ -
College of Education	1	3	0	2	5	2	\$ 168,350	4	2	\$ 168,350
Agency for Teaching, Leading and Learning	0	0	1	1	0	3	\$ 1,828,611	0	2	\$ 1,828,611
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	2	0	4	3	4	\$ 82,617	3	3	\$ 82,617
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	1	1	0	4	\$ 13,960	0	2	\$ 13,960
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	13	1	10	24	14	\$ 851,950	17	11	\$ 854,925
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	0	0	0	1	0	1	\$ 4,975	0	1	\$ 75,000
Diversity & Inclusion	0	0	0	0	0	0	\$ -	0	0	\$ -
Graduate College	0	0	1	1	0	2	\$ 75,000	0	0	\$ -
Information Services	0	0	0	0	0	0	\$ -	0	0	\$ -
Library	3	0	0	0	3	0	\$ -	2	0	\$ -
President	1	0	1	0	3	3	\$ 11,523,508	3	3	\$ 11,523,508
Provost	0	0	0	0	0	0	\$ -	0	0	\$ -
Ozarks Public Health Institute	0	0	0	0	0	0	\$ -	0	0	\$ -
Southwest Missouri Area Health Education Center	0	0	0	0	0	0	\$ -	0	0	\$ -
Research & Economic Development	2	0	1	0	2	1	\$ 3,175	2	1	\$ 3,175
Center for Applied Science & Engineering	0	0	0	0	0	0	\$ -	0	0	\$ -
Center for Biomedical & Life Sciences	0	0	0	0	0	0	\$ -	0	0	\$ -
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 & Technology Center	0	0	0	0	0	0	\$ -	0	0	\$ -
Student Affairs	0	0	1	0	0	1	\$ 292,929	0	1	\$ 292,929
West Plains	1	1	1	0	2	1	\$ 1	2	1	\$ 1
TOTAL	11	21	10	23	45	41	\$ 15,305,302	36	31	\$ 15,305,302

* 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 OFFICER

Board of Governors Meeting October 16, 2020

Division for Diversity & Inclusion (DDI) Events/Collaborations/Initiatives:

Student African American Brotherhood (SAAB):

SAAB National Office moved into the MSU Park Central Office Building (PCOB) on June 25, 2020. Dr. Tyrone Bledsoe and Mr. Jerome Bledsoe, Office Manager/Special Projects creating local SAAB Ambassadors Council and meeting with local leaders in education, business, corporate, public and non-profit sectors. The Springfield Community Foundation of the Ozarks (CFO) is fiscal agent for National SAAB Office and CPO is site of local SAAB affiliate Bridge Springfield/Brother2Brother chapter. Orientation held Wednesday, 9/30/2020 for first cohort of MSU students.

Bear Bridge Faculty Mentoring Program: Kick-off reception held at President and Gail Smart's home. Diverse mentees and mentors met to receive handbooks. Dr. Judith Martinez developed and facilitates program.

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 (MDHEWD) preparing for 2020 summit.

Postsecondary Equity Network (PEN)- established as a statewide coalition after the Advancing Racial Equity Institute Network meeting held November 2019. 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, StLCC, UCM, UMKC, UMSL, and Webster University.

Facing Racism Institute (FRI) --The Fall semester 2-day virtual session held October 1-2, 2020. Dr. Leslie Anderson and Dr. Lyle Foster facilitate FR training in partnership with Chamber and at the annual Collaborative Diversity Conference. 45 participants from various employers including John Deere Reman, Community Partnership of the Ozarks, City of Springfield, Council of Churches, Springfield Police Department, MSU, and Isabel's House.

Missouri Commission on Racial Equity and Fairness (CREF)- CDO appointed 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.” CDO participated in St. Louis virtual Roundtable in support of the MO. Supreme Court on 9/30/2020.

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. 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.

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

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. <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 2019-2020 academic year; facilitates campus Tough Talks for students, faculty & staff; and developed Diversity Champions program for GEP classes.

Springfield Greene County Heritage Trail Advisory Council: Researched by Dr. Lyle Q. Foster and Dr. Tim Knapp. Local advisory council created by City of Springfield, DDI, NAACP, and John Oke-Thomas and Associates. Trail markers delineating the history of African American citizens in the Springfield region.

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

Diversity Champions- developed by Dr. Foster to assist with GEP and other classroom presentations regarding diversity, equity, and inclusion subject matter, experiences.

Diversity Scholars- program developed by Dr. Judith Martinez and Office of the Provost, and Faculty Center for Teaching & Learning to assist with diversity curricular creation and approaches.

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 (Campus)--The 2019-2020 sessions are facilitated by Dr. Lyle Q. Foster and continued during the summer in light of national public health & racial crises. Planning beginning for the 2020-2021 academic year.

Springfield Tough Talks Community Collaboration: First Community Tough Talks session initiated on October 1, 2020 that offers citizens opportunity for conversations geared toward positive action among community citizens and residents about the contemporary issues such as racism, and valuing the inclusion of diversity. MSU professors Dr. Leslie Anderson & Dr. Lyle Foster facilitated the Talks with over 1400 people tuning in to ask questions and listen to the discourse. Community Partnership of the Ozarks, City of Springfield, MSU Division for Diversity & Inclusion, Prosper Springfield, the Springfield Area Chamber of Commerce and others collaborate on this innovative approach to have courageous conversations.

Shattering the Silences- facilitated by Dr. Judith Martinez, DDI fellow.

Education Preparation Provider (EPP) Committee on Diversity- CDO and AVP for DDI attend monthly meetings of EPP Committee Chaired by Dr. Nate Quinn. Meeting held on 10/7/2020.

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.

Student Diversity Leadership Training 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.

President Councils on Diversity:

President's Community Diversity Council--The Fall 2019 meeting of the Community Diversity Council TBD..

President's Student Diversity Council-- . Last meeting held 9/22 re expansion plans for Multicultural Resource Center. Students met with design team and consultants.

Scholar 2 Scholar Program (S2S) – S2S is a campus-wide research initiative for undergraduate students awarded work-study funds with interest in assisting faculty from all disciplines as research assistants on research projects. Dr. Judith Martinez, DDI Diversity Fellow, facilitates S2S administration.

<https://diversity.missouristate.edu/Scholar2Scholar.htm>

Diversity Talent Hub Job Fair: Fall Job Fair to be scheduled- provides opportunity for local employers to meet/interview diverse and traditional-aged targeted underrepresented college students for internship and co-operative job opportunities, and potential full-time careers. Prosper 2025, Workforce Development, and DDI are community collaborators.

Interfaith Diversity Taskforce- Taskforce composed of Multicultural Programs, the General Counsel's Office, DDI, various faith & spiritual leaders created a shared space entitled the "Room of Reflection" at the Mary Jean Price Annex.

Religious Diversity Collaboration- the university and DDI was awarded the 2018 Values, Interfaith Engagement, and Worldview Survey (VIEWS) scholarship. The VIEWS data is used to develop specific campus recommendations and/or goals regarding religious diversity on campus.

Brother 2 Brother (B2B)--B2B is local student mentoring program and affiliate of the Student African American Brotherhood (SAAB) <http://saabnational.org/> that has MSU, Drury University & OTC participating as a city-wide chapter. The CDO is advisor to MSU chapter and the members and mentors/advisors meet monthly. Chapters being developed in local high schools.

2020-2021 Action Plan: CDO developed DDI priorities for Fall 2020-Spring 2021 with assistance of Offices of the President and Provost, Administrative Council, Academic Leadership Council as well as deans of colleges and department heads.

Diversity MODES-- [A Springfield Area Higher Education Diversity Consortium] - monthly meetings chaired by AVDI, Dr. Juan Meraz. MODES charge is to facilitate retention of underrepresented group students on local college campuses.

Minorities in Business (MIB): MIB is local non-profit corporation partnering with DDI in promoting networking, capacity-building and advocacy for MBE/WBE/DBE/ and emerging businesses.

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 former MSU HR Director Tamaria Few.

Springfield 2025: Higher Education Project: Pathway to Educational Success [Talent Hub]

MSU is part of local coalition established to increase post-secondary attainment of traditional-age targeted underrepresented students ages 18-24 who are currently enrolled in post-secondary education with certifications, 2-year and 4-year degrees who will graduate within 2 years. Talent Hub partnership meets monthly and comprised of MSU, Drury, Evangel, OTC, MCAC, SPS, Chamber of Commerce, Prosper Springfield, Community Partnership of the Ozarks, and Community Foundation of the Ozarks.

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).

CEO Roundtable- “Business Perspectives: The Benefits of Moving Toward Inclusive Excellence” hosted by Chamber of Commerce, Springfield Convention & Visitors Bureau, City of Springfield Workforce Development & DDI. Collaboration planning to resume during Fall semester features facilitated discussions regarding diversity, equity, and inclusion (DEI) best practices for the workforce and customer service.

Assistant Vice President (AVPDI)

Activity Report – April 2020

- April 1 AVPDI participated in a Hispanic Star Webinar about the impact of the COVID-19 on the Latino community and possible effects on higher education.
- April 2 AVPDI facilitated a meeting with Human Resources to plan for future Diversity Development session with the Missouri State University faculty and staff.

- April 3 AVPDI participated in the GREAT (Globally Responsive Education and Teaching) advisory board meeting to plan future on-line sessions.
- April 7 AVPDI participated in the one on one Zoom session with CDO Wes Pratt to share information about division activities and to plan on future division events,
- April 8 AVPDI participated in a conference call with St Louis Graduates to keep up on current trends affecting our St Louis area schools.
- April 9 AVPDI participated in a Zoom Webinar with the National Association of Diversity Officers in Higher Education (NADOHE) to learn about the effects of COVID-19 on Diversity and Inclusion efforts on college campuses.
- April 13 AVPDI facilitated a Zoom session with my EDC 345 (Multicultural and Diversity Education) class to have a quick check in to visit about any questions or issues with the current change in teaching approach and life in general.
- April 14 AVPDI participated in a self-care Webinar to share information with the division team and students.
- April 16 AVPDI participated in the Diversity Executive Leadership Academy (DELA) Board meeting to discuss plans for upcoming conference and the digital format that will provide the best platform for participants.
- AVPDI participated in the Harvard Alumni Crisis Leadership in Higher Education discussion COVID-19 effects on higher education and how each respective institution is handling the crisis.
- AVPDI participated in our division's Tough Talks to gain insight into what is affecting our Missouri State University students.
- AVPDI participated in the MIB (Minorities in Business) Board meeting to present the treasurer's report on income and expenses for the month of March 2020.
- April 17 AVPDI participated in the Diversity Issues in Higher Education Webinar to gain a better collective understanding of the impact of COVID-19 on our future.
- AVPDI participated in a Pre-Post-Secondary Equity Network (PEN) session with our Missouri State University team.
- April 20 AVPDI participated in our weekly Zoom meeting to share updates and information about activities affecting our division.

- April 21 AVPDI participated in the Assessment Council's Zoom meeting to plan for Assessment Workshop scheduled for May 18-22, 2020.
- April 22 AVPDI participated in the Post-Secondary Access Network (PEN) quarterly session to get updates from Higher Education Institutions statewide and how each is preparing/function in the COVID-19 era and how to better serve our historically excluded students.
- AVPDI participated in a one on one session with Laura Winter of the Post-Secondary Education Network on the structure and format and possible changes to PEN moving forward in the future.
- April 23 AVPDI participated in mock interviews with Art Education Teacher Candidates to better prepare them for future interviews.
- AVPDI participated in a Webinar – Biases in the Virtual World to gain new tools as we move forward and engage more in a virtual system.
- AVPDI participated in our division's Tough Talks – COVID-19 and its effects on our Missouri State University community.
- April 24 AVPDI participated in a conference call with the MBAA (Midwest Business Administrators Association) International Executive Board to postpone our 2020 Conference to 2021 in Chicago.
- AVPDI participated in a MIB (Minorities in Business) Webinar to learn about the PPP loans for small business and how to connect our constituents.
- April 28 AVPDI participated in Session 1 of the Inclusive Excellence series on COVID-19 which included strategies on how to better incorporate technology in the Inclusive Excellence process.
- April 29 AVPDI participated in the EPP Diversity Committee meeting to get updates from the College of Education and to elect a new Committee Chair – Nate Quinn.
- April 30 AVPDI participated in the NADOHE Covid-19 Webinar to learn about new standards and expectations on diversity officers and divisions.
- AVPDI participated in our division's Tough Talks to gain insight into what is affecting our Missouri State University students.
- AVPDI participated in Session 2 of the Inclusive Excellence series on COVID-19 which included strategies on how to use data to tell your story and the value we have as content experts for Missouri State University.

Judith Martínez, PH.D. Diversity Fellow for Diversity. Activity Report.

May 2020

May 16: Presented to the Board of Governors on Initiatives such as the Faculty Development Component and its results/impact as a current diverse faculty.

May 28: Met with Dr. Adena Young to discuss her role and responsibilities as the current diversity fellow for diversity.

June 2020

Met and collaborated with Michael Fisher to discuss advertising for DDI-FCTL projects, arrange the dates, information on flyers and book marks to advertise for book talks. Prepare flyers for Scholar to Scholars and material ready for Showcase for Teaching and Learning.

Collaborated with Kelly Bridges to organize the logistics for the Mini-Diversity Sessions for the Fall 2019 (Rooms availability and reservations, agenda, email and announcements to recruit participants).

Prepare curriculum/activities for Common Reader *Station Eleven* for GEP instructors.

Contacted Dr. Restrepo and plan for the Shattering the Silence conference. Collaborated with the FCTL and DDI to plan the logistics for this event.

July 2020

July 10: Computer training on Office 365: Mail and Calendar

July 23: Computer training on Office 365: General updates

July 24: Follow up meeting with Dr. Adena Young to prepare for new role

July 26: Computer training on Office 365: One Note

July 27: Presented to the Leadership Council of the College of Education of former initiatives that worked for students with Diverse background: (Hispanics). Presented possibilities to collaborate with relaunching learning centers.

August 2020

August 7: Created and Submitted set of activities for GEP instructors teaching the Common Reader *Station Eleven* to encourage discussions and approaches that highlight topics regarding diversity

August 12: Presented to New Teacher Orientation to provide information and an overview of resources from the DDI.

August 12: Presented to New Teaching Assistants to provide information and an overview of resources from the DDI.

August 13: Attended Teaching and Learning to represent DDI. Advertise programs such as Book Talks, Diversity Sessions as well as Scholar to Scholar

August 14: Met with Patrick Parnell Director of International Programs to discuss opportunities to partner in Mexico and possible ideas to enhance recruitment from Mexico.

August 28: Attended Welcome Back student event organized by First Year Programs to represent DDI and interact with students. Recruit for the Scholar 2 Scholar program.

September 2020

September 3: Hosted two orientation sessions/meeting for Scholar to Scholar program: Faculty and Students.

September 4: Met with Lu Maimone, Wes Pratt and Juan Méraz to discuss opportunities to collaborate for Heritage Learner program in MCL

September 5: Presented at Hand in Hand Multicultural Center. Mentoring Diverse Students. Staying in Higher Education

September 6: Meeting with Dean David Hough and CAEP team to provide data and resources on prior work with Latino COE students and current alumni. In general, we provided support to prepare for the evaluation process coming up.

September 9: Advisory Council Meeting. Feedback on Showcase for Teaching and Learning. Inform of dates for Book Talks and Diversity Talks

September 10: Meeting with Dr. Sarah Nixon to discuss ideas for mentorship program to be developed university wide.

September 11: Organized the First Shatter of Silence of this academic year. *Mentoring Diverse Faculty and Students* with Dr. Luis Fernando Restrepo Director of the Comparative Literature and Cultural Program of University of Arkansas. 103 attendees between faculty, staff and students.

September 11: Meet with Dr. Linda Moser Department head of English Department to discuss and brainstorm ideas for mentorship program to be developed university wide.

September 12: Presented on Micro-aggressions to Dr. Sarah Nixon from COE-RFT Introduction to Multicultural Education Class.

September 17: Prepared and presented workshop: Mini-Diversity Session 1 Group A: Discussion Micro-Aggressions

September 18: Prepared and presented workshop: Mini-Diversity Session 1 Group B: Discussion Micro-Aggression

September 18: Met with Dr. Chris Craig to develop ideas to support Diverse Faculty mentorship program in collaboration with DDI.

September 20: Attended Media Training for MSU

September 25: *Station Eleven* Led Discussion Book

September 25: Attended Conference in representation of the DDI. With Dr. Kim Potowsky on Heritage Learners

September 26: Attended MSU Majors Fair

September 26: Attended Workshop in representation of the DDI. With Dr. Kim Potowsky on Heritage Learners

September 30 Met with Dr. Alex De Charles to mentor and discuss opportunities and strategies to strengthen dossier.

October 2020

October 2: Provided in-studio interview in Ozarks Tonight to speak about the terminology used regarding Hispanics, vs Latinos and some of the work done at MSU during the Heritage Month.

October 4: Faculty Member of the Fulbright Grant Review Committee 2019. Served as an interviewer and reviewer of students' applications. Provided feedback to strengthen applications.

October 5: Completed the Latino Higher Education Leadership Institute of The Hispanic Association of Colleges and Universities (HACU) 2020.

October 9: Presented to Cohort of 42 international k-12 teachers in the English Learning

Submitted by: H. Wes Pratt, J.D
October 2, 2020

Student Affairs Report
Missouri State University Board of Governors
October 16, 2020

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 June Board Meeting include:

Enrollment Management & Services:

- Total Headcount on the Springfield campus for the Fall semester 2020 is 24,163, up 37 students from last fall. System Enrollment is 26,016, up 15 students from last fall.
- Admissions is already approximately 21% along in the application cycle for fall 2021 and we are up 31% in FTNIC apps and 15% in admits. We are holding live events every Tuesday and Thursday, launching a student produced YouTube Channel, doing limited travel to schools that are allowing visitors and using travel savings to purchase digital ads on Facebook, Instagram, Snapchat, and Google Ads.

Magers Health and Wellness Center:

- Magers Health and Wellness Center has added two new physicians to our team.
 - Dr. John Lorette, Board Certified Emergency Physician, with Army experience and then 28 years with Mercy, has joined the Magers Medical Staff. Dr. Lorette is anchoring our Immediate Care Clinic and we are getting wonderful comments from patients and staff.
 - Dr. Eunice Gititu, Board Certified Family Medicine Physician, has Army experience and then 4 years of private practice in eastern Colorado. Dr. Gititu has also completed a one-year Fellowship in Maternal Health and Obstetrics.
- Our annual Flu vaccination clinic is enhanced this year by the University Wellness incentive for a health insurance premium reduction. Magers is giving the Flu vaccinations on a 5minute reservation schedule, to reduce crowdedness for better physical distancing.

Campus Recreation:

- Recreational Sports have been a major success so far this semester with over 154 teams participating in Flag Football, Sand Volleyball, Soccer, and Softball.
- Missouri State is one of only two schools offering a rec sports season in Region IV of NIRSA (Kansas, Texas, Missouri, Arkansas, Louisiana, New Mexico, and Oklahoma.) A recent survey was given to participants and the satisfaction of the program ranked very high. In addition, over 50% of respondents were first time Rec Sport participants.

Bookstore:

- **Fall back-to-school layout of the Bookstore** - for social distancing. Limited customers in the store at any given time; spread locations within store to allow for distancing, online order pick-up, cash register/check-out, and Textbooks. Also added a curbside pick-up (move-in and first week of the semester). The layout allowed for more efficient customer service, minimized wait time, and streamlined the process to get customers in/out of the store quickly.
- **StreamlinED** – This is the inclusive access program the Bookstore has set-up for digital delivery of course materials to students. In Fall 2019, the bookstore had offered 27 titles in 36 courses (sections) to 6,847 students. In Fall 2020 those numbers increased to 47 titles in 66 courses (sections) to 8,349 students. The StreamlinED program provides a financial value to the students, offering digital materials at lower prices, and provides hassle-free access to those materials via Blackboard on day 1.
- **Virtual Tent Sale** – Due to the COVID closure in spring 2020, the Bookstore held our first ever “Virtual” tent sale. Historically this has been held at the end of the academic year (May), but with the campus vacated, we moved it online for this fall. We successfully moved over 2,400 units of clothing,

netting the Bookstore over \$31,000 in sales. This event added Bearwear to the customers of our campus community, as well as inventory dollars back to the store!

Plaster Student Union:

- The Office of Student Engagement, Multicultural Resource Center and Residence Life facilitators held diversity education workshops in conjunction with student organization re-registration for 350 student organizations. All participants took a short quiz reviewing the content and the average score was a 4.1 out of 5.
- Fraternity and Sorority life held recruitment events. 312 men joined IFC chapters and 321 women join PHA chapters through its first ever virtual recruitment process.
- 669 students completed the Welcome Week survey, highlights from the survey include:
 - 91% indicated attending between 1 and 5 events throughout the week
 - As a result of attending Welcome Week, 51% feel more connected at Missouri State and 44% felt happy and/or excited about the events.
 - Overall, 21% of the students who completed the survey felt very satisfied with Welcome Week and 46% felt satisfied. 0.88% felt dissatisfied.

Multicultural Services

- TRIO transitioned all Upward Bound services to have electronic deliverables. Networking with Springfield Public Schools has continued (and in some cases, improved) despite challenges.
- Multicultural Programs held a successful Latinx Heritage Month. Now they are planning for LGBTQ+ month with a full calendar for speakers, programs, and events.
- Alissa Schilling (current MSU freshman on the Boys and Girls Club scholarship) won Missouri Boys and Girls club student of the year contest. And placed 2nd in the Midwest Region Boys & Girls Club student of the year contest.
- The Disability Resource Center has fully a new data management system, which will help streamline processes regarding accommodation requests, case noting, and creation of accommodation memos.
- DRC has implemented a new note taking assistance software called Glean, which is receiving positive reviews from students who have note-taking assistance as an accommodation.

Residence Life, Housing and Dining:

- Residence Life's "express check in" for Fall 20 Move In, was a huge success. It is a great example of facing COVID head on. The process of checking in 4,000 residents was spread out, very organized and reassured parents and others that our residential students' health and safety is a priority at MSU.
- The traditional first round of Success Chats have been completed by the Resident Assistants and their floors' residents. This effort serves to ensure residents are engaged and may identify issues that might prevent a student from being successful this semester. Resources are offered one on one and a scheduled follow up by the hall staff later.

Dean of Students:

- The Counseling Center is searching for two new hires/counselors to meet the rising needs of students. The Counseling Center provides valuable support to students both in person and via tele-counseling. Currently, they have adopted a "wait-list" due to demand but are hoping to address the volume of need through the addition of the two counselors being funded through a new student fee passed by students last spring.
- SOAR Leader recruitment (selection of our Student Orientation Advising and Registration leaders) is underway for the 2021 year.

Respectfully submitted by, Dr. Dee Siscoe

XIII.A.

Marketing and Communications Report Missouri State University Board of Governors October 16, 2020

MarCom updates since the June 18, 2020 meeting

COVID-19

It has been all-hands-on-deck in addressing communication and messaging needs associated with COVID-19. This includes website, the positive results page and dashboard, videos, social media, letters to the campus community, etc.

Return to Campus

This living document launched on the COVID website in early July and continues to evolve as we provide return to campus details that support faculty, staff and students.

Integrated Marketing

A small team developed and is currently executing integrated marketing plans for the CHPA Department of Defense Strategy Studies (DSS) and the entire McQueary College of Health and Human Services (MCHHS). DSS has been recognized as an area with strong growth potential.

The integrated plans focus on messaging, digital marketing, website and partnership with admissions by fully utilizing the power of the CRM.

Website Refresh

All sites and pages on the university website have been updated with the new design for both the Springfield and West Plains websites- 22,000+ pages. The transition began in June of last year. By redesigning within the current architecture, the team has been able to more expeditiously create an experience that empowers users to guide and control their journey, engage with the brand, and easily find what they're looking for.

Web Strategy and Development (WSD)

The team continues to update academic and administrative websites and support the Foundation and Alumni organizations. They are also busy updating the website to address COVID-19 and the recovery/return-to-campus process.

University Communications (UC)

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

Team members continue to successfully actively pitch and promote faculty and their associated research with national media – not only to identify them as expert resources, but also to promote their articles for use in publications across the U.S.

Visual Media

The team is working on new high-production-value videos and photography for Mind's Eye. They recently completed this year's What's New video. They played a key role in developing videos for the event celebrating the naming of the Judith Enyeart Reynolds College of Arts and Letters.

Sadly, Bob Linder, Director for Visual Media, announced his retirement, effective August 1. He created an environment that encouraged creativity and risk taking. The result has been captivating videos and photography. He will be missed.

Editorial and Design Services (EDS)

The team continues to be very busy partnering with Admissions and the Foundation on variable data related pieces.

They are also working closely with the social media, digital marketing team and the web team in developing designs, avatars, etc. for use during return to campus and other student impacting areas.

XIV.A.

**MISSOURI STATE UNIVERSITY FOUNDATION
INCOME SUMMARY TOTALS BY TYPE AND SOURCE
07/01/2020 TO 08/31/2020**

SOURCE	UNRESTRICTED CURRENT	RESTRICTED CURRENT	ENDOWMENT	GIFTS OF PROPERTY	NON-GIFT INCOME*	TOTAL 07/01/2020 TO 08/31/2020	TOTAL 07/01/2019 TO 08/31/2019
ALUMNI	\$3,570	\$227,640	\$67,155	\$218	\$79,529	\$378,112	\$580,367
FRIENDS	713	274,382	6,713	9,226	46,665	\$337,699	582,358
PARENTS	25	7,378	33,520	10	3,600	\$44,533	25,817
FOUNDATIONS	0	164,822	100	0	1,000	\$165,922	240,426
ORGANIZATIONS	1,135	40,390	1,612,673	0	0	\$1,654,198	490,906
BUSINESSES	346	216,115	6,584	8,486	33,700	\$265,231	438,990
GIFT TOTAL	\$5,789	\$930,727	\$1,726,745	\$17,940	\$164,494	\$2,845,695	\$2,358,864

**Per the Tax Cuts and Jobs Act, the US Tax reform bill signed into law effective in 2019, 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 07/01/2020 TO 08/31/2020	TOTAL 07/01/2019 TO 08/31/2019
DEFERRED GIFTS	0	0	0	0	\$ -	\$ 5,700,001

GRAND TOTAL FOR TESTAMENTARY GIFTS YET TO BE RECEIVED: \$64.5M

	NUMBER OF DONORS 7/1/2020 TO 08/31/2020	NUMBER OF DONORS 7/1/2019 TO 08/31/2019
ALUMNI	1,494	1,688
FRIENDS	4,920	5,067
PARENTS	216	230
FOUNDATIONS	9	5
ORGANIZATIONS	31	56
BUSINESSES	76	266
TOTAL	6,746	7,312

**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		Year
		No.	Amount	No.	Amount	No.	Amount	No.	Amount	
Annual Gifts	FY 20	5,365	\$189,211	168	\$603,784	5,533	\$792,995	10,677	\$1,251,529	FY 20
	FY 21	5,286	\$128,566	80	\$314,914	5,366	\$443,480	10,879	\$942,299	FY 21
Special Campaigns	FY 20	356	\$47,091	31	\$261,158	387	\$308,249	433	\$742,562	FY 20
	FY 21	14	\$2,859	1	\$7,500	15	\$10,359	35	\$207,362	FY 21
One Time Gifts	FY 20	0	\$0	9	\$130,517	9	\$130,517	14	\$364,773	FY 20
	FY 21	0	\$0	3	\$33,000	3	\$33,000	17	\$1,696,034	FY 21
TOTALS	FY 20	5,721	\$236,302	208	\$995,459	5,929	\$1,231,761	11,124	\$2,358,864	FY 20
	FY 21	5,300	\$131,425	84	\$355,414	5,384	\$486,839	10,931	\$2,845,695	FY 21

**MISSOURI STATE UNIVERSITY FOUNDATION
INCOME SUMMARY TOTALS BY TYPE AND SOURCE
07/01/2020 TO 09/30/2020**

SOURCE	UNRESTRICTED CURRENT	RESTRICTED CURRENT	ENDOWMENT	GIFTS OF PROPERTY	NON-GIFT INCOME*	TOTAL 07/01/2020 TO 09/30/2020	TOTAL 07/01/2019 TO 09/30/2019
ALUMNI	\$8,871	\$381,266	\$77,600	\$218	\$112,869	\$580,824	\$805,608
FRIENDS	1,523	439,922	12,283	12,620	97,684	\$564,032	730,211
PARENTS	25	11,443	33,980	10	4,200	\$49,658	35,912
FOUNDATIONS	0	190,681	100	0	150	\$190,931	368,282
ORGANIZATIONS	2,510	122,421	1,615,173	0	0	\$1,740,104	1,047,287
BUSINESSES	874	320,693	7,014	54,113	129,700	\$512,394	573,947
GIFT TOTAL	\$13,803	\$1,466,426	\$1,746,150	\$66,961	\$344,603	\$3,637,943	\$3,561,247

*Per the Tax Cuts and Jobs Act, the US Tax reform bill signed into law effective in 2019, income received from athletics seat assessments and suites are no longer tax deductible.

DEFERRED GIFT COMMITMENTS

	UNRESTRICTED CURRENT	RESTRICTED CURRENT	ENDOWMENT	GIFTS OF PROPERTY	TOTAL 07/01/2020 TO 09/30/2020	TOTAL 07/01/2019 TO 09/30/2019
DEFERRED GIFTS	0	0	10,000	0	\$ 10,000	\$ 5,700,001

GRAND TOTAL FOR TESTAMENTARY GIFTS YET TO BE RECEIVED: \$64.5M

	NUMBER OF DONORS 7/1/2020 TO 09/30/2020	NUMBER OF DONORS 7/1/2019 TO 09/30/2019
ALUMNI	2,256	2,496
FRIENDS	5,708	5,661
PARENTS	257	300
FOUNDATIONS	13	8
ORGANIZATIONS	41	74
BUSINESSES	224	323
TOTAL	8,499	8,862

**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 20	5,600	\$184,608	122	\$277,733	5,722	\$462,341	16,399	\$1,713,870	FY 20
	FY 21	6,145	\$203,553	90	\$313,043	6,235	\$516,596	17,209	\$1,471,988	FY 21
Special Campaigns	FY 20	51	\$10,866	10	\$137,880	61	\$148,746	494	\$891,308	FY 20
	FY 21	24	\$6,424	9	\$132,635	33	\$139,059	68	\$346,421	FY 21
One Time Gifts	FY 20	0	\$0	8	\$591,296	8	\$591,296	22	\$956,069	FY 20
	FY 21	0	\$0	4	\$78,500	4	\$78,500	22	\$1,819,534	FY 21
TOTALS	FY 20	5,651	\$195,474	140	\$1,006,909	5,791	\$1,202,383	16,915	\$3,561,247	FY 20
	FY 21	6,169	\$209,977	103	\$524,178	6,272	\$734,155	17,299	\$3,637,943	FY 21

XIV.B.

RECOMMENDED ACTION – Approval for Renaming the Professional Building the Ann Kampeter Health Sciences Hall

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

WHEREAS, Ann Kampeter is an alumni of Missouri State University, receiving her Bachelor of Science degree in Communication Sciences and Disorders/Audiology in 1992; and

WHEREAS, Ann Kampeter has made a seven-figure gift to the Missouri State University Foundation; and

WHEREAS, this gift will be used in support of renovation of the Professional Building, specifically a centrally-located student access and advisement center that is modern and fully equipped, as well as updates to the Speech Language and Hearing Clinic and additional meeting and study spaces;

NOW, THEREFORE, BE IT RESOLVED the Missouri State University Foundation recommends to the Board of Governors of Missouri State University that it hereby recognizes the extraordinary interest and involvement of Ann Kampeter and her generous support for the University, and the Board of Governors hereby rename the Professional Building the **Ann Kampeter Health Sciences Hall**.

VOTE: AYE _____

NAY _____

October 16, 2020

Long-Range Plan Update

October 16, 2020

Engaging the campus as we focus on the future

Partnering with EAB, we launched the LRP process with an all-campus one-hour webinar on future visioning on September 28. This was immediately followed by a three-hour workshop that included the LRP steering committee along with members of Administrative Council and Academic Leadership Council. The 1-hour webinar was recorded and can be viewed via the LRP development website.

The future visioning workshop focused on 3 types of universities that might exist 10 years from now given the current drivers, student demands and the potential evolution of current technologies. It was thought provoking and pushed participants to think outside the box with regard to our current assumptions and processes.

As noted earlier, our themes for the LRP will be:

- Future of careers as related to evolving academic programs
- Globalization
- Campus Climate as related to diversity and inclusion

Theme specific sessions led by EAB experts are scheduled for October. Open to members of campus, these will be a series of shorter format sessions to further explore these themes. We envision these sessions as catalysts to provide a common framework and language for MSU Focus Groups.

The first session addressing Campus Climate was presented on October 6 as a two-hour webinar. It is available for viewing on the LRP development website. Details regarding the session are below:

Title: Addressing Campus Climate Flashpoints

Session Description: *Colleges and universities continue to be surprised by campus climate flashpoints. We define a flashpoint as: A climate-related incident or event that causes disturbance in the community or media, including heightened levels of activism, media and public scrutiny, and reputational damage.*

Today, the volume of flashpoints happening in the public and private sectors are amplifying the pressure on colleges and universities to right size their responses. Left unchecked or mis-addressed, flashpoints negatively impact the student experience, overwhelm staff and resources, and ultimately affect an institution's reputation and ability to make progress on key initiatives.

This session will focus on how to better assess and prepare for flashpoints on campus and the five most common failure paths for colleges and universities.

The Globalization webinar is scheduled for October 22 and the Future of Careers webinar is scheduled for October 28. Detailed information can be found on the LRP development website.

Strategic Enrollment Management Plan Update

October 16, 2020

Updated Goals

After discussion at the Board of Governors September meeting the SEM Steering Committee reviewed the SEM plan goals. The following objectives were taken:

- Narrowed the scope of the plan and used the opportunity to transition some of the SEM plan objectives to the new long-range plan.
- Reassessed the remaining goals
 - Removed the climate (#4) and “raising the profile” (#7) goals.
 - Collapsed goal #3 (enrollment and retention regarding underrepresented students) to be addressed in goals #1 (Outreach and Recruitment) and #2 (Retention and Student Success).
- Created introductory language to address the baseline that will be used for the goals and address the ability to have flexibility and reassess the goals and strategies throughout the life of the plan.

Below is the revised set of goals and introductory language.

Fall 2020 will serve as the baseline for goals one through three and the 2019-20 academic year for goal four. While 2026 exists as the target date, because of varying internal and external circumstances (e.g., demographic shifts, the economy, university funding, challenges related to the pandemic, significant hindrances regarding international students), the SEM Steering Committee will annually review goals and adjust accordingly with approval from the Senior Leadership Team. In addition to recent factors, a historical enrollment perspective will be considered as well.

1. Outreach and Recruitment

By 2026, with particular focus on targeted student populations, increase overall headcount enrollment by 5% and increase FTE enrollment by 3%.

2. Retention and Student Success

By 2026, increase the first to second year undergraduate student retention rate by 5%, with a focus on improving retention by 5% for each of these sub-groups: African American, Hispanic/Latino/Latinx, first-generation and Pell eligible students; and improve persistence at other critical transition points.

3. Successful Graduation and/or Completion

By 2026 increase the number of credentials (e.g., degrees and certificates) awarded to 5,800 per year.

4. Financial Preparedness

By 2026, decrease the average loan debt of undergraduate degree recipients by 5% after inflation.

Strategies

The Steering Committee, along with input from the Recruitment Council and Retention and Completion Council, is in the final stages of reviewing strategies. All strategies are being reviewed given new circumstances affecting enrollment. Also, those strategies that were originally connected to a goal that has been removed are being reassigned to a new goal or removed if appropriate. Lastly, the committees are assessing whether any new strategies need to be developed.

Other Items

- Steering Committee membership was updated in those instances for which turnover took place in the role or positions.
 - Dr. Saibal Mitra, former Faculty Senate Chair was replaced with Dr. Cameron Wickham, current Faculty Senate Chair.
 - Abdillahi Dirie, former Student Body President was replaced with Tara Orr, current Student Body President.
 - Theresa McCoy, Deputy Chief Information Officer and Dr. Michelle Olsen, Director of Institutional Research, both co-chairs of the SEM Data and Support Team were added.
- The Academic Programs and Deliveries Council, Marketing and Communication Council, Community Involvement Subcommittee, and Data and Support Team were disbanded.
- The Recruitment Council and Retention and Completion Council were updated and retained to help update strategies.
- Dr. Rob Hornberger and Dr. Tammy Jahnke met with Jody Gordon, the consultant/plan writer to outline the logistics and timeline for completing the plan.
 - Jody will submit a draft by the end of October.
 - Internal review will take place during the month of November.
 - A final version will be submitted for review at the December 10 Board of Governors meeting.

Measuring Success

The Steering Committee is evaluating the appropriate metrics to build so that progress can be assessed. A framework will be designed to help ensure all the good work influenced by the SEM plan continues.

Measurable Goals and Performance Indicators
Executive Summary
October 16, 2020

Background

Missouri State University developed a group of Key Performance Indicators (KPI) during the 2011-12 academic year. Later in 2012 the Missouri Department of Higher Education adopted six performance measures which were to be used for determining the distribution of a portion of state funding if these goals were achieved.

The adoption of the current Missouri State University long-range plan, *Implementing the Vision: 2016-21 Long-Range Plan*, was accompanied by a revised set of KPI's that corresponded to the multiple emphasis areas of the six chapters of the plan. Data on these Long-Range Plan emphasis areas is on the MSU KPI website (<https://www.missouristate.edu/oir/>). The KPI section of this website begins with a Performance Spotlight on a the most commonly asked questions. A series of searchable, interactive dashboards follows the spotlight highlights.

In 2016 the Board of Governors established measurable goals for number of annual graduates, undergraduate retention, graduation rates, and progress in diversity and inclusion.

Status of Long-Range Plan Measurable Goals

Graduate Numbers. Missouri State has continued an upward trend in numbers completing a degree or certificate program (Table 1.A.). In the most recent Fiscal Year this number was 5,696 with 90% of those as degrees and 10% certificates. While both categories showed an increase, certificate programs have become increasingly popular as evidence of academic achievement. The total number of awards exceed the most recent goal of 5,200.

Retention and Graduation Rates. The starting point for retention is for first-time full-time students to return for their second year. This fall 2020 Missouri State moved up a percentage point to 79.2% (Table I.B). Over the past seven years retention has ranged between 75 and 79%. While first-year retention for MSU is below that of the University of Missouri and the University of Arkansas, it is considerably above the other state Universities in Arkansas (Table IV). First to second-year retention for the specific groups shown in Table II.A. remain below the 79% goal.

This six-year measure has shown an upward trend over the past several years. The graduation rate for students starting at MSU as first-time full-time students was 57.9% for the 2014-20 cohort, meeting the 2021 goal. (Table I.C). The six-graduation rates for students Pell-eligible, First Generation, and the historically underrepresented groups fall short of the University average (Table II. B).

Faculty and Staff Diversity. The percentage of faculty and staff from historically underrepresented and international groups increased and was on an upward trend from Fall 2013 to 2019, but it dropped slightly to 14.4% this current year (Table II!).

State Performance Measures

Currently, the state of Missouri requires MSU to report on six performance measures. These measures are intended to reflect student success, quality of learning, and institutional efficiency:

- Completions per student FTE (full-time equivalent)
- Student success/passing rate on licensure exams
- Student placement after graduation (Career Outcomes)
- Total (academic) core expenditures compared to total expenditures
- Change in operating salary expenditure compared to median household income
- Change in tuition and fee revenue collected from Missouri resident degree-seeking undergraduates compared to median household income

Each year MSU has met all of these measures and when the data is reported to the Missouri Department of Higher Education and Workforce Development later this year, we anticipate again meeting these goals. For example, the threshold for passing the first measure, completions per student FTE, is 25% and MSU will report 34%. Passing the second performance measure above requires students taking licensure exams to pass at the rate of 90%, or above. The health-care programs where licensure pass rates were utilized have typically had pass rates at or near 100%. The third measure focuses on student placement after graduation. Passing this performance measure is achieved by having a knowledge rate above 60% and employment or further education placement above 75%. In our most recent data MSU graduates (undergraduate only) outcomes exceeded these benchmarks with 89% knowledge rate and 90% placement.

MSU's core academic expenditures as a percent of total expenditures is 69% which exceeds the minimum threshold. The other two state performance measures are passed when the institutions change in salary expenditures and change in tuition/fee revenue are less than the percent increase in the Median Household Income. In both cases the percentage change for these variables at MSU was below the change in the benchmark Median Household Income.

KPI Interactive Dashboards

The MSU KPI website is in the process of development to provide interactive dashboards on Enrollment, Retention, Graduate Outcomes, and Faculty/Staff. These four dashboard topics allow searching for a large number of specific perspectives.

The Retention and Faculty/Staff are near completion. (<https://www.missouristate.edu/oir/> on left side scroll down under Key Performance Indicators)

Using the Faculty/Staff dashboard as an example, one can start off with viewing the total number of full-time faculty (742 for Fall 2020) and then drill down to the number in each rank going back for ten years. Further, details of gender, race/ethnicity, and things like student to faculty ratio are quickly found. Currently the student to faculty ratio is 20:1.

MEASURABLE GOALS FOR THE 2016-2021 LONG-RANGE PLAN

Table I. Increase the Number of Graduates

A. Degrees and certificates awarded annually (July 1 – June 30)

	FY015	FY2016	FY2017	FY2018	FY2019	FY2020	Goal FY21
Springfield Campus	4,430	4,607	4,881	5,130	5,393	5,603	
China Campus	49	34	55	56	97	93	
Total Degrees & Certificates	4,479	4,641	4,936	5,186	5,490	5,696	5,200 ¹

B. First to second year retention rate for first-time student cohort (fall to fall)

F13 to F14	F14 to F15	F15 to F16	F16 to F17	F17 to F18	F18 to F19	F19 to F20	Goal Fall 2021
75.2%	78.2%	79.1%	77.3%	77.7%	78.0%	79.2%	82%

C. Six-year graduation rate of first-time student cohort

2008 Cohort in 2014	2009 Cohort in 2015	2010 Cohort in 2016	2011 Cohort in 2017	2012 Cohort in 2018	2013 Cohort in 2019	2014 Cohort in 2020	Goal Fall 2021
54.7%	52.4%	54.2%	55.0%	54.5%	55.9%	57.9%	57%

¹ Increased after university reached goal of 4,900 that was initially established

Table II. Enhance Campus Diversity and Inclusion: Students

A. First to second year retention rate for first-time students of specific groups

	F13 to F14	F14 to F15	F15 to F16	F16 to F17	F17 to F18	F18 to F19	F19 to F20	Goal Fall 2021
Pell-eligible	66%	72%	71%	68%	70%	71%	70%	79%
First generation	61%	73%	72%	69%	71%	73%	73%	79%
Hispanic/Latino	71%	78%	75%	71%	76%	66%	75%	79%
Black African American	71%	69%	74%	65%	66%	74%	71%	79%
Two or more races	67%	72%	83%	67%	64%	74%	73%	79%

B. Six-year graduation rate for specific student groups

	2008 Cohort in 2014	2009 Cohort in 2015	2010 Cohort in 2016	2011 Cohort in 2017	2012 Cohort in 2018	2013 Cohort in 2019	2014 Cohort in 2020	Goal Fall 2021
Pell-eligible	50%	45%	49%	46%	45%	47%	47%	50%
First generation	46%	44%	48%	49%	44%	47%	49%	50%
Hispanic/Latino	42%	45%	52%	49%	57%	49%	57%	50%
Black African American	32%	35%	33%	45%	30%	40%	38%	50%
Two or more races	61%	46%	43%	50%	38%	49%	43%	50%

Table III. Enhance Campus Diversity: Faculty and staff that are international or members of historically underrepresented groups

Fall 2013	Fall 2014	Fall 2015	Fall 2016	Fall 2017	Fall 2018	Fall 2019	Fall 2020	Goal Fall 2021
10.6%	11.0%	11.5%	12.8%	14.1%	14.5%	15.0%	14.4%	16% ²

² Increased after university reached goal of 14% that was initially established

Table IV. Missouri State University Undergraduate Comparison to Selected Group

Categories	Missouri State Univ.	University of Missouri	University of Arkansas	Arkansas State University	U Central Arkansas	U Arkansas Little Rock
General information	Fall 2020	Fall 2018	Fall 2018	Fall 2018	Fall 2018	Fall 2018
Carnegie Classification	Doctoral: Professional	Doctoral: Highest Research	Doctoral: Highest Research	Masters: Larger Programs	Masters: Larger Programs	Doctoral: Moderate Research
Average High School GPA**	3.74	Unknown	3.72	3.55	3.55	3.19
ACT Composite 25th Percentile*	21	23	23	Unknown	Unknown	18
ACT Composite 75th Percentile*	27	29	29	Unknown	Unknown	25
Receiving Pell (FTFT)	29.1%	Unknown	Unknown	Unknown	Unknown	Unknown
Enrollment**	Fall 2020	Fall 2018	Fall 2018	Fall 2018	Fall 2018	Fall 2018
Undergraduate enrollment	19,620	22,503	23,386	9,350	9,425	8,286
Graduate enrollment	3,884	7,363	4,392	4,359	1,752	2,229
First-time full-time degree seeking	2,649	4,615	4,977	1,525	2,033	557
Total degrees and certificates awarded						
Fiscal Year 2015	4,418	8,668	5,741	3,778	2,141	2,464
Fiscal Year 2016	4,607	8,902	6,149	3,987	2,228	2,424
Fiscal Year 2017	4,880	9,150	6,339	4,471	2,504	2,433
Fiscal Year 2018	5,139	9,279	6,432	4,789	2,627	2,460
Fiscal Year 2019	5,412	10,776				
Fiscal Year 2020	5,603					
Six-year Graduation Rates						
Six-year graduation rate (2008 Cohort in 2014)	55%	69%	62%	39%	45%	27%
Six-year graduation rate (2009 Cohort in 2015)	52%	69%	62%	40%	45%	30%
Six-year graduation rate (2010 Cohort in 2016)	55%	68%	65%	44%	42%	30%
Six-year graduation rate (2011 Cohort in 2017)**	55%	68%	62%	46%	41%	33%
Six-year graduation rate (2012 Cohort in 2018)**	54.5%	69%	66%	47%	41%	35%
Six-year graduation rate (2013 Cohort in 2019)	55.9%					
Six-year graduation rate (2014 Cohort in 2020)	57.9%					
		2012 Cohort	2012 Cohort		2012 Cohort	2012 Cohort
Pell eligible - 6-year graduation rate (2013 cohort)	47%	55%	52%		32%	29%
Pell eligible - 6-year graduation rate (2014 cohort)	47.3%					
First generation - 6-year grad. rate (2013 cohort)	47%					
First generation - 6-year grad. rate (2014 cohort)	48.5%					
Graduation Rates by Ethnicity	2014 Cohort	2011 Cohort	2011 Cohort	2012 Cohort	2012 Cohort	2012 Cohort
Grad rate Hispanic/Latino	56.9%	64%	53%	Unknown	44%	44%
Grad rate Black African American	37.5%	51%	44%	34%	29%	29%
Grad rate White, non-Hispanic	60.1%	71%	63%	52%	46%	31%
Grad rate Two or more races	43.0%	53%	57%	Unknown	26%	39%
Retention						
Retention (fall-to-fall 2015 to 2020)						
2014 Cohort in 2015	78%	87%	82%	76%	72%	72%
2015 Cohort in 2016	79%	86%	82%	75%	73%	68%
2016 Cohort in 2017**	77%	87%	82%	73%	72%	68%
2017 Cohort in 2018**	78%	87%	84%	77%	74%	68%
2018 Cohort in 2019	78%					
2019 Cohort in 2020	79.2%					
					2017 Cohort	
Pell eligible - % retained fall 2017 to fall 2018	71%				68%	
Pell eligible - % retained fall 2018 to fall 2019	70.8%					
Pell eligible - % retained fall 2019 to fall 2020	71.7%					
First generation - % retained fall 2018 to fall 2019	73%					
First generation - % retained fall 2019 to fall 2020	73.9%					
Retention ethnicity (fall 2019 to fall 2020)				2017-18	2017-18	
Hispanic/Latino	75.8%			Unknown	73%	
Black African American	71.3%			76%	73%	
White, non-hispanic	80.2%			78%	75%	
Two or more races	73.6%			Unknown	61%	

XVII.

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 the 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