



Board of Governors Meeting

Robert W. Plaster Student Union, Parliamentary Room 313

Friday, 10/28/2022

1:00 - 4:00 PM CT

I. Roll Call Presented By: Governor Carol Silvey

II. Approval of Minutes Presented By: Governor Carol Silvey

A. Approval of the open and closed minutes of the Board of Governors Retreat of August 4-5, 2022

II.A. 8.4-5.2022.BOG.Minutes - Page 4

III. Consent Agenda Presented By: Governor Carol Silvey

A. President

1. Approval of Employment Agreement for Athletics

III.A.1. Approval of Consolidated Coaches and Administrator Athletics Contracts - Page 10

B. Facilities and Equipment

1. Approval of Activity Report for the month of July 2022

III.B.1. Approval of Activity Report for the month of July 2022 - Page 12

2. Approval of proposal and award of a contract to repair roofs at McDonald Arena

III.B.2. Approval of proposal and award of a contract to repair roofs at McDonald Arena - Page 14

3. Approval of Real Estate Contract for the sale of property at the northeast corner Langston Street and Cass Avenue in the downtown portion of the City of West Plains

III.B.3. Approval of Real Estate Contract for the sale of property at the northeast corner Langston Street and Cass Avenue in the downtown portion of the City of West Plains - Page 16

4. Approval of Real Estate Contract for the purchase of property at 1928 West 13th Street in Joplin, Missouri

III.B.4. Approval of Real Estate Contract for the purchase of property at 1928 West 13th Street in Joplin, Missouri - Page 17

C. Human Resources

1. Approval of Actions Concerning Academic Employees

III.C.1. Approval of Actions Concerning Academic Employees - Page 18

2. Approval of Actions Concerning Nonacademic Employees

III.C.2. Approval of Actions Concerning Nonacademic Employees - Page 45

D. Procurement and Financial

1. Approval of Procurement Activity Report

III.D.1. Approval of Procurement Activity Report - Page 63

E. West Plains Campus

1. Approval of Actions Concerning Academic Employees

III.E.1. Approval of Actions Concerning Academic Employees - West Plains - Page 75

2. Approval of Actions Concerning Nonacademic Employees

III.E.2. Approval of Actions Concerning Nonacademic Employees - West Plains - Page 76

IV. Making Our Missouri Statement Moment - Remembering Bobby Allison Presented By: Brent Dunn,

Vice President for University Advancement, and Kyle Moats, Director of Athletics

V. Committee Reports

- A. Executive Committee Presented By: Governor Carol Silvey**
- B. Risk Management and Audit Committee Presented By: Governor Chris Waters**
- C. Programs and Planning Committee Presented By: Governor Amy Counts**
- D. Finance and Facilities Committee Presented By: Governor Lynn Parman**

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

- A. What's New at MSU Video**
- B. Approval of 2022 Bronze Bear Award Recipient**
Walk on resolution
- C. Approval of 2022 Government Excellence Award Recipient**
Walk on resolution

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

- A. Enrollment Update**
VII.A. Enrollment Report FA2022 - Page 80
- B. 2022-2023 Action Plan Update**
VII.B. 2022-2023 Action Plan - Page 83

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

- A. Enrollment Update**
VIII.A. WP Enrollment Report FA2022 - Page 87

IX. Academic Affairs

- A. Faculty Senate Report Presented By: Dr. Mike Hudson, Chair of Faculty Senate**
IX.A. Faculty Senate Report - Page 88
- B. Provost's Report Presented By: Dr. John Jasinski, Interim Provost**
 - 1. Darr College of Agriculture Dean Search Update**
 - 2. Mind's Eye 2022 Publication**
 - 3. Report on the Public Affairs Conference Presented By: Dr. Shannon Wooden, Public Affairs Fellow and Conference Chair**
IX.B.3. 2022 PAC Report - Page 90

X. Community and Global Partnerships (written report only)

- A. Research Administration Report – Brad Bodenhausen, Vice President for Community and Global Partnerships**
X.A. Office of Research Administration Activity Report - Page 92

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

- A. Division for Diversity, Equity and Inclusion Report - Dr. Algerian Hart, Interim Chief Diversity Officer and Assistant to the President**
XI.A. Diversity, Equity and Inclusion Report - Page 96

XII. Student Affairs

- A. Report from the Student Body President Presented By: Colin Weber, Student Body President**
- B. Student Affairs Report (written report only) - Dr. Dee Siscoe, Vice President for Student Affairs**
XII.B. Student Affairs Report - Page 100

XIII. Staff Senate

- A. Staff Senate Report Presented By: Gary Wells, Chair of Staff Senate**
XIII.A. Staff Senate Report - Page 104

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

A. Approval of Proposal and Award of a Contract for the FY23 Job Order Contracting Services

XIV.A. Approval of proposals and award of a contract for job order contracting services - mechanical, electrical, and plumbing repair and replacement contracts - Page 106

XV. Financial (written report only)

A. Development Report – Brent Dunn, Vice President for University Advancement

XV.A. Development Report - Page 108

XVI. Marketing and Communications (written report only)

A. Marketing and Communications Report - Suzanne Shaw, Vice President for Marketing and Communications

XVI.A. Marketing and Communication Report - Page 110

XVII. Old Business

A. Update on Transformation Plan Presented By: Zora Mulligan, Executive Vice President, and Dr. John Jasinski, Interim Provost

XVII.A. Update on Transformation Plan - Page 112

XVIII. New Business

A. Election of 2023 Officers of the Board of Governors Presented By: Governor Carol Silvey

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

XIX. Closed Meeting Resolution - Page 117

XX. Adjournment Presented By: Governor Carol Silvey

II.A.

**MINUTES OF THE
BOARD OF GOVERNORS
MISSOURI STATE UNIVERSITY
THURSDAY - FRIDAY, AUGUST 4-5, 2021**

The Board of Governors for Missouri State University held a retreat at Camden on the Lake Resort, 2359 Bittersweet Road, Lake Ozark on August 4-5, 2022, with Governor Carol Silvey, Chair of the Board of Governors, presiding. Governor Silvey called the meeting to order at 1:00 p.m.

Roll Call

Present – Carol Silvey, Chair of the Board
Amelia “Amy” Counts, Governor
Anson Elliott, Governor
Craig Frazier, Governor
Ann Kampeter, Governor
Lynn Parman, Governor
Chris Waters, Governor

Absent – Gabriel Gore, Governor

Also present – Clif Smart, President
Brad Bodenhausen, Vice President for Community and Global Partnerships
Jeff Coiner, Chief Information Officer
Chris Craig, Deputy Provost
Ryan DeBoef, Chief of Staff and Assistant to the President for Governmental Relations
Rachael Dockery, General Counsel and Chief Compliance Officer
Brent Dunn, Vice President for University Advancement
Paul Gunther, EAB – Senior Strategic Leader, Research Member Success
Algerian Hart, Interim Chief Diversity Officer and Assistant to the President
Rob Hornberger, Associate Vice President of Enrollment and Management Services
John Jasinski, Interim Provost
Dennis Lancaster, Chancellor of the West Plains Campus
Julie Masterson, Associate Provost and Dean of the Graduate College
Natalie McNish, Director of Internal Audit and Risk Management
Kyle Moats, Director of Athletics
Matt Morris, Vice President for Administrative Services
Zora Mulligan, Executive Vice President
Joye Norris, Associate Provost
Michael Orf, Dean of Academic Affairs – West Plains Campus
Suzanne Shaw, Vice President for Marketing and Communications
Dee Siscoe, Vice President for Student Affairs
Rowena Stone, Secretary to the Board of Governors
Angela Totty, Dean of Student Services – West Plains Campus
David Vuletich, EAB – Senior Director, Research Advisory Services

Shawn Wahl, Dean of the Reynolds College of Arts and Letters
Susan Woda, EAB – Managing Principal, Office of the President
Kelly Wood, Associate Provost

Approval of Minutes

Governor Silvey called for a motion to approve the open and closed minutes of the June 24, 2022, meeting. Governor Lynn Parman provided a motion, receiving a second from Governor Amy Counts.

Motion passed 7-0.

Consent Agenda

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

President

Approval of FY22-23 Employment Agreements for University Athletics (Human Resources No. 1709-22, 1710-22, and 1711-22)

Facilities and Equipment

Approval of Activity Report for the month of June 2022 (Activity Report No. 325-22)

Approval of lease agreement for radio tower space for KSMU-West Plains between Missouri State University and Tom and Shawn Marhefka (Agreement No. 459-22)

Human Resources

Approval of Actions Concerning Academic Employees (Human Resources No. 1712-22)

Approval of Actions Concerning Non-Academic Employees (Human Resources No. 1713-22)

Procurement and Financial

Approval of Procurement Activity Report (Purchasing Activity Report No. 512-22)

West Plains Campus

Approval of Actions Concerning Academic Employees (West Plains Personnel No. 476-22)

Approval of Actions Concerning Non-Academic Employees (West Plains Personnel No. 477-22)

Approval of Revisions to the Faculty Handbook (West Plains Faculty Policies No. 23-22)

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

Motion passed 7-0.

President's Report

President Clif Smart provided an overview of the meeting. He introduced new members to the leadership team: Zora Mulligan, Executive Vice President; Dr. John Jasinski, Interim Provost; Brad Bodenhausen, Vice President for Community and Global Partnerships; and Dr. Algerian Hart, Interim Chief Diversity Officer and Assistant to the President. He reviewed the agenda and shared the timing of discussion items.

Transformation Plan – Springfield Campus

President Smart shared that the leadership team is working on a transformation plan as part of the Board's suggestion from the June meeting. He stated that there are fewer people in college than several years ago. There are 4.6% fewer high school graduates attending college nationally with that number being closer to 10% for the Midwest. Students have a lower confidence in higher education and view it has a low return on investment. He shared that all of these factors have had a negative effect on enrollment. He reviewed enrollment numbers and the revenue decline of \$7.5 million as a result. He added that the university is in strong financial shape to manage the situation with its reserves. President Smart reviewed enrollment numbers for other Missouri schools and stated that many are in the same or worse shape than Missouri State.

Zora Mulligan, Executive Vice President, and Dr. John Jasinski, Interim Provost, led a discussion on the pre-read materials provided.

Dr. David Vuletich, EAB Senior Strategic Leader of Research Member Success, provided a presentation on Growing Amidst the Great Opt-Out. Highlights of his presentation included looking at the non-consumer market, workforce decline trends, and an increase in need for mental health services.

Governor Gabriel Gore joined the meeting during Dr. Vuletich's presentation.

Ms. Mulligan and Dr. Jasinski presented on the transformation plan for the Springfield campus. Highlights of their presentation included the why, what, and how of the plan, expectations, overall framework, examples of work completed, examples of ideas to be evaluated, and differentiation.

A panel discussion took place with Dr. Vuletich, Mr. Bodenhausen, Ms. Mulligan, Dr. Jasinski, and Suzanne Shaw, Vice President for Marketing and Communication, as panelists. Panelists shared input on how the university is addressing enrollment and retention efforts, employer partnerships, and budget constraints. The Board thanked President Smart and the university team for the work done on the transformation plan thus far.

Governor Silvey called for a motion to recess the retreat with plans to reconvene the meeting at 8:30 a.m. on Friday, August 5, 2022. Governor Waters provided a motion, receiving a second from Governor Counts.

Motion passed 8-0. The meeting recessed at 4:44 p.m.

Governor Silvey reconvened the meeting at 8:30 a.m. on Friday, August 5, 2022. Governors in attendance: Counts, Elliott, Gore, Frazier, Kampeter, Parman, Silvey, and Waters.

SWOT Analysis Workshop

Dr. Vuletich led a SWOT analysis workshop. Attendees were assigned to four separate groups to identify strengths, weaknesses, opportunities, and threats to Missouri State University.

Strategic Planning – West Plains Campus

Dr. Dennis Lancaster, Chancellor of the West Plains Campus, provided an updated on the West Plains campus. Highlights of his report included updates on enrollment numbers, athletics, and capital projects.

Dr. Michael Orf, Dean of Academic Affairs of the West Plains Campus, provided an update on key performance indicators (KPIs) for the West Plains Campus and reviewed goals of the Long-Range Plan. Dr. Orf reviewed historical data and new goals for KPIs that included: graduation and transfer rate, first year retention rate, enrollment, completions, and persistence. He also reviewed new KPIs to start tracking that include number of partnerships, experiential learning opportunities, and employee retention and satisfaction.

2022-2023 Action Plan

President Smart reviewed the 2022-2023 Action Plan. He highlighted goals for global engagement, community leadership and partnerships, infrastructure and funding, and athletics. Dr. Hart shared thoughts on goals for inclusive excellence driving university success. Dr. Lancaster highlighted goals for the West Plains campus. President Smart stated that the diversity, equity, and inclusion goals will be updated, and the transformation plan will be presented at the October Board meeting.

New Business

Development Report

Brent Dunn, Vice President for University Advancement, provided a Foundation year-end report and an update on the comprehensive campaign. Highlights of his report included a record number of gifts being received for the year totaling \$32,151,319. He shared that the grand total for testamentary gifts yet to be received is \$72.8 million and reviewed a historical overview of gifts to the Foundation from its inception in 1982. He concluded his report by sharing an update on the Onward, Upward Campaign and providing information on a celebration scheduled for October 29 to mark the end of the campaign.

Office of Research Administration Year-End Report

Brad Bodenhausen, Vice President for Community and Global Partnerships, provided a year-end report on externally funded research and projects. Highlights of his report included being awarded \$30,820,747 to support projects in research, education, and service. A total of \$1,987,808 came from CARES Act funding with the remaining \$28,832,939 from regular research and projects. A total of 327 proposals were submitted. Mr. Bodenhausen reviewed the history of sponsored research and programs activity from 2013 to 2022.

Financial

Dr. Dee Siscoe, Vice President for Student Affairs, presented a resolution for approval of a procurement activity report (Purchasing Activity Report No. 513-22) that includes an amendment to Contract C5132-1 Food Services and Retail Food Operation Services between the university and the Compass Group, Chartwells Division. Governor Ann Kampeter made a motion for approval, receiving a second from Governor Gabriel Gore.

Motion passed 8-0.

Matt Morris, Vice President for Administrative Services, presented a resolution for approval and award of contract to install signage at Great Southern Bank Arena (Agreement No. 460-22). Governor Parman made a motion for approval, receiving a second from Governor Waters.

Motion passed 8-0.

Discussion of 2023 Board of Governors Officers

Governor Silvey led a discussion of the 2023 Board of Governors Officers. Governor Silvey proposed Governor Waters as Chair and Governor Parman as Vice-Chair. The other members of the Board accepted these proposals. The election of officers will be held at the October 28, 2022, meeting.

Other Board Matters

President Smart asked the Board for feedback on any issues they would like to address. With Governor Jay Wasson's resignation, the Board representative for the Foundation Board is vacant. Governor Silvey appointed Governor Craig Frazier as the Board representative for the Foundation Board for the remainder of the year.

Closed Session

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

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

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

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

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

Governor Counts provided a motion for approval, receiving a second from Governor Kampeter.

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

The open meeting recessed at 11:18 a.m. to go into closed session.

The open meeting reconvened at 1:02 p.m.

Adjournment

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

Motion passed 8-0.

The meeting adjourned at 1:03 p.m.

Carol Silvey
Board Chair

Approved at the meeting of
October 28, 2022

Rowena Stone
Secretary to the Board

III.A.1.

MISSOURI STATE UNIVERSITY

BOARD RESOLUTION

HUMAN RESOURCES NO. 1714-22
Approval of FY22-23 Employment
Agreements for University Athletics

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

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

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

Carol Silvey
Board Chair

Passed at meeting of
October 28, 2022

Rowena Stone
Secretary to the Board

Comments:

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

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

Schedule 1

Coaches' Name	Athletic Program	Position	Contract Salary	Designation
James Huelskamp	Diving Coach	Assistant Coach	\$19.94 P/H	Continuing Employee
Bryan Mack	Women's Track and Field	Assistant Coach	\$41,600.00 annual	New Hire
Randall Peele	Men's Basketball	Assistant Coach	\$42,000.00 annual	New Hire
Martin Gross	Men's Basketball	Assistant Coach	\$35,000.00 annual	New Hire
Grant Carnahan	Administrator	Assistant Strength and Conditioning Coach	\$41,000.00 annual	New Hire
Catherine Johnson	Administrator	Compliance Coordinator	\$36,509.00 annual	New Hire

III.B.1.

MISSOURI STATE UNIVERSITY

BOARD RESOLUTION

ACTIVITY REPORT NO. 326-22
Approval of activity report for the
month of July 2022

BE IT RESOLVED by the Board of Governors for Missouri State University that the attached Activity Report for the month of July 2022, as presented by Planning, Design and Construction, be accepted and approved.

Carol Silvey
Board Chair

Passed at meeting of
October 28, 2022

Rowena Stone
Secretary to the Board

COMMENTS:

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

It is recommended that the attached report be accepted.

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

July 2022

This report documents activities managed by Planning, Design and Construction for the month of July 2022. 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 18, 2022

**Job Order Contracting Services
West Plains Campus**

**Project Budget
\$200,000.00**

Proposals were received for Job Order Contracting Services on the West Plains Campus. The intent of this contract is to accomplish construction projects that are minor in nature on the West Plains Campus. The cumulative total of all individual projects awarded under this contract may not exceed \$200,000.00 per year. Included in the contract is the option to renew the contract for four (4) additional consecutive years or until July 31, 2027. Upon approval, a notice of award was issued to John Adams Construction Company, Inc. Each project awarded under this contract will be funded by its own financial plan that will be established on a per project basis.

III.B.2.

MISSOURI STATE UNIVERSITY

BOARD RESOLUTION

BIDS & QUOTATIONS NO. 1602-22
Approval of proposal and award of a
contract to repair roofs at McDonald Arena

BE IT RESOLVED by the Board of Governors for Missouri State University that the proposal from Tremco Incorporated (WTI) in the amount of Two Hundred Forty-three Thousand Nine Hundred Thirteen and 97/100ths dollars (\$243,913.97) to repair roofs at McDonald Arena be accepted, approved, and awarded.

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

Project Budget	
Consultant Fees	\$2,697.47
Construction Costs: (Roof C, E, & F)	\$78,980.24
Construction Costs: (Roof D)	\$164,933.73
Project Administration	\$6,000.00
Construction Contingency	\$47,388.56
Furniture, Fixtures, and Equipment	\$0.00
Telecommunications	\$0.00
Relocation Costs	\$0.00
Total Project Budget	\$300,000.00
Funding Source	
Roof Repair, McDonald Arena budget	\$300,000.00
Total Funding Source	\$300,000.00

BE IT FURTHER RESOLVED that this be paid from the Roof Repair, McDonald Arena budget funded by the Operating Maintenance and Repair budget.

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

Carol Silvey
Board Chair

Passed at meeting of
October 28, 2022

Rowena Stone
Secretary to the Board

COMMENTS:

This project repairs roofs C, D, E, and F at McDonald Arena. The repair of roof D will remove and replace 1,000 square feet of wet insulation, clean and pressure wash roof, apply a primer with three coats of bio-based polyurethane roof coating, and install fluid applied flashing to all walls and penetrations. The repair of roofs C, E, and F will remove the existing roof down to substrate, provide and install new insulation and membrane, apply two coats of bio-based polyurethane roof coating over new membrane, and install fluid applied flashing with a polyester fabric reinforcement to walls and penetrations. The work is scheduled to be completed during the Spring 2023 semester.

Pursuant to RSMo 34.046, which allows Missouri State University to participate in contract agreements established by other public entities, the University is utilizing the Educational and Institutional (E&I) Cooperative Contract CNR01305 with Tremco Incorporated (WTI) to perform the repair work under this contract. The University has used this process for repairs on campus and has been very pleased with the final product.

This project will be paid by the Roof Repair, McDonald Arena budget funded by the Operating Maintenance and Repair (\$300,000.00) budget.

III.B.3.

MISSOURI STATE UNIVERSITY

BOARD RESOLUTION

LAND NO. 132-22

Approval of Real Estate Contract for the sale of property at the northeast corner Langston Street and Cass Avenue in the downtown portion of the City of West Plains

BE IT RESOLVED by the Board of Governors for Missouri State University that the University enter the attached Real Estate Contract for the sale, in fee simple absolute title, of certain real estate located at the northeast corner of Langston Street and Cass Avenue in the downtown portion of the City of West Plains for Five Hundred Fifty and 00/100ths Dollars (\$550.00).

BE IT FURTHER RESOLVED that the administration of the University, including the Chancellor for the MSU-WP Campus, be authorized to prepare and execute the Real Estate Contract and related documents, and perform other acts as may be necessary to implement this resolution.

Carol Silvey
Board Chair

Passed at meeting of
October 28, 2022

Rowena Stone
Secretary to the Board

COMMENTS:

The property is sited at the northeast corner of Langston Street and Cass Avenue in the downtown portion of the City of West Plains.

The university desires to sell this small tract of land to Doyle and Barb Rentals (Brown Furniture). This property was appraised for \$550.00 on August 15, 2022, by Southwest Valuation, LLC. The Real Estate Contract has been reviewed and approved by University General Counsel.

III.B.4.

MISSOURI STATE UNIVERSITY

BOARD RESOLUTION

LAND NO. 133-22

Approval of Real Estate Contract
for the purchase of property at 1928
West 13th Street in Joplin, Missouri

BE IT RESOLVED by the Board of Governors for Missouri State University that the University enter the attached Real Estate Contract for the purchase, in fee simple absolute title, of certain real estate located at 1928 West 13th Street in Joplin, Missouri for One Hundred Seventy-Five Thousand and 00/100ths Dollars (\$175,000.00).

BE IT FURTHER RESOLVED that the administration of the University, including the Vice President for Administrative Services, be authorized to execute the Real Estate Contract and related documents and perform other acts as may be necessary to implement this transaction.

Carol Silvey
Board Chair

Passed at meeting of
October 28, 2022

Rowena Stone
Secretary to the Board

COMMENTS:

The university is currently a tenant at the property which houses KOZJ transmitter equipment. The owner of the property desired to sell the property and an appraisal was obtained. The property is well suited for operational needs of KOZJ as it is directly north of tower space that the university leases for KOZJ.

The negotiated purchase price is \$175,000.00 which is below the \$250,000.00 appraised value. The Seller is working with the university Foundation for the recognition of a gift of the difference in appraised value and purchase price.

The Real Estate Contract is consistent with prior real estate purchase contracts used by Administrative Services and has been reviewed by the Office of General Counsel.

BOARD RESOLUTION

HUMAN RESOURCES NO. 1715-22

Approval of Actions Concerning
Academic Employees

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

RANKED FACULTY APPOINTMENT:

<u>Name</u>	<u>Position-Department</u>	<u>Salary</u>	<u>Effective</u>
Bryan Brinkman	Assistant Professor World Languages & Cultures	\$55,000 annually	08/15/22
Derek Moser	Assistant Professor Library 12-month appointment	\$75,000 annually	08/15/22

UNRANKED FACULTY APPOINTMENTS (Term):

<u>Name</u>	<u>Position-Department</u>	<u>Salary</u>	<u>Effective</u>
Ruma Dutta	Visiting Instructor Physics, Astronomy & Materials Sciences	\$47,000 annually	08/15/22 05/19/23
Pik Wah Lam-Chestnut	Instructor Counseling, Leadership & Special Ed	\$45,000 annually	08/15/22 05/19/23
Chelsea Plier	Clinical Assistant Professor School of Nursing	\$65,000 annually	08/15/22 05/19/23
Julie Steiger	Instructor Reading Foundations & Technology	\$45,000 annually	08/15/22 05/19/23
Kristen Stout	Instructor Communication	\$45,000 annually	08/15/22 05/19/23
Krista Tate	Instructor Reading Foundations & Technology	\$45,000 annually	08/15/22 05/19/23
Paula Kemp	Emeritus Distinguished Professor Mathematics (50% appointment)	\$55,654 annually	09/01/22 05/19/23
Marci Dowdy	Instructor Counseling, Leadership & Special Ed	\$45,000 annually	09/06/22 05/19/23

(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>
Deepti Agrawal	Assistant Professor Information Technology & Cybersecurity	05/20/22

RETIREMENTS:

<u>Name</u>	<u>Position-Department</u>	<u>Effective</u>
Cathy Starr	Associate Professor Merchandising & Fashion Design	12/16/22
Eric Bosch	Distinguished Professor Chemistry & Biochemistry	05/19/23
Reed Olsen	Professor Economics	05/19/23

LEAVE WITH PAY:

<u>Name</u>	<u>Position-Department</u>	<u>Effective</u>
Sarah Mellors	Assistant Professors History	08/22/22 12/15/22
Kip Thompson	Associate Professor Public Health & Sports Medicine	09/29/22 10/19/22
Ngoc Do	Assistant Professor Mathematics	01/23/23 05/19/23

LEAVE WITHOUT PAY:

<u>Name</u>	<u>Position-Department</u>	<u>Effective</u>
Stephanie Thomas	Instructor Cooperative Engineering Program	10/01/22
Kip Thompson	Associate Professor Public Health & Sports Medicine	10/22/22 11/03/23

SABBATICALS:

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

Etta Madden Professor, English
 Academic Year 2022/2023
 Disabilities & Mobility: Writing a Biography Focused on the Literary Agency of Caroline Crane Marsh(1816 – 1901), a US Ambassador’s Wife.

CHANGE OF STATUS:

<u>Name</u>	<u>Position-Department</u>	<u>Action</u>	<u>Effective</u>
Kimberly Roam	From: Clinical Assistant Professor Childhood Ed & Family Studies \$49,478 annually	Status Change	06/04/22
	To: Interim Director Child Development Center Clinical Assistant Professor Childhood Ed & Family Studies \$49,478 annually (\$2,500 monthly supplemental)		09/30/22
Cynthia Aurentz	From: Assistant Professor School of Anesthesia \$109,375 annually (12-month appointment)	Department Change & Salary Adjustment	07/01/22
	To: Assistant Professor School of Nursing \$94,099 annually (12-month appointment)		
Rachel Besara	Associate Dean	Reappointment	08/01/22
	Library		08/01/27

Academic Personnel Board Actions, cont'd.

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Kenneth Brown	From: Department Head Professor Economics \$157,813 annually To: Interim Dean Darr College of Agriculture Professor Economics \$157,813 annually (\$1,972 monthly supplemental)	Status Change	08/01/22
Joshua Davis	From: Department Head Professor Information Technology & Cybersecurity \$160,258 annually To: Professor Information Technology & Cybersecurity \$150,131 annually	Status Change	08/01/22
Terrel Gallaway	From: Professor Economics \$106,398 annually To: Interim Department Head Professor Economics \$106,398 annually (\$2,500 monthly supplemental)	Status Change	08/01/22
Carrisa Hoelscher	From: Associate Professor Communication \$62,523 annually To: Interim Associate Dean Graduate College Associate Professor Communication \$62,523 annually (\$2,141 monthly supplemental)	Status Change	08/15/22 06/30/23

Academic Personnel Board Actions, cont'd.

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Leonard Horton	From: Senior Instructor Media, Journalism & Film \$56,382 annually To: Assistant Professor Media, Journalism & Film \$59,500 annually	Status Change	08/15/22
Gawon Yun	Assistant Professor Marketing	Reappointment	08/15/22
Linda Sun	Instructor Mathematics From: \$43,976 annually (100% appointment) To: \$30,790 annually (75% appointment)	Status Change & Salary Adjustment	01/23/23

Carol Silvey
Board Chair

Passed at the meeting of
October 28, 2022

Rowena Stone
Secretary to the Board

COMMENTS:

Bryan Brinkman, Assistant Professor, World Languages & Cultures

B.A. University of Utah, 2006
M.A. University of Washington, 2008
Ph.D. Brown University, 2016

Experience: 2021 – Present, Instructor, Missouri State University, Springfield, Missouri; 2017 – 2021, Per Course faculty, Missouri State University, Springfield, Missouri; 2016 – 2017, Lecturer, Loyola Marymount University, Los Angeles, California; 2015 – 2016, Visiting Instructor, Wheaton College, Massachusetts.

Derek Moser, Assistant Professor, Library

Ph.D. University of Buffalo, Expected May 2023
M.S. University of Kentucky, 2018
M.A. Missouri State University, 2013
M.DIV. Nazarene Theological Seminary, 2011
B.A. MidAmerica Nazarene University, 2008

Experience: 2021 – Present, Adjunct Professor, University at Buffalo, Buffalo, New York; 2021 – Present, Part-time Professor, University of Kentucky, Lexington, Kentucky; 2018 – 2021, Adjunct Professor, Ozark Christian College, Joplin, Missouri; 2015 – 2016, Pastoral Care Team Member, Spring River Christian Village, Joplin, Missouri.

ADDENDUM A

The following have been appointed as Per Course Faculty for the fall semester: August 22, 2022 through December 16, 2022.

<u>Name</u>	<u>Department</u>	<u>Salary</u>
Adler, Aaron	Physical Therapy	\$1,830.00
Adler, Allison	Physical Therapy	\$915.00
Albritton, Stephanie	Management	\$6,400.00
Allen, Caitlyn	Psychology	\$4,890.00
Amadore, Timothy	Psychology	\$2,445.00
Ampleman, James	Marketing	\$4,000.00
Anderson, Barbara	English	\$2,448.00
Anderson, James	Defense & Strategic Studies	\$7,500.00
Appelquist, John	Criminology & Criminal Justice	\$3,000.00
Appleton, Joni	Reading Foundations & Tech	\$4,075.00
Arciniegas, Guillermo	World Languages & Cultures	\$4,896.00
Armstrong, Barrington	Foreign Language Institute	\$2,448.00
Ash, Rebecca	Reading Foundations & Tech	\$2,745.00
Athmer, Keith	Information Tech & Cybersecurity	\$8,000.00
Baker, Allison	Comm Sciences & Disorders	\$2,445.00
Baker, Anne	Comm Sciences & Disorders	\$2,445.00
Baker, Gina	Childhood Ed & Family Studies	\$2,445.00
Baker, Rebecca	Physics Astronomy & Mat Sci	\$6,766.00
Bakker, Klaas	Comm Sciences & Disorders	\$2,146.00
Balasundaram, Megan	Management	\$6,400.00
Bales, Stevie	Art & Design	\$7,344.00
Barnes, Jessica	History	\$2,700.00
Barnes, Ruth	Honors College	\$3,200.00
Barnett, Helen	Sociology & Anthropology	\$3,000.00
Barnett, Stephen	History	\$5,400.00
Barragan, Kimberly	School of Social Work	\$2,445.00
Batchman, Marluce	Foreign Language Institute	\$1,600.00
Bateman, James	Information Tech & Cybersecurity	\$4,000.00
Beard, Casaundra	Art & Design	\$2,448.00
Beary, Allyson	Comm Sciences & Disorders	\$2,445.00
Beckman, Alexandra	Counseling Leadership & Spec Ed	\$3,260.00
Belle, Carla	History	\$2,700.00
Bench, Lucas	Information Tech & Cybersecurity	\$3,000.00
Bennett, Susan	Theatre & Dance	\$5,448.00
Biddlecome, Teresa	Childhood Ed & Family Studies	\$3,260.00

Academic Personnel Board Actions, cont'd.

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Bihlmeyer, James	Media Journalism & Film	\$6,218.00
Bishop-Hopper, Andrea	Psychology	\$2,445.00
Black, Angela	Theatre & Dance	\$5,005.00
Blackwell, Taylor	Information Tech & Cybersecurity	\$3,000.00
Bodenstein, Amanda	History	\$4,500.00
Bortosky, Rachel	Biology	\$2,700.00
Botsford, Diana	Media Journalism & Film	\$5,508.00
Bowers, Michael	Envrn Plnt Sci & Nat Rsrscs	\$2,000.00
Brannon, Jeffery	Computer Science	\$5,400.00
Brewster, Stacy	Childhood Ed & Family Studies	\$2,445.00
Bridges, Holden	Information Tech & Cybersecurity	\$3,000.00
Brinnehl, Elizabeth	World Languages & Cultures	\$2,754.00
Brocaille, Nicole	Psychology	\$2,445.00
Bronson, Lisa	Defense & Strategic Studies	\$15,000.00
Brooks, Sherri	Mathematics	\$3,420.00
Brown, Emilia	Foreign Language Institute	\$2,200.00
Brown, Lucas	Childhood Ed & Family Studies	\$2,445.00
Brown, Michelle	Reading Foundations & Tech	\$4,575.00
Bruce, Richard	Tech & Construction Mgmt	\$4,000.00
Brunner, Judy	Reading Foundations & Tech	\$2,745.00
Buckle-Lamy, Susan	Childhood Ed & Family Studies	\$4,890.00
Buening, Caitlin	Physical Therapy	\$915.00
Buergler, Melanie	Psychology	\$3,260.00
Bunton, Molly	First Year Programs	\$2,400.00
Cadle, Lanette	English	\$10,000.00
Campbell, Bryan	Childhood Ed & Family Studies	\$5,075.00
Campbell, Robin	Childhood Ed & Family Studies	\$2,445.00
Camplejohn, Alexis	Comm Sciences & Disorders	\$2,445.00
Cantrell, Jena	Music	\$3,990.00
Cardenas, Eric	Comm Sciences & Disorders	\$2,445.00
Carnes, Kristen	Occupational Therapy	\$2,000.00
Carson, George	History	\$3,000.00
Castillo, Catherine	Childhood Ed & Family Studies	\$4,890.00
Choate, Lenetta	Psychology	\$5,490.00
Christiansen, Ashley	Psychology	\$5,490.00
Chyet, Michael	Foreign Language Institute	\$850.00
Clark, Jacob	Music	\$2,035.00
Clark, Shannon	Reading Foundations & Tech	\$5,075.00
Clayton, Penny	Finance & Risk Mgmt	\$4,000.00
Clouse Day, Sherry	School of Accounting	\$4,000.00
Cockrum, Leslie	Comm Sciences & Disorders	\$2,445.00

Academic Personnel Board Actions, cont'd.

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Cook, Sherry	Marketing	\$4,012.00
Cossey, Tiffany	School of Accounting	\$4,000.00
Cox, Mikel	Public Health & Sports Medicine	\$1,600.00
Crandell, Dale	Tech & Construction Mgmt	\$8,000.00
Cranston, Chelsea	Comm Sciences & Disorders	\$2,445.00
Cravens, Kenshara	School of Social Work	\$2,445.00
Cronin, Stephanie	Comm Sciences & Disorders	\$815.00
Cupka Head, Susan	School of Social Work	\$4,890.00
Curran, Tyler	Media Journalism & Film	\$5,396.00
Daehn, James	Computer Science	\$9,000.00
Dalbom, Clinton	Envrn Plnt Sci & Nat Rsrscs	\$2,000.00
Dalton, Rebecca	Psychology	\$2,445.00
Datema, Mary	Childhood Ed & Family Studies	\$3,260.00
Davis, Cheryl	Criminology & Criminal Justice	\$3,000.00
Davis, Sarah	Childhood Ed & Family Studies	\$4,890.00
Davis-Sneed, Dollie	Childhood Ed & Family Studies	\$3,260.00
Day, Michele	School of Social Work	\$6,253.00
DeBiaso, Peppino	Defense & Strategic Studies	\$7,500.00
DeBoo, Robert	Music	\$472.00
Demster, Amanda	Reading Foundations & Tech	\$2,445.00
Denzer, Tricia	Psychology	\$2,445.00
Derossett, Regan	Music	\$4,290.00
Dhanaraj, Glory	Comm Sciences & Disorders	\$2,445.00
Dickensheet, Katherine	School of Social Work	\$2,445.00
Dissmore, Larry	Music	\$1,700.00
Dixon, Stephanie	Psychology	\$4,890.00
Djordjevic, Vladan	Art & Design	\$7,344.00
Douglas, Jean	Counseling Leadership & Spec Ed	\$2,445.00
Douglass, Abey	Psychology	\$2,445.00
Downie, Richard	Defense & Strategic Studies	\$7,300.00
Downs, Deborah	Kinesiology	\$3,262.00
Dubinsky, Julie	Finance & Risk Mgmt	\$6,600.00
Duerkop, Gabriel	Music	\$944.00
Duffel, Christy	School of Social Work	\$4,890.00
Duprey, Laura	Art & Design	\$2,754.00
Edington, Leann	Childhood Ed & Family Studies	\$2,745.00
Elkins, Kenneth	Honors College	\$2,400.00
Elliott, Lori	Reading Foundations & Tech	\$5,075.00
Elliston, Hiromi	Foreign Language Institute	\$11,106.00
Embree, David	First Year Programs	\$2,400.00
	Religious Studies	\$2,850.00

Academic Personnel Board Actions, cont'd.

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Emerick, Ryne	Geography Geology & Planning	\$4,920.00
Eul, Diana	Counseling Leadership & Spec Ed	\$3,045.00
Eutsler, Tabitha	Childhood Ed & Family Studies	\$2,445.00
Evermon, Blake	Political Science	\$3,000.00
Farha, Nicholas	Reading Foundations & Tech	\$7,200.00
Felton, Ashley	Reading Foundations & Tech	\$3,045.00
Ford, Tiffany	Information Tech & Cybersecurity	\$3,000.00
Freeman, Shawn	Psychology	\$2,745.00
Frietze, Joseph	Graduate College	\$3,500.00
	Psychology	\$2,445.00
Gallavan, Nancy	Reading Foundations & Tech	\$3,600.00
Gentile, Federica	Foreign Language Institute	\$4,596.00
Gerhart, Max	Music	\$6,959.00
Ghan, Christina	School of Social Work	\$2,445.00
Glenn, Cory	Reading Foundations & Tech	\$4,575.00
Good, Vicki	School of Nursing	\$6,000.00
Gray, Sarah	Childhood Ed & Family Studies	\$2,445.00
Griffin, Logan	Psychology	\$3,260.00
Groves, Gregory	Finance & Risk Mgmt	\$4,250.00
Guffey, Tracy	Childhood Ed & Family Studies	\$2,445.00
Hair, Keshia	School of Social Work	\$2,445.00
Hallgren, Deanna	Childhood Ed & Family Studies	\$3,660.00
Hamilton, Cheri	Envrn Plnt Sci & Nat Rsrchs	\$4,000.00
Hardee, Amy	Information Tech & Cybersecurity	\$6,000.00
Hargrave, Teri	Communication	\$2,145.00
Haynes, Heather	History	\$6,300.00
Hayton, Magda	Religious Studies	\$2,850.00
Heckman, Tyler	Music	\$1,430.00
Helm, Nancy	Reading Foundations & Tech	\$2,445.00
Heriford, Anna	Comm Sciences & Disorders	\$2,445.00
Hetzler, Brandon	Public Health & Sports Medicine	\$4,000.00
Hill, Caitlyn	School of Social Work	\$2,445.00
Hill, David	History	\$6,000.00
Himes, Joe	Physical Therapy	\$3,045.00
Hisle, Melissa	English	\$2,754.00
Hobbs, Lora	Religious Studies	\$3,550.00
Hogan, Joy	Kinesiology	\$798.00
Holden, Chelesa	School of Social Work	\$2,445.00
Holland, Joshua	Counseling Leadership & Spec Ed	\$2,445.00
Holland, Lydia	Physical Therapy	\$2,745.00
Holmer, Earl	English	\$6,800.00

Academic Personnel Board Actions, cont'd.

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Houghtaling, Tiffany	Childhood Ed & Family Studies	\$4,890.00
Hudson, Rachel	School of Social Work	\$2,445.00
Huertas-Torres, Mariandine	Childhood Ed & Family Studies	\$4,890.00
Hughes, Joseph	World Languages & Cultures	\$12,688.00
Hurley, Laura	Childhood Ed & Family Studies	\$2,445.00
Hutchinson, Ebony	School of Social Work	\$4,890.00
Hutchison, Connor	School of Accounting	\$8,000.00
Ibbetson, Sara	Psychology	\$1,630.00
James, Melissa	Reading Foundations & Tech	\$815.00
Jauregui-Dusseau, Alexandria	Public Health & Sports Medicine	\$800.00
Jennings, Charlotte	Communication	\$2,145.00
Jo, Yoojin	Foreign Language Institute	\$4,048.00
Johnson Chester, Joni	School of Social Work	\$2,445.00
Johnson, Charles	Political Science	\$3,000.00
Johnson, Rachel	Art & Design	\$3,162.00
Kanamori, Yasuko	Counseling Leadership & Spec Ed	\$2,400.00
Karr, Jeffrey	World Languages & Cultures	\$2,448.00
Kartchner, Kerry	Defense & Strategic Studies	\$15,000.00
Kelly, Mitzi	Childhood Ed & Family Studies	\$2,445.00
Kemmel-Bartletti, Cassandra	Psychology	\$4,890.00
Kennell, Everett	Media Journalism & Film	\$2,754.00
Kent, Jennifer	School of Social Work	\$4,890.00
Kepling, Vicke	English	\$5,100.00
Kiras, James	Defense & Strategic Studies	\$7,500.00
Kirby, Charles	Management	\$6,400.00
Kirn, Henry	School of Accounting	\$9,000.00
Knight, Jack	Philosophy	\$6,308.00
Koch, Susan	Defense & Strategic Studies	\$7,500.00
Koetters, Monica	School of Social Work	\$4,890.00
Koonce, Charles	Art & Design	\$2,448.00
Kring, Katie	Music	\$2,145.00
Lagasse, Mary	Communication	\$11,000.00
Land, Andrea	Art & Design	\$6,324.00
	Education Abroad	\$2,975.00
Lane, Deborah	English	\$4,896.00
Lansdown, Lynn	History	\$5,400.00
Larkin, Kathleen	Finance & Risk Mgmt	\$4,500.00
Leasure, Stanley	Finance & Risk Mgmt	\$12,950.00
Lebeck, Christopher	Finance & Risk Mgmt	\$4,000.00
Lee, Amanda	Childhood Ed & Family Studies	\$2,445.00
Letterman, Marissa	Counseling Leadership & Spec Ed	\$1,956.00

Academic Personnel Board Actions, cont'd.

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Lewis, Darcy	English	\$8,508.00
Limon Lopez, Estevan	Psychology	\$8,235.00
Lippelman, Vanessa	Psychology	\$2,445.00
Liu, Fan	Foreign Language Institute	\$4,048.00
Lofaro, Brandi	Comm Sciences & Disorders	\$2,445.00
Loudis, Anthony	Media Journalism & Film	\$2,754.00
Lukavich, Andrew	Information Tech & Cybersecurity	\$8,000.00
Luthy, Lori	Reading Foundations & Tech	\$2,745.00
Mammen, Rhonda	Counseling Leadership & Spec Ed	\$2,445.00
Marlo, Francis	Defense & Strategic Studies	\$15,000.00
Martin, Erin	Psychology	\$8,235.00
Martin, Richard	Computer Science	\$8,560.80
Mattson, Curtis	Psychology	\$2,745.00
Mazanec, Brian	Defense & Strategic Studies	\$7,500.00
McCarty, Abigail	School of Social Work	\$4,890.00
McDonald, Scott	Finance & Risk Mgmt	\$4,000.00
McDougall, Irina	Information Tech & Cybersecurity	\$3,000.00
McFerron, Paul	Media Journalism & Film	\$4,896.00
McNamara, Vicki	Counseling Leadership & Spec Ed	\$3,045.00
McNew, Sarah	Psychology	\$5,490.00
Meyer, Elliot	Management	\$6,400.00
Miles, Jacob	Mathematics	\$5,740.00
Miller, Blake	Communication	\$4,896.00
Miller, Kyle	History	\$6,000.00
Miller, Michelle	Reading Foundations & Tech	\$2,445.00
Miller, Worth	Honors College	\$3,200.00
Mitchell, Katrina	Music	\$2,448.00
Moon, Natalie	Childhood Ed & Family Studies	\$815.00
	Mathematics	\$2,460.00
Moore, Deanna	Reading Foundations & Tech	\$1,222.00
Moore, Heather	Management	\$3,200.00
Moore, Mallory	Comm Sciences & Disorders	\$4,000.00
Moore, Paul	Public Health & Sports Medicine	\$6,000.00
Moore, Rachel	Comm Sciences & Disorders	\$2,445.00
Moore, Sheila	Childhood Ed & Family Studies	\$4,060.00
Morgan, Flora-Jean	Psychology	\$2,445.00
Morgan, Rachel	English	\$2,448.00
Morris-Owens, Maggie	English	\$7,344.00
Mulvenon, James	Art & Design	\$2,448.00
Murdock, Rachel	Psychology	\$2,445.00
Myers, Shellie	Mathematics	\$3,280.00

Academic Personnel Board Actions, cont'd.

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Nelson, Constance	Media Journalism & Film	\$4,896.00
Nelson, Jessica	Counseling Leadership & Spec Ed	\$4,060.00
Newman, Kenneth	Information Tech & Cybersecurity	\$7,750.00
Newman, Mary	Psychology	\$11,172.00
Nichols, Kelley	Finance & Risk Mgmt	\$13,000.00
Norman, Cherie	Psychology	\$2,745.00
Norman, David	Psychology	\$2,445.00
Northrip-Rivera, Angelia	English	\$5,100.00
Nygren, McKenzie	Agribusiness Ag Ed & Comm	\$2,700.00
Ogle, Peyton	School of Social Work	\$2,445.00
Olson, Stevan	School of Accounting	\$2,097.00
Opitz, Matthew	History	\$5,400.00
Orhan, Can	Tech & Construction Mgmt	\$3,000.00
Ortman, Mary	Counseling Leadership & Spec Ed	\$1,956.00
Owen, Carla	Childhood Ed & Family Studies	\$1,630.00
Padgett, Lori	Envrn Plnt Sci & Nat Rsrscs	\$3,200.00
Palmore, Michael	Communication	\$2,145.00
Pankiewicz, Richard	Occupational Therapy	\$5,000.00
Paris, Dakota	Criminology & Criminal Justice	\$3,000.00
Parke, Nicole	Reading Foundations & Tech	\$4,890.00
Parker, Lane	Tech & Construction Mgmt	\$4,000.00
Parrish, Matthew	Media Journalism & Film	\$2,754.00
Pasquale, Mark	Management	\$4,000.00
Patterson, Jane	Finance & Risk Mgmt	\$9,000.00
Paxton, Mark	Media Journalism & Film	\$6,745.00
Payne, Amy	World Languages & Cultures	\$4,896.00
Peck, David	Defense & Strategic Studies	\$7,300.00
Pendley, Robert	Information Tech & Cybersecurity	\$3,000.00
Perkins, Amy	Reading Foundations & Tech	\$4,075.00
Perrigue, Carolyn	Reading Foundations & Tech	\$815.00
Perryman, Amber	Reading Foundations & Tech	\$1,222.00
Peterson, Don	Kinesiology	\$798.00
Pettijohn, James	Finance & Risk Mgmt	\$5,786.00
Phillips, Brianne	School of Social Work	\$2,445.00
Phillips, Lindsay	Childhood Ed & Family Studies	\$4,890.00
Pilkenton, Andrew	Art & Design	\$2,448.00
Piston, Nancy	History	\$900.00
Polallis, Neal	Art & Design	\$4,896.00
Pomeroy, Benjamin	Biomedical Sciences	\$5,760.00
Pon, Nikum	Reading Foundations & Tech	\$6,090.00
Portell, Lisa	Reading Foundations & Tech	\$2,445.00

Academic Personnel Board Actions, cont'd.

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Potter, Ethan	School of Social Work	\$4,890.00
Preston, Austin	Finance & Risk Mgmt	\$4,000.00
Preston, James	Dept of Hosp Leadership	\$3,450.00
Pritchard, Traci	Music	\$5,949.00
Raynor, James	Public Health & Sports Medicine	\$3,000.00
Razumov, Stanley	Foreign Language Institute	\$2,548.00
Reser, Kimberly	Kinesiology	\$2,100.00
Reynolds, Todd	Art & Design	\$6,324.00
Rhodes, Brittany	Childhood Ed & Family Studies	\$2,445.00
Rice, Judith	History	\$6,000.00
Rippee, Reeda	Counseling Leadership & Spec Ed	\$2,200.00
Rivera, Amanda	School of Social Work	\$4,890.00
Robinson, Shannon	Reading Foundations & Tech	\$6,000.00
Robinson, Tucker	Communication	\$2,448.00
Robuck, Alison	Music	\$944.00
Rogers, Valorie	Management	\$3,200.00
Rose, Krista	School of Social Work	\$2,445.00
Rosen, Renee	Mathematics	\$3,420.00
Russell, Maida	Mathematics	\$3,600.00
Rutherford, James	Art & Design	\$2,448.00
Ryder, Christina	Sociology & Anthropology	\$6,000.00
Salchow, Jason	Animal Science	\$3,000.00
Salinas, Patti	Criminology & Criminal Justice	\$8,000.00
Salloum, Georget	Foreign Language Institute	\$2,200.00
Satterfield, Michelle	Childhood Ed & Family Studies	\$2,445.00
Scales, Megan	Sociology & Anthropology	\$6,000.00
Scarborough, James	Information Tech & Cybersecurity	\$4,000.00
Scarbrough, JoNita	Counseling Leadership & Spec Ed	\$5,705.00
Schaffer, Bradley	School of Social Work	\$6,000.00
Schekorra, Jonathan	Marketing	\$3,300.00
Schermer, Alissa	Physical Therapy	\$1,830.00
Schmidt, Angela	Reading Foundations & Tech	\$3,260.00
Schmitt, Hilary	English	\$4,896.00
Schroeder, Amy	Reading Foundations & Tech	\$2,445.00
Schuldenzucker, Sarah	Foreign Language Institute	\$4,796.00
Schweissguth, Amanda	Childhood Ed & Family Studies	\$815.00
	Mathematics	\$2,460.00
Segovia Liga, Argelia	History	\$6,000.00
Shaughnessy, John	Childhood Ed & Family Studies	\$4,060.00
Shaughnessy, Mackenzie	School of Social Work	\$2,445.00
Sheets-McKeag, Sarah	Art & Design	\$6,090.00

Academic Personnel Board Actions, cont'd.

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Shepherd, James	Agribusiness Ag Ed & Comm	\$2,000.00
Shriver, Jayson	Agribusiness Ag Ed & Comm	\$4,000.00
Shuler, Kristen	School of Social Work	\$4,890.00
Simino, Megan	Childhood Ed & Family Studies	\$2,445.00
Simpson, Ashley	History	\$5,400.00
Slone, Allison	Comm Sciences & Disorders	\$2,445.00
Smith, Allison	Reading Foundations & Tech	\$6,000.00
Smith, Logan	History	\$5,400.00
Snider, Philip	Religious Studies	\$2,850.00
Snyder, Shannon	Envrn Plnt Sci & Nat Rsrsc	\$4,200.00
Speckman, Cynthia	Communication	\$2,448.00
St Pierre, Laurine	Music	\$6,222.00
Stacy, William	Music	\$5,100.00
Stafford, Carla	Counseling Leadership & Spec Ed	\$2,445.00
Stahl, Ethan	Music	\$5,864.00
Stephens-Cantu, Heather	Psychology	\$3,260.00
Stone, David	History	\$2,700.00
Sutherland, Kelly	Childhood Ed & Family Studies	\$2,745.00
Tannehill, Micah	Finance & Risk Mgmt	\$3,300.00
Taylor, Amanda	Music	\$6,958.00
Taylor, Emily	Defense & Strategic Studies	\$7,500.00
Taylor, Kerra	Art & Design	\$6,090.00
Temple, Renee	Kinesiology	\$1,862.00
Terry, Donna	Childhood Ed & Family Studies	\$1,630.00
Thomas, Eloise	Psychology	\$2,745.00
Thompson, Denise	Biology	\$1,800.00
Tomlin, Kelsey	School of Social Work	\$4,890.00
Trachtenberg, David	Defense & Strategic Studies	\$15,000.00
Tramel, Samuel	English	\$4,896.00
Trexel, Jonathan	Defense & Strategic Studies	\$15,000.00
Triola, Matthew	Dept of Hosp Leadership	\$2,565.00
Turner, Valerie	English	\$7,650.00
Tyson, Garrett	Political Science	\$3,000.00
Umbarger, Annesha	Criminology & Criminal Justice	\$3,000.00
VanArsdale, Ernest	Information Tech & Cybersecurity	\$8,000.00
Varava, Kira	Communication	\$5,508.00
Vera, Lauren	Psychology	\$2,745.00
Wagner, Todd	Physics Astronomy & Mat Sci	\$7,000.00
Walker, Amy	World Languages & Cultures	\$2,448.00
Walker, Kimberley	Childhood Ed & Family Studies	\$4,890.00
Walker, Kristen	Music	\$4,500.00

Academic Personnel Board Actions, cont'd.

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Wall, Rebekkah	Psychology	\$4,890.00
Wallen, Stacey	Comm Sciences & Disorders	\$3,000.00
Wan, Stephanie	Psychology	\$2,745.00
Washington, Elizabeth	Reading Foundations & Tech	\$3,045.00
Waters, Teresa	Childhood Ed & Family Studies	\$2,445.00
Weiss, Kirsten	Music	\$1,895.00
Welker, Lydia	English	\$2,448.00
Wells, Jeffrey	Tech & Construction Mgmt	\$3,500.00
Werner, Margaret	Counseling Leadership & Spec Ed	\$3,260.00
White, William	Tech & Construction Mgmt	\$3,000.00
Williams, James	Music	\$2,027.00
Williams, Paul	Criminology & Criminal Justice	\$3,500.00
Williamson, Julianna	College of Business	\$4,800.00
Winzer, Mary	History	\$5,400.00
Wise, Allison	Psychology	\$2,745.00
Wise, Emma	Biomedical Sciences	\$2,880.00
Wixson, Bobbi	Envrn Plnt Sci & Nat Rsrscs	\$2,000.00
Wolken, Jennifer	Art & Design	\$2,448.00
Wood, Kimberly	Biomedical Sciences	\$6,400.00
Wurgler, Keisha	Reading Foundations & Tech	\$3,045.00
Wylie, Erin	Psychology	\$1,222.00
Young, Anita	Childhood Ed & Family Studies	\$2,445.00
Yu, Hae Min	Childhood Ed & Family Studies	\$4,060.00
Zinselmeier, Daniel	School of Accounting	\$4,000.00

ADDENDUM B

The following have been appointed as Summer Faculty for the summer semester: June 13, 2022 through August 5, 2022

<u>Name</u>	<u>Department</u>	<u>Salary</u>
Arciniegas, Guillermo	World Languages & Cultures	\$2,448.00
Bellis, James	College of Agriculture	\$2,100.00
Benedict-Chambers, Amanda	Childhood Ed & Family Studies	\$5,096.00
Bishop, Rhonda	Childhood Ed & Family Studies	\$3,662.00
Bowe, Laura	Biology	\$1,200.00
Casey, Lisa	Music	\$2,100.00
Choi, Hailey	Childhood Ed & Family Studies	\$3,000.00
Downie, Richard	Defense & Strategic Studies	\$7,300.00
Echols, Leslie	Psychology	\$4,979.00
Fallone, Melissa	Psychology	\$7,532.00
Fearing, Cory	Greenwood Lab School	\$1,890.00
Gibson, Tobias	Defense & Strategic Studies	\$6,000.00
Goering, Daniel	Management	\$7,500.00
Goodwin, Andrew	Art & Design	\$1,875.00
Hetzler, Tona	Public Health & Sports Med	\$500.00
Howell, Marcus	Education Abroad	\$4,395.00
Kaatz, James	Education Abroad	\$4,773.00
Lombilla, Luis	Education Abroad	\$2,193.00
Masterson, Caitlin	Psychology	\$4,500.00
Masterson, Jerry	Kinesiology	\$3,336.00
McCluney, Ebony	Kinesiology	\$1,500.00
McKay, Matthew	Geography Geology & Planning	\$7,482.00
Payne, Ashley	Psychology	\$5,795.00
Rothschild, Phillip	Management	\$7,661.00
Scott, Vicky	Music	\$3,000.00
Setzer, Shelby	Education Abroad	\$2,983.00
Templeton, Maureen	Psychology	\$1,500.00
Turner, John	English	\$2,100.00
Walstrand, Gwen	Education Abroad	\$5,429.00
Xie, Xiuye	Kinesiology	\$1,500.00

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

<u>Name</u>	<u>Department</u>	<u>Salary</u>
Alhamad, Mohammad	Library	\$2,400.00
Atkinson, Jamie	Reading Foundations & Tech	\$500.00
Baker, Andrew	Childhood Ed & Family Services	\$2,400.00
Barakat, Terry	English Language Institute	\$2,448.00
Barnhill, Sean	College of Business	\$2,400.00
Barudzic, Nina	Multicultural Services	\$2,754.00
Bassett, Damon	Geography Geology & Planning	\$2,400.00
Bellis, James	College of Agriculture	\$2,400.00
Boyle, Michael	Honors College	\$2,400.00
Brahnam, S.Berlin	Information Tech & Cybersecurity	\$9,500.00
Brattin, Rick	Information Tech & Cybersecurity	\$9,500.00
Bridges, Phillip	English Language Institute	\$2,400.00
Butcher, Darla	Counseling Leadership & Spec Ed	\$2,445.00
Chang, Ching-Wen	Reading Foundations & Tech	\$6,400.00
Chapman, Carol	Education Abroad	\$3,382.00
Cox, Nora	Communication	\$3,547.00
Dahl, Kaley	Counseling Leadership & Spec Ed	\$2,400.00
Davis, Joshua	Information Tech & Cybersecurity	\$9,500.00
Derrick, Laura	Tech & Construction Mgmt	\$3,000.00
Dicke, Crystal	Library	\$2,800.00
Earnshaw, Dylan	College of Natural & Applied Sci	\$2,400.00
Easter, Lauren	Campus Recreation	\$2,400.00
Fan, Jinzi	Foreign Language Institute	\$1,350.00
Flannery, Timothy	Economics	\$9,112.00
Franklin, Thomas Clay	Comm Sciences & Disorders	\$2,800.00
Frauenhoffer, Megan	Art & Design	\$5,832.00
Frederick, Dana	Management	\$7,566.00
Garland, Diana	Bear Claw	\$2,400.00
Gillam, Ken	English	\$3,000.00
Glaessgen, Tracey	Counseling Leadership & Spec Ed	\$3,045.00
Gnau, Jaime	Public Health & Sports Med	\$2,400.00
Goodin, Kyle	School of Accountancy	\$7,600.00
Gordon, Nancy	Reading Foundations & Tech	\$3,600.00
Greene, Brian	Honors College	\$2,800.00
Grover, Bethanne	Multicultural Services	\$2,400.00
Guo, Xiang	Information Tech & Cybersecurity	\$9,500.00

Academic Personnel Board Actions, cont'd.

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Hahn, Kathleen	School of Anesthesia	\$2,400.00
Hass, Aida	Criminology & Criminal Justice	\$4,600.00
Hobbs, Lora	Religious Studies	\$3,800.00
Hogans, Azaria	Theatre & Dance	\$1,435.00
Hopkins, Jennifer	Kinesiology	\$931.00
Hopper, Tina	Biology	\$4,800.00
Howard, Jason	Communication	\$3,592.00
Jessee, Katy	Merchandising & Fashion Design	\$3,300.00
Johnson, Alex	Ctr for Community Engagement	\$2,400.00
Jones, A'dja	Mary Jo Wynn Acad Achievement Ctr	\$2,400.00
Kaf, Wafaa	Comm Sciences & Disorders	\$3,200.00
	Honors College	\$3,200.00
Kaula, Rajeev	Information Tech & Cybersecurity	\$19,000.00
Keele, Campbell	Finance & Risk Mgmt	\$3,300.00
Killion, John	Mathematics	\$3,200.00
Kim, Hae	Biology	\$2,400.00
Kovacs, Laszlo	Biology	\$3,200.00
Lampe, Gabrael	School of Nursing	\$2,400.00
LaPrade, Jennifer	Criminology & Criminal Justice	\$1,757.00
Larimore Vargas, Aubrey	Computer Services	\$2,400.00
Liang, Yating	Kinesiology	\$3,200.00
Lovekamp, Lindsey	Counseling Leadership & Spec Ed	\$1,141.00
Mainali, Raju	International Training Center	\$5,672.00
Martinez, Judith	World Languages and Cultures	\$4,471.00
Mayer, Aaron	Theatre & Dance	\$1,500.00
McCartney, Christine	Mary Jo Wynn Acad Achievement Ctr	\$2,400.00
McCoy, Katelyn	College of Agriculture	\$2,400.00
Meek, Russ	Finance & Risk Mgmt	\$7,862.00
Meraz, Juan	Reading Foundations & Tech	\$3,600.00
Metzker, Helena	Chemistry & Biochemistry	\$2,400.00
Miracle, Nathan	Physician Assistant Studies	\$2,400.00
Mitchell, Jeffrey	Counseling Leadership & Spec Ed	\$4,600.00
Mitra, Mahua	Economics	\$8,053.00
Na'ayem, Anthony	Finance & Risk Mgmt	\$1,300.00
Newman, Jonathan	English	\$2,800.00
Nordyke, Kathy	Childhood Ed & Family Services	\$3,045.00
Novik, Melinda	Public Health & Sports Med	\$3,200.00
Panza, Julie	Reading Foundations & Tech	\$407.00
Pearman, Cathy	Reading Foundations & Tech	\$500.00
Phelps, Quinton	Biology	\$2,400.00
Phillips, April	Counseling Leadership & Spec Ed	\$3,045.00

Academic Personnel Board Actions, cont'd.

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Pierson, Carly	Marketing	\$2,400.00
Pippa, Cristina	Media Journalism & Film	\$4,249.00
Politte, Jordan	Counseling Leadership & Spec Ed	\$2,445.00
Ragan, Kent	Education Abroad	\$8,267.00
Rector, Paula	Criminology & Criminal Justice	\$4,032.00
Reed, Jerilyn	Magers Health & Wellness	\$2,400.00
Reed, Ryan	Multicultural Services	\$2,400.00
Roam, Kimberly	Childhood Ed & Family Services	\$4,800.00
Roberts, Jenifer	Merchandising & Fashion Design	\$2,800.00
Rogers, Lori	English	\$2,700.00
Rose, John	Defense & Strategic Studies	\$6,965.00
Rost, Ann	Psychology	\$5,975.00
Rudnick, Dennis	Reading Foundations & Tech	\$500.00
Rugutt, Joseph	Reading Foundations & Tech	\$3,600.00
Russell, Brandon	Theatre & Dance	\$2,013.00
Sandel, William	Criminology & Criminal Justice	\$5,271.00
Sauer, Aaron	Tech & Construction Mgmt	\$7,126.00
Saxon, Caryn	Criminology & Criminal Justice	\$3,894.00
Schlinder, Kelly	Foreign Language Institute	\$3,348.00
Seery, Katy	Dept of Hosp Leadership	\$2,400.00
Shively, Eric	Reading Foundations & Tech	\$10,335.00
Siebert, Matthew	Chemistry & Biochemistry	\$1,766.00
Simmers, Christina	Marketing	\$3,200.00
Skibinski, Jeanie	School of Anesthesia	\$2,800.00
Smart, Sandra	Finance & Risk Mgmt	\$3,000.00
Speer, Jason	Information Tech & Cybersecurity	\$13,565.00
Stafford, Gary	Mathematics	\$4,800.00
Stagner, Kimberly	Academic Advising & Transfer Ctr	\$2,400.00
Stinnett, Kathleen	Public Affairs and Assessment	\$2,400.00
Sudbrock, Christine	Agribusiness Ag Ed & Comm	\$2,400.00
Sutmoller, Michael	Criminology & Criminal Justice	\$5,829.00
Swingle, Ethan	Intercollegiate Athletics	\$2,400.00
Templeton, Mark	Theatre & Dance	\$3,525.00
Thambusamy, Ravi	Information Tech & Cybersecurity	\$9,500.00
Thomas, Kristen	Reading Foundations & Tech	\$407.00
Tomerlin, Mary	College of Business	\$2,400.00
Turner, John	English	\$4,800.00
VanLanduyt, Cathy	Information Tech & Cybersecurity	\$3,727.00
Walker, Alicia	Sociology & Anthropology	\$5,027.00
Wehrman, Erin	Communication	\$4,314.00
Wiggin, Sarah	Theatre & Dance	\$5,357.00

Academic Personnel Board Actions, cont'd.

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Wilcoxon, Sarah	Theatre & Dance	\$5,012.00
Winstead, Cynthia	Theatre & Dance	\$2,001.00
Woodard, Rebecca	Kinesiology	\$6,431.00
Wu, Yi	Foreign Language Institute	\$2,148.00
Yang, Lawrence	Information Tech & Cybersecurity	\$9,500.00
Yang, Zhiguo	Information Tech & Cybersecurity	\$2,233.00
Yarckow-Brown, Ivy	Criminology & Criminal Justice	\$2,602.00
Zhang, Peng	Management	\$3,200.00

ADDENDUM D

The following have been appointed as Graduate Teaching Assistants for the fall semester: August 15, 2022 through December 16, 2022.

<u>Name</u>	<u>Department</u>	<u>Salary</u>
Adhikari, Aakash	Mathematics	\$5,824.00
Allee, Taylor	Agribusiness, Ag Ed & Comm	\$5,824.00
Baird, Michael	Geography Geology & Planning	\$4,784.00
Bridges, Dana	Art & Design	\$5,824.00
Chowdhury, Shusmoy	Computer Science	\$4,784.00
Clubb, Preston	Chemistry & Biochemistry	\$4,784.00
Cone, Jonathan	Geography Geology & Planning	\$4,784.00
Coronado, Tracey	Geography Geology & Planning	\$4,784.00
Dang, Katy	Chemistry & Biochemistry	\$4,784.00
Flint, Zachary	Chemistry & Biochemistry	\$4,784.00
Goodlett, Gregory	Envrn Plnt Sci & Nat Rsrscs	\$4,784.00
Grate, Anthony	Biology	\$5,824.00
Harris, Rebecca	English	\$5,824.00
Ishrak, Farhan	Physics Astronomy & Materials Sci	\$5,824.00
Jenkins, Corey	Kinesiology	\$5,824.00
Johnson, Collin	Chemistry & Biochemistry	\$4,784.00
Kirwa, Naum	Chemistry & Biochemistry	\$5,824.00
Lynn, Cassandra	Biomedical Sciences	\$4,784.00
Matheney, Hannah	Biomedical Sciences	\$4,784.00
Muehler, Aaron	Biology	\$5,824.00
Ogundele, Olamide	Chemistry & Biochemistry	\$4,784.00
Ojuh, Ifeanyichukwu	Chemistry & Biochemistry	\$4,784.00
Omondi, Moses	Computer Science	\$4,784.00
Sanders, Trevor	Geography Geology & Planning	\$4,784.00
Shakoor, Iqra	Chemistry & Biochemistry	\$4,784.00
Sukhbaatar, Adilchimeg	Chemistry & Biochemistry	\$5,824.00
Sutton, Carissa	Chemistry & Biochemistry	\$4,784.00
Tate, Emily	Mathematics	\$5,824.00
Turlington, Sean	English	\$5,824.00
Uddin, Muhammad Sharif	Physics Astronomy & Materials Sci	\$5,824.00
Upp, Jordan	Geography Geology & Planning	\$4,784.00

The following have been appointed as Graduate Teaching Assistants for the academic year: August 15, 2022 through May 19, 2023.

<u>Name</u>	<u>Department</u>	<u>Salary</u>
Adeoye, Sarah	Chemistry & Biochemistry	\$11,648.00
Afagwu, Rita	Biology	\$9,568.00
Ajao, Akeem	Biology	\$11,648.00
Anderson, Matthew	Chemistry & Biochemistry	\$11,648.00
Aogo, Samuel	Geography Geology & Planning	\$9,568.00
Arvizu, Lyric	Psychology	\$9,568.00
Bailey, Rebeccah	Biology	\$9,568.00
Baranowski, Amanda	First Year Programs	\$11,648.00
Barker, Adam	Music	\$11,648.00
Barnette, Samantha	Media, Journalism & Film	\$11,648.00
Benbow, Shakhilil	Media, Journalism & Film	\$11,648.00
Bennion, Owen	Mathematics	\$11,648.00
Bewley, Bryce	Communication	\$11,648.00
Bilodeau, Remy	Geography Geology & Planning	\$9,568.00
Bowen, Elisabeth	First Year Programs	\$11,648.00
Brown, Adam	Kinesiology	\$9,568.00
Brown, Hailey	Media, Journalism & Film	\$11,648.00
Brownen, Tiana	Communication	\$11,648.00
Campanini, Gemma	Communication	\$11,648.00
Cannon, Jacob	Media, Journalism & Film	\$11,648.00
Carroll, Matthew	Psychology	\$9,568.00
Cerovich, Emma	Music	\$11,648.00
Chapman, Hannah	Communication	\$11,648.00
Choate, Elaine	English	\$11,648.00
Clark, Nichole	Media, Journalism & Film	\$11,648.00
Coon, Calvin	English	\$11,648.00
Cornelison, Makenna	English	\$11,648.00
Corredor Silva, Daniel	Music	\$11,648.00
Cressey, Mary	Art & Design	\$11,648.00
Cunningham, Julia	Media, Journalism & Film	\$11,648.00
Darko, Jeffery	Chemistry & Biochemistry	\$11,648.00
DeHart, Dorian	Geography Geology & Planning	\$9,568.00
Delgado Azuaje, Francisco	Kinesiology	\$11,648.00
Dotson, Amanda	English	\$11,648.00
Dubey, Ashok	Biology	\$11,648.00
Dyslin, Cora	Biology	\$11,648.00
Eastman, Erich	Music	\$11,648.00

Academic Personnel Board Actions, cont'd.

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Edwards, Brianne	Biology	\$11,648.00
Eguaosa, Elson	Chemistry & Biochemistry	\$11,648.00
Falconer, Sean	Communication	\$11,648.00
Fink, Victoria	Biomedical Sciences	\$9,568.00
Frank, Kelly	Geography Geology & Planning	\$9,568.00
Freeburger, Alexander	Kinesiology	\$11,648.00
Freitas, Emily	English	\$11,648.00
Froning, Kagan	Geography Geology & Planning	\$9,568.00
Gant, Honesty	Media, Journalism & Film	\$11,648.00
Gault, Amy	English	\$11,648.00
Gill, Abishay	Communication	\$11,648.00
Girgin, Autumn	Media, Journalism & Film	\$11,648.00
Godzwa, Rebekah	World Languages & Cultures	\$11,648.00
Gonzalez-Stewart, Kelly	Psychology	\$9,568.00
Gregory, Madison	Biomedical Sciences	\$9,568.00
Grove, Samantha	Biology	\$9,568.00
Harris, Jahnari	Childhood Ed & Family Studies	\$9,568.00
Harris, Seth	Biology	\$9,568.00
Heili, Rachel	Mathematics	\$11,648.00
Herbert, Jonathan	Media, Journalism & Film	\$11,648.00
Hernandez Solis, Alvaro	Mathematics	\$11,648.00
Hobbs, Sophie	Psychology	\$9,568.00
Honey, Ummay	Physics Astronomy & Materials Sci	\$11,648.00
Horst, Adeline	Media, Journalism & Film	\$11,648.00
Huntley, Maquelle	English	\$11,648.00
Hutchison, Lauren	Psychology	\$9,568.00
Iqbal, Md Shaihan Bin	Physics Astronomy & Materials Sci	\$11,648.00
Isituah, Shallom	Mathematics	\$11,648.00
Jahanshahi, Maryam	English	\$11,648.00
James, Dana	Biomedical Sciences	\$9,568.00
Jamison, Jacob	Music	\$11,648.00
Jedlicka, Caitlin	First Year Programs	\$11,648.00
Jha, Rejeena	Physics Astronomy & Materials Sci	\$11,648.00
Jordan, Timeka	Kinesiology	\$11,648.00
Kakra, Ekow	Communication	\$11,648.00
Karampourdashti, Mehdi	Art & Design	\$11,648.00
Keith, Madison	Communication	\$11,648.00
Kelley, Theodore	World Languages & Cultures	\$11,648.00
Kiewiet, Madalyn	Music	\$11,648.00
King, Elizabeth	English	\$11,648.00
Klingenberg, Alexandria	Mathematics	\$11,648.00

Academic Personnel Board Actions, cont'd.

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Knight, Corynn	Biomedical Sciences	\$9,568.00
Knight, Madison	English	\$11,648.00
Kpeebe, Yetimoni	Geography Geology & Planning	\$9,568.00
Krokower, Jesse	Biology	\$11,648.00
Landgraf, Niklas	Physics Astronomy & Materials Sci	\$11,648.00
Lane, Joseph	Geography Geology & Planning	\$9,568.00
LaPage, William	English	\$11,648.00
Lauf, Hunter	Communication	\$11,648.00
Le, Nhi	Biology	\$9,568.00
Leong, Trisha Hui Mi	Communication	\$11,648.00
Lewis, Sarah	English	\$11,648.00
Lowy, Joshua	Biology	\$9,568.00
Lynn, Trinity	Kinesiology	\$9,568.00
Mahmud, Zia Uddin	Physics Astronomy & Materials Sci	\$11,648.00
Makhloufi, Jamila	Biomedical Sciences	\$9,568.00
Malloy, Alyssa	Media, Journalism & Film	\$11,648.00
Marinero, Carlie	Social Work	\$9,568.00
Martin, Jacob	Media, Journalism & Film	\$11,648.00
Martinez, Alberto	Music	\$5,824.00
Martinez, Lydia	Communication	\$11,648.00
May, Corey	Communication	\$11,648.00
Mayberry, Maggie	Biology	\$11,648.00
McDaniel, James	Geography Geology & Planning	\$9,568.00
McGivry-James, Tyler	Mathematics	\$11,648.00
McGuire, Rebecca	Music	\$5,824.00
Mierzejewski, Haley	Communication	\$11,648.00
Mohtasebi, Parinaz	Biology	\$11,648.00
Montgomery, Emily	Media, Journalism & Film	\$11,648.00
Moore, Collin	Mathematics	\$11,648.00
Mou, Marium Mostafiz	Physics Astronomy & Materials Sci	\$11,648.00
Moumouni, Zull Kifuly	World Languages & Cultures	\$11,648.00
Neff, Matthew	Media, Journalism & Film	\$11,648.00
Nelson, Emma	Communication	\$11,648.00
Nicewaner, Paige	English	\$11,648.00
Ninomiya, Maki	English Language Institute	\$4,784.00
Nipu, Ayesha Siddika	Computer Science	\$11,648.00
Noor, Md Fahel Bin	Physics Astronomy & Materials Sci	\$11,648.00
Nyambariga, Naom	Mathematics	\$11,648.00
Octoviawan, Nur Aziz	Physics Astronomy & Materials Sci	\$11,648.00
Ogu, Cynthia	Communication	\$11,648.00
Oh, Jihyun	Public Health & Sports Medicine	\$9,568.00

Academic Personnel Board Actions, cont'd.

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Opoku-Agyemang, Isaac	Communication	\$11,648.00
Orlando, Sofia	Biology	\$11,648.00
Osei, Teddy	Art & Design	\$11,648.00
Palmer, Shelby	Biology	\$11,648.00
Pedersen, Hailey	English	\$11,648.00
Peters, Alyse	Biology	\$11,648.00
Pilarski, Autumn	Chemistry & Biochemistry	\$11,648.00
Pleimann, Jenna	Communication	\$11,648.00
Pleshka, Anton	Art & Design	\$11,648.00
Porterfield, Jaxon	Communication	\$11,648.00
Price, Madeline	Biology	\$11,648.00
Rainey, Toni	Music	\$11,648.00
Rettew, Eleanor	Biology	\$9,568.00
Richey, Anna	Geography Geology & Planning	\$9,568.00
Riggs, Gaige	Physics Astronomy & Materials Sci	\$11,648.00
Ritchey, Hannah	English	\$11,648.00
Rogers, Logan	Geography Geology & Planning	\$9,568.00
Roman, Cole	Biology	\$9,568.00
Roux, Daniel	Media, Journalism & Film	\$11,648.00
Ryan, Alexander	Music	\$5,824.00
Sanada, Yudai	English	\$11,648.00
Sharma, Sanjeev	Biology	\$9,568.00
Shawkat, Nabil	Computer Science	\$11,648.00
Sitapara, Dhruvkumar	Chemistry & Biochemistry	\$11,648.00
Slover, Elijah	English	\$11,648.00
Sly, Taylor	Media, Journalism & Film	\$11,648.00
Smith, Claire	English	\$11,648.00
Smith, Wesley	Biology	\$11,648.00
Sommer, Sarah	Geography Geology & Planning	\$9,568.00
Steilen, Cameron	English	\$11,648.00
Stovall, Brian	Kinesiology	\$9,568.00
Swearengin, Alysia	Mathematics	\$11,648.00
Taylor, Hattie	Dept of Hospitality Leadership	\$9,568.00
Thao, Kong	Media, Journalism & Film	\$11,648.00
Trevarthen, Jordan	English	\$11,648.00
Turnbaugh, Brodee	Communication	\$11,648.00
Uddin, Mohammad Jasim	Communication	\$11,648.00
Van Horn, Bennett	Geography Geology & Planning	\$9,568.00
Vangundy, Kylie	Social Work	\$9,568.00
Vivas, Jean Paul	Art & Design	\$11,648.00
Volkova, Svetlana	Dept of Hospitality Leadership	\$9,568.00

Academic Personnel Board Actions, cont'd.

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Wagner, Ethan	Geography Geology & Planning	\$9,568.00
Watson, Christopher	Biology	\$9,568.00
Waugh, Nicholas	World Languages & Cultures	\$11,648.00
Weaver, Jessica	English	\$11,648.00
Wichman, Dylan	Biology	\$11,648.00
William, Tlove	Communication	\$11,648.00
Willis, Grace	English	\$11,648.00
Wilson, Emily	Communication	\$11,648.00
Winslow, Jackson	Biology	\$11,648.00
Yasmin, Nusrat	Physics Astronomy & Materials Sci	\$11,648.00
Zageris, Larissa	Media, Journalism & Film	\$11,648.00
Zhang, Hanlin	Geography Geology & Planning	\$9,568.00

BOARD RESOLUTION

HUMAN RESOURCES NO. 1716-22
Approval of Actions Concerning
Nonacademic Employees

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

APPOINTMENTS:

<u>Name</u>	<u>Position-Department</u>	<u>Grade</u>	<u>Salary</u>	<u>Effective</u>
Tuamafa Reilly	Assistant Director of Athletics - Compliance Intercollegiate Athletics	43	\$57,500 annually	07/22/22
Kimberly Iler	Resource Coordinator, Missouri Mentoring Partnership School of Social Work	42	\$36,509 annually	07/25/22 06/30/23
Susanne James	Professional Developer Agency for Teaching Leading & Learning	45	\$53,040 annually	07/25/22
Krysta Smith	Administrative Assistant I Residence Life, Housing & Dining Services	11	\$31,200 annually	07/25/22
Lindsey Goheen	Residence Hall Receptionist Residence Life, Housing & Dining Services (83% FTE)	10	\$26,000 annually	07/27/22
Madison Ray	Residence Hall Receptionist Residence Life, Housing & Dining Services (83% FTE)	10	\$26,000 annually	07/28/22
Vinicius Rosario	Admissions Counselor Office of Admissions	41	\$38,002 annually	07/28/22
Lauren Ivey	Assistant Teacher Child Development Center	40	\$31,200 annually	07/29/22
John Bogue	Academic Advisor College of Business	43	\$46,000 annually	08/01/22

Non-academic Personnel Board Actions, cont'd.

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Alicia Davis	Dispatch Specialist University Safety	24	\$35,360 annually	08/01/22
Thomas Ewing	Custodian I Residence Life, Housing & Dining Services	21	\$31,200 annually	08/01/22
Lauren Gaskill	Autism Resource Specialist Project ACCESS	42	\$52,500 annually	08/01/22 06/30/23
Jaimee Guimond	Residence Hall Receptionist Residence Life, Housing & Dining Services (83% FTE)	10	\$25,600 annually	08/01/22
Tanya Perretta	Residence Hall Receptionist Residence Life, Housing & Dining Services (83% FTE)	10	\$25,600 annually	08/01/22
Kyle Reeves	Residence Hall Receptionist Residence Life, Housing & Dining Services (83% FTE)	10	\$25,600 annually	08/01/22
Norma Ballinger	Residence Hall Receptionist Residence Life, Housing & Dining Services	10	\$31,200 annually	08/01/22
Evonne Bird	Academic Advisor/Retention Specialist McQueary College of Health & Human Services	42	\$42,600 annually	08/08/22
Alexander Cochran	Administrative Assistant II Donor Relations	12	\$31,200 annually	08/08/22
Jason Coons	Organizational and Talent Development Specialist Office of Human Resources	42	\$42,500 annually	08/08/22

Non-academic Personnel Board Actions, cont'd.

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Teresa Cunningham	Academic Advisor Academic Advising & Transfer Center	42	\$36,509 annually	08/08/22
Brandon Elkins	Campus Safety Specialist University Safety	24	\$35,360 annually	08/08/22
Charlene Kean	Academic Administrative Assistant II Childhood Ed & Family Studies	12	\$32,760 annually	08/08/22
Grace Landreth	Campus Safety Specialist University Safety	24	\$35,360 annually	08/08/22
Shannen Lowrey	Assistant Teacher Child Development Center	40	\$31,200 annually	08/08/22
Rylee Williams	Graphic Designer Creative Services	42	\$40,170 annually	08/08/22
Zachary Gibby	Application Developer Computer Services	34	\$52,157 annually	08/15/22
Zachary Gibson	Custodian I Plaster Stadium	21	\$31,200 annually	08/15/22
Kelsie Kruger	Admissions Counselor Office of Admissions	41	\$38,002 annually	08/15/22
Adair Seifert	Content Strategist Strategic Communication	42	\$42,000 annually	08/15/22
Patrick Long	Coordinator, Plaster Student Union – eSports Plaster Student Union	41	\$35,568 annually	08/16/22
Martin Gross	Operations Assistant, Athletics Intercollegiate Athletics	13	\$34,986 annually	08/18/22
Catherine Johnson	Compliance Coordinator – Athletics Intercollegiate Athletics	42	\$36,509 annually	08/17/22

Non-academic Personnel Board Actions, cont'd.

Page 4

Randall Peele	Special Assistant to the Head Coach Intercollegiate Athletics	42	\$42,000 annually	08/18/22
Victoria Bennett	Custodian I	21	\$31,200	08/22/22
	Residence Life, Housing & Dining Services	21	\$31,200 annually	08/22/22
Ronald Franklin	Custodian I	21	\$31,200	08/22/22
	Residence Life, Housing & Dining Services		annually	
Janae Kiely	Administrative Coordinator Facilities Management	44	\$55,000 annually	08/22/22
Jalen Lee	Admission Counselor for Diversity Outreach & Recruitment Office of Admissions	41	\$38,000 annually	08/22/22
Jessica McShan	Academic Advisor/Retention Specialist McQueary College of Health & Human Services	42	\$41,600 annually	08/23/22
Jacob Zufelt	Custodian I Custodial Services	21	\$31,200 annually	08/25/22
Steven Bowen	Maintenance Technician II Facilities Maintenance	25	\$38,480 annually	08/29/22
Elizabete Fortney	Assistant Teacher Child Development Center	40	\$31,200 annually	08/29/22
Rebekkah Wall	Career Resources Specialist Career Center	42	\$39,250 annually	08/29/22
Brandon Ives	Research Archaeologist Center for Archaeological Research	43	\$41,500 annually	09/01/22
Victoria Ratcliff	Coordinator, Upward Bound TRIO	41	\$37,000 annually	09/01/22

Non-academic Personnel Board Actions, cont'd.

Page 5

Corey Canada	Director Web Strategy & Development	47	\$106,500 annually	09/06/22
Jerome Deason	Custodian I Custodial Services	21	\$31,200 annually	09/06/22
Joshua Hughson	Telecommunications Technician Networking & Telecommunications	26	\$45,760 annually	09/06/22
Annette Tankersley	Professional Developer Agency for Teaching, Leading & Learning	45	\$52,000 annually	09/12/22
Kevin Kleier	Warehouse & Delivery Clerk Facilities Management	21	\$31,200 annually	09/16/22
Matthew Stroup	Centralized User Support Specialist Computer Services	33	\$46,946 annually	09/19/22
Daniel Owen	Custodian I Custodial Services	21	\$31,200 annually	09/22/22
Deborah Perez	Information Specialist Financial Aid	13	\$31,678 annually	09/26/22
Jessica Quin	Academic Administrative Assistant II Chemistry & Biochemistry	12	\$31,200 annually	09/26/22
Jacquelyn Coones	Executive Director of Prospect Development Office of Development	48	\$90,000 annually	10/01/22
Janelle Quesenberry	Administrative Specialist II Disability Resource Center	12	\$31,200 annually	10/03/22
James Stewart	Manager, Emergency Preparedness University Safety	45	\$62,469 annually	10/03/22
Mariah Bloom	Equity Investigator Institutional Equity & Compliance	43	\$51,000 annually	10/05/22

Non-academic Personnel Board Actions, cont'd.

Page 6

Morganza Byrd	Senior Accountant/Analyst Financial Services	44	\$53,000 annually	10/10/22
David Mittler	Custodial I Residence Life, Housing & Dining Services	21	\$31,200 annually	10/10/22

RESIGNATIONS:

<u>Name</u>	<u>Position-Department</u>	<u>Effective</u>
Christopher Clark	Coordinator – Living – Learning Communities Residence Life, Housing & Dining Services	07/13/22
Emily Doll	Marketing Specialist Bookstore	07/22/22
Charles Weinberg	Athletics Equipment Stores Specialist Intercollegiate Athletics	07/22/22
Christopher Lowery	Special Assistant to the Head Coach Intercollegiate Athletics	07/27/22
Lillian Buxton	Assistant Teacher Child Development Center	07/28/22
Andrew Swearingen	Enterprise System Administrator Cybersecurity & Enterprise System	07/31/22
Erica Coffin	Custodian I Custodial Services	08/01/22
Allison Sieja	Research Specialist Biology	08/01/22
Ashley Reece	Deputy Title IX Coordinator Legal Affairs & Compliance	08/05/22
Nicholas Barber	Assistant Strength & Conditioning Coach Intercollegiate Athletics	08/12/22
Sherri Cloyd	Executive Assistant to the President Office of the President	08/12/22

Non-academic Personnel Board Actions, cont'd.

Page 7

Breanna Scanlon	Financial Aid Counselor Financial Aid	08/15/22
Megan Hartman	Accountant Financial Services	08/16/22
Alec O'Reilly	Basketball Video Coordinator Intercollegiate Athletics	08/17/22
Brianna Ellis	Assistant Director of Athletics Development Athletics Development	08/22/22
Sydney Cox	Custodian I Custodial Services	08/23/22
Jacob Zufelt	Custodian I Custodial Services	08/25/22
Andrew Englert	Associate Director University Safety	08/26/22
Joshua Curran	Academic Advisor/Retention Specialist Business Advisement Center	08/28/22
Kelly Bridges	Administrative Assistant II Faculty Center for Teaching Leading & Learning	09/01/22
Stephen Garman	Assistant Director Financial Aid	09/02/22
Cynthia Warnow	Administrative Assistant II University Safety	09/15/22
Lakan Powell	Director, Graduate Enrollment Management Graduate College	09/30/22
Paige Oxendine	Assistant Director, Business Incubator efactory	10/06/22
Frianca Nance	Accounting Specialist College of Agriculture	12/15/22

RETIREMENTS:

<u>Name</u>	<u>Position-Department</u>	<u>Effective</u>
Joe Hardcastle	Custodian I Residence Life, Housing & Dining Services	07/31/22
Douglas Greiner	Mental Health Clinician Counseling Center	08/31/22
Michael Hackeson	Network Analyst Networking & Telecommunications	09/30/22
Jan Johnson	Distributed User Support Specialist Library	09/30/22
Stephen Sawchak	Athletics Trainer Athletic Medical & Rehabilitation Services	09/30/22

SEPARATION FROM EMPLOYMENT:

<u>Name</u>	<u>Position-Department</u>	<u>Effective</u>
Maloleoia Toa Sio	Custodian I Residence Life, Housing & Dining Services	06/14/22
Charles Clawson	Campus Safety Specialist University Safety	09/07/22

CHANGE OF STATUS:

<u>Name</u>	<u>Position-Department</u>	<u>Action</u>	<u>Effective</u>
Kim Patterson	Academic Administrative Assistant II Merchandising & Fashion Design From: GR 12, \$33,279 annually (100% FTE) To: GR 12, \$24,960 annually (75% FTE)	Status Change	06/21/22
Brianna Wamsher	Admission Counselor Office of Admissions From: GR 41, \$31,200 annually To: GR 41, \$38,002 annually	Salary Adjustment	07/01/22

Non-academic Personnel Board Actions, cont'd.

Page 9

Michelle Madsen	Residence Hall Director Residence Life, Housing & Dining Services From: GR 42, \$37,253 annually To: GR 42, \$38,743 annually	Salary Adjustment	07/18/22
Jessica Berry	From: Assistant Teacher Child Development Center GR 40, \$31,200 annually To: Teacher Child Development Center GR 41, \$31,689 annually	Promotion	07/25/22
Marlin Barber	From: Senior Instructor History \$60,556 annually (Faculty Appointment) To: Assistant Vice President for Faculty Development and Inclusive Excellence Office for Diversity & Inclusion GR 47, \$80,000 annually (Staff position)	Status Change	08/01/22
Charles Clawson	Campus Safety Specialist University Safety From: GR 24, \$34,882 annually To: GR 24, \$35,359 annually	Salary Adjustment	08/01/22
Susan Frederick	From: Associate Head Athletics Intercollegiate Athletics To: Staff Emeritus Intercollegiate Athletics	Status Change	08/01/22

Non-academic Personnel Board Actions, cont'd.

Page 10

Tracy Gross	<p>From: Coordinator, Missouri Teacher Development System Agency for Teaching Leading & Learning GR 47, \$81,773 annually</p> <p>To: Coordinator, Faculty Professional Development Faculty Center for Teaching & Learning GR 45, \$62,000 annually</p>	Status Change	08/01/22
Lynn Mentzer	<p>Administrative & Operations Assistant Intercollegiate Athletics</p> <p>From: GR 13, \$32,706 annually</p> <p>To: GR 13, \$44,990 annually</p>	Salary Adjustment	08/01/22
Harold W. Pratt	<p>From: Assistant to the President & Chief Diversity Officer Diversity, Equity & Inclusion</p> <p>To: Staff Emeritus Diversity, Equity & Inclusion</p>	Status Change	08/01/22
Caleb Whitlow	<p>From: Centralized User Support Specialist Computer Services GR 33, \$47,546 annually</p> <p>To: Information Technology Support Administrator Computer Services GR 35, \$59,992 annually</p>	Promotion	08/01/22
Stephanie Hashmi	<p>From: Teacher Child Development Center GR 41, \$31,690 annually</p> <p>To: Academic Administrative Assistant III Communication GR 13, \$31,720 annually</p>	Status Change	08/02/22

Non-academic Personnel Board Actions, cont'd.

Page 11

Adja Jones	Director Student Athletic Development Chief Diversity & Inclusion Officer Dr. Mary Jo Wynn Academic Achievement Center From: GR 43, \$53,560 annually To: GR 43, \$55,000 annually	Salary Adjustment	08/04/22
Ethan Swingle	Academic Advisor/Learning Specialist Dr. Mary Jo Wynn Academic Achievement Center From: GR 41, \$46,977 annually To: GR 41, \$56,000 annually	Salary Adjustment	08/04/22
Algerian Hart	From: Associate Dean Graduate College Professor Kinesiology \$120,617 annually To: Interim Chief Diversity Officer & Assistant to the President Vice President for Diversity & Inclusion Professor Kinesiology \$120,617 annually (\$3,000 monthly supplemental)		
Betsy Sandbothe	Assistant Director Office of Institutional Equity & Compliance From: GR 45, \$59,021 annually To: GR 45, \$65,000 annually	Salary Adjustment	08/12/22
John Matthews	From: Manager, Campus Safety University Safety GR 44, \$54,203 annually To: Manager, Transportation University Safety GR 45, \$59,552 annually		

Non-academic Personnel Board Actions, cont'd.

Page 12

Julianne Stovall	From: Administrative Specialist II Disability Resource Center GR 12, \$31,200 annually To: Student Employment Specialist GR 42, \$37,000 annually	Promotion	08/15/22
Troy Black	From: Maintenance General Mechanic Facilities Maintenance To: Maintenance Technician II Facilities Maintenance	Title Change	08/16/22
Samuel Brown	From: Maintenance General Mechanic Facilities Maintenance To: Maintenance Technician II Facilities Maintenance	Title Change	08/16/22
William Chastain	From: HVAC Mechanic Facilities Maintenance To: Maintenance Specialist – HVAC Facilities Maintenance	Title Change	08/16/22
Willie Cortez	From: Maintenance General Mechanic Facilities Maintenance To: Maintenance Technician II Facilities Maintenance	Title Change	08/16/22
Jacob Francka	From: Maintenance General Mechanic Facilities Maintenance To: Maintenance Technician II Facilities Maintenance	Title Change	08/16/22
Hobart Gardner	From: Maintenance General Mechanic Facilities Maintenance To: Maintenance Technician II Facilities Maintenance	Title Change	08/16/22

Non-academic Personnel Board Actions, cont'd.

Page 13

Ingrid Hintze	From: Custodian I Residence Life, Housing & Dining Services To: Custodian I Plaster Student Union Physical Plant	Transfer	08/16/22
Kevin Horst	From: Maintenance General Mechanic Facilities Maintenance To: Maintenance Technician II Facilities Maintenance	Title Change	08/16/22
James Huelskamp	From: Maintenance General Mechanic Facilities Maintenance To: Maintenance Technician II Facilities Maintenance	Title Change	08/16/22
George Lindsay	From: Maintenance General Mechanic Facilities Maintenance To: Maintenance Technician II Facilities Maintenance	Title Change	08/16/22
Charles Oney	From: HVAC Mechanic Facilities Maintenance To: Maintenance Specialist – HVAC Facilities Maintenance	Title Change	08/16/22
Byron Richards	From: Maintenance General Mechanic Facilities Maintenance To: Maintenance Technician II Facilities Maintenance	Title Change	08/16/22
Francis Ryan	From: Maintenance General Mechanic Facilities Maintenance To: Maintenance Technician II Facilities Maintenance	Title Change	08/16/22
Ryan Theissen	Groundskeeper/Arborist Grounds Services From: GR 23, \$34,368 annually To: GR 23, \$35,402 annually	Salary Adjustment	08/16/22

Non-academic Personnel Board Actions, cont'd.

Page 14

Dustin Wadley	Groundskeeper/Arborist Grounds Services From: GR 23, \$34,610 annually To: GR 23, \$35,651 annually	Salary Adjustment	08/16/22
Evan Wantland	Groundskeeper/Irrigation Specialist Grounds Services From: GR 23, \$34,368 annually To: GR 23, \$35,402 annually	Salary Adjustment	08/16/22
Misty Webster	From: Groundskeeper Grounds Services GR 22, \$33,613 annually To: Groundskeeper/Horticulturalist Grounds Services GR 23, \$35,402 annually	Promotion	08/16/22
Caleb Weiss	From: Maintenance General Mechanic Facilities Maintenance To: Maintenance Technician II Facilities Maintenance	Title Change	08/16/22
Teresa Burks	From: Custodian I Residence Life, Housing & Dining Services GR 21, \$31,824 annually To: Custodial Specialist Residence Life, Housing & Dining Services GR 23, \$33,592 annually	Promotion	08/22/22
Kelsi Burton	From: Financial Aid Counselor Financial Aid GR 42, \$38,743 annually To: Grants Administrator Center for Resource Planning & Management GR 42, \$44,000 annually	Status Change & Salary Adjustment	08/22/22

Non-academic Personnel Board Actions, cont'd.

Page 15

Shayla Lupfer	Vivarium Technician Research Administration From: GR 21, \$23,400 annually (75% FTE) To: GR 21, \$26,520 annually (85% FTE)	Status Change	08/22/22
Kim Patterson	Academic Administrative Assistant II Merchandising & Fashion Design From: GR 12, \$25,958 annually (75% FTE) To: GR 12, \$34,611 annually (100% FTE)	Status Change	08/22/22
Holly Robinson	From: Teacher Child Development Center GR 41, \$32,706 annually To: Director Child Development Center GR 46, \$65,000 annually	Promotion	08/29/22
Al Arnold	From: Data Analyst Student Success GR 35, \$67,500 annually To: Application Developer Computer Services GR 34, \$59,900 annually	Status Change	09/01/22
Douglas Greiner	From: Mental Health Clinician Counseling Center To: Staff Emeritus Counseling Center	Status Change	09/01/22
Strausie Stephens	Accounting Technician Financial Services From: GR 13, \$24,691 annually (75% FTE) To: GR 13, \$28,805 annually (100% FTE)	Status Change	09/01/22

Non-academic Personnel Board Actions, cont'd.

Page 16

Amber McBride	From: Senior Admission Evaluator Graduate College GR 14, \$36,337 annually To: Director, Graduate Admissions Graduate College GR 43, \$45,000 annually	Promotion	09/16/22
Nabila Abid	Financial Aid Counselor Financial Aid From: GR 42, \$36,991 annually To: GR 42, \$42,000 annually	Salary Adjustment	09/19/22
Victoria Jacobson	From: Financial Aid Coordinator Financial Aid GR 42, \$43,742 annually To: Assistant Director Financial Aid GR 43, \$53,638 annually	Promotion	09/19/22
Joseph Pfankuch	Financial Aid Counselor Financial Aid From: GR 42, \$36,991 annually To: GR 42, \$42,000 annually	Salary Adjustment	09/19/22
Victoria White	Financial Aid Counselor Financial Aid From: GR 42, \$38,893 annually To: GR 42, \$42,000 annually	Salary Adjustment	09/19/22
Vonetta Ivy-Medlock	From: Financial Aid Counselor Financial Aid GR 42, \$36,991 annually To: Equity Investigator Institutional Equity & Compliance GR 43, \$51,000 annually	Promotion	09/26/22

Non-academic Personnel Board Actions, cont'd.

Page 17

Ellen Kintner	From: Information Specialist Financial Aid GR 13, \$33,645 annually To: Accounting Specialist Financial Aid GR 13, \$38,251 annually	Status Change	09/26/22
Jing Chen	From: Accountant Financial Services GR 42, \$38,563 annually To: Senior Accountant/Analyst Financial Services GR 44, \$53,000 annually	Promotion	10/01/22
Jon Crockett	From: Construction Foreman Facilities Management GR 27, \$50,819 annually To: Construction Manager Facilities Management GR 28, \$58,179 annually	Promotion	10/01/22
Paul Evans	From: Assistant Coach Intercollegiate Athletics To: Staff Emeritus Intercollegiate Athletics	Status Change	10/01/22
Amy Daniels	Senior Accountant – Analyst Financial Services From: GR 44, \$50,989 annually To: GR 44, \$53,000 annually	Salary Adjustment	10/01/22
Yan Gao	Senior Accountant – Analyst Financial Services From: GR 44, \$50,989 annually To: GR 44, \$53,000 annually	Salary Adjustment	10/01/22
Michael Hackeson	From: Network Analyst Networking & Telecommunications To: Staff Emeritus Networking & Telecommunications	Status Change	10/01/22

Non-academic Personnel Board Actions, cont'd.

Page 18

Joseph Hawkins	Associate Head Coach Intercollegiate Athletics From: \$54,778 annually To: \$77,000 annually	Salary Adjustment	10/01/22
Lynda Jochims	Senior Accountant – Analyst Financial Services From: GR 44, \$50,989 annually To: GR 44, \$53,000 annually	Salary Adjustment	10/01/22
Teresa Raymond	From: Accountant Financial Services GR 42, \$40,986 annually To: Senior Accountant – Analyst Financial Services GR 44, \$53,000 annually	Reclassification & Salary Adjustment	10/01/22
Stephen Sawchak	From: Athletic Trainer Intercollegiate Athletics To: Staff Emeritus Intercollegiate Athletics	Status Change	10/01/22
Andrea Breshears	From: Administrative Assistant III Institutional Equity & Compliance GR 13, \$38,380 annually To: Administrative Assistant IV Networking & Telecommunications GR 15, \$39,208 annually	Promotion	10/10/22
Shelly Deckard	From: Executive Assistant III Associate Vice President for Economic Development GR 15, \$51,615 annually To: Executive Assistant IV Community & Global Partnerships GR 17, \$58,822 annually	Promotion	10/10/22

Carol Silvey
Board Chair

Passed at the meeting of
October 28, 2022

Rowena Stone
Secretary to the Board

III.D.1.

MISSOURI STATE UNIVERSITY

BOARD RESOLUTION

PURCHASING ACTIVITY REPORT NO. 515-22
Approval of Procurement Activity Report

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

Carol Silvey
Board Chair

Passed at meeting of
October 28, 2022

Rowena Stone
Secretary to the Board

COMMENTS:

Recommend the attached report summarizing all reportable Office of Procurement Services activity from July 26, 2022 through October 18, 2022 be approved.

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

FOR APPROVAL

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

**Telephone System Support/Maintenance \$322,988.20
Networking and Telecommunications (Three-Year Term)**

Pursuant to University Policy which allows the State of Missouri to participate in contract agreements established by other public entities, the University recommends approval to utilize National Cooperative Purchasing Alliance (NCPA) Contract 01-114, facilitated through Avaya Business Partner AVI-SPL (formerly SKC Communication) for Avaya Licensing and Maintenance Support of the University's telephone system.

Note: Funding to be from ongoing operational budgets.

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

**Computer Hardware for Computer Laboratories and Classrooms \$882,000.00
Information Technology (IT) Council**

Pursuant to University policy, which allows for participation in contract agreements established by other public entities, the University is requesting approval to purchase 700 replacement computers utilizing the Midwest Higher Education (MHEC) contract with Dell Marketing.

A quantity of 700 new all-in-one computers will replace existing computing hardware contained in both the University's college-operated computer laboratories and classrooms, as well as the open-access computer laboratories managed by the Computer Services department.

Replacement is part of the ongoing computer laboratory and classroom standardization and lifecycle management efforts and is crucial to the successful operations of the academic discipline-specific computer laboratories on the Springfield campus. The last lifecycle replacement purchase was made in 2019 and most of the computers being replaced are more than eight years old, which has resulted in increased support costs, limited software options available to students, and introduced security and management challenges.

July 26, 2022 through October 18, 2022

**ACTIVITY REPORT
PAGE TWO**

Installation of the new computers will be scheduled to begin during Winter Intercession 2023 and is to be completed during the Spring 2023 semester. The Student Computer Usage Fee (SCUF) committee reporting to the Information Technology Council will be responsible for the placement and redistribution or disposal of the replaced computers.

Note: Funding to be from the Student Computer Usage Fee (SCUF) Carry Forward Projects E02033 022081 73204 011.

FOR INFORMATIONAL PURPOSES ONLY

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

Zoom Services University-Wide Access and Outreach **\$104,942.48**

Payment is being issued to the University of Missouri System for the Missouri Research and Education Network (MOREnet) for annual University-wide Zoom services for FY23.

Established in 1991 as one of the first higher education data network consortiums in the country, MOREnet provides internet connectivity, technical services, resources, and support, as well as technical training to Missouri's public sector entities, including K-12 schools, colleges and universities, public libraries, health care, government, and other affiliated organizations.

Note: Funding to be from ongoing operational budgets.

Single Feasible Source > \$100,000

Platform Management Service for Electronic Databases University Libraries **\$105,365.00 (Estimated)**

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 as the incumbent for the current platform management service.

July 26, 2022 through October 18, 2022

**ACTIVITY REPORT
PAGE THREE**

EBSCO is a direct leading provider of research databases, e-journals, magazine subscriptions, e-books, and discovery services 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 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, 2022, to June 30, 2023, and FOLIO Package/Open Athens is for service from January 1, 2022, through December 31, 2023.

These two electronic resources were previously procured from MOBIUS from FY14 through FY19 and have been sourced from EBSCO since that time.

University Libraries declined in October 2019 to renew FY21 membership with MOBIUS, a state-wide consortium, due to prohibitive membership costs, 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 Account A02000 172000 73402-041.

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

Digital Advertising Services **\$107,850.00**
College of Business

Missouri State University's College of Business wishes to enter into an Addendum to an existing agreement for digital advertising with Encoura L.L.C. The existing agreement,

July 26, 2022 through October 18, 2022

**ACTIVITY REPORT
PAGE FOUR**

NRCCUA Membership Application & Encoura Data Lab Subscription Agreement was entered into by the Vice President of Student Affairs on February 25, 2020.

The target audience for this item is prospective undergraduate students and families, as well as prospective graduate students. Today’s prospective undergraduate and graduate students are increasingly learning about and conducting research on academic programs and institutions online. Services provided via this contract will assist the College of Business in gaining exposure, raising awareness, and meeting prospective students where they are, online. The primary goal will be to increase enrollment, and the secondary goal will be to increase awareness about programs and offerings.

Encoura has been selected by the College due to their focus on higher education marketing/recruiting, use of distinct strategies to increase awareness, applications and yield, and use of marketing mediums that appeal to prospective college students. Encoura will use prospective student data provided by Missouri State University to increase awareness and applications, and admitted student data to increase yield (i.e., enrollment) of the same.

Recruiting/advertising campaigns associated with this contract will be conducted from September 1, 2022 through July 1, 2023.

Note: Funding to be divided equally between the President’s Program Enhancement Executive Management Operating Fund A02000 012017 061 and College of Business Advertising-Promotional Fund B02436 112001 73601 011.

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

Parking Management System	\$175,000.00
University Safety	(Estimated)

Pursuant to University policy, which allows for participation in contract agreements established by other public entities, the University seeks ongoing utilization of National Joint Powers Alliance (NJPA) Cooperative Contract 121416-TSI through T2 Systems, Incorporated to continue using the integrated parking management system for University Safety.

T2 Flex is a single cloud-based solution that offers the ability to coordinate all aspects of the parking office in real-time from a single portal. The software package consists of parking permit software, and parking enforcement and collection software designed to streamline parking operations, improve customer service, save time and money, and increase revenues.

July 26, 2022 through October 18, 2022

**ACTIVITY REPORT
PAGE FIVE**

In May 2019, the University entered into a three-year agreement with T2, and the University is renewing the T2 Flex cloud-based solution and parking permit fulfillment agreement.

Subject to continuing need and ongoing satisfactory performance, subsequent one-year licensure/support renewals will be made on an annual basis.

Note: Funding to be from ongoing operational budgets.

Single Feasible Source > \$100,000

Transact, dba CASHNet ERP Maintenance	\$204,860.60 (Estimated)
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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 Transact, formerly Higher One Incorporated. Annual maintenance for the period of September 1, 2022 through August 31, 2023, based on the past year is estimated at \$204,860.60.

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 thirteen 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 is considered to be single feasible source.

Note: Funding to be from ongoing operational budgets.

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**ACTIVITY REPORT
PAGE SIX**

Single Feasible Source > \$100,000

**Electronic Databases for Journals and Magazines
University Libraries \$211,295.00**

Pursuant to University policy, which addresses justification for making awards on a single feasible source basis, the University is processing payment to EBSCO to renew services for one annual electronic database for the library.

Services are for the period July 1, 2022, through June 30, 2023

- Academic Search Complete, EBSCO Package
- Academic Search Premier
- Business Source Premier

Services are for the period September 1, 2022, through September 30, 2023

- America: History and Life EBSCOhost
- APA PsycINFO
- APA PsycArticles
- Art
- CINAHL
- Education
- Historical Abstracts - EBSCOhost
- MLA International Bibliography

Services provide full-text coverage and indexing to over 19,000 journals and magazines. Libraries have subscribed to these anchor electronic resources since 2004, and renewal is direct through EBSCO as the provider.

The libraries subscribed to the additional annual eight electronic databases for several years. EBSCO was created for the libraries as a custom package and cost-saving measure and began in FY21. This package includes resources published by EBSCO, as well as resources produced by EBSCO. Each of the electronic resources offers full-text coverage and indexing to academic journals and other publications, and are purchased in support

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**ACTIVITY REPORT
PAGE SEVEN**

of university academic departments, as the databases are considered core resources for their respective fields.

Subject to ongoing satisfactory performance, future orders will be issued on a continuing basis as needed.

Note: Funding to be from Library Materials Educational Supplies A02000 172002 73219 041.

Single Feasible Source > \$100,000

Consulting and Research Services Office of the President	\$219,419.00 (Estimated Year Three)
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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.

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.

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**ACTIVITY REPORT
PAGE EIGHT**

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.

Single Feasible Source > \$100,000

Revenue Contract

Distributed Antennae System **\$225,200.00**
Information Services **(Year-One Revenue)**

University Information Services recommends approval of a ten-year agreement with HALO to install and maintain a distributed antennae system in University facilities to provide improved 5G cellular services across campus.

Technology to deliver 5G cellular service requires more densely distributed equipment than previous cellular services like 3G and LTE. Cell towers and building antennae were previously used to connect calls and allow Internet access. Technology that is 5G requires equipment that is installed closer to the space where the bandwidth is needed, and distributed antennae systems are a solution.

ACTIVITY REPORT
PAGE NINE

Cellular companies benefit from this agreement by providing improved cell service for their customers and by outsourcing the installation and maintenance of the equipment to a single company. HALO adds value by providing end-to-end services including

negotiating, engineering, implementation, and maintenance of the equipment. The University benefits by providing better cellular service on our campus without the need to have separate agreements with multiple carriers or investing in equipment with ongoing maintenance costs.

A turn-key solution is offered by HALO to provide high-capacity distributed antennae systems with 5G infrastructure. The solution is multi-carrier delivering AT&T, Verizon, and T-Mobile 5G services. HALO negotiates with the cellular companies for funding, integrates the solution into the most needed locations, optimizes, monitors, and maintains the equipment on behalf of the carriers. HALO has implemented 5G infrastructure for numerous industries including higher education, commercial offices, healthcare, retail, and government. Their solutions are installed in universities across the United States, including the University of Missouri, Kansas State University, Oklahoma University, Oklahoma State University, and many others.

HALO works directly with the major cellular providers in the country including AT&T, Verizon, and T-Mobile, to improve cellular service by installing antennae systems in locations where it is needed to support high demand for cellular capacity such as football stadiums, arenas, residence halls, and academic buildings. The need for more capacity has increased with the move to e-ticketing, mobile apps, streaming services, and larger crowds at events in University facilities.

Terms of the agreement allow HALO to work with the carriers to fund the equipment and ongoing maintenance and support. HALO provides engineering reports to demonstrate the need for the equipment and installs it with no cost to the University. Each carrier that HALO signs on to the agreement will pay the University a one-time \$50,000 fee. The total one-time amount with four major carriers is \$200,000, and the estimated ongoing, annual fees to the University is \$25,200.00.

Note: Funding is not applicable for a revenue contract.

July 26, 2022 through October 18, 2022

**ACTIVITY REPORT
PAGE TEN**

Single Feasible Source > \$100,000

Braider Carriers for Large Braiding System Jordan Valley Innovation Center (JVIC)	\$226,000.00 (Estimate)
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Pursuant to University policy, which addresses justification for making awards on a single feasible source basis, Jordan Valley Innovation Center requests approval to procure engineering and production services to test, build, and deliver 160 material carriers for the large braiding system being developed and built by James L. Gallagher, Incorporated.

The carriers are one of the main components of a braiding machine since they hold the material to be delivered to the part, compensate for differences in material length as the carriers move around the face of the braider, and control tension on the material.

Design of this component has associated intellectual property and project restrictions that cannot be released in an open Request for Quotation. This is a follow-on procurement directly related to engineering services already purchased and builds upon what has already been completed by this provider. In addition, this is an integral component that will work with the large braiding system being built and supplied by James L. Gallagher, Incorporated.

This procurement is needed in order to accomplish tasks in the statement of work for a federally funded program and is funded through a Cooperative Agreement with the U.S. Air Force titled *Large Scale Prototyping Development Braider for Rapid Manufacture of Affordable Composite Structures*.

Recommend award to James L. Gallagher, Incorporated as the sole source vendor.

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

III.E.1.

MISSOURI STATE UNIVERSITY

BOARD RESOLUTION

WEST PLAINS PERSONNEL NO. 478-22
Approval of Actions Concerning
Academic Employees

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

CHANGE OF STATUS:

<u>Name</u>	<u>Position/Department</u>	<u>Action</u>	<u>Effective</u>
Amy Ackerson	From: Associate Dean of Allied Health and Nursing To: Dean of Allied Health and Nursing	Title change	11/1/2022
Leigh Adams	From: Interim Associate Dean of Gen. Ed. and Preprofessional Programs To: Interim Dean of Gen. Ed. and Preprofessional Programs	Title change	11/1/2022
Cathy Boys	From: Associate Dean of Career and Technical Ed. To: Dean of Career and Technical Ed.	Title change	11/1/2022
Debra M. Mayers	From: Assistant Professor/Retired To: Emeritus Faculty (Professor) (Fac. Senate revisited qualifications and determined eligibility)	Status/Title change	8/1/2015

Carol Silvey
Board Chair

Passed at meeting of
October 28, 2022

Rowena Stone
Secretary to the Board

III.E.2.

MISSOURI STATE UNIVERSITY

BOARD RESOLUTION

WEST PLAINS PERSONNEL NO. 479-22
Approval of Actions Concerning
Nonacademic Employees

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

APPOINTMENTS:

<u>Name</u>	<u>Position-Department</u>	<u>Grade</u>	<u>Salary</u>	<u>Effective</u>
Amanda Collins	Support Coordinator WP ASCEND	42	\$39,000 annually	08/15/2022
Misty Davis	Procurement Specialist WP Physical Plant	14	\$33,903 annually	09/16/2022
Melvin Steele	Regional Small Business Consultant WP Small Business Dev. Center	44	\$54,500 annually	10/03/2022
Michelle Bryan	Registrar WP Registration & Records	44	\$51,500 annually	10/10/2022
Luke Hurtt	Coordinator WP Student Life & Development	43	\$53,500 annually	10/17/2022
Kara Wilson	Dir. of Correctional Programs WP Correctional Programs	44	\$47,000 annually	10/17/2022

RESIGNATIONS:

<u>Name</u>	<u>Position-Department</u>	<u>Effective</u>
Victoria Bean	Food Service Attendant WP Food Service	8/24/2022

CHANGE OF STATUS:

Carrie Steen	From: Coordinator, Institutional Research-Effectiveness WP Academic Administration	Title Change	11/01/2022
	To: Director, Institutional Research and Effectiveness WP Institutional Research and Effectiveness		
Lindsey Hicks	From: Coordinator, Career Development Center WP Career Development Center	Title Change	11/01/2022
	To: Director, Career Services WP Career Services		
Krista Lair	From: Online Course Coordinator/Instructional Designer WP Academic Administration	Title Change	11/01/2022
	To: Director, Online Learning & Instructional Technology WP Online Learning & Instructional Technology		
Keri Elrod	From: Coordinator, Fitness and Athletic Training WP Fitness and Athletic Training	Title Change	11/01/2022
	To: Director, Fitness and Athletic Training WP Fitness and Athletic Training		
Christina Kerley	From: Accounting Manager WP Business Office	Title Change	11/01/2022
	To: Accountant/Director, Business Services WP Business Office		
Ronald Hensley	From: Superintendent of Physical Plant WP Physical Plant	Title Change	11/01/2022
	To: Director, Facility Operations WP Physical Plant		
Alyssa Collins	From: Coordinator, Human Resources WP Human Resources	Title Change	11/01/2022
	To: Assistant Director, Human Resources WP Human Resources		

Non-academic Personnel Board Actions, cont'd.

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Jared Cates	From: Coordinator, Student Life and Dev. WP Student Life and Development To: Director, Student Life and Development WP Student Life and Development	Title Change	11/01/2022
Luke Hurtt	From: Coordinator, Student Life and Dev. WP Student Life and Development To: Director, Student Life and Development WP Student Life and Development	Title Change	11/01/2022
Jennifer Walker	From: Coordinator, Financial Aid WP Financial Aid To: Director, Financial Aid WP Financial Aid	Title Change	11/01/2022
John Mark White	From: Veterans Incentive Program (VIP) Project Coordinator WP Veterans Services To: Director, Veterans Services WP Veterans Services	Title Change	11/01/2022
Melissa Jett	From: Coordinator, Admissions WP Admissions To: Director, Admissions WP Admissions	Title Change	11/01/2022
Trace Winfrey	From: Interim Director, Residence Life WP Residence Life To: Interim Coordinator, Residence Life WP Residence Life	Title Change	11/01/2022
Kelley Towell	From: Financial Aid Counselor WP Financial Aid To: Financial Aid Coordinator WP Financial Aid	Title Change	11/01/2022
Becky Craig	From: Financial Aid Counselor WP Financial Aid To: Financial Aid Coordinator WP Financial Aid	Title Change	11/01/2022

Non-academic Personnel Board Actions, cont'd.

Page 4

Lauren Kerley	From: Financial Aid Counselor WP Financial Aid	Title Change	11/01/2022
	To: Financial Aid Coordinator WP Financial Aid		

Erica Puckett	From: Assistant Coordinator of Admissions WP Admissions	Title Change	11/01/2022
	To: Assistant Director of Admissions WP Admissions		

Carol Silvey
Board Chair

Passed at meeting of
October 28, 2022

Rowena Stone
Secretary to the Board



Headcount & Credit Hour Enrollment Summary

by Student Classification

Fall 2022 & Fall 2021 Census

Student Level: (ALL LEVELS)

College: (ALL COLLEGES)

Department: (ALL DEPARTMENTS)

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

Credit hours associated with tracking courses are not included.

	Headcount				Credit Hours			
	2022	2021	Change	% Change	2022	2021	Change	% Change
Student Type: First Time								
First Time-PreCollege	3,604	3,406	198	5.8%	14,474	13,288	1,186	8.9%
First Time-New in College	2,278	2,531	-253	-10.0%	31,606	35,155	-3,549	-10.1%
First Time-Transfer UG	1,372	1,419	-47	-3.3%	15,949	16,785	-836	-5.0%
First Time-Non Degree UG	263	229	34	14.8%	512	521	-9	-1.7%
First Time-Degree Seeking GR	1,024	987	37	3.7%	7,756	8,023	-267	-3.3%
First Time-Non Degree GR	102	103	-1	-1.0%	455	402	53	13.2%
Total First Time	8,643	8,675	-32	-0.4%	70,752	74,174	-3,422	-4.6%
Student Type: Continuing								
Continuing-PreCollege	1,105	897	208	23.2%	5,287	4,219	1,068	25.3%
Continuing-Degree Seeking UG	9,974	10,491	-517	-4.9%	126,351	132,997	-6,646	-5.0%
Continuing-Non Degree UG	92	90	2	2.2%	126	116	10	8.6%
Continuing-Degree Seeking GR	2,874	2,829	45	1.6%	22,663	21,889	774	3.5%
Continuing-Non Degree GR	150	162	-12	-7.4%	561	704	-143	-20.3%
Total Continuing	14,195	14,469	-274	-1.9%	154,988	159,925	-4,937	-3.1%
Student Type: Readmitted								
Readmit-PreCollege	166	133	33	24.8%	656	517	139	26.9%
Readmit-Degree Seeking UG	225	231	-6	-2.6%	2,091	2,205	-114	-5.2%
Readmit-Non Degree UG	4	9	-5	-55.6%	12	24	-12	-50.0%
Readmit-Degree Seeking GR	32	37	-5	-13.5%	142	188	-46	-24.5%
Readmit-Non Degree GR	42	64	-22	-34.4%	151	205	-54	-26.3%
Total Readmitted	469	474	-5	-1.1%	3,052	3,139	-87	-2.8%
Student Level: Undergraduate								
Freshman	2,821	3,121	-300	-9.6%	37,002	40,939	-3,937	-9.6%
Sophomore	2,560	2,668	-108	-4.0%	34,932	36,326	-1,394	-3.8%
Junior	3,525	3,623	-98	-2.7%	44,751	46,520	-1,769	-3.8%
Senior	4,943	5,259	-316	-6.0%	59,312	63,351	-4,039	-6.4%
Subtotal:	13,849	14,671	-822	-5.6%	175,997	187,136	-11,139	-6.0%
Non Degree Seeking UG	359	328	31	9.5%	650	661	-11	-1.7%
Precollege	4,875	4,436	439	9.9%	20,417	18,024	2,393	13.3%
Subtotal:	5,234	4,764	470	9.9%	21,067	18,685	2,382	12.7%
Total Undergraduate	19,083	19,435	-352	-1.8%	197,064	205,821	-8,757	-4.3%
Student Level: Graduate								
Unknown	1	0	1	n/a	26		26	n/a

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

Report Name: Freeze - 1 Enrollment by Student Characteristics

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

Report Run By: Rob Hornberger

Page 1 of 3

Date Ran: 9/27/2022

Fall 2022 & Fall 2021 Census

Student Level: (ALL LEVELS)

College: (ALL COLLEGES)

Department: (ALL DEPARTMENTS)

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

Credit hours associated with tracking courses are not included.

	Headcount				Credit Hours			
	2022	2021	Change	% Change	2022	2021	Change	% Change
Masters	3,168	3,107	61	2.0%	24,407	23,402	1,005	4.3%
Specialist	73	92	-19	-20.7%	387	494	-107	-21.7%
Doctorate	432	413	19	4.6%	4,516	4,789	-273	-5.7%
Graduate - University Certificate	255	242	13	5.4%	1,222	1,430	-208	-14.5%
Graduate-Teacher Certification	46	59	-13	-22.0%	340	400	-60	-15.0%
Subtotal:	3,975	3,913	62	1.6%	30,898	30,515	383	1.3%
Graduate-Undeclared	99	73	26	35.6%	354	219	135	61.6%
Postbaccalaureate	150	197	-47	-23.9%	476	683	-207	-30.3%
Subtotal:	249	270	-21	-7.8%	830	902	-72	-8.0%
Total Graduate	4,224	4,183	41	1.0%	31,728	31,417	311	1.0%
Enrollment Status								
Full Time	13,382	13,998	-616	-4.4%	181,554	190,717	-9,163	-4.8%
Part Time	9,925	9,620	305	3.2%	47,238	46,521	717	1.5%
College of Major								
Agriculture	751	802	-51	-6.4%	7,404	8,011	-607	-7.6%
Arts & Letters	2,153	2,251	-98	-4.4%	27,239	28,110	-871	-3.1%
Business	4,677	4,775	-98	-2.1%	53,935	55,223	-1,288	-2.3%
Education	2,178	2,137	41	1.9%	21,557	21,676	-119	-0.5%
Extended Campus Programs	5,139	4,677	462	9.9%	20,632	18,481	2,151	11.6%
Graduate College	337	323	14	4.3%	1,631	1,534	97	6.3%
Health & Human Services	4,127	4,228	-101	-2.4%	51,415	52,532	-1,117	-2.1%
Humanities & Public Affairs	1,283	1,373	-90	-6.6%	13,348	14,592	-1,244	-8.5%
Natural & Applied Sciences	1,903	2,017	-114	-5.7%	21,880	23,639	-1,759	-7.4%
Undergraduate College/Provost	759	1,035	-276	-26.7%	9,751	13,440	-3,689	-27.4%
Geographic Origin								
Missouri	18,577	18,973	-396	-2.1%	180,331	189,347	-9,016	-4.8%
Out of State	2,857	3,015	-158	-5.2%	31,700	33,316	-1,616	-4.9%
International	1,873	1,630	243	14.9%	16,761	14,575	2,186	15.0%
Gender								
Female	14,100	14,179	-79	-0.6%	140,919	145,125	-4,206	-2.9%
Male	9,171	9,412	-241	-2.6%	87,498	91,855	-4,357	-4.7%
Not Reported	36	27	9	33.3%	375	258	117	45.3%
Age Group								
Under 18 years	4,414	3,997	417	10.4%	18,737	16,551	2,186	13.2%
18 to 21 years	10,117	10,814	-697	-6.4%	129,162	139,013	-9,851	-7.1%
22 to 24 years	4,198	4,345	-147	-3.4%	45,721	46,978	-1,257	-2.7%
25 to 39 years	3,401	3,378	23	0.7%	27,768	27,944	-176	-0.6%
40 to 59 years	1,037	965	72	7.5%	6,842	6,305	537	8.5%
60+ years	140	119	21	17.6%	562	447	115	25.7%

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

Report Name: Freeze - 1 Enrollment by Student Characteristics

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

Report Run By: Rob Hornberger

Page 2 of 3

Date Ran: 9/27/2022

Fall 2022 & Fall 2021 Census

Student Level: (ALL LEVELS)

College: (ALL COLLEGES)

Department: (ALL DEPARTMENTS)

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

Credit hours associated with tracking courses are not included.

Race/Ethnicity	Headcount				Credit Hours			
	2022	2021	Change	% Change	2022	2021	Change	% Change
<i>Races or Ethnicities denoted by an asterisk (*) are counted in the underrepresented total.</i>								
**External to US	862	831	31	3.7%	5,849	5,912	-63	-1.1%
**Non-Resident Alien	1,001	774	227	29.3%	10,775	8,484	2,291	27.0%
*American Indian or Alaskan Native	73	81	-8	-9.9%	766	735	31	4.2%
*Asian	510	477	33	6.9%	4,703	4,530	173	3.8%
*Black or African American	736	790	-54	-6.8%	7,451	8,439	-988	-11.7%
*Hispanic or Latino	1,099	1,036	63	6.1%	10,764	10,356	408	3.9%
*More than one race	829	848	-19	-2.2%	8,389	8,939	-550	-6.2%
*Native Hawaiian or Other Pacific Islander	27	25	2	8.0%	246	290	-44	-15.2%
Not a US Citizen	7	8	-1	-12.5%	60	68	-8	-11.8%
Unknown	448	429	19	4.4%	2,949	2,285	664	29.1%
White or Caucasian	17,715	18,319	-604	-3.3%	176,840	187,200	-10,360	-5.5%
International** Total	1,863	1,605	258	16.1%	16,624	14,396	2,228	15.5%
Underrepresented* Total:	3,274	3,257	17	0.5%	32,319	33,289	-970	-2.9%
Total Enrollment	23,307	23,618	-311	-1.3%	228,792	237,238	-8,446	-3.6%

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

Report Name: Freeze - 1 Enrollment by Student Characteristics

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

Report Run By: Rob Hornberger

Page 3 of 3

Date Ran: 9/27/2022



ACTION PLAN FOR 2022-23

1. GLOBAL ENGAGEMENT

- Continue implementation of international enrollment strategy, with a goal of increasing the number international students and diversity of countries represented.
- Implement existing international partner programs and develop new initiatives that expand opportunities for student enrollment, faculty collaboration, and intercultural learning.
- Promote participation in education abroad and international virtual exchange, with an emphasis on increased access for African American, Hispanic/Latino/Latinx, first-generation, and Pell eligible students.
- Expand initiatives to promote interaction among international and domestic students in extracurricular activities, housing, and campus life.
- Identify opportunities for increased collaboration across units in support of international student success (safety, health, and wellness; academic success; intercultural development; practical experience; community service; and post-graduate work experience).

2. INCLUSIVE EXCELLENCE DRIVING UNIVERSITY SUCCESS

- Improve access, retention and graduation of underrepresented students. Examples include encouraging collaboration between university programs that serve diverse students, improving individualized support for students with unique needs (childcare, mental health, funding support etc.), valuing global opportunities through study abroad programs, internships, service learning, career fairs, and other high impact learning experiences, and leveraging opportunities created by college access programs and the university's multicultural resource center.
- Improve efforts of the recruitment and retention of underrepresented faculty and staff. Examples include highlighting faculty mentorship programs that are collaborative and interdisciplinary, promoting community engagement and diversity, equity, and inclusion (DEI) work in the faculty tenure and promotion model, and including accountability measures that address DEI in administrative assessments.

- Evaluate opportunities to implement curricular changes related to DEI. Examples include growing Bear POWER to a four-year program and growing academic partnerships with historically black colleges and universities and Hispanic serving institutions.
- Enhance the university's DEI influence and impact on campus and in the community through training and education, developing new and expanding existing partnerships, and creating opportunities for diverse engagement.
- Implement the Inclusive Excellence Scorecard as an institutional resource to aid and share across the campus community to support efforts of the MSU Public Affairs mission.

3. COMMUNITY LEADERSHIP AND PARTNERSHIPS

- Leverage partnerships to address matters impacting our community, the state, and the nation (e.g., poverty, health care, access to news and information, etc.).
- Continue to grow the university's economic development activities in IDEA Commons through expanded opportunities for business development and commercializing research, support for entrepreneurship and innovation, and small business consulting, mentoring, and training.
- Develop Phase 1 of MSU Employer Partnerships initiative to meet employer talent attraction and retention needs, provide student value, and boost enrollment through academic programs, professional development training, and student work experience.
- Expand opportunities to connect faculty, staff, and students across campus to the university's economic development resources and community partnership work.
- Positively impact the development of computer science/STEM education and digital workforce training in southern Missouri through the CODERS Project and Innovate SOMO initiative.
- Lead the regional collaboration to develop programming on Ozarks' history and heritage for the 2023 Smithsonian Folklife Festival in Washington, D.C.

4. INFRASTRUCTURE AND FUNDING

- Successfully complete the Onward Upward campaign.
- Maintain external funding at \$55 million or more annually through private support, grants, and sponsored contracts.
- Advocate for state and federal operating and capital funds.

- Prioritize employee compensation in the university’s budgeting process.
- Manage university finances to further the university’s mission and achieve the objectives established by the Board of Governors. Examples include evaluating bonding capacity for the auxiliary system and reevaluating property insurance coverage.
- Advance facility projects indicated on the facility master plan. Examples include the braider facility at the Roy Blunt Jordan Valley Innovation Center, Temple Hall, Goodman Amphitheatre, Grand Street Underpass, Darr Agricultural Center Small Animal Facility, and Kampeter Hall.
- Manage and enhance the university’s computer services, networking, telecommunications, and information security infrastructure, services, and training.
- Take appropriate measures to ensure the campus—including people, facilities, networks, and data—remains safe, secure, and accessible.
- Incorporate sustainability into campus operations and foster principles of environmental stewardship.

5. ATHLETICS

- Compete for conference championships in men’s soccer, baseball, football, volleyball, women’s basketball, and men’s basketball with an overall goal to be in the top 3 in the MVC All-Sport trophy standings.
- Maintain a balanced budget and increase revenues. Examples include:
 - Increasing the number of concerts and performing arts events
 - Fundraising for athletic facility needs
 - Increasing the number of overall athletics donors by 10%
 - Evaluating and implementing changes to game day processes
 - Implementing a new electronic ticketing structure for men’s basketball, women’s basketball, and football.
- Comply with all NCAA rules with no significant violations and implement a comprehensive program for name, image, and likeness requirements and academic achievement awards.
- Maintain a 3.0 overall grade-point average and a 930 APR score (with an aspirational goal of a 970 APR) in all sports.

6. WEST PLAINS

- Increase enrollment through recruitment and retention strategies. Examples include enrolling students in the welding program, developing the ASCEND program for college students with autism, and beginning a program to provide education for prisoners.
- Continue to develop and restructure the athletics department, including the addition of women's softball and e-sports, the hiring of a full-time athletic director, revision of accounting practices and information, and continuing to review women's volleyball and men's basketball at the NJCAA Division I level.
- Advance facility projects indicated on the facility master plan. Examples include the autism center, Looney Hall lecture hall and simulation lab additions, and Pace Industrial Science Center.
- Continue DEI initiatives on campus.
- Continue to coordinate operations between the West Plains and Springfield campuses.

Enrollment includes credit registered students only unless otherwise noted

	Number of Students or Credit Hours					Percent Change from Prior			
	Fall 2018	Fall 2019	Fall 2020	Fall 2021	Fall 2022	2018 to 2019	2019 to 2020	2020 to 2021	2021 to 2022
Total Enrollment by Student Type									
Continuing	573	555	520	508	491	↔	↓	↔	↓
First Time Freshman	422	344	331	308	300	↓	↔	↓	↔
Transfer	80	74	63	51	48	↓	↓	↓	↓
Readmit Degree Seeking	69	96	90	54	42	↑	↓	↓	↓
Total Degree Seeking Students	1,144	1,069	1,004	921	881	↔	↓	↓	↔
New High School	457	599	655	688	487	↑	↑	↑	↓
Continuing High School	210	189	184	292	328	↓	↔	↑	↑
Other New Non Degree	32	82	50	46	49	↑	↓	↓	↑
Other Continuing Non Degree	24	21	17	7	19	↓	↓	↓	↑
Readmit Non Degree	8	3	12	9	10	↓	↑	↓	↑
Total Non-Degree Seeking Students	731	894	918	1,042	893	↑	↑	↓	↓
Total Enrollment - All Students	1,875	1,963	1,922	1,963	1,774	↔	↔	↔	↓
Enrollment Status									
Number of Credit Students Full-time	824	781	717	684	684	↓	↓	↔	↔
Number of Credit Students Part-time	1,045	1,170	1,203	1,276	1,086	↑	↑	↑	↓
Number of Non-credit Students	6	12	2	3	4	↑	↓	↑	↑
Total Number of Credit Students	1,869	1,951	1,920	1,960	1,770	↔	↔	↔	↓
Total Number of All Students	1,875	1,963	1,922	1,963	1,774	↔	↔	↔	↓
Credit Hours from Full-time Students	11,262	10,710	9,923	9,379	9,539	↔	↓	↓	↔
Credit Hours from Part-time Students	5,645	6,144	6,330	6,597	5,700	↑	↔	↔	↓
Total Credit Hours	16,907	16,854	16,253	15,976	15,239	↔	↔	↔	↓
FTE (Total Credit Hours/15)	1,127	1,124	1,084	1,065	1,016	↔	↔	↔	↓
Credit Hours from In-State Students	15,945	15,927	15,129	15,013	14,259	↔	↓	↔	↓
Credit hours from Out-of-State Students	709	749	1,024	781	813	↑	↑	↓	↔
Credit hours from Foreign Students	253	178	100	182	167	↓	↓	↑	↓
New and Continuing Enrollment (all students)									
New High School	457	599	655	688	500	↑	↑	↑	↓
New Regular	531	494	444	405	430	↓	↓	↓	↑
Continuing High School	210	189	184	292	315	↓	↔	↑	↑
Continuing Regular	677	681	639	578	530	↔	↓	↓	↓
%New High School	24.4%	30.5%	34.1%	35.0%	28.2%	↑	↑	↔	↓
%New Regular	28.3%	25.2%	23.1%	20.6%	24.2%	↓	↓	↓	↑
%Continuing High School	11.2%	9.6%	9.6%	14.9%	17.8%	↓	↔	↑	↑
%Continuing Regular	36.1%	34.7%	33.2%	29.4%	29.8%	↔	↔	↓	↔
Enrollment Demographics (all students)									
Male	655	649	639	634	560	↔	↔	↔	↓
Female	1,195	1,302	1,281	1,329	1,173	↑	↔	↔	↓
Other/Unreported	19	0	0	0	41	↓	---	---	---
In-state	1,772	1,850	1,789	1,855	1,663	↔	↔	↔	↓
Out-of-state	80	88	120	87	99	↑	↑	↓	↑
Foreign	17	13	11	21	12	↓	↓	↑	↓
American Indian/Alaskan Native	14	15	14	21	13	↑	↓	↑	↓
Asian	9	14	18	16	16	↑	↑	↓	↔
Black/African American	62	54	41	33	30	↓	↓	↓	↓
Hispanic	38	53	63	55	54	↑	↑	↓	↔
Native Hawaiian/Other Pacific Islander	1	1	2	1	0	↔	↑	↓	↓
White or Caucasian	1,645	1,683	1,674	1,725	1,546	↔	↔	↔	↓
Two or more	47	50	45	49	48	↑	↓	↑	↔
Unreported	53	81	63	63	67	↑	↓	↔	↑
Total Known Minority	171	187	183	175	161	↑	↔	↔	↓
% Known Minority (of total credit students)	9.1%	9.6%	9.5%	8.9%	9.1%	↔	↔	↔	↔
Fall Full-time Freshman Retention (first to second fall)*									
Number in prior fall full-time freshman cohort	356	370	293	272	267	↔	↓	↓	↔
Number returning this term	176	200	148	153	157	↑	↓	↔	↔
Percent returning	49.4%	54.1%	50.5%	56.3%	58.8%	↔	↓	↔	↔
Unduplicated Enrollment and Registered Credit Hours By Campus/Location**									
Enrollment	West Plains†	915	876	741	691	660	↔	↓	↓
	Mountain Grove†	90	64	44	52	55	↓	↓	↑
	On-line (regular sections)‡	733	792	813	800	773	↑	↔	↔
	GOCAT	7	5	0	16	14	↓	↓	---
	SCCC	1	3	0	0	11	↑	↓	---
Credit hours	West Plains†	8615	7811	6359	5329	5181	↓	↓	↓
	Mountain Grove†	587	433	301	338	366	↓	↓	↑
	On-line (regular sections)‡	4452	4999	5598	5555	5748	↑	↔	↔
	GOCAT	48	24	0	144	63	↓	↓	---
	SCCC	12	9	0	0	82	↓	↓	---
Enrollment and Registered Credit Hours for Groups or Programs of Interest**									
Enrollment	High School (unduplicated)	667	788	839	980	815	↑	↑	↓
	Dual Credit High School	418	518	546	949	504	↑	↑	↓
	Dual Enrollment High School	66	74	40	49	34	↑	↓	↓
	High School exclusive Online	263	285	333	417	357	↑	↑	↓
	First Generation	679	623	602	552	531	↓	↔	↔
	First Time, Full Time	370	293	272	267	294	↓	↓	↑
	2nd Chance Pell					25	---	---	---
	Missouri Sheriff's Training Academy	36	34	21	29	4	↓	↓	↓
Credit Hours	High School (unduplicated)	3350	3841	4148	4859	4177	↑	↑	↓
	Dual Credit High School	1674	2056	2280	4493	2147	↑	↑	↓
	Dual Enrollment High School	485	582	342	366	332	↑	↓	↓
	High School exclusive Online	1191	1203	1526	1943	1698	↑	↑	↓
	First Generation	7584	7099	6995	6225	6277	↓	↓	↔
	First Time, Full Time	5155	4082	3876	3712	4226	↓	↔	↑
	2nd Chance Pell					319	---	---	---
	Missouri Sheriff's Training Academy	324	306	189	261	36	↓	↓	↓

↔ within 5% change ↑ >5% increase ↓ >5% decrease

*Retention is for early trends only. Does not include grads, transfers-out or other allowable exclusions and may be different from final IPEDS reporting.

**Groups are not mutually exclusive and may not add to total enrollment

† Excludes dual credit, on-line courses, Missouri Sheriff's Training Academy (POST), LNU study abroad; does include high school students registered in regular sections

‡ On-line regular sections only; excludes dual credit, on-line courses, Missouri Sheriff's Training Academy (POST), LNU study abroad; prior to Fall 2018, On-line may have contained both regular and high-school exclusive online sections; as of Fall 2018, On-line regular may contain dual-enrolled students in regular sections, but not high school online sections

IX.A.

Faculty Senate Report to Missouri State University Board of Governors - October 28, 2022

Since my last report to the Board (i.e., the addendum to the May 19, 2022, report), the Faculty Senate has met only one time. The following report provides a summary of that September 2022 Faculty Senate session. Prior to the Board's October 28 meeting, the Faculty Senate will have met for a second time (October 20, 2022). The following report also provides a brief overview of the agenda items for this second meeting. Finally, the following report identifies some other activities I have started this year on behalf of the Faculty Senate.

SEPTEMBER 2022 FACULTY SENATE SESSION

The first meeting of the Faculty Senate for the 2022-2023 academic year was on Thursday, September 8. In addition to completing normal introductory activities, the Senate conducted the following business.

SENATE DISCUSSION WITH INTERIM PROVOST JOHN JASINSKI AND EXECUTIVE VICE PRESIDENT ZORA MULLIGAN

I have invited Interim Provost Jasinski and Executive Vice President Mulligan to attend and meet with the faculty at each Faculty Senate monthly meeting during my term as Chair this academic year. My goal with this agenda item is to provide an opportunity for faculty and administration to have open discussions about the work being conducted by the steering committees lead by Dr. Jasinski and EVP Mulligan. Both individuals have agreed to attend the monthly Senate meetings and speak with the faculty as much as possible this academic year.

ACADEMIC PERSONNEL REVIEW COMMISSION REPORT

The purpose of the Academic Personnel Review Commission (APRC) is to serve as a neutral party and facilitate the informal resolution of grievances filed by or against faculty. The Chair of the APRC, Dr. Andrew Homburg, reported the commission was not currently reviewing any grievances, nor did it have any previous grievances to report to the Faculty Senate.

2021-2022 SENATE ACTION SUMMARY REPORT

For the 2021-2022 academic year, the Faculty Senate approved 47 Senate Actions (most of which were curricular proposals), 4 Senate Resolutions, and 3 Internal Senate Actions. None of the approved Faculty Senate Actions were declined.

CURRICULAR PROPOSALS

The Faculty Senate discussed and approved a new program: Esports Studies Undergraduate Certificate. This curricular proposal was postponed to the September 2022 session from the previous May 2022 session.

OCTOBER 2022 FACULTY SENATE SESSION

The second meeting of the Faculty Senate for the 2022-2023 academic year will have occurred on Thursday, October 20. This session will include another presentation and discussion between the senators, Interim Provost Jasinski, and Executive Vice President Mulligan. Dr. L Horton III and Dr. Algerian Hart will also give a short presentation to the Senate about the Faculty Diversity Composition Initiative. Finally, the agenda for the October 20 meeting includes 10 curricular proposals.

OTHER FACULTY SENATE ACTIVITIES INITIATED THIS FALL

The various standing committees and councils of the Faculty Senate are formed and have begun their assigned work. As Chair, I have also formed 2 ad hoc committees of the Faculty Senate for this academic year. Both ad hoc committees have started their work, and I have briefly described their charges below.

FACULTY USE OF BLACKBOARD (OR OTHER APPROVED LEARNING MANAGEMENT SYSTEM)

The first ad hoc committee follows up on a Student Government Association resolution passed last academic year. This resolution requested faculty minimally use Blackboard to post course grades, course syllabi, and class cancelations. The 2021-2022 Faculty Senate recommended the best approach for this work would be to create a small ad hoc committee focused on this task.

I have charged this committee to discuss the issue and propose language, if appropriate, to the Faculty Handbook Revision Committee. Any language proposed by the Faculty Handbook Revision Committee would then be presented to the Faculty Senate for continued discussion, amendments, and possible approval.

Membership for this committee includes myself, Dr. Christopher Herr (Past Chair of the Faculty Senate), Dr. Cynthia MacGregor (Chair of the Committee on Policy Review and Faculty Senate Parliamentarian), and Katherine Wissel (Director of Academic Affairs for the Student Government Association).

REDESIGNING OF THE FACULTY SENATE ACADEMIC RELATIONS COMMITTEE

The purpose of the second ad hoc committee is to better align Faculty Senate work on curricular proposals with the work conducted by the Office of the Registrar. A standing committee of the Faculty Senate is the Committee on Academic Relations. The purpose of this committee appears to overlap more with the Faculty Center for Teaching and Learning. In addition, there is no formal committee of the Faculty Senate directly connected to the Office of the Registrar when it pertains to the daily work of managing curricular proposals.

I have charged this ad hoc committee to review the purpose of the Committee on Academic Relations and propose how to best align the Faculty Senate with the Faculty Center for Teaching and Learning. Depending on the outcome of this work, the ad hoc committee is also charged to repurpose the Committee on Academic Relations, or propose a new committee, that formally aligns the curricular proposal work of the Faculty Senate and the Office of the Registrar.

Membership for this committee includes Dr. Lanya Lamouria (past Secretary of the Faculty and ad hoc committee Chair), Dr. Melinda Novik (current Secretary of the Faculty), Katrina Chavez (Associate Registrar), Nancy Gordon (Director, Faculty Center for Teaching and Learning), and Mike Foster (Senator for the Professor Rank).



Michael Hudson, PhD, LAT, ATC
Associate Professor, Department of Public Health and Sports Medicine
2022-23 Faculty Senate Chair
michaelhudson@missouristate.edu



2022 Public Affairs Conference Report

Prepared by Mary Ann Wood, Stacey Trewatha-Bach, Keri Franklin, and Stephanie Dixon
Prepared for Board of Governors
October 28, 2022

Executive Summary

The 19th Annual Public Affairs Conference was held September 20-22, 2022. This year's conference, *From Words to Deeds: Creating Collaborative Communities*, hosted five high-profile speakers, 38 international and national speakers, and 18 virtual panel sessions. Over 7,000 people, live and virtually, attended the conference. Over 2,000 people attended live sessions, and virtual panel sessions ranged in attendance from 134 to 660 attendees. This year's Provost Fellow for Public Affairs was Shannon Wooden, Professor of English, from the Reynolds College of Arts & Letters. She chaired the 32-member advisory committee (page 2) consisting of faculty, staff, students, and community members to develop panels and select speakers. The following sponsors made the conference possible:

- Marlee Matlin, Academy Winner, and advocate for the deaf and hard of hearing community, was sponsored by the Missouri State Foundation and KY3/KSPR
- Liz Ogbu, renowned American architect, designer and urbanist whose work focuses on issues related to community building and spatial justice, was sponsored by the College of Business, College of Humanities, College of Natural & Applied Science, Public Affairs & Assessment, and Department of Art & Design,
- Leila Fadel, Host, NPR Morning Edition and Up First on National Public Radio was sponsored by Ozarks Public Broadcasting
- Jamira Burley, MIT Media Lab director's fellow and the head of youth engagement and skills for the Global Business Coalition for Education was sponsored by Student Activities Council
- Zach Anner, award-winning comedian, show host, TV writer, and disability advocate was sponsored by Public Affairs & Assessment

Key Findings

A survey was sent out at the end of sessions. The response rate was 25%. Of the 1,719 respondents, 76.4% were MSU students (57% first year, 12% sophomore, 15% junior, 13% senior). 70% of respondents collaborated with faculty on an assignment for class related to the conference. The goal of the conference is to provide for students a discussion of diverse perspectives, and 98% of respondents indicated they heard a variety of perspectives that helped in understanding the topic.

Quotes from Students

- "I'm much richer for hearing from voices across disciplines and have a wealth of new folks to quote in class as we're digging into a topic."
- "There were so many things I'd never thought about before, not from those perspectives at least."
- "OH, MY GOSH!!! What a terrific panel. I want more time with all of them!!!"

Public Affairs Conference Advisory Committee

- **Katelyn McCoy**, Instructor, Darr College of Agriculture
- **Lacy Sukovaty**, Associate Professor, DCA
- **Mary Jane Pardue**, Professor, Reynolds College of Arts and Letters
- **Maria Gerasimchuk-Djordjevic**, Assistant Professor, RCOAL
- **Radhika Kaula**, Senior Instructor, College of Business
- **Courtney Pham**, Senior Instructor, COB
- **Jamie Atkinson**, Assistant Professor, College of Education
- **Hassan Raza**, Assistant Professor, COE
- **Jordan Belisle**, Associate Professor, McQueary College of Health and Human Services
- **Lyon Hough**, Associate Professor, MCHHS
- **Jennifer LaPrade**, Assistant Professor, College of Humanities and Public Affairs
- **Suzanne Walker-Pacheco**, Professor, CHPA
- **Albert Barreda**, Associate Professor, College of Natural and Applied Sciences
- **Ron Malega**, Associate Professor, CNAS
- **Lisa McEowen**, Library Associate, Meyer Library
- **Tara Benson**, Director, Office of Student Engagement
- **Paige Jenkins**, Coordinator, Student Engagement–Programs
- **Kathy Nordyke**, Director, Citizenship and Service Learning
- **Devin Schehrer**, Assistant Director, Residence Life, Housing, and Dining Services
- **Daezia Smith**, Leadership Programs Specialist, International Programs
- **Emily Yeap**, Public Relations Specialist, Office of Strategic Communication
- **Rachel Anthonis**, Senior Student, Theatre
- **Jocelyn Diehl**, Public Affairs Co-Chair, Student Activities Council
- **Sarah Lashly**, VP of Operations, Student Activities Council
- **Emily Harvey**, VP of Marketing, Student Activities Council
- **Ayreana Shephard**, Campus Events, Student Activities Council
- **Amanda Stadler**, Missouri Department of Mental Health
- **Lyndsey Strahan**, Ozarks Technical Community College
- **Keri Franklin**, Associate Provost, Public Affairs and Assessment
- **Mary Ann Wood**, Director of Public Affairs Support
- **Stacey Trewatha-Bach**, Coordinator of Public Affairs Special Projects
- **Shannon Wooden**, Provost Fellow for Public Affairs, Conference Chair



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

Missouri State University faculty, staff, and students are involved in research, education, and service projects through the support of governmental, business, and philanthropic entities. This report summarizes key aspects of this activity and highlights awards received in FY 2023 through the month of September.

PROJECT HIGHLIGHTS

- **Mark Wheeler**, University Architect and Director, and **Laura Derrick**, Project Manager-Architect of Planning, Design & Construction, and **Tamera Jahnke**, Dean of the College of Natural and Applied Sciences, received **\$30,000,000** from the **Health Resources & Services Administration** to expand and renovate Temple Hall – currently a 125,000 sq ft facility built in 1971. This facility houses the university’s biology, chemistry, biochemistry, health, geography, geology, planning and geospatial sciences. Students who graduate from these programs pursue careers in health care, biochemistry, pharmacology, immunology and data science.
- **Matthew Curry**, Director of the Center for Applied Sciences & Engineering, received **\$2,550,000** from the **Missouri Department of Higher Education & Workforce Development** to construct a 6,600 square foot campus facility to serve the dual purpose of housing the braider system and creating an advanced composite materials (ACMs) learning lab and classroom. The commercial-scale braider will provide a unique learning tool for ACMs workforce training.
- **Chuck Garner**, Director of the Agency for Teaching, Leading & Learning, received **\$2,932,690** from the **US Department of Education** through the **Missouri Department of Elementary and Secondary Education** to fund Regional Professional Development Centers (RPDCs), providing services to districts that support the development and retention of teachers, while the content of the professional development trainings supports at least one category of the following: early learning and literacy, success-ready students, and safe and healthy schools.

RESULTS

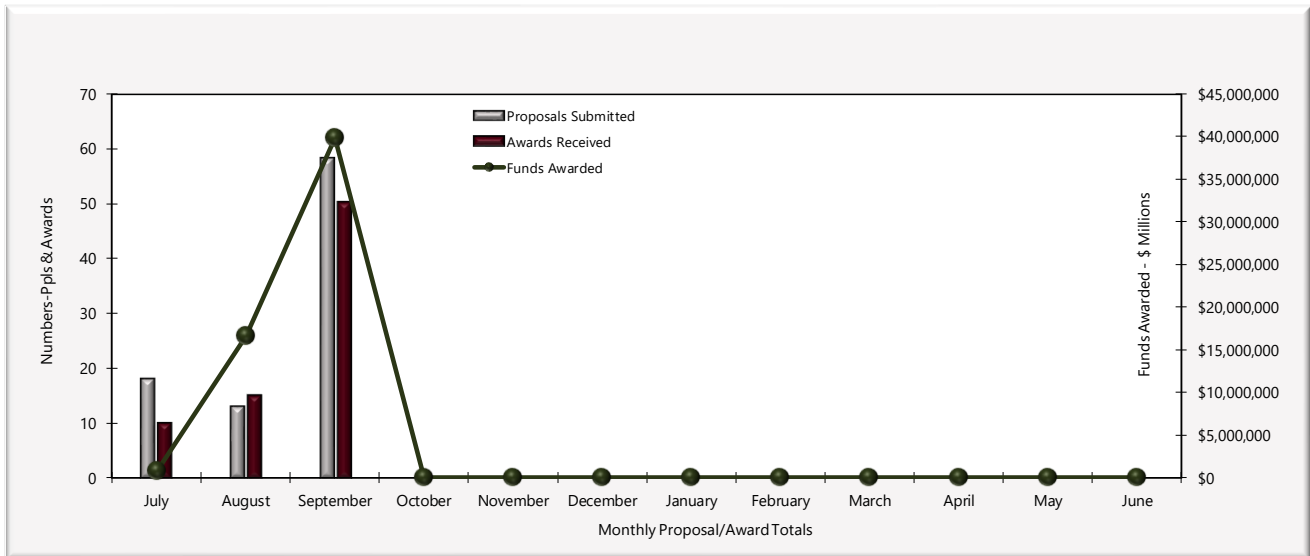
As of the end of September, the University has submitted 89 proposals for support of university-based projects. To date, 75 awards have been received – some of which are from proposals submitted during the previous fiscal year. The commitment of funds in these grants and contracts to date is \$57.3 million. Some of these awards are for projects that extend over more than one year, but the full commitment for funds is allocated to the first year. Additionally, we have received approximately \$1.5 million in ARPA funding that is not reflected in this report.

Key Indicators	Activity for FY 2023	% Change from FY 2022
Proposals Submitted	89	10%
Funds Requested	\$18,824,629	31%
Named Investigators	74	25%
Grants & Contracts Awarded	75	0%
Funds Awarded	\$57,267,071	789%

External funding activity so far in FY 2023:

Sponsored Program Activity FY 2023

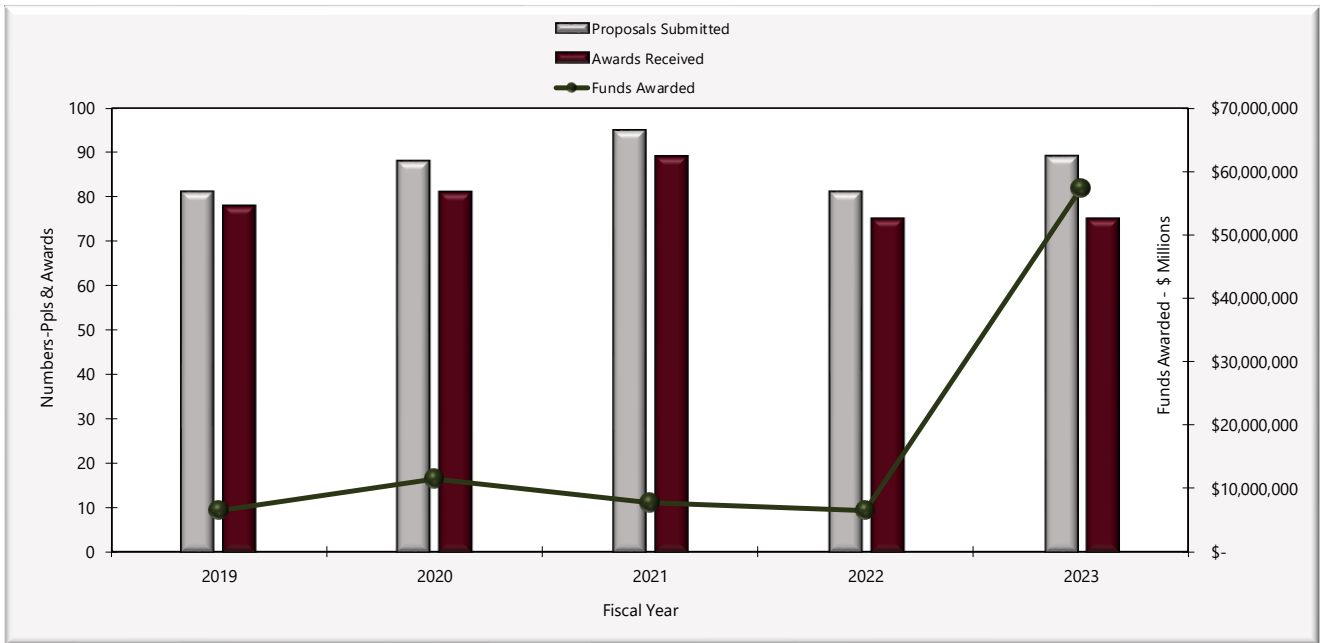
Month	Proposals Submitted	Total Awards	Dollars Awarded
July	18	10	\$734,506
August	13	15	\$16,642,618
September	58	50	\$39,889,947
October	0	0	\$0
November	0	0	\$0
December	0	0	\$0
January	0	0	\$0
February	0	0	\$0
March	0	0	\$0
April	0	0	\$0
May	0	0	\$0
June	0	0	\$0
	89	75	\$57,267,071



A comparison of activity over the last five years:

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

Fiscal Year	Proposals Submitted	Number of Awards						\$Millions	
		Education	Equipment	Facilities & Infrastructure	Research	Service	Ttl Awds	Requested	Awarded
2019	81	15	0	0	18	45	78	\$ 13,758,676	\$ 6,445,972
2020	88	17	0	0	16	48	81	\$ 26,621,690	\$ 11,521,799
2021	95	19	0	0	17	53	89	\$ 17,580,967	\$ 7,695,232
2022	81	9	1	0	13	51	75	\$ 14,413,509	\$ 6,443,606
2023	89	12	1	4	8	48	75	\$ 18,824,629	\$ 57,267,071



Grant and contract activity for FY 2023, through September:

Missouri State University
FY 23 Grant/Contract Activity by Unit

Unit	# Applying		# Awarded		Credit Share*			Actual**		
	Staff	Faculty	Staff	Faculty	Grants / Contracts		Award	Grants / Contracts		Award
					Submit	Awards	\$	Submit	Awards	\$
Administrative Services	0	0	3	0	0	3	\$ 27,008,173	0	2	\$ 30,008,173
The William H. Darr College of Agriculture	0	2	0	1	4	3	\$ 31,962	5	3	\$ 31,962
Center for Grapevine Biotechnology	0	0	0	0	0	0	\$ -	0	0	\$ -
Mid-America Viticulture & Enology Center	0	1	0	1	1	1	\$ 9,401	1	1	\$ 9,401
Judith Enyeart Reynolds College of Arts & Letters	1	3	0	3	4	3	\$ 603,512	2	3	\$ 603,512
Center for Dispute Resolution	0	1	0	1	1	1	\$ 35	1	1	\$ 35
Center for Writing in College, Career, & Community	0	1	0	1	1	1	\$ 10,000	1	1	\$ 10,000
College of Business	0	1	0	0	1	0	\$ -	1	0	\$ -
Center for Project Innovation & Management Education	0	0	0	0	0	0	\$ -	0	0	\$ -
College of Education	0	15	0	7	17	7	\$ 367,792	10	6	\$ 367,792
Agency for Teaching, Leading and Learning	1	0	1	0	2	2	\$ 2,950,323	1	2	\$ 2,950,323
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	5	1	5	6	7	\$ 361,826	6	7	\$ 361,826
Ozarks Public Health Institute	1	0	1	0	3	2	\$ 149,429	3	2	\$ 149,429
Southwest Missouri Area Health Education Center	1	0	1	0	5	2	\$ 59,251	5	2	\$ 59,251
College of Humanities & Public Affairs	0	0	0	0	0	0	\$ -	0	0	\$ -
Center for Archaeological Research	0	1	0	1	5	5	\$ 146,299	5	5	\$ 146,299
College of Natural & Applied Sciences	0	17	0	23	19	26	\$ 7,551,037	16	9	\$ 5,016,014
Bull Shoals Field Station	0	1	0	1	1	1	\$ 525	1	1	\$ 525
Center for Resource Planning & Management	1	0	0	1	1	1	\$ 5,000	0	1	\$ 5,000
Ozark Environmental Water Research Institute	1	1	1	1	7	3	\$ 384,660	4	2	\$ 384,660
Diversity & Inclusion	0	0	0	0	0	0	\$ -	0	0	\$ -
Graduate College	0	1	0	1	1	1	\$ 30,400	1	1	\$ 30,400
Information Services	0	0	0	0	0	0	\$ -	0	0	\$ -
Library	0	0	0	0	0	0	\$ -	0	0	\$ -
President	0	0	0	0	0	0	\$ -	0	0	\$ -
Executive Vice President	1	0	3	1	1	5	\$ 974,343	1	2	\$ 509,366
Provost	0	2	0	2	2	2	\$ 53,575	2	2	\$ 53,575
Center for Community Engagement	3	1	3	1	5	5	\$ 313,737	2	2	\$ 313,737
Community & Global Partnerships	4	0	5	0	6	7	\$ 538,753	6	6	\$ 538,753
Center for Applied Science & Engineering	1	0	1	0	1	2	\$ 9,496,190	1	2	\$ 9,496,190
Center for Biomedical & Life Sciences	0	0	0	0	0	0	\$ -	0	0	\$ -
Center for Business and Economic Development	0	0	0	0	0	0	\$ -	0	0	\$ -
International Leadership & Training Center	3	0	1	0	3	1	\$ 200,209	2	1	\$ 200,209
Jordan Valley Innovation Center	1	0	1	0	4	4	\$ 2,035,327	4	4	\$ 2,035,327
Small Business Development Center	1	0	1	0	2	1	\$ 42,373	2	1	\$ 42,373
Student Affairs	1	0	0	0	1	0	\$ -	1	0	\$ -
West Plains	0	3	1	3	5	6	\$ 3,942,939	5	6	\$ 3,942,939
TOTAL	21	56	24	54	109	102	\$ 57,267,071	89	75	\$ 57,267,071

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

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

XI.A.

REPORT FOR BOARD OF GOVERNORS FROM INTERIM CHIEF DIVERSITY OFFICER/ASSISTANT TO THE PRESIDENT BOARD OF GOVERNORS MEETING OCTOBER 28, 2022

INITIATIVES

INCLUSIVE EXCELLENCE SCORE CARD

Meeting with college diversity councils to assess needs and assist with the implementation of Inclusive Excellence efforts at the college level (See Flow Chart Attachment).

PROVOST DIVERSITY COUNCIL (PDC)

Restructured the PDC with Interim Provost to best align with the charge of the Inclusive Excellence Score Card. This includes representation from all seven MSU Colleges, Athletics, Student Affairs and the Library.

BEAR BRIDGE FACULTY MENTORING PROGRAM

Dr. Judith Martinez developed and facilitates the Bear Bridge program. A kick-off reception was held at President Smart's residence on October 10, 2022. Currently there are 75 mentors and mentees, doubling the number of participants in just under a year compared to fall 2021.

DIVERSITY TRAINING

Conducting a review of all trainings offered by DDEI and updating content as needed and developing additional training topics to address the needs of the university and community.

EVENTS

MOCAN/PEN (MISSOURI COLLEGE ATTAINMENT NETWORK & POST-SECONDARY EQUITY NETWORK)

Fall kick-off meeting held on MSU campus on September 8, 2022. Feedback/Input on topics for PEN: Equity in Student Conduct, IHEP Postsecondary Value Commission, MO Connections/Adult Students, State of Student Aid and Support, and Mental Health Counseling and Support MOCAN and the Truth, Racial Healing and Transformation (TRHT) Center of The Association of American Colleges and Universities (AAC&U) MOCAN/Complete College America Purpose First Awards and Related Activities.

NAACP FREEDOM FUND BANQUET

The Division for Diversity, Equity and Inclusion supported the Springfield chapter of the NAACP as a sponsor for the 2022 Freedom Fund Banquet held on October 15, 2022. Honoring the former CDO H. Wes Pratt, J.D. along with MSU faculty member Kyler Sherman-Wilkins, Ph.D.

COLLABORATIVE DIVERSITY CONFERENCE (CDC)

The 2023 Collaborative Diversity Conference will be held April 27-28, 2023. This will mark the 10th year of the CDC. For the first time, the CDC will be held at the Springfield Double Tree Conference Center. The value of changing the venue supports our intentionality to cultivate the engagement with our current community partners and developing new community connections.

COLLABORATIONS

SAAB (ALSO REFERRED TO AS BROTHER 2 BROTHER)

SAAB is a national leader and culturally sensitive school-based intervention that provides systems of support for young men of color to embark upon, and complete post-secondary education.

SAAB has built the nation's most successful large-scale approach to help young men of color complete postsecondary education. With nearly 350 SAAB chapters throughout the U.S. consisting of both collegiate and scholastic partners. Currently there are eight SAAB chapters, including MSU.

PROGRAMS:

SAAB City Wide Fall Kick Off Retreat: Supporting the mission and vision of SAAB in the Ozarks. Partners include MSU, OTC, Evangel University, SPS, Community Foundation of the Ozarks, Community Partnership of the Ozarks, and the City of Springfield. (August 20, 2022)

Springfield Ambassadors Council: Supporting our Missouri State University SAAB chapter members with developing a Personal Development Plan (PDP) for their success promise toward degree completion. (October 10, 2022)

SPRINGFIELD SCHOOL DISTRICT ENGAGEMENT

GPA/WEIGHTED COURSES/DIPLOMA OPTIONS WORK TEAM

Supporting SPS and creating pathways of access for students to attend college.

STEPS 2 EMPOWERMENT

Thriving in your Community for SPS 12th grade students. The focus of the session will be to discuss ways students can thrive in their communities as they prepare for their lives after SPS - taking on leadership roles, exploring civic engagement, finding a mentor. Also, I think it would be important to define "thriving" and ask them how they are thriving now or asking them what they need to thrive.

PEN (POSTSECONDARY EQUITY NETWORK)

Interim CDO serves as MSU Co-Chair with Student Affairs representative Dr. Rabekah Stewart. Missouri State University commits to active participation in the Postsecondary Equity Network (PEN) through 2023 in support of our shared goal to eliminate racial and socio-economic equity gaps in student enrollment, persistence, and completion at our institution, in our community, and in our state, specifically for BILPOC (Black, Indigenous People, Latin X and People of Color) students, adult learners and students from low-income communities.

ASSISTANT VICE PRESIDENT FOR DIVERSITY, EQUITY AND INCLUSION

- MSU Staff Senate DEI Q & A
- Festival of Nations Program Lead/Waynesville School District 10/7/2022
- Naturalization Ceremony Presenter 10/11/22
- National Inclusive Excellence Toolkit Strategic Leadership & DEI Dynamics in 2022
- Hispanic Promise: Access to Higher Education virtual symposium

ASSISTANT VICE PRESIDENT FOR INCLUSIVE EXCELLENCE AND FACULTY DEVELOPMENT

- Created “Ozarks Chatter” podcast to highlight faculty DEI work in teaching, service and research.
- Developing a DEI-centered service-learning opportunity for students in collaboration with faculty in the department of Media, Journalism and Film.
- Building and maintaining a faculty-centered relationship between DDEI and faculty to improve campus diversity efforts and increase training opportunities.

SPECIAL PROJECTS DIRECTOR

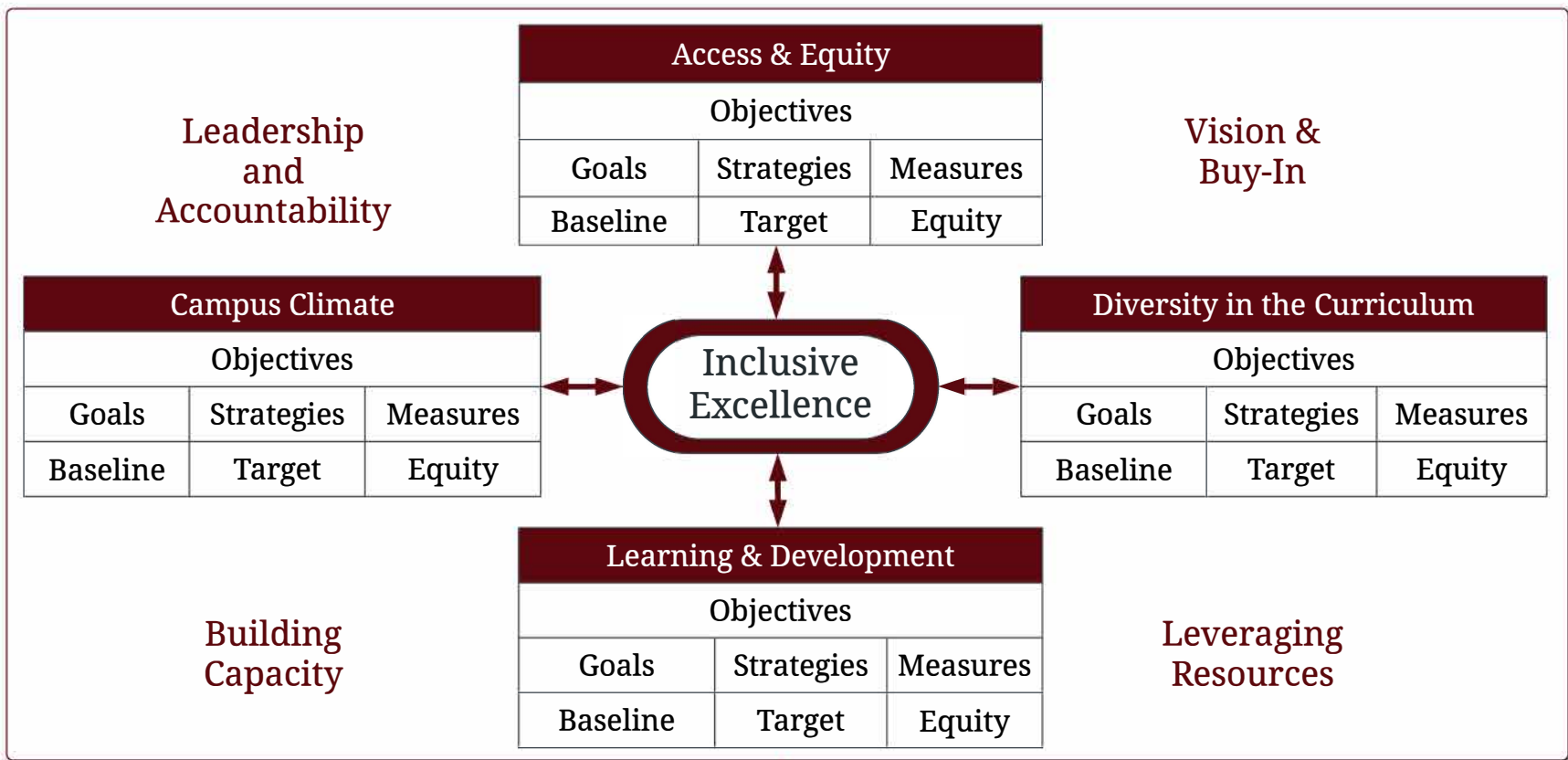
- Bear Bridge mentee workshop “Teaching with a Trauma Informed Approach” held October 21, 2022
- [Bear Bridge recruitment video](#)

DIVERSITY FELLOW

- Developing an interdisciplinary research collaboration in global perspectives to support faculty from varied disciplines to study techniques, concepts and/or theories from interdisciplinary perspectives to promote the generation of innovative global solutions beyond the scope of a single discipline and enhance interdisciplinary education and help graduate global citizens.

Submitted by: Algerian Hart, Ph.D.

October 17, 2022



Provost Diversity Council

College Level Diversity Council

Darr College of Agriculture

McQueary College of Health and Human Services

Judith Enyeart Reynolds College of Arts and Letters

College of Business

College of Natural and Applied Sciences

College of Humanities and Public Affairs

College of Education

Graduate College

Athletics

XII.B.

Student Affairs Report Missouri State University Board of Governors October 28, 2022

The Division of Student Affairs' mission is to support student success, foster student engagement, inspire a commitment to public affairs, and instill pride and tradition. Highlights since the last Board Meeting in June include:

Magers Health and Wellness Center:

- ♥ **Magers Health and Wellness** laboratory received an 100% on their COLA survey (lab testing accreditation). This survey was impressive with all the additional COVID protocols they have had to overcome the past 2 years. This is their fourth perfect survey.
- ♥ **New partnership with UMKC.** Thankful for the collaboration and leadership of Paul Gubbins, Sara Nimmo, Dr. Robert Scott, Gail Cyr and Randy Bass. The new partnership allows UMKC certified student pharmacist immunizers to assist with MSU vaccination efforts. We look forward to additional endeavors with UMKC and their students.
- ♥ **Magers Health and Wellness** will be adding same day testing capabilities for COVID and Flu. We will be implementing the SOFIA testing capabilities. This will allow us to test for COVID and Flu simultaneously to determine the best course of treatment quickly.

Residence Life, Housing and Dining Services:

- ♥ **Residence Life** opened our buildings for the academic year with an increase in returning students
- ♥ The **move-in process** was completed using our first centralized approach without a COVID component.
- ♥ COVID isolation housing continues to be available and utilized for on-campus students
- ♥ **Residence Life** hosted a successful House Calls program which is designed to reach out to on-campus students and give them an opportunity to interact with faculty, staff and administrators on a more personal level, answering their questions and talking about resource. This year, we had 29 new faculty/staff that volunteered along with many returners.
- ♥ **Heitz House** officially opened and students moved-in to the space. The Heitz Dining Center and Café 1905 opened as well.
- ♥ We welcomed a Director of Operations for **Chartwells**
- ♥ Devin Schehrer participated in **The Placement Exchange Taskforce** exploring the student affairs workforce and career needs. This included being part of an article published in *The Talking Stick*.

Multicultural Services:

- ♥ **Multicultural Programs** implemented a new online system for room reservations in Multicultural Resource Center.
- ♥ The **MRC** hosted several big collaborations with the counseling center, study abroad office, and Project HEAL.
- ♥ **Multicultural Programs** held a very successful Latino/a/x Heritage Month with 8 programs
- ♥ 67 individuals (faculty/staff) have already completed **Safe Zone trainings**

- 🍷 First-ever **Pride Game** at MSU: Wonderful collaboration with the athletics and Women's Soccer Team
- 🍷 **BearsLEAD** started the semester with a 3-day early arrival orientation with 75 participants.
- 🍷 A new MOU was signed with the **Wyman Foundation** to improve the relationship and resources between organizations.
- 🍷 14 new FTNIC students joined MSU this fall through out **access partners**.
- 🍷 108 students were offered and accepted **Inclusive Excellence Scholarships** this fall.
- 🍷 **TRIO Upward Bound** facilitated its first in-person Summer Academy since 202. Students traveled over 3,300 miles across 5 states to visit colleges and learn about higher education opportunities.
- 🍷 **TRIO Upward Bound** grant was renewed for 5 years. The new grant started strong with commitments from target schools to have Upward Bound (UB) staff working within school buildings to provide greater support and greater accessibility to UB students
- 🍷 The **TRIO** team is working on an MOU with SPS for the summer academy to be counted as transferable high school credit.
- 🍷 **Multicultural Services** held the annual Multicultural Networking Reception during Welcome Week and the Belong-B-Que; record-breaking attendance and participation at both events.
- 🍷 87 1st-Year Scholars present at the **IES Banquet**, Sept. 30th
- 🍷 **STEPS 2 Empowerment Conference** was held in partnership with Springfield Public Schools on October 19, 2022 in the Plaster Student Union.
- 🍷 **Dr. Rabekah Stewart** wrote a successful grant for \$10K/year for 3-years to support early career path decision-making for first-generation students of color thru Complete College American and Missouri College and Career Attainment Network (MOCAN).

University Bookstore:

- 🍷 **The Bookstore** StreamlinED program has again shown tremendous growth this fall.
FY22 130 titles 137 courses 9,000 students stud save \$482k value \$1.1M
FY21 92 titles 118 courses 8,400 students stud save \$460k value \$915K
 42% growth in titles - 17% growth in courses - 8% growth in students - 5% growth in savings 45% of Fall 2022 semester enrolled student were in at least 1 StreamlinED course.
- 🍷 Total back to school sales for the first few weeks of the Fall 2022 improved over Fall 2021 sales. Wait times in the bookstore were under 10 minutes during peak times. Sales at our convenience stores, and the Madison Ave Boutique were flat to last year, and overall we were \$77,000 up in sales for the bookstore/all locations included in the month of August!
- 🍷 During **Family weekend** the Bookstore offered extended hours and experienced consistent traffic thru the store! We offered families a pre-family weekend opportunity to shop online with the bookstore: 20% discount allowing for families to arrive on campus already outfitted in their Bear-Wear. We processed 68 orders with 285 total products purchased during this promotion with sales totaling over \$4,000! In-store family weekend sales topped \$100K!

Campus Recreation:

- 🍷 **Campus Recreation** completed the weight floor construction project. The department has added several new pieces of equipment and redesigned the layout. The changes have created a larger and more vibrant space. The students have provided positive feedback.

- ♥ We had a great start to our **Rec Sports** season with 34 flag football teams, 55 sand volleyball teams, and 38 soccer teams. That is a total number of 127 teams which is up 23 teams from Spring 2022 and a grand total of 1,009 unique participants.
- ♥ **Campus Recreation** hosted many signature events including RecFest, Glow Climb, Splash and Smores, Family weekend Gold Scramble, Sporting KC 3v3 Soccer tournament and more.
- ♥ The **Outdoor Adventure department** has already completed 3 trips for the semester, and each has been full. Those trips included: Kayaking on the Finley Creek, Climbing at Horseshoe Canyon Ranch, and Hiking at Ha-Ha Tonka State Park.

Plaster Student Union:

- ♥ The **student organization registration** process has ended. The Office of Student Engagement is currently recognizing 300+ student organizations.
- ♥ The **Esports Club** has begun play for the fall semester. Sixty students are currently playing among five different games. Each team has a winning record.
- ♥ Food delivery via **Starship robots** launched in mid-September. Chartwells is working to add the option to pay with Declining Balance/Dining Dollars.

Dean of Students:

- ♥ The **Behavioral Intervention Team (BIT)** has been working on 104 cases since August 1, 2022
- ♥ Students continue to utilize the **Bearisters** (free legal aid) program housed in the Dean of Students Office
- ♥ **New Student and Family Programs** completed 13 two-day SOAR Sessions and one one-day Session throughout June, July, and August.
- ♥ Hosted the **Ursa Experience** August 15-17th, with 200 attendees, the most since the first Ursa Experience was held at Missouri State. We had 30 Ursa Majors, our current student facilitators.
- ♥ Held **Family Weekend 2022** September 23-25th. 1390 families registered for some part of Family Weekend activities that required a ticket. Those events were the football game, the Welcome Breakfast, the Tailgate, Splash-n-S'mores and the Student Activities Council Comedy Show. There were other events that didn't require tickets and many family members just came to campus for the weekend.
- ♥ Co-hosted the **President's Reception for New Family Members** in the MSU Welcome Center on August 19th... parents always enjoy getting to meet President Smart and other administrators.
- ♥ The **Counseling Center BIPOC Working Group** was recently awarded the Division of Student Affairs "DOSA Award for Social Justice" for the work they have been doing to further quality mental health support for the unique needs of MSU students within the BIPOC Community.
- ♥ The **Counseling Center** introduced the new Personalized Care Model for the Fall 2022 Semester. The new model emphasizes a variety of mental health services available to students, including existing counseling services and a variety of new services. New services include the addition of WellTrack, a mental health support app; the web-based peer support app TogetherAll; the online community referral program "TheShrinkSpace; several new therapy groups for students; and a series of mental health coping workshops. All the

new services are free of charge to MSU students and may be reviewed at the MSU Counseling Center website: www.counselingcenter.missouristate.edu

- ♥ On August 30, the **Counseling Center** hosted the annual mental health fair “Fresh Check Day” on the North lawn of the Plaster Student Union. This event highlights a variety of booths surrounding mental health coping and awareness. Give-aways and prizes were provided.
- ♥ **Student Conduct** hired and has onboarded a new Graduate Assistant (Madison Stone) for the 2022-2023 Academic Year as well as a new Student Specialist (Meredith Kerlin) for the 2022-2023 Academic Year.
- ♥ **Student Conduct** has cultivated a relationship with Co-Curricular Involvement in the Office of Student Engagement to be a regular presenter for Centennial Leaders and First Time Leaders SOLD sessions.
- ♥ The **Career Center** partnered with JC Penney for a Suit-Up event on August 28th which was attended by 100 students who received discounts on professional attire.
- ♥ From the start of the fall semester through September 30th, the **Career Center** has hosted or helped coordinate 4 industry-specific career fairs with two more scheduled this fall. These fairs were attended by over 230 employers and 980 students.
- ♥ The **Career Center** has reached over 425 students through classroom presentations and workshops on career development and networking/LinkedIn, Aug. 1-Sept. 30, 2022.
- ♥ The **Career Center** has conducted 334 student appointments, in person or via Zoom, Aug. 1-Sept. 30, 2022.
- ♥ The **Career Center**, through our Student Career Ambassador program, has received and reviewed 738 resumes in Handshake, Aug. 1-Sept. 30, 2022.
- ♥ The **Career Center** launched a new series called *Bear Your Talent Tuesdays* which offers employers promotional tables on campus for connecting with students. So far we have had 40 employer visits on campus for information sessions, resume reviews, and interviews.

Respectfully submitted by,



Dr. Dee Siscoe
Vice President for Student Affairs

XIII.A.

Review of Staff Senate

With the start of a new term in the Staff Senate, the team has worked to replace the existing committee of “Communications” with a “Staff Recruitment and Retention Committee”. They submit ideas and recruitment themes which will be categorized and pursued. This will align with most of the goals that the HR department is working toward.

The subjects that have been approved is a part-time staff award (similar to the staff excellence award) and to invite all part-time staff to the Staff Awards Luncheon in January.

The Public Affairs Committee hosted a” Street Cleanup”, followed by a get together for Happy Hour at a local establishment.

To follow along with the Public Affairs Mission, Marlee Matlin met with folks on zoom for a book review and discussion. The book used for this event was, “I’ll Scream Later”.

This was then followed up by attending the “Bears for Equity and Belonging Workshop”.

Professional Development has been working to locate and pursue classes and trainings for staff. They are working diligently toward this goal.

Staff Activities has been very busy with the start of the Football Season and Tail gate at Bearfest Village. They are teaming with the Veterans group to cut costs for the tent and supplies, and to provide better options for the staff.

One of the most popular events is the “Pineapple Whip” that is attended by almost 600 staff.

The executive committee for Staff Senate has been working toward unity and teamwork in reaching out to include other groups. This allows for better relations as well as better outcomes to the events.

Our future ideas/events include:

1. Bear Pantry drive to provide food and hygiene products to students and the public.

2. Family night at a local Bowling Alley to give young parents the opportunity to get their children signed up for “Future Bears Club” (Learfield) and to network with parents as to the job openings and opportunities at MSU (HR).
3. Community involvement is key to this Senate, and we look to start a volunteer group to work in the community, similar to the “Day of Caring” event. We hope to make a definite impact on the community.

This senate is very excited to move forward with many new and exciting initiatives that will show our community that MSU Cares.

Thank you for all you do,

Gary Wells

Staff Senate Chair 2022

XIV.A.

MISSOURI STATE UNIVERSITY

BOARD RESOLUTION

BIDS & QUOTATIONS NO. 1603-22

Approval of proposals and award of a contract for job order contracting services – mechanical, electrical, and plumbing repair and replacement contracts

BE IT RESOLVED by the Board of Governors for Missouri State University that the proposal received from WMC, Inc. for job order contracting services – mechanical repair and replacement be accepted, approved, and awarded. The total expenditure for projects completed under this contract shall not exceed Seven Hundred Fifty Thousand and 00/100ths Dollars (\$750,000.00) during any one year.

BE IT RESOLVED by the Board of Governors for Missouri State University that the proposal received from A-1 Electric Service, Inc. for job order contracting services – electrical repair and replacement be accepted, approved, and awarded. The total expenditure for projects completed under this contract shall not exceed Six Hundred Thousand and 00/100ths Dollars (\$600,000.00) during any one year.

BE IT RESOLVED by the Board of Governors for Missouri State University that the proposal received from The Waldinger Corporation for job order contracting services – plumbing repair and replacement be accepted, approved, and awarded. The total expenditure for projects completed under this contract shall not exceed Six Hundred Thousand and 00/100ths Dollars (\$600,000.00) during any one year.

BE IT FURTHER RESOLVED that each project done under these contracts will have its own financial plan and be paid by the department requesting the services.

BE IT FURTHER RESOLVED that the Vice President for Administrative Services or the University Architect and Director of Planning, Design and Construction be authorized to sign the agreement with the selected contractor, incorporated herein by reference, and perform those acts necessary to carry out and perform the terms of the agreement. Subject to continued satisfactory performance, the University will continue to exercise the remaining available renewable options.

Carol Silvey
Board Chair

Passed at meeting of
October 28, 2022

Rowena Stone
Secretary to the Board

COMMENTS:

The University sought proposals from mechanical, electrical, and plumbing contractors for an on-call service. The intent of these contracts is to provide repairs and replacement of equipment to maintain the efficiency of the campus with the maximum expenditure per project not to exceed \$95,000.00.

The cumulative total of all individual projects awarded under the mechanical contract may not exceed \$750,000.00 per year. No additional work will be awarded in any year if the limit of \$750,000.00 is reached.

The cumulative total of all individual projects awarded under each the electrical contract and the plumbing contract may not exceed \$600,000.00 per year. No additional work will be awarded in any year if the limit of \$600,000.00 is reached.

Work under all these contracts may be done on University properties located in Camden, Douglas, Greene, Howell, Jasper, Laclede, Newton, Polk, Taney, Webster, and Wright counties.

These contracts shall be valid for one year or until October 31, 2023. Included with each contract is the option to renew the contract for three additional consecutive years. If all options for renewal are exercised, the contract will expire on October 31, 2026.

Proposals were received at the University’s request. The proposals submitted included cost multipliers for wages, materials, equipment, overhead and profit, as well as a lump sum for bond costs. A review of the proposals included qualifications as well as cost.

Upon approval of this resolution, Facilities Management will be responsible for the administration of these contracts and any reporting that may be requested.

Contract	Anticipated Award Date	Contractor	Expiration Date	Cumulative Annual Value	Available Renewals
JOCS - Mechanical	10/28/2022	WMC, Inc.	10/31/2023	\$750,000	3
JOCS - Plumbing	10/28/2022	The Waldinger Corporation	10/31/2023	\$600,000	3
JOCS - Electrical	10/28/2022	A-1 Electric Service, Inc.	10/31/2023	\$600,000	3

**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 22	6,508	\$195,294	140	\$400,561	6,648	\$595,855	19,141	\$1,982,379	FY 22
	FY 23	4,856	\$164,625	104	\$259,182	4,960	\$423,807	18,161	\$1,810,674	FY 23
Special Campaigns	FY 22	32	\$6,802	11	\$592,656	43	\$599,458	106	\$964,046	FY 22
	FY 23	24	\$4,458	7	\$101,750	31	\$106,208	422	\$392,043	FY 23
One Time Gifts	FY 22	0	\$0	9	\$102,587	9	\$102,587	26	\$297,521	FY 22
	FY 23	0	\$0	17	\$285,472	17	\$285,472	44	\$2,376,583	FY 23
TOTALS	FY 22	6,540	\$202,096	160	\$1,095,804	6,700	\$1,297,900	19,273	\$3,243,946	FY 22
	FY 23	4,880	\$169,083	128	\$646,404	5,008	\$815,487	18,627	\$4,579,300	FY 23

**MISSOURI STATE UNIVERSITY FOUNDATION
INCOME SUMMARY TOTALS BY TYPE AND SOURCE
07/01/2022 TO 09/30/2022**

SOURCE	UNRESTRICTED CURRENT	RESTRICTED CURRENT	ENDOWMENT	GIFTS OF PROPERTY	NON-GIFT INCOME*	TOTAL 07/01/2022 TO 09/30/2022	TOTAL 07/01/2021 TO 09/30/2021
ALUMNI	\$18,156	\$254,333	\$206,336	\$7,596	\$165,445	\$651,866	\$795,418
FRIENDS	3,889	474,928	25,646	9,370	104,428	\$618,261	1,176,009
PARENTS	25	17,291	1,040	510	6,740	\$25,606	34,708
FOUNDATIONS	0	119,660	700	0	6,790	\$127,150	135,340
ORGANIZATIONS	191,447	332,988	1,879,594	1,590	0	\$2,405,619	293,363
BUSINESSES	16,362	415,603	9,550	123,175	186,108	\$750,798	809,108
GIFT TOTAL	\$229,879	\$1,614,803	\$2,122,866	\$142,241	\$469,511	\$4,579,300	\$3,243,946

*Per the Tax Cuts and Jobs Act, the US Tax reform bill signed into law effective in 2021, income recieved from athletics seat assessments and suites are no longer tax deductible.

DEFERRED GIFT COMMITMENTS

	UNRESTRICTED CURRENT	RESTRICTED CURRENT	ENDOWMENT	GIFTS OF PROPERTY	TOTAL 07/01/2022 TO 09/30/2022	TOTAL 07/01/2021 TO 09/30/2021
DEFERRED GIFTS	0	1,038,000	540,000	0	\$ 1,578,000	\$ 355,000

GRAND TOTAL FOR TESTAMENTARY GIFTS YET TO BE RECEIVED: \$74M

	NUMBER OF DONORS 7/1/2022 TO 09/30/2022	NUMBER OF DONORS 7/1/2021 TO 09/30/2021
ALUMNI	2,469	2,318
FRIENDS	6,297	6,222
PARENTS	312	329
FOUNDATIONS	14	12
ORGANIZATIONS	85	56
BUSINESSES	275	199
TOTAL	9,452	9,136

Marketing and Communications Report
Missouri State University Board of Governors
October 28, 2022

MarCom updates since the June 24, 2022 meeting

The closing of Onward/Upward

The entire team has spent the last several months working in support of the Foundation as we near the closing campaign event that will be held homecoming weekend. This includes multiple print pieces, videos, social media promotions, photography and websites.

Web Strategy and Development (WSD)

Training continues rolling out across the university on the new content management system (CMS) for the university website. The CMS (OMNI) is used by editors across the university to update their department/division sites. This new system is much more robust and easier to use. The platform rollout, which includes the conversion of 1173 sites, is projected to wrap at the end of October.

The team will then begin the conversion to a new university calendar that is an option of the new CMS to replace the antiquated, homegrown calendar currently in place.

WSD is continuing the implementation of a search engine optimization platform (SEO) and a hybrid chat feature for the website. The results of the platforms are positive. Chat has engaged several thousand students and parents over the last several months – many in the late evening hours when staff aren't available. Additionally, SEO has enabled the website to run more efficiently (important from a Google search perspective) and continues to provide positive results.

On September 6, we welcomed Corey Canada as our new Director of Web Strategy and Development. Corey brings tremendous agency experience in digital marketing, creative, and web design and development to the position. For the past 15 years, he ran his own agency along with his wife – Departika – focusing on web initiatives.

Office of Strategic Communications

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

They continue to provide strategic communications and support across campus, along with social media engagement. Mind's Eye just published, providing another opportunity to communicate about the impactful research taking place at Missouri State.

On August 15, we welcomed Adair Seifert-Anspaugh as our new social media guru. She brings a wealth of experience, enthusiasm and creativity to the position. One of her first Instagram reel posts (the "I love corn" song combined with repurposed Clifstagram video cuts) garnered over 70,000 views!!

Andrea Mostyn, director for the office, is currently an EAB Rising Higher Education Fellow. Her capstone project focuses on five key areas, identified by EAB, where academic rules, regulations and processes might create unnecessary obstacles for students to complete their degree.

Andrea is evaluating where Missouri State stands on these key areas, which may offer opportunities to remove obstacles to student success, thereby increasing student retention. She is partnering with Zora Mulligan's enrollment steering committee with this effort. We plan to have results in December.

Marketing and Communications Report
Missouri State University Board of Governors
October 28, 2022

Video Marketing

The team premiered this year's What's New at MSU video at the State of the University forum on October 3rd. Megan Swift, our video production specialist who joined us a year ago, was the editor for this year's production. This is the culmination of a year's worth of video captured at events across campus.

The team continues work on new high-production-value videos for Mind's Eye. They are also working with several colleges developing informational videos for use on websites, social media, conferences, etc.

Creative Services

The team was awarded CASE Best of District VI awards in several categories, including: Missouri State Bear Athletes (photography-Jesse Scheve), Make Your Missouri Statement: Viewbook for Underrepresented Prospects (publications-Juliana Goodwin), The Ozarks Education Center (writing-Michelle Rose), and A Love Story Leads to a Legacy (writing-Michelle Rose)

The team continues to be very busy partnering with Admissions, the Foundation and colleges on print pieces and publications. They are also working closely with the social media, digital marketing and web teams in developing designs, avatars, etc.

Photographers are busy with fall sports and fall events – a never-ending demand.

We welcomed Rylee Williams, our new graphic designer who replaced Kennedy Englert. She is an MSU grad with a BFA in design. She most recently worked at Bass Pro before joining us at MSU. She has hit the ground running.

Board of Governors Meeting, October 28, 2022 Update on Transformation Plan: John Jasinski and Zora Mulligan

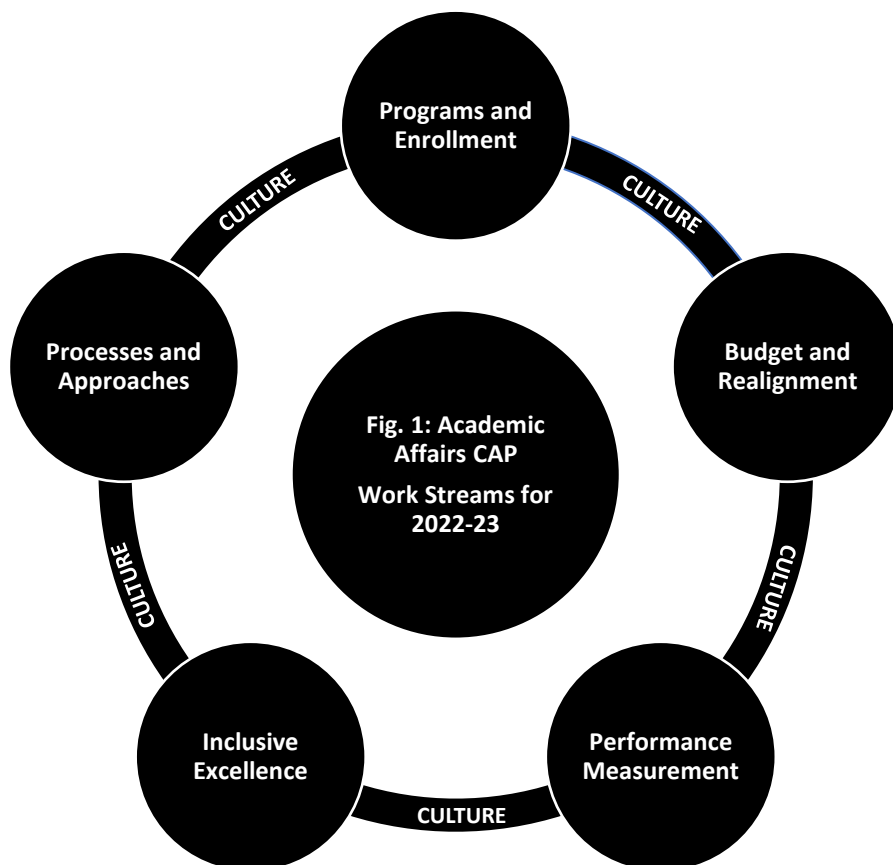
Missouri State University's Transformation Plan will develop over the 2022-2023 and 2023-2024 academic years. In 2022-2023, the plan focuses on preparing the university to meet two critical challenges: (1) the need for academic agility to ensure long-term institutional success and (2) the need to return to a trend of positive enrollment growth.

Interim Provost John Jasinski and Executive Vice President Zora Mulligan are partnering to lead development of the plan, and they are doing so in consultation with two steering teams and other groups throughout the campus community. This update summarizes their work to date.

Academic Affairs Continuous Agility Process (CAP) + Work Streams and Approaches for 2022-23

1) What is CAP and what will it address?

A systematic and ongoing process to keep academic affairs fresh, relevant, and market-savvy. As part of a learning and growing organization, the process is designed to be continuous and agile as work streams can be inserted into the system in both an as needed and cyclical nature. The 2022-23 CAP addresses five work streams as found in Fig. 1. They are intertwined and parallel in nature. They also link to the work of the Enrollment Steering Team and align with long-range plan themes.



2) Why CAP and why now?

President Smart has called for the modernization of academic affairs. Combined with decreasing head count and student credit hours over time and a fast-changing and uber-competitive market and sector, we have an opportunity to inject a system of continuous improvement and agility while we are in a position of strength.

3) Who is involved in the 2022-23 Academic Affairs CAP?

The Academic Disruptors Steering Team (ADST) is the oversight body for this academic year. Its charge includes, in the short-run, providing oversight in adjusting/aligning academic administration, addressing academic program assessments, producing a balanced budget cuts and reinvestments, realigning to improve and synergize – and fixing

some less-than-optimal processes. In the medium-term, it will provide oversight in further addressing academic programs and processes. The Deans' Team will be key actors, and various other stakeholders will be involved and/or kept updated along the way.

4) What are the ADST’s guiding principles?

See Fig. 2.

Fig. 2: Academic Affairs Disruptors Steering Team Guiding Principles	
→	Continuous agility based on organization needs and future viability – and includes "ways of doing things" and some "stop doing" things
→	Student learning/student success at the forefront
→	Focus on both academic administration and colleges/departments
→	Decisions that address today and tomorrow’s academic marketplace + being data-informed, where possible
→	Be clear on the tough nature of the task at hand – but know it is an imperative and can be done in a timely and graceful manner
→	From President Smart: Decide with speed and conviction, adapt proactively, engage for impact, deliver reliably

5) What are the base phases for the five work streams?

Assess, design, and execute + delineation of Responsible, Accountable, Consulted, Informed (RACI)

6) What is the intended 2022-23 Academic Affairs CAP output?

By ~May 2023, through five work streams, we will produce 11 outputs as found in Fig. 3. Note: Outputs are in varying stages of assessment/design/execution, currently (work is in progress). A continuous analysis will be on “stop doing” activities as well.

Fig. 3: CAP Work Streams and Outputs for 2022-23	
<u>Work Stream 1: Programs and Enrollment</u>	
→	Output 1: Academic Program Mix
→	Output 2: Enrollment Growth
<u>Work Stream 2: Budget and Alignment</u>	
→	Output 1: Academic Affairs Budget
→	Output 2: Academic Affairs Realignment
<u>Work Stream 3: Performance Measurement</u>	
→	Output 1: Academic Department Annual Review Metrics
→	Output 2: Academic Performance System (APS)
<u>Work Stream 4: Inclusive Excellence</u>	
→	Output 1: Inclusive Excellence Scorecard
<u>Work Stream 5: Processes and Approaches</u>	
→	Output 1: Selected Academic Affairs Processes (Initially: Curricular Workflow Process, Academic Hiring Process, Faculty Equity Adjustment Process, Online Definitions and Coding Process, Academic Awards and Events Model)
→	Output 2: Academic Affairs Committee System
→	Output 3: Academic Affairs Policy Library
→	Output 4: Provost’s Office Rhythm of the Year

7) What is not addressed out front in the 2022-23 work streams, but will/should/could be in the medium- and longer-terms?

A great deal. The value of the CAP process is that items can be plug and play in nature depending on progress, timing, needs, etc. The following are examples. They are neither all-encompassing nor mapped in to a specific workstream, presently; some may occur outside the process and/or be addressed in 2023 and beyond.

- Academic plan (inputs to Long-Range Plan)
- Academic budget model (including cost center model, incentives)
- Alternative revenue generation
- Holistic academic efficiency model
- General Ed
- Research
- Student experience mapping (experiences, barriers, etc.)
- Faculty recruitment, retention, engagement, mentoring, titling
- Academic leadership onboarding and development
- Academic technology (course delivery models/instructional design; digitization of administrative processes, etc.)
- Academic space management
- Academic nomenclature
- Academic calendar flexibility and 12/365
- Academic administrative assistant system (onboarding, training, manuals, etc.)
- Academic promotion/advocacy

Driving Enrollment Growth

Enrollment is a critical, immediate priority that must be addressed through a series of initiatives related to admissions, scholarships, employer partnerships, and student success. The culture around recruitment and retention is also a long-term issue that requires system-level transformation.

Acting with Urgency

The data included in the Fall 2022 Key Performance Indicators Update illustrate the importance of developing new enrollment strategies for immediate implementation. Members of the Enrollment Steering Team have already taken significant actions that will drive enrollment growth, including identifying critical student segments, setting goals for recruitment of students in each segment, and developing strategies to increase enrollment. The attached overview of 2022-2023 Strategic Enrollment Initiatives outlines the approach the University will take to recruiting each segment as well as goals for each segment. The document will be updated to include student success initiatives as the steering team's plans continue to develop.

Among the most significant early actions on enrollment are the decisions to establish the MoState Access scholarship, a Pell Grant gap-filler award aimed at recruiting students from Springfield and the Ozarks region; hire new enrollment management consultants; and update the University's strategy for name-buying. Provost Jasinski and Executive Vice President Mulligan also worked with deans to identify opportunities to support individual colleges' recruiting efforts, including bringing more high school and community college students to campus for focused visits, hosting high school agriculture teachers at summer workshops, investing in better tools to recruit graduate students, and developing relationships to establish a new market for international students in eastern India.

The steering team is also developing strategies to increase student retention. Continuing students comprise a significant portion of the overall student body. Retaining these students and supporting them through graduation is essential to maintaining robust enrollment, as well as to providing the value students expect when they choose Missouri State University.

The steering team is identifying actions that can be taken this fall, next spring, and over the summer to increase retention. In the short-term, faculty and staff will increase communication with students, especially those who do not register for spring classes and those whose grades indicate they may need additional assistance. Communications will also emphasize the importance of earning at least 30 credit hours each year to stay on track for four-year graduation. In the intermediate term, the steering team and others on campus will consider bigger changes such as requiring students to complete degree plans by the end of their first semester and declare a major by the time they have completed 45 credit hours, and changing the steps students must take to drop classes or withdraw from all classes.

Finally, the steering team will consider opportunities to strengthen the University's advising model beginning in November. That review will include looking at data about the models currently in place as well as at comparable institutions that have increased student success through advising.

System-Level Changes

Although the actions described above are necessary to address immediate enrollment challenges, more systemic changes are also needed to ensure that all members of the campus community understand the role they play in recruitment and retention and, therefore, in the University's long-term financial health. Those changes fall into four broad categories:

- 1) *Developing a culture of successful execution and continuous improvement.*** The Enrollment Steering Team is not simply doing new things – they are doing things in new ways. Each priority is backed by a plan that has clear goals, milestones, and accountabilities. Team members will track progress toward implementation and report out on results. When needed, they will adjust their plans to get back on track. The discipline associated with this work will have a long-term impact that will increase the University's ability to successfully implement plans across campus.
- 2) *Getting the structure right.*** University leaders have begun the challenging process of making decisions about organizational structure that enhance the institution's ability to meet its annual and long-term goals. Examples include making Enrollment Services a direct report to the Executive Vice President, which is a clear indication of the importance of that group's work and of working with the Provost and Academic Leadership Council, and reassigning lines to staff a team that will carry out the Long Range Plan directive that "community demands, workforce trends and opportunities to share resources will fuel intentional partnerships across academic and industry platforms." Under the new model, MSU efactory will take on an expanded role and serve as the "front door" of the university for employers. The efactory will implement an account manager system for employer outreach and develop a matchmaking/liaison process for internal communication with academic colleges, departments, and other administrative units.

The Employer Partnerships group is currently streamlining internal operations and communications so responsibilities for employer responsiveness are clear when the employer partnerships initiative is publicly introduced. In particular, the work being done now involves consolidation of non-credit training and professional development programs into the efactory, and consolidation/coordination of the current employer relations functions of Career Center, Student Employment Services, Outreach, and the efactory.

The initiative will become more outward facing in the first quarter of 2023 with an aggressive employer outreach schedule and the introduction of a centralized landing page for employers on the MSU website. The strategic will be based on the tenets of collaboration, responsiveness, and adaptability. Employer outreach will feature a "menu" of MSU academic program offerings/options and adjust or expand those offerings as necessary in response to employer needs and perceived benefit.

- 3) *Making decisions that align with our priorities.*** Finally, and most crucially, the priorities of the Enrollment Steering Team will be reflected in the Academic Affairs Continuous Agility Process and the ongoing buildout of the Employer Partnerships team. CAP work streams related to programs and enrollment, budget and alignment, performance measurement, and inclusive excellence will culminate in decisions that reflect the importance of priorities including enrollment and student success. These executive-level decisions will create incentives that impact decisions at the college, department, and individual levels.

Attachment: 2022-2023 Strategic Enrollment Initiatives

2022-2023 Strategic Enrollment Initiatives

VISION

To drive growth across the university using strategic thinking and bold execution.

THEMES

ADMISSIONS AND ENROLLMENT

STUDENT SUCCESS

INITIATIVES

FTNICs -- Overall

Develop best-in-class campus tours, strengthen relationships with high school counselors and communication with parents, increase market share in Springfield and the surrounding areas, engage consultants.
Overall goal: 5% increase in headcount enrollment.
Stretch goal: 2,500 FTNICs.

Dual Credit

Create VIP activities for dual credit students at November 12 Showcase.

International

Expand partnerships with additional countries, implement case manager approach.
Goals are 10% increase in FTNIC and FT-transfer and maintain current level of graduate enrollment.

First Gen

Increase communication with first gen students, including letters/email and a video.
Goal is to increase first gen enrollment by 5%.

Adults

Increase the number of all online programs from 17 to 20 by Fall 2023. **Build out annual plan to promote Fast Track.**

Racially Inclusive

Visit access programs, train admissions staff, present at schools, host IES Showcase, host meet ups with a focus on the most diverse schools, meet one on one with students, host groups on campus.
Goal is to increase applications and deposits for BILPOC, First Gen, and Pell-eligible students by 10%.

Pell-Eligible

Establish and promote scholarship.

Employer-Connected Adults

Expand access to financial support and new programs. Targets to be identified by March 31, 2023.

Transfer

Establish/resume/ strengthen communication and relationship-building with community colleges, launch new degree plan guide, host VIP events.
Goal is to increase transfer student enrollment by 10%.

Graduate

Increase prospects, develop accelerated programs, implement inclusive practices, continue to build out partnerships, and reduce barriers to student success.

Increase the effectiveness of the Undergraduate Recruitment Committee.

College and program activities.

XIX.

RECOMMENDED ACTION - Resolution authorizing closed meeting

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

- A. R.S.Mo. 610.021(1). "Legal actions, causes of action, or litigation involving a public governmental body..."
- B. R.S.Mo. 610.021(2). "Leasing, purchase or sale of real estate by a public governmental body..."
- C. R.S.Mo. 610.021(3). "Hiring, firing, disciplining or promoting of particular employees by a public governmental body..."
- D. R.S.Mo. 610.021(6). "Scholastic probation, expulsion, or graduation of identifiable individuals..."
- E. R.S.Mo. 610.021(9). "Preparation, including any discussions or work product, on behalf of a public governmental body or its representatives for negotiations with employee groups;"
- F. R.S. Mo. 610.021(11) and (12). "Specifications for competitive bidding...;" and "Sealed bids and related documents...;"
- G. R.S.Mo. 610.021(13). "Individually identifiable personnel records, performance ratings or records pertaining to employees or applicants for employment...;"
- H. R.S.Mo. 610.021(14). "Records which are protected from disclosure by law;" and
- I. R.S.Mo. 610.021(17). "Confidential or privileged communications between a public governmental body and its auditor,..."

VOTE: ___ AYE

___ NAY