



Board of Governors Meeting

<https://us02web.zoom.us/j/83071309051>

Friday, 2/19/2021

1:00 - 5:00 PM CT

I. Roll Call Presented By: Governor Amy Counts

II. Approval of Minutes of Open and Closed Meeting of December 10, 2020 Presented By: Governor Amy Counts

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III. Consent Agenda Presented By: Governor Amy Counts

A. President

1. Approval of FY2021/2022 Employment Agreements for Assistant Coaches for Football

III.A.1. Approval of FY 2021.2022 Employment Agreements for Assistant Coaches for Football - Page 16

2. Approval of FY 2021/2022 Employment Agreement for the Women's Tennis Head Coach

III.A.2. Approval of FY 2021.2022 Employment Agreement for the Women's Tennis Head Coach - Page 26

B. Academic Affairs

1. Approval of Academic Calendar for 2022-2023

III.B.1. Approval of Academic Calendar for 2022-2023 - Page 29

C. Human Resources

1. Approval of Actions Concerning Academic Employees

III.C.1. Approval of Actions Concerning Academic Employees - Page 31

2. Approval of Actions Concerning Non-Academic Employees

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

3. Approval of Actions Concerning Non-Academic Employee Salary Increases Effective January 2021

III.C.3. Approval of Actions Concerning Non-Academic Employee Salary Increases Effective January 2021 - Page 54

4. Approval of Actions Concerning Academic Employee Salary Increases Effective February 2021

III.C.4. Approval of Actions Concerning Academic Employee Salary Increases Effective February 2021 - Page 85

D. Procurement and Financial

1. Approval of Procurement Activity Report

III.D. Approval of Procurement Activity Report - Page 101

E. West Plains Campus

1. Approval of Actions Concerning Academic Employees

III.E.1. Approval of Actions Concerning Academic Employees - West Plains Campus - Page 107

2. Approval of Actions Concerning Non-Academic Employees

III.E.2. Approval of Actions Concerning Non-Academic Employees - West Plains Campus - Page 111

IV. Making Our Missouri Statement Moment – 3 Minutes Thesis Competition Presented By: Dr. Algerian Hart, Associate Dean of the Graduate College, and Kati Morgan, Winner of the 2021 3 Minute Thesis Competition

V. Committee Reports

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

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

- A. COVID-19 Update**
- B. Governmental Relations Update**
- C. Approval of the FY2022 Missouri Resident Undergraduate Tuition and Student Services Fee Resolution**
VI.C. Approval of FY2022 Missouri Resident Undergraduate Tuition and Student Services Fee Resolution - Page 112
- D. Approval of Revisions to the 2021 Meeting Schedule of the Missouri State University Board of Governors**
VI.D. Approval of Revisions to the 2021 Board Meeting Schedule - Page 115

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

- A. Chancellor's Report**
VII.A. Chancellor's Report - Page 117
 - 1. COVID-19 Update**
 - 2. Welding Program Update**
 - 3. Approval of New Program: AAS in Behavioral Support Assistant Program**
VII.A.3. AAS in Community Behavioral Health Support - Page 118

VIII. Academic Affairs

- A. Faculty Senate Report (written report only) - Dr. Cameron Wickham, Chair of Faculty Senate will provide a written report regarding activities associated with Faculty Senate**
VIII.A. Faculty Senate Report - Feb 2021 - Page 120
- B. Provost's Report Presented By: Dr. Frank Einhellig, Provost**
 - 1. Approval of New Program: Doctorate of Occupational Therapy**
VIII.B.1. Approval of New Program: Doctorate in Occupational Therapy - Page 121
 - 2. Diversity & Inclusion Initiatives**
 - 3. Update on Tenure & Promotion Process**

IX. Research and Economic Development (written report only)

- A. Report from the Vice President for Research and Economic Development & International Programs - Vice President Jim Baker will provide a written report on Sponsored Research**
IX.A. Research Administration Report - Page 123

X. Diversity and Inclusion (written report only)

- A. Division for Diversity and Inclusion Report - Assistant to the President/Chief Diversity Officer Wes Pratt will provide a written report regarding activities associated with the Division for Diversity and Inclusion**
X.A. Diversity and Inclusion Report - Page 127

XI. Student Affairs

- A. Report from the Student Body President Presented By: Ms. Tara Orr, Student Body President**
XI.A. Student Body President Report - Feb 2021 - Page 132
- B. Student Affairs Report (written report only) - Vice President for Student Affairs Dee Siscoe will provide a written report regarding activities in the Division of Student Affairs**
XI.B. Student Affairs Report - Page 133

XII. Staff Senate (written report only)

A. Staff Senate Report – Dr. Ryan Reed, Chair of Staff Senate, will provide a written report regarding activities associated with Staff Senate

XII.A. Staff Senate Report - Page 136

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

A. Approval of Consultant and Authority to Enter into an Agreement for Additional Professional Services in Conjunction with the Renovation of Kampeter Health Sciences Hall

XIII.A. Approval of Consultant and Authority to Enter into an Agreement for Additional Professional Services in Conjunction with the Renovation of Kampeter Health Sciences Hall - Page 138

B. Approval of a Real Estate Purchase Contract for the sale of Property at 547 Drury Road, Kirbyville, Missouri

XIII.B. Approval of a Real Estate Purchase Contract for the sale of Property at 547 Drury Road, Kirbyville, Missouri - Page 140

XIV. Financial

A. Approval of transfer and transfer of Property located at 326 North Boonville, Springfield, Missouri from the MSU Foundation to the Board of Governors of Missouri State University Presented By: Mr. Brent Dunn, Vice President for University Advancement

XIV.A. Approval of transfer and transfer of Property located at 326 North Boonville, Springfield, Missouri from the MSU Foundation to the Board of Governors of Missouri State University - Page 151

B. Development Report Presented By: Mr. Brent Dunn

XIV.B. Development Report - Page 153

C. Approval of Phase IV Student Distribution under the Coronavirus Aid, Relief, and Economic Security (CARES) Act Presented By: Mr. Steve Foucart, Chief Financial Officer

XIV.C. Approval of Phase IV Student Distribution under the Coronavirus Aid, Relief, and Economic Security CARES Act - Page 157

D. Approval of Student Distribution under the Coronavirus Response and Relief Supplemental Appropriations Act (CRRSAA) Presented By: Mr. Steve Foucart

XIV.D. Approval of Student Distribution under the Coronavirus Response and Relief Supplemental Appropriations Act CRRSAA - Page 158

E. Bond Refinancing Summary Presented By: Mr. Steve Foucart

XIV.E. Bond Refinancing Summary - Page 160

F. Preliminary Approval of Terms of (a) Educational Facilities Revenue Bonds, Series 2021A, (b) Auxiliary Enterprise System Revenue Bonds, Series 2021A, and (c) an Amendment to the Educational Facilities Revenue Bonds, Series 2019A Presented By: Mr. Steve Foucart

XIV.F. Resolution - Preliminary Approval of Terms of Educational Facilities Revenue Bonds, Series 2021A, Auxiliary Enterprise System Revenue Bonds, Series 2021A, and Amendment to the Educational Facilities Revenue Bonds, Series 2019A - Page 161

1. UMB Term Sheet: Auxiliary Enterprise System Revenue Bonds, Series 2021A

XIV.F.1. UMB Term Sheet - Auxiliary Enterprise System Revenue Bonds - Page 163

2. Capital One Term Sheet: Educational Facilities Revenue Bonds, Series 2021A and an Amendment to the Educational Facilities Revenue Bonds, Series 2019A

XIV.F.2. Capital One Term Sheet: Educational Facilities Revenue Bonds - Page 171

G. Approval of Reimbursement for Future Acquisition Financing of New Residence Life Facility Presented By: Mr. Steve Foucart

XIV.G. Declaration of Official Intent Toward the Issuance of Auxiliary Enterprise System Revenue Bonds, and Reimbursement of Expenditures for Auxiliary Enterprise Facilities from Proceeds of Bonds - Page 175

XV. Marketing and Communications (written report only)

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

XV.A. Marketing and Communications Report - Page 177

XVI. New Business

**A. Major Discussion Item – Effective Leveraging of New Modalities for Learning Presented
By: Dr. Frank Einhellig & Dr. Nancy Gordon, Director of the Faculty Center for Teaching and
Learning**

XVI.A. Effective Leveraging of New Modalities for Learning Discussion - Page 179

1. Faculty Panel Discussion

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

XVII. Closed Meeting Resolution - Page 183

XVIII. Adjournment Presented By: Governor Amy Counts

**MINUTES OF THE
BOARD OF GOVERNORS MEETING
MISSOURI STATE UNIVERSITY
THURSDAY, DECEMBER 10, 2020, 1:00 P.M.**
<https://us02web.zoom.us/j/89096049343>

1. Roll Call

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

Absent – Mr. Jay Wasson, Governor

Also

Present – Mr. Clifton M. Smart III, President
Dr. Jim Baker, Vice President for Research and Economic Development &
International Program
Ms. Donna Christian, Director of Internal Audit and Risk Management
(via webinar)
Mr. Jeff Coiner, Chief Information Officer (via webinar)
Mr. Ryan DeBoef, Chief of Staff and Assistant to the President for
Governmental Relations
Ms. Rachael Dockery, General Counsel and Chief Compliance Officer
Mr. Brent Dunn, Vice President for University Advancement (via
webinar)
Dr. Frank Einhellig, Provost
Mr. Steve Foucart, Chief Financial Officer
Mr. David Hall, Director of University Safety
Dr. Rob Hornberger, Associate Vice President for Enrollment
Management and Services
Dr. Dennis Lancaster, Interim Chancellor of the West Plains Campus
Mr. Kyle Moats, Director of Athletics
Mr. Matt Morris, Vice President for Administrative Services
Ms. Tara Orr, Student Body President
Dr. Michelle Olsen, Director of Institutional Research
Mr. Wes Pratt, Chief Diversity Officer and Assistant to the President
Ms. Suzanne Shaw, Vice President for Marketing and Communications
Dr. Dee Siscoe, Vice President for Student Affairs
Ms. Rowena Stone, Secretary to the Board of Governors
Dr. Barri Tinkler, Associate Dean of the College of Education

Dr. Cameron Wickham, Chair of Faculty Senate
Mr. Mark Wheeler, University Architect and Director of Planning, Design,
& Construction

2. **Presiding** – The presiding officer for the meeting was Mr. Craig Frazier, Chair of the Board of Governors. He called the meeting to order at 1:03 p.m. in the Bond Learning Center Ballroom at the Missouri State University Darr Agriculture Center. The meeting was livestreamed via Zoom webinar.
3. **Approval of Minutes** – Mr. Frazier mentioned that the first item of business was the approval of the minutes for the open and closed meetings of October 16, 2020. Ms. Lynn Parman so moved, receiving a second from Ms. Carol Silvey.

Motion passed 8-0.

4. **Consent Agenda** – Mr. Frazier noted that the next item of business on the agenda was the approval of the Consent Agenda. The items included in the Consent Agenda are:

President

Approval of Employment Agreement for Athletics (Human Resources No. 1662-20)

Procurement and Financial

Approval of Procurement Activity Report (Purchasing Activity Report No. 496-20)

Approval of transfer of fifteen tracts of land in Taney County from the MSU Foundation to the Board of Governors of Missouri State University (Land No. 124-20)

Facilities and Equipment

Approval of the Second Amendment to Single Site Agreement – Joplin (Amendment) by and between SBA Structures, LLC and the Board of Governors of Missouri State University for the renewal, amendment, and supplementation of the current broadcast tower lease for KSMU-Joplin (Agreement No. 442-20)

Human Resources

Approval of Actions Concerning Academic Employees (Human Resources No. 1663-20)

Approval of Actions Concerning Non-Academic Employees (Human Resources No. 1664-20)

West Plains Campus

Approval of Actions Concerning Non-Academic Employees (West Plains Campus Personnel No. 456-20).

Ms. Silvey made a motion to approve the Consent Agenda, receiving a second from Ms. Amy Counts.

Motion passed 8-0.

5. **Making Our Missouri Statement Moment – Board of Governors Citizen Scholar Award Recipients** – Dr. Dee Siscoe, Vice President for Student Affairs, read the Citizen Scholar resolution (Award No. 95-20) and requested approval of the following students as Citizen Scholars for 2020-2021: James Cayley, Alye Darter, Allison Garrett, Sarah Gray, Rachael Ingram, and Lyndsey Parker. A motion was made by Ms. Beverly Miller Keltner and seconded by Ms. Counts.

Motion passed 8-0.

6. **Committee Reports:**

- A. Mr. Frazier reported on the November 18, 2020, Executive Committee meeting. During the meeting, President Clif Smart updated the committee on the university's plans and actions in response to the COVID-19 pandemic. President Smart also presented a FY2021 budget update to the committee that included a plan to use recently released state funding for a full-time faculty and staff \$600 per year compensation increase. Additional plans for the funds included an adjustment to the university's staff salary ranges to keep up with market conditions and to temporarily restore part of the university's facility repairs and classroom upgrades budget. The committee was favorable of the plan and encouraged President Smart to move forward with it. The committee also approved a procurement activity report that included journal subscription renewals, equipment, furnishings, and facility updates to comply with public health emergency guidelines at the efactory and JVIC, insurance contracts related to employee benefits, and stop loss reinsurance for the university's employee group medical plan. Lastly, the committee awarded the construction contract for the Springfield Public Schools agriculture magnet school at the Darr Agriculture Center to Larry Snyder & Company.
- B. Ms. Counts reported on the Risk Management and Audit Committee meeting. Ms. Kim Hamm, Mr. Kyle Miller, and Mr. Matt Cash of BKD presented results of the independent audit for fiscal year 2020 and management letter review. BKD advised the university had a clean audit. There were no reportable matters related to alternative accounting treatment or auditor's judgements about the quality of the entity's accounting principles. There were no material weaknesses or significant deficiencies reported during the audit.
- C. Ms. Carrie Tergin reported on the Finance and Facilities Committee meeting. During the meeting, President Smart, Ms. Natalie McNish, and Mr. Steve Foucart presented a review of CARES Act Funds awarded to the university. President Smart and Mr. Foucart also presented a FY2021 budget update, sharing the Springfield operating fund is \$5.5 million ahead of budget and the West Plains

operating fund is \$300,000 ahead of budget. These totals include more than \$4.5 million in university reserves that were allocated when the board originally approved the FY2021 budget in June. Additional discussion occurred on the approval of a budget adjustment that will be voted on later in the meeting. President Smart and Mr. Foucart also presented a new tuition and fee model for discussion that has the same tuition rate for seated and online classes. The committee discussed and provided feedback on the proposed model, approving the university to continue to work on a formal proposal to be voted on by the board in the spring. Mr. Foucart reviewed year-to-date financials and Mr. Brent Dunn provided a development report from the foundation.

- D. Ms. Silvey reported on the Programs and Planning Committee meeting. The committee discussed and updated criteria for selection of citizen scholars. Dr. Dee Siscoe moderated a panel discussion with this year's citizen scholar award recipients. The committee received an update on strategic enrollment management and reviewed the final version of the university's strategic enrollment management plan. Approval of the plan will be voted on later in the meeting. The committee received an update on the long-range plan in regard to the steering committee's work with the university's strategic partner, EAB. The university has conducted a series of webinars, workshops, and brainstorming sessions that will form the basis for a draft long-range plan that will be presented to the board for approval next summer.

7. **Presidents Report**

- A. **Preview Winter Graduations** – President Smart shared that on Friday, December 11, 2020, the university will graduate 1,568 students in three ceremonies at JQH Arena. This total number of graduates includes 1,142 undergraduate and 426 graduate, 14 of which are doctorates. He highlighted that Bronze Bear Award recipients Robert and Marlese Gourley will be featured at the 9 a.m. ceremony and Government Excellence Award recipient Mayor Ken McClure will speak at the 5 p.m. ceremony. He commented that the university has worked to make commencement as safe as possible by socially distancing all participants, requiring masks, and limiting the size of the audience.
- B. **COVID-19 Update** – President Smart shared information about COVID-19 cases, testing, and campus housing numbers for the fall semester on the Springfield campus. He commented that the numbers reflect how the university was able to manage the semester safely and successfully. He shared that the university has updated five policies for the spring semester that include the masking, testing, emergency paid leave, events, and return-to-campus and travel policies. Additional adjustments for spring include modality of delivering classes with one-third still being offered in a traditional, seated format and additional classroom upgrades to offer more blended and online formats. He shared that the biggest change for spring is that the university will have the ability to do significantly more testing, including that all students living in the residence halls will be tested upon their return to campus. The university will also start doing

wastewater testing. He commented that the university is potentially a holding site for the Pfizer vaccine as well as a distribution point that will allow the university to begin vaccinating its own employees as early as the end of January. Lastly, he stated the university has better tools, more experience, and additional help coming in order to continue to operate as planned in the spring.

- C. Government Relations Update** – President Smart shared a government relations update. General Assembly will start a new session in January and the university will focus on two main legislative priorities. The first being core restoration. For the past two years, the university’s core operating appropriation has been \$94 million; however, a significant amount of funding was withheld in each of these years due to the pandemic. Missouri State’s top priority is to receive the full \$94 million operating appropriation in the coming fiscal year.

President Smart shared that a part of this priority involves the sources of the university’s funding. In FY2020, core appropriation was funded from two sources - general revenue and lottery funds. Last year, the General Assembly found a creative solution to avoid cutting the university’s core operating appropriation. They created a third funding source called the budget stabilization fund. This made \$8.4 million of core funding contingent on the state receiving a Medicaid reimbursement. That contingency occurred, and the university is working with Governor Parson in hopes of receiving those funds this fiscal year. He shared that while the budget stabilization fund was a good idea, it was a single year solution. The university will advocate this year that its core appropriation returns to the way it has traditionally been sourced through general revenue and lottery funds.

President Smart stated the second priority relates to the new tuition and fee model discussed at the Finance and Facilities Committee meeting earlier in the day. He reviewed the remaining Legislative Guide materials that were distributed. Highlights of the other materials included a 50/50 matching funds request for renovations to Kampeter Hall and a matching funds request for the magnet school and small animal facility at Darr Agriculture Center. President Smart added that if the opportunity presents itself, the university will also advocate for funding for the JVIC expansion project which was approved for a MoExcels grant last year, but the grant was not funded during the appropriations process.

- 8. **West Plains Campus** – Dr. Dennis Lancaster, Interim Chancellor of the West Plains Campus, provided an update for the West Plains campus. Highlights of his report included updates on COVID-19 on campus, the advanced fabrication program, and the Title III cooperative grant.
- 9. **Academic Affairs**
 - A. **Faculty Senate Report** – Dr. Cameron Wickham, Chair of Faculty Senate, reported on Faculty Senate activities. Highlights of his report included a senate

action summary, proposed changes to the faculty handbook, findings of the Faculty Senate Committee on University Budget and Priorities, and leadership lunches. Dr. Wickham concluded his report by reviewing the fall 2020 salary report card compiled by the Faculty Senate Committee on University Budget and Priorities included in the board materials. President Smart commented that administration and the board is committed to raising compensation as well as evaluating the dental proposals submitted by Faculty Senate.

- B. Report from the Provost** – Dr. Frank Einhellig, Provost, introduced Dr. Barri Tinkler. Dr. Tinkler will assume the role of Interim Dean of the College of Education for the next year and a half. A national search will be conducted next fall to fill the position. He shared that Dr. Tinkler currently serves as Associate Dean of the College of Education and Interim Department Head of Counseling, Leadership, and Special Education. Dr. Tinkler made remarks.

Dr. Einhellig discussed the faculty hiring processes initiated for fall 2021 appointments. The university currently has 742 full-time faculty. With the improved budget outlook, the university looks to fill additional faculty lines. He shared the ad that will be placed in the Chronicle of Higher Education to attract applicants.

Dr. Einhellig shared information on academic plans for the spring and summer 2021 semesters. He commented that the spring semester will look much like the current semester in that classes will be agile and diversified in how they are offered. In the registration process, just over 5,000 sections of classes are being offered in traditional (36%), online (24%), web-conferencing (9%), and blended (20%) formats. He added that these numbers may fluctuate over the semester as needed. Dr. Einhellig shared that over winter break, 60 additional classrooms will be equipped with Zoom capabilities. This will bring the total number of Zoom capable classrooms on campus to 140 out of 500. He commented that the university is planning for a primarily online summer. He added that before COVID, 64% of summer credit hours were online, but this last summer they were offered over 90%. As the demand of summer classes is likely to be high again, the Provost's Office provided salary money from reserves to try and offer as many summer courses as can be filled with hopes of a robust summer semester.

Dr. Einhellig's other updates pertained to the nursing and nurse anesthesia programs. Enrollment for the Nursing program has improved, and the spring semester has 199 students at the bachelor's level. The completion program, which is primarily RNs returning to get earn a bachelor's degree has almost doubled from last fall. He added that there are 2+2 agreements with OTC, Crowder College, and the West Plains campus for this program. Dr. Einhellig concluded his report by stating the Nurse Anesthesia Program has 150 students and the university is excited to have students back in Mercy facilities for clinical sites.

10. Student Affairs

A. Report from the Student Body President – Ms. Tara Orr, Student Body President, highlighted efforts made by the Student Government Association (SGA) for the past semester. Highlights of her report included SGA donating masks to local Springfield schools and the Bear Pantry, the annual campus safety walk, working on upgrades for shuttle services on campus, hosting a walk for freedom, creating a green elections guide for students, and creating a professional development week with the Career Center.

11. Financial

A. Mr. Steve Foucart, Chief Financial Officer, presented a resolution for Approval of FY2021 Internal Operating Budget Adjustments (Finance No. 1089-20).

Adjustments to the FY2021 budget include:

- A \$600 across-the-board salary increase for full-time faculty and staff hired on or before November 30, 2020, with such increase to be effective as of January 1, 2021, for 12-month employees and February 1, 2021, for 9- and 10- month employees;
- Adjustments to the university’s pay ranges commensurate with the calendar year 2019 employment cost index; and
- A temporary, one-time restoration of funding in the budgets for facility repairs and classroom upgrades, in the amount of \$660,535 for the Springfield campus and \$50,361 for the West Plains campus.

Ms. Tergin moved to approve the resolution, receiving a second from Ms. Counts.

Motion passed 8-0.

12. Old Business – Updates on University Planning

A. Visioning Guide Update – Mr. Mark Wheeler, University Architect and Director of Planning, Design, and Construction, provided an update on the visioning guide. He shared that the university is consulting with a variety of architects who have experience in planning, design, and construction of higher education institutions and that he is planning to take tours of other campuses that are of similar size to Missouri State. Several diagrams and renderings of campus projects were viewed. He stated that the university has completed the analysis of the ADA masterplan, the College of Natural and Applied Sciences masterplan, the Residence Life Condition Assessment, and the Ann Kampeter Health Sciences Hall. Mr. Wheeler concluded his report by stating 80% of the first two phases of the visioning guide process have been completed and the university is on track to complete and published the guide prior to June 30, 2021.

B. Approval of Strategic Enrollment Management (SEM) Plan – Dr. Rob Hornberger, Associate Vice President for Enrollment Management and Services, presented a resolution for Approval of the 2020-2026 Strategic Enrollment

Management (SEM) Plan (Board Policies No. 126-20). Mr. Chris Waters provided a motion to approve the SEM Plan, receiving a second from Ms. Miller Keltner.

Motion passed 8-0.

13. New Business

A. Key Performance Indicator Update – Dr. Einhellig provided an overview of the history of key performance indicators (KPIs) at the university. He shared that the university uses key performance indicators, along with performance funding measures from the State of Missouri to monitor the university’s progress towards achieving the measurable goals set by the board and included in the long-range plan

President Smart reviewed the measurable goals and targets set by the board. The four major areas include number of credentials awarded, first to second year retention rate, six-year graduation rates, and faculty and staff diversity. He shared the university’s progress on each of these goals:

1. Degrees and certificates awarded – the university had an original goal of 4,900 which was revised to 5,200 by fall 2021. The university has already achieved the revised goal.
2. First year to second year retention of first-time full-time new in college students – the university has stayed between 77% and 79% during the past five years. With the goal of 82% by fall 2021, the university has new plans, strategies, and people working on getting closer to the goal by this time next year.
 - President Smart shared information on the subgoals for this area noting that there is work to be done in each area to hit the subgoals of 79% for each category of students.
3. Undergraduate six-year graduation rate – the university has already achieved the 2021 goal of 57%.
 - President Smart commented that some progress has been made within each of the specific groups of students and believes the university will hit more of the targets by the end of the fall 2021 semester. He also shared data comparing Missouri State to other universities for this goal.
4. Historically underrepresented and international faculty and staff – the university had obtained the original goal of 14% which was revised to 16% by fall 2021.

Dr. Einhellig reported on the six state performance measures for the reporting timeframe of 2017 to present. These measures are intended to reflect student success, quality of learning, and institutional efficiency:

- Completions per student FTE (full-time equivalent)
- Student success/passing rate on licensure exams
- Student placement after graduation (Career Outcomes)

- Total (academic) core expenditures compared to total expenditures
- Change in operating salary expenditure compared to median household income
- Change in tuition and fee revenue collected from Missouri resident degree-seeking undergraduates compared to median household income

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

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

Dr. Einhellig then provided an update on the status of long-range plan measurable goals. Highlights of his presentation included data on undergraduate cost of attendance, enrollment, grant and contract activity, and diversity of students, faculty, and staff. Dr. Einhellig called upon Dr. Michelle Olsen, Director of Institutional Research, to provide a live demonstration of how to navigate the KPI dashboards on the Office of Institutional Research's website. President Smart commented how the dashboards help the university figure out how to engage students more and retain them.

Dr. Dennis Lancaster, provided an update on the state performance funding measures and KPIs for the West Plains campus. He shared that MDHEWD has stated that if performance measures are used this year to determine the percentage of any new state appropriations that the campus will only be measured by two of the typical six funding performance measures applied to the state's community colleges. The West Plains campus met both of the measures for the current year, increasing its completion/transfer rates for full-time, first-time students from 30.1% to 33.9% and increasing the licensure/certification exam success rate from 95.2% to 96.9%. Additional highlights of his

presentation included data on enrollment, retention and success, awards, licensures, and certifications, and workforce diversity.

B. Board Recognitions for Outgoing Board Members – President Smart presented three separate resolutions of recognition for Governors Gore (Recognition No.1-20), Miller Keltner (Recognition No. 2-20), and Tergin (Recognition 3-20). Governors Gore, Miller Keltner, and Tergin all made remarks. Mr. Frazier made a motion for approval of all of the resolutions, receiving a second from Ms. Counts.

Motion passed 8-0.

C. Approval of the 2021 Executive Committee to the Board of Governors – Mr. Frazier called upon Ms. Counts, Vice Chair of the Board of Governors, to announce the appointments to the Board of Governors committees. Ms. Counts called for Approval of the 2021 Executive Committee of the Board of Governors (Administration No. 50-20) as Ms. Amy Counts, Chair; Ms. Carol Silvey; Mr. Craig Frazier; and Mr. Chris Waters. Mr. Frazier provided a motion, receiving a second from Ms. Tergin.

Motion passed 8-0.

D. Announcement of Board Committee Appointments – Ms. Counts announced the appointments to the other 2021 Board of Governors committees. They are as follows:

- The Risk Management and Audit Committee is comprised of Ms. Carol Silvey, Chair; Ms. Amy Counts; Ms. Lynn Parman; and Mr. Jay Wasson.
- The Finance and Facilities Committee is comprised of Mr. Chris Waters, Chair, and all members of the Board of Governors.
- The Programs and Planning Committee is comprised of Ms. Lynn Parman, Chair, and all members of the Board of Governors.
- The Board representative to the Missouri State University Foundation is Mr. Craig Frazier.

14. Closed Meeting – 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. Mr. Frazier 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 December 10, 2020, meeting of the Board of Governors to consider items of business pursuant to:

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

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

Motion passed 8-0.

The open meeting recessed at 4:43 p.m. to go into closed session.

The open meeting was reconvened at 5:33 p.m.

- 15. Adjournment** – With no further business needing to be discussed, Mr. Frazier adjourned the meeting at 5:34 p.m. on the motion of Ms. Miller Keltner and second of Ms. Counts.

Motion passed 8-0.



Rowena Stone
Secretary to the Board

III.A.1.

RECOMMENDED ACTION – Approval of FY 2021/2022 Employment Agreements for Assistant Coaches for Football.

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

WHEREAS, the University desires to continue to employ Austin Appleby, Ryan Beard, Skyler Cassity, Nelson Fishback, Ronald Fouch, Reginald Johnson, Dominic Petrino and Ladarien “LD” Scott as Assistant Football Coaches and as set forth in the attached Exhibit A and subject to the terms and conditions set forth in the attached Exhibit B:

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

VOTE: **AYE** _____

NAY _____

Comments:

These coaches are receiving funds from previous coaches that have left the University, and from fundraising/foundation monies, such that their salaries do not represent new expenses to the Athletics Department or University.

Austin Appleby, Ryan Beard, Ronald Fouch, Dominic Petrino and Ladarien “LD” Scott’s salaries have increased by across-the-board raises implemented by the University in the amount of \$600.00.

Skyler Cassity’s salary has increased from \$35,000.00 to \$40,600.00, which includes the across-the-board raise implemented by the University.

Nelson Fishback’s salary has increased from \$44,000.00 to \$50,600.00, which includes the across-the-board raise implemented by the University.

Reginal Johnson’s salary has increased from \$70,00.00 to \$85,600.00, which includes the across-the-board raise implemented by the University.

Each coach will be eligible to earn achievement payments contingent upon the athletic success of the football team.



Missouri State UNIVERSITY

ATHLETICS EMPLOYMENT AGREEMENT – ASSISTANT COACH

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

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

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

Name of Coach: Austin Appleby

Position: Assistant Coach

Sport: Football

Term: February 1, 2021 - January 31, 2022

Compensation: \$40,600 annually

Achievement Payments:

\$1000 for regular season conference championship or regular season conference co-championship in football; and \$700 for each game played in the NCAA FCS football playoffs.

Other Benefits and Incentives:

Coach may participate in camps and/or clinics.
Coach shall receive 4 tickets to all home football games at no cost

COACH

Austin Appleby, Assistant Coach

MISSOURI STATE UNIVERSITY

Clifton M. Smart III
President

11/15/2021

Date

Date

*Athletics Employment Agreement Terms and Conditions – Assistant Coach dated February 28, 2013



Missouri State UNIVERSITY

ATHLETICS EMPLOYMENT AGREEMENT – ASSISTANT COACH

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

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

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

Name of Coach: Ryan Beard

Position: Assistant Coach

Sport: Football

Term: February 1, 2021 - January 31, 2022

Compensation: \$96,600 annually

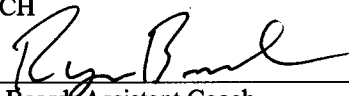
Achievement Payments:

\$1000 for regular season conference championship or regular season conference co-championship in football; and \$700 for each game played in the NCAA FCS football playoffs.

Other Benefits and Incentives:

Coach may participate in camps and/or clinics.
Coach shall receive 4 tickets to all home football games at no cost

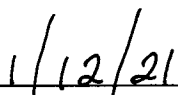
COACH



Ryan Beard, Assistant Coach

MISSOURI STATE UNIVERSITY

Clifton M. Smart III
President



Date

Date

*Athletics Employment Agreement Terms and Conditions – Assistant Coach dated February 28, 2013



Missouri State UNIVERSITY

ATHLETICS EMPLOYMENT AGREEMENT – ASSISTANT COACH

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

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

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

Name of Coach: Skyler Cassity

Position: Assistant Coach

Sport: Football

Term: February 1, 2021 - January 31, 2022

Compensation: \$40,600 annually

Achievement Payments:

\$1000 for regular season conference championship or regular season conference co-championship in football; and \$700 for each game played in the NCAA FCS football playoffs.

Other Benefits and Incentives:

Coach may participate in camps and/or clinics.
Coach shall receive 4 tickets to all home football games at no cost

COACH

MISSOURI STATE UNIVERSITY



Skyler Cassity, Assistant Coach

Clifton M. Smart III
President



Date

Date

*Athletics Employment Agreement Terms and Conditions – Assistant Coach dated February 28, 2013



Missouri State
UNIVERSITY

ATHLETICS EMPLOYMENT AGREEMENT – ASSISTANT COACH

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

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

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

Name of Coach: Nelson Fishback

Position: Assistant Coach

Sport: Football

Term: February 1, 2021 - January 31, 2022

Compensation: \$50,600 annually

Achievement Payments:

\$1000 for regular season conference championship or regular season conference co-championship in football; and \$700 for each game played in the NCAA FCS football playoffs.

Other Benefits and Incentives:

Coach may participate in camps and/or clinics.
Coach shall receive 4 tickets to all home football games at no cost

COACH



Nelson Fishback, Assistant Coach

MISSOURI STATE UNIVERSITY

Clifton M. Smart III
President

2/2/21

Date

Date

*Athletics Employment Agreement Terms and Conditions – Assistant Coach dated February 28, 2013



Missouri State UNIVERSITY

ATHLETICS EMPLOYMENT AGREEMENT – ASSISTANT COACH

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

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

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

Name of Coach: Ronald Fouch

Position: Assistant Coach

Sport: Football

Term: February 1, 2021 - January 31, 2022

Compensation: \$55,600 annually

Achievement Payments:

\$1000 for regular season conference championship or regular season conference co-championship in football; and \$700 for each game played in the NCAA FCS football playoffs.

Other Benefits and Incentives:

Coach may participate in camps and/or clinics.

Coach shall receive 4 tickets to all home football games at no cost

COACH

Ronald Fouch, Assistant Coach

MISSOURI STATE UNIVERSITY

Clifton M. Smart III
President

1/15/21

Date

Date

*Athletics Employment Agreement Terms and Conditions – Assistant Coach dated February 28, 2013



Missouri State UNIVERSITY

ATHLETICS EMPLOYMENT AGREEMENT – ASSISTANT COACH

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

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

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

Name of Coach: Reginald Johnson

Position: Assistant Coach

Sport: Football

Term: February 1, 2021 - January 31, 2022

Compensation: \$85,600 annually

Achievement Payments:

\$1000 for regular season conference championship or regular season conference co-championship in football; and \$700 for each game played in the NCAA FCS football playoffs.

Other Benefits and Incentives:

Coach may participate in camps and/or clinics.
Coach shall receive 4 tickets to all home football games at no cost

COACH


Reginald Johnson, Assistant Coach

Date

02/02/2021

MISSOURI STATE UNIVERSITY

Clifton M. Smart III
President

Date

*Athletics Employment Agreement Terms and Conditions – Assistant Coach dated February 28, 2013



Missouri State
UNIVERSITY

ATHLETICS EMPLOYMENT AGREEMENT – ASSISTANT COACH

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

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

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

Name of Coach: Dominic Petrino

Position: Assistant Coach

Sport: Football

Term: February 1, 2021 - January 31, 2022

Compensation: \$96,600 annually

Achievement Payments:

\$1000 for regular season conference championship or regular season conference co-championship in football; and \$700 for each game played in the NCAA FCS football playoffs.

Other Benefits and Incentives:

Coach may participate in camps and/or clinics.
Coach shall receive 4 tickets to all home football games at no cost

COACH

Dominic Petrino

Dominic “Nick” Petrino, Assistant Coach

MISSOURI STATE UNIVERSITY

Clifton M. Smart III
President

1-15-21
Date

Date

*Athletics Employment Agreement Terms and Conditions – Assistant Coach dated February 28, 2013



Missouri State UNIVERSITY

ATHLETICS EMPLOYMENT AGREEMENT – ASSISTANT COACH

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

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

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

Name of Coach: LaDarien “LD” Scott

Position: Assistant Coach

Sport: Football

Term: February 1, 2021 - January 31, 2022

Compensation: \$96,600 annually

Achievement Payments:

\$1000 for regular season conference championship or regular season conference co-championship in football; and \$700 for each game played in the NCAA FCS football playoffs.

Other Benefits and Incentives:

Coach may participate in camps and/or clinics.
Coach shall receive 4 tickets to all home football games at no cost

COACH

Ladarien “LD” Scott, Assistant Coach

MISSOURI STATE UNIVERSITY

Clifton M. Smart III
President

1-12-21

Date

Date

*Athletics Employment Agreement Terms and Conditions – Assistant Coach dated February 28, 2013

ATHLETICS EMPLOYMENT AGREEMENT TERMS AND CONDITIONS – ASSISTANT COACH

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

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

- a. The University’s employment of the current head coach of the sport identified in this Agreement (“Sport”) ends for any reason; or
- b. Coach fails to perform as agreed, Coach otherwise breaches this Agreement, or termination is otherwise appropriate pursuant to the terms of the Employee Handbook; or
- c. Appropriations or unencumbered funds adequate to pay the obligations herein created become unavailable for any reason.

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

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

3. Camps and Clinics. *This section applies only if this Agreement states that Coach may participate in camps and/or clinics as an additional benefit and incentive.* If this Agreement so states, Coach may participate in camps and clinics associated with the Sport for Coach’s own benefit, provided that such camps and clinics are owned and operated by other University employees. Coach understands and agrees that, though such camps and clinics may occur on University property, the University does not operate such camps and clinics, the University is not responsible for any liabilities or other matters associated with such camps and clinics, and the University will not compensate Coach for participating in such camps and clinics (compensation is the responsibility of the owner/operator of the camp or clinic). Coach’s duties for the University do not include service or participation in camps or clinics, but the University hereby authorizes Coach to participate in camps or clinics for Coach’s own benefit as an additional benefit and incentive. Unless this Agreement expressly states to the contrary, Coach is not authorized to use the University’s name, logo, likeness, or property to operate or conduct his or her own camp or clinic.

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

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

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

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

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

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

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

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

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

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

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

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

III.A.2.

RECOMMENDED ACTION – Approval of FY 2021/2022 Employment Agreement for the Women's Tennis Head Coach.

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

WHEREAS, the University desires to employ Hannah Keeling as the Women’s Tennis Head Coach as set forth in Exhibit A and subject to the terms and conditions set forth in Exhibit B.

NOW, BE IT RESOLVED that the Board of Governors of Missouri State University approves and authorizes the President to execute the attached FY2021/2022 Employment Agreement for the Tennis Head Coach.

VOTE: AYE _____

NAY _____

Comments:

Coach Keeling will receive an annual salary of \$40,000 and will be eligible to earn achievement payments contingent upon the athletic success of the tennis team.



Missouri State UNIVERSITY

ATHLETICS EMPLOYMENT AGREEMENT – HEAD COACH

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

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

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

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

Name of Coach: Hannah Keeling

Position: Head Coach

Sport: Women's Tennis

Term: January 11, 2021-June 30, 2022

Compensation: \$40,000 annually

Achievement Payments:

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

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

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

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

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

University agrees to reimburse Ms. Keeling for lease termination expenses of \$2,500.

Other Benefits and Incentives:

Coach may participate in Camps and/or Clinics

COACH:

HKeeling

Hannah Keeling-Hadzic

MISSOURI STATE UNIVERSITY

Clifton M. Smart III
President

Date

12/29/20

Date

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

Exhibit B

ATHLETICS EMPLOYMENT AGREEMENT TERMS AND CONDITIONS – HEAD COACH

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

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

a. Coach fails to perform as agreed, Coach otherwise breaches this Agreement, or termination is otherwise appropriate pursuant to the terms of the Employee Handbook; or

b. Appropriations or unencumbered funds adequate to pay the obligations herein created become unavailable for any reason.

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

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

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

a. Coach agrees to pay the University the amount (per enrollee or otherwise) set forth in this Agreement (if any such amount is set forth in this Agreement). Coach does not guarantee any number of enrollees.

b. Coach agrees to secure commercial general liability insurance to cover its operation. Such insurance shall be in minimum liability limits of Three Hundred Thousand Dollars (\$300,000) per person, and Two Million Dollars (\$2,000,000) in the aggregate, with the Board of Governors of Missouri State University named as an additional insured. No such insurance shall be construed to constitute a waiver of any sovereign, governmental or official immunity.

c. The University will provide facilities for such camp or clinic at no additional charge; however, University facilities provided for such camp or clinic shall be limited to those ordinarily used for the Sport, subject to such further limitations (if any) set forth in this Agreement.

d. If this Agreement sets forth rates for residence hall housing for camp enrollees, the University will provide residence hall housing for camp enrollees at such rates.

e. Coach will not alter the University's facilities, will be responsible for all damages to the University's facilities, and will comply with the University's policies and reasonable instructions with regard to camp or clinic activities occurring on or in the University's facilities.

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

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

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

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

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

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

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

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

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

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

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

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

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

March 18, 2013

III.B.1.

RECOMMENDED ACTION – Approval of Academic Calendar for 2022-2023

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

WHEREAS, the Academic Calendar Committee has coordinated preparation of the University’s academic calendar for the 2022-2023 Academic Year; and

WHEREAS, the Academic Calendar is reviewed each year to assure responsiveness to both University and community needs; and

WHEREAS, the Academic Calendar Committee has made its recommendations after a careful review of the data collected and other input provided by the Academic Leadership Council, Administrative Council, faculty, students, Springfield Public School leadership, OTC and other community partners; and

WHEREAS, the Academic Calendar Committee will continue to collect data and insights from both faculty and students on the structure of the calendar; and

WHEREAS, attached hereto is the proposed Academic Calendar for the 2022-2023 Academic Year;

BE IT RESOLVED by the Board of Governors for Missouri State University that the Academic Calendar for 2022-2023 be approved.

VOTE: AYE _____

 NAY _____

Comments:

The Academic Calendar committee is recommending, essentially, the same format of the calendar for 2022-2023 that was approved by the BOG for the 2021-2022 academic year. It should be noted that we have conferred with Springfield Public Schools and aligned Spring Break dates for March 2023.

MISSOURI STATE UNIVERSITY
Academic Calendar – 2022-2023

Fall 2022 Intersession

August 8 (Monday)
August 19 (Friday)

Event

Intersession Classes Begin
Intersession Classes End

Fall 2022 Semester

August 22 (Monday)
September 5 (Monday)
October 11 (Tuesday)
October 12 (Wednesday)
October 13-14 (Thursday-Friday)
October 17 (Monday)
October 29 (Saturday)
November 22 (Tuesday)

November 23-27 (Wednesday-Sunday)
December 8 (Thursday)
December 9 (Friday)
December 10-15 (Saturday-Thursday)
December 16 (Friday)

First Day of Classes
Labor Day Holiday*
First Block Classes End
Mid-Semester/First Block Final Exams
Fall Break*
Second Block Classes Begin
Homecoming
Thursday Evening classes meet (4:00 pm or later). Tuesday evening classes do not meet.
Thanksgiving Vacation*
Last Day of Classes
Study Day*
Final Exams Period
Commencement

Winter 2023 Intersession

January 9 (Monday)
January 13 (Friday)

Intersession Classes Begin
Intersession Classes End

Spring 2023 Semester

January 16 (Monday)
January 17 (Tuesday)
February 20 (Monday)
February 22 (Wednesday)

March 9 (Thursday)
March 10 (Friday)
March 13-17 (Monday-Sunday)
March 20 (Monday)
April 6-9 (Thursday-Sunday)
May 11 (Thursday)
May 12 (Friday)
May 13-18 (Saturday-Thursday)
May 19 (Friday)

Martin Luther King Jr. Holiday*
First Day of Classes
Presidents' Day Holiday*
Monday Evening Classes meet (4:00 pm or later).
Wednesday evening classes do not meet.
First Block Classes End
Mid-Semester/First Block Final Exams
Spring Break*
Second Block Classes Begin
Spring Holiday*
Last Day of Classes
Study Day*
Final Exams Period
Commencement

Summer 2023 Intersession

May 22 (Monday)
May 29 (Monday)
June 9 (Friday)

Intersession Classes Begin
Memorial Day Holiday*
Intersession Classes End

Summer 2023 Session

June 12 (Monday)
July 6 (Thursday)
July 4 (Tuesday)
July 10 (Wednesday)
July 13 (Thursday)
August 2 (Wednesday)
August 3-4 (Thursday-Friday)

1st, 2nd, and 3rd Sessions Begin
3rd Session Ends
Independence Day Holiday*
4th Session Begins
2nd Session Ends
Last Day of Classes/ 1st and 4th Sessions
Final Exams Period

*Classes will not meet on these dates.

III.C.1.

MISSOURI STATE UNIVERSITY

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

RANKED FACULTY APPOINTMENT:

| <u>Name</u> | <u>Position-Department</u> | <u>Salary</u> | <u>Effective</u> |
|---------------|--|----------------------|------------------|
| Katelyn Maben | Assistant Professor Physician Assistant Studies (12-month appointment) | \$82,000 annually | 02/01/21 |
| Kelsi Opat | Assistant Professor Agribusiness, Agriculture Education & Communications | \$59,000 annually | 08/16/21 |

UNRANKED FACULTY APPOINTMENTS (Term):

| <u>Name</u> | <u>Position-Department</u> | <u>Salary</u> | <u>Effective</u> |
|------------------|--|----------------------|----------------------|
| Anna McWoods | Instructor Biomedical Sciences | \$42,500 annually | 01/04/21 05/14/21 |
| Bryan Brinkman | Instructor History | \$40,000 annually | 08/16/21 05/20/22 |
| Amber Howard | Clinical Instructor Childhood Ed & Family Studies | \$45,000 annually | 08/16/21 05/20/22 |
| Diderika Telting | Clinical Associate Professor Communication Sciences & Disorders | \$70,500 annually | 08/16/21 05/20/22 |

(See Addendum A for Per Course Faculty Appointments)

(See Addendum B for Supplemental Payments)

(See Addendum C for Graduate Teaching Assistant Appointments)

RETIREMENTS:

| <u>Name</u> | <u>Position-Department</u> | <u>Effective</u> |
|--------------|------------------------------------|------------------|
| David Gutzke | Distinguished Professor History | 05/14/21 |

NON-REAPPOINTMENTS:

| <u>Name</u> | <u>Position-Department</u> | <u>Effective</u> |
|--------------------|--|------------------|
| Dennette Derezotes | Visiting Instructor School of Social Work | 05/14/21 |

CHANGE OF STATUS:

| <u>Name</u> | <u>Position-Department</u> | <u>Action</u> | <u>Effective</u> |
|-------------------|---|---|----------------------|
| Azaria Hogans | Assistant Professor Theatre & Dance From: \$51,000 annually To: \$53,000 annually | Salary Adjustment | 08/01/20 |
| Sylvia Feeney | Director School of Nursing Director School of Anesthesia Professor School of Nursing \$177,361 annually (\$500 monthly supplemental) | Continuation of Appointment | 01/01/21 06/30/21 |
| Sara Henary | Assistant Professor Political Science From: \$56,783 annually To: \$53,783 annually | Reduction in Course Load and Salary | 01/04/21 05/14/21 |
| Kathryn Patterson | Clinical Associate Professor Undergraduate Program Director School of Nursing | Continuation of Appointment | 01/01/21 12/31/23 |
| Melissa Penkalski | Assistant Professor Graduate Program Director School of Nursing | Continuation of Appointment | 01/01/21 12/31/23 |

| | | | |
|-------------------|--|---------------|----------|
| Denise Cunningham | From: Department Head Professor Childhood Ed. & Family Studies \$113,116 annually | Status Change | 02/01/21 |
| | To: Department Head Professor Childhood Ed. & Family Studies Interim Part-time Associate Dean College of Education \$113,116 annually (\$1,000 monthly supplemental) | | |

Vote: _____ Yea
 _____ Nay

COMMENTS:

Katelyn Maben, Assistant Professor, Physician Assistant Studies

M.S. PA. Missouri State University, 2014

B.S. Missouri State University, 2012

Experience: 2018 – Present, Physician Assistant, Mercy, Springfield, Missouri; 2015 – 2018, Physician Assistant, Mercy, Aurora, Missouri; 2011 – 2012, Patient Care Aide, Integrity Home Care.

Kelsi Opat, Assistant Professor, Agribusiness, Agriculture Education & Communications

Ph.D Texas Tech University, 2020

LL.M. Friends University, 2015

B.S. Texas Tech University, 2013

Experience: 2017 – Present, Research Assistant, Texas Tech University, Lubbock, Texas; 2016, Contract Coordinator, Textron Aviation, Wichita, Kansas; 2015 – 2016, Project Manager/Editor, Textron Aviation, Wichita, Kansas; 2013 – 2015, Videographer & Web Developer, Textron Aviation, Wichita, Kansas.

ADDENDUM A

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

| <u>Name</u> | <u>Department</u> | <u>Salary</u> |
|---------------|---------------------------------|---------------|
| Raynor, James | Public Health & Sports Medicine | \$750.00 |

The following have been appointed as Per Course Faculty for the spring semester: January 11, 2021 through May 14, 2021.

| <u>Name</u> | <u>Department</u> | <u>Salary</u> |
|-----------------------|----------------------------------|---------------|
| Adler, Allison | Physical Therapy | \$915.00 |
| Adu Amankrah, Seth | Chemistry | \$6,320.00 |
| Aldrich, Donna | Reading Foundations & Technology | \$1,830.00 |
| Ampleman, James | Marketing | \$7,300.00 |
| Appelquist, John | Criminology & Criminal Justice | \$3,000.00 |
| Appleton, Joni | Reading Foundations & Technology | \$4,075.00 |
| Arciniegas, Guillermo | Modern & Classical Languages | \$4,896.00 |
| Athmer, Keith | Information Tech & Cybersecurity | \$4,000.00 |
| Aton, Alexander | Foreign Language Institute | \$4,896.00 |
| Badgett, Amanda | Counseling Leadership & Spec Ed | \$2,445.00 |
| Bakker, Klaas | Comm Sciences & Disorders | \$6,438.00 |
| Balasundaram, Megan | Management | \$3,000.00 |
| | Missouri State Outreach | \$3,000.00 |
| Barnes, Jessica | History | \$2,448.00 |
| Batchman, Marluce | Foreign Language Institute | \$4,896.00 |
| Bateman, James | Information Tech & Cybersecurity | \$8,000.00 |
| Bedell, Kenneth | Social Work | \$2,445.00 |
| Bendure, Jessica | Counseling Leadership & Spec Ed | \$4,325.00 |
| Bennett, Susan | Theatre & Dance | \$3,000.00 |
| Bergant, Amy | Modern & Classical Languages | \$2,448.00 |
| Berman, Ilan | Defense & Strategic Studies | \$13,700.00 |
| Bihlmeyer, James | Media Journalism & Film | \$12,435.00 |
| Bishop-Hopper, Andrea | Psychology | \$2,445.00 |
| Black, Angela | Theatre & Dance | \$2,145.00 |
| Blackwell, Taylor | Information Tech & Cybersecurity | \$3,000.00 |
| Bodenstein, Amanda | History | \$4,080.00 |
| Bollinger, Salina | Social Work | \$4,890.00 |
| Borich, Michael | Media Journalism & Film | \$5,508.00 |
| Botsford, Diana | Media Journalism & Film | \$2,754.00 |

Academic Personnel Board Actions, cont'd.

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| | | |
|----------------------------|----------------------------------|-------------|
| Bowers, Michael | College of Agriculture | \$3,000.00 |
| Brannon, Jeffery | Computer Science | \$2,370.00 |
| Brinkman, Bryan | History | \$6,000.00 |
| Bronson, Lisa | Defense & Strategic Studies | \$14,000.00 |
| Brooks, Sherri | Childhood Ed & Family Studies | \$2,445.00 |
| | Mathematics | \$3,160.00 |
| Brown, Erin | Communication | \$8,580.00 |
| Brown, Michelle | Reading Foundations & Technology | \$2,445.00 |
| Bruce, Richard | Technology & Construction Mgmt | \$4,000.00 |
| Buening, Caitlin | Physical Therapy | \$1,830.00 |
| Buergler, Melanie | Missouri State Outreach | \$2,445.00 |
| Bunton, Molly | Academic Success & Transition | \$2,400.00 |
| Campbell, Robin | Childhood Ed & Family Studies | \$2,445.00 |
| Campbell, Taryn | Technology & Construction Mgmt | \$6,000.00 |
| Cantrell, Jena | Music | \$3,089.00 |
| Carroll, Kathy | Kinesiology | \$3,000.00 |
| Cesare, Alicia | Childhood Ed & Family Studies | \$2,445.00 |
| Chapman, Bryan | Mathematics | \$2,544.00 |
| Church, Christopher | Music | \$1,270.00 |
| Clouse Day, Sherry | School of Nursing | \$2,000.00 |
| Cockrum, Leslie | Comm Sciences & Disorders | \$2,445.00 |
| Coker, Whitney | Communication | \$4,290.00 |
| Collins, Daisy | Reading Foundations & Technology | \$2,745.00 |
| Cook, Sherry | Marketing | \$3,378.00 |
| Curran, Samantha | Physical Therapy | \$1,830.00 |
| Daehn, James | Computer Science | \$4,240.00 |
| Dalton, Rebecca | Psychology | \$2,445.00 |
| Davis, Cheryl | Criminology & Criminal Justice | \$3,000.00 |
| Day, Danielle | Counseling Leadership & Spec Ed | \$2,445.00 |
| DeBoo, Robert | Music | \$472.00 |
| Dempsey, Christina | School of Nursing | \$6,000.00 |
| Devore, Matthew | Technology & Construction Mgmt | \$3,300.00 |
| Dixon, Stephanie | Missouri State Outreach | \$2,445.00 |
| Douglass, Abey | Counseling Leadership & Spec Ed | \$4,890.00 |
| Downie, Richard | Defense & Strategic Studies | \$6,800.00 |
| Downs, Deborah | Kinesiology | \$2,800.00 |
| Duerkop, Gabriel | Music | \$1,895.00 |
| Duffel, Christy | Social Work | \$2,445.00 |
| Dunn, Amy | Reading Foundations & Technology | \$5,490.00 |
| Edington, Leann | Childhood Ed & Family Studies | \$2,745.00 |
| El Alami Canning, Khanssaa | Foreign Language Institute | \$5,508.00 |

Academic Personnel Board Actions, cont'd.

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| | | |
|---------------------|----------------------------------|-------------|
| Eldred, Sherri | Childhood Ed & Family Studies | \$4,075.00 |
| Elkins, Kenneth | Honors College | \$2,400.00 |
| Elliston, Hiromi | Foreign Language Institute | \$5,296.00 |
| Fleetwood, Gabriel | Music | \$2,145.00 |
| Forbes, Flora-Jean | Missouri State Outreach | \$2,445.00 |
| Ford, Tiffany | Information Tech & Cybersecurity | \$3,000.00 |
| Friberg, Darci | Childhood Ed & Family Studies | \$2,445.00 |
| Frietze, Joseph | Psychology | \$2,445.00 |
| Fulks, Genevieve | Music | \$3,318.00 |
| Gallavan, Nancy | Reading Foundations & Technology | \$3,600.00 |
| Gamache, Mary | Comm Sciences & Disorders | \$2,445.00 |
| Geipel, Gary | Defense & Strategic Studies | \$14,000.00 |
| Gerhart, Max | Music | \$3,982.00 |
| Gibson, Robert | Music | \$1,902.00 |
| Gidman, Beth | Comm Sciences & Disorders | \$1,000.00 |
| Grbac, Kris | Comm Sciences & Disorders | \$2,000.00 |
| Grisham, Paige | Management | \$3,000.00 |
| Hagston, Stacy | Counseling Leadership & Spec Ed | \$2,745.00 |
| Hamilton, Cheri | College of Agriculture | \$4,000.00 |
| Harder, Alyson | Social Work | \$2,445.00 |
| Harris, Deirdra | Counseling Leadership & Spec Ed | \$2,445.00 |
| Harrison, Glenda | Sociology & Anthropology | \$2,850.00 |
| Haynes, Heather | History | \$2,448.00 |
| Helton, Glenda | Childhood Ed & Family Studies | \$4,890.00 |
| Henderson, Charlten | Counseling Leadership & Spec Ed | \$2,445.00 |
| Herrera, Anakaren | Social Work | \$2,445.00 |
| Hetzler, Brandon | Public Health & Sports Medicine | \$3,260.00 |
| Hiatt, Sarah | Art & Design | \$2,448.00 |
| Himes, Joe | Physical Therapy | \$2,030.00 |
| Hisle, Melissa | English | \$5,508.00 |
| Holland, Angela | Music | \$1,187.00 |
| Holland, Lydia | Physical Therapy | \$1,830.00 |
| Holmer, Earl | English | \$6,393.00 |
| Ibbetson, Sara | Psychology | \$2,445.00 |
| Idowa, Olusegun | Chemistry | \$6,320.00 |
| Irons, Vanessa | Counseling Leadership & Spec Ed | \$3,260.00 |
| Jennings, Charlotte | Communication | \$2,145.00 |
| Johnson, Charles | Political Science | \$3,000.00 |
| Johnson, Julie | Modern & Classical Languages | \$10,466.00 |
| Jones, Melissa | Comm Sciences & Disorders | \$4,890.00 |
| Kanamori, Yasuko | Counseling Leadership & Spec Ed | \$4,800.00 |

Academic Personnel Board Actions, cont'd.

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| | | |
|-----------------------|----------------------------------|-------------|
| Karr, Jeffrey | Modern & Classical Languages | \$2,448.00 |
| Kartchner, Kerry | Defense & Strategic Studies | \$7,000.00 |
| Karuppan, Corinne | Management | \$6,308.00 |
| Keller, Clara | Comm Sciences & Disorders | \$2,445.00 |
| Kennell, Everett | Media Journalism & Film | \$2,754.00 |
| Keohane, Edward | Sociology & Anthropology | \$5,700.00 |
| Kepling, Vicke | English | \$4,896.00 |
| Killingsworth, Alyssa | College of Agriculture | \$2,000.00 |
| Kimbrough, Elizabeth | Modern & Classical Languages | \$2,448.00 |
| Kiras, James | Defense & Strategic Studies | \$7,000.00 |
| Kirby, Charles | Management | \$3,000.00 |
| Koonce, Charles | Art & Design | \$2,448.00 |
| Koroglu, Didem | Communication | \$2,145.00 |
| Kring, Katie | Music | \$2,145.00 |
| Lawler, Suzanne | Comm Sciences & Disorders | \$2,445.00 |
| Leasure, Stanley | Finance & General Business | \$12,950.00 |
| Leggitt, Stephen | Media Journalism & Film | \$2,754.00 |
| Levine, Marlene | Childhood Ed & Family Studies | \$2,745.00 |
| Lewis, Darcy | English | \$2,754.00 |
| Lewis, Heather | Childhood Ed & Family Studies | \$2,445.00 |
| Lippelman, Vanessa | Psychology | \$2,445.00 |
| Liu, Fan | Foreign Language Institute | \$4,896.00 |
| Lofaro, Brandi | Comm Sciences & Disorders | \$2,445.00 |
| Lukavich, Andrew | Information Tech & Cybersecurity | \$8,000.00 |
| Mammen, Rhonda | Counseling Leadership & Spec Ed | \$2,445.00 |
| Mann, Peyton | Social Work | \$2,445.00 |
| Mattson, Curtis | Psychology | \$2,745.00 |
| Mazanec, Brian | Defense & Strategic Studies | \$7,000.00 |
| McCann, Jane | Counseling Leadership & Spec Ed | \$1,630.00 |
| McCord, Raymond | Media Journalism & Film | \$2,448.00 |
| McDonald, Scott | Finance & General Business | \$4,000.00 |
| McGiffin, Curtis | Defense & Strategic Studies | \$14,000.00 |
| McGull, Abram | Criminology & Criminal Justice | \$3,000.00 |
| McNew, Sarah | Psychology | \$5,490.00 |
| Miller, Blake | Communication | \$4,290.00 |
| Miller, Kyle | History | \$2,754.00 |
| Mitchell, Katrina | Music | \$4,590.00 |
| Moodie, Amanda | Defense & Strategic Studies | \$6,000.00 |
| Moore, Tiffany | Childhood Ed & Family Studies | \$2,445.00 |
| Morgan, Rachel | English | \$2,448.00 |
| Murray, Kathleen | Music | \$4,590.00 |

Academic Personnel Board Actions, cont'd.

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| | | |
|--------------------------|----------------------------------|------------|
| Nelsen, Janice | Kinesiology | \$5,233.00 |
| Newman, Kenneth | Information Tech & Cybersecurity | \$3,000.00 |
| Newton-Woods, Callie | Counseling Leadership & Spec Ed | \$2,745.00 |
| Nikbakht, Stephanie | School of Nursing | \$3,000.00 |
| Norman, Cherie | Psychology | \$2,745.00 |
| Northrip-Rivera, Angelia | English | \$5,100.00 |
| Olson, Stevan | School of Accountancy | \$2,094.00 |
| Ombonga, Mary | Foreign Language Institute | \$5,508.00 |
| O'Neal, Stephanie | History | \$2,448.00 |
| Opat, Kelsi | College of Agriculture | \$3,300.00 |
| Opitz, Matthew | History | \$2,448.00 |
| O'Quinn, Kati | Childhood Ed & Family Studies | \$4,890.00 |
| Orhan, Can | Technology & Construction Mgmt | \$3,000.00 |
| Osredker, Michael | Management | \$6,600.00 |
| Padgett, Lori | College of Agriculture | \$3,200.00 |
| Parke, Nicole | Reading Foundations & Technology | \$2,445.00 |
| Parker, Lane | Technology & Construction Mgmt | \$4,000.00 |
| Parrack, Paige | College of Agriculture | \$3,300.00 |
| Parrish, Matthew | Media Journalism & Film | \$2,754.00 |
| Patterson, Amanda | English | \$2,448.00 |
| Pendley, Robert | Information Tech & Cybersecurity | \$3,000.00 |
| Peterson, Don | Kinesiology | \$798.00 |
| Pettenger, Alma | Modern & Classical Languages | \$2,448.00 |
| Pickett, Kaleigh | Counseling Leadership & Spec Ed | \$4,890.00 |
| Piston, Nancy | History | \$816.00 |
| Pleshka, Anton | Art & Design | \$4,896.00 |
| Post, Rana | Childhood Ed & Family Studies | \$2,445.00 |
| Preston, Austin | Finance & General Business | \$4,000.00 |
| Preston, James | Hospitality Leadership | \$6,678.00 |
| Pritchard, Traci | Music | \$2,367.00 |
| Qualls, Lisa | Music | \$2,448.00 |
| Rakowski, Karen | Public Health & Sports Medicine | \$3,260.00 |
| Ralph, Lori | Counseling Leadership & Spec Ed | \$3,660.00 |
| Ramaley, Andrew | School of Anesthesia | \$4,800.00 |
| Raynor, James | Public Health & Sports Medicine | \$2,250.00 |
| Reser, Kimberly | Kinesiology | \$2,100.00 |
| Rhodes, Brittany | Childhood Ed & Family Studies | \$2,445.00 |
| Rice, Judith | History | \$5,508.00 |
| Rieger, Sharon | English | \$2,448.00 |
| Rizvanovic, Husref | Biology | \$2,595.00 |
| Roetto, Meghan | Social Work | \$2,445.00 |

Academic Personnel Board Actions, cont'd.

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| | | |
|-----------------------|----------------------------------|------------|
| Rogers, Valorie | Management | \$6,000.00 |
| Rosen, Renee | Mathematics | \$3,160.00 |
| Rowe, Nancy | Communication | \$2,145.00 |
| Ruggiero, Giulianella | Foreign Language Institute | \$2,448.00 |
| Russell, Fontaine | Finance & General Business | \$4,000.00 |
| Russell, Maida | Mathematics | \$3,392.00 |
| Ryder, Christina | Sociology & Anthropology | \$2,850.00 |
| Salchow, Jason | College of Agriculture | \$3,000.00 |
| Salinas, Patti | Criminology & Criminal Justice | \$8,000.00 |
| Scales, Megan | Sociology & Anthropology | \$2,850.00 |
| Scarborough, James | Information Tech & Cybersecurity | \$4,000.00 |
| Scarbrough, Jonita | Counseling Leadership & Spec Ed | \$4,890.00 |
| Schenk, Lynne | Comm Sciences & Disorders | \$2,000.00 |
| Schmitt, Vicki | Reading Foundations & Technology | \$7,200.00 |
| Shaughnessy, John | Childhood Ed & Family Studies | \$6,000.00 |
| Sheffield, Diane | School of Anesthesia | \$9,600.00 |
| Simpson, Ashley | History | \$2,448.00 |
| Slinkard, Christopher | School of Accountancy | \$8,000.00 |
| Slone, Allison | Comm Sciences & Disorders | \$3,260.00 |
| Smith, Allison | Reading Foundations & Technology | \$5,490.00 |
| Smith, Meghan | English | \$2,448.00 |
| St Pierre, Laurine | Music | \$4,820.00 |
| Stacy, William | Music | \$4,896.00 |
| Stafford, Carla | Counseling Leadership & Spec Ed | \$4,695.00 |
| Steiro, Dustin | Technology & Construction Mgmt | \$3,000.00 |
| Stone, Christopher | Defense & Strategic Studies | \$5,500.00 |
| Story, Charla | Counseling Leadership & Spec Ed | \$2,445.00 |
| Strickler, John | Music | \$1,085.00 |
| Stubbs, Sue | Music | \$539.00 |
| Stulce, Brad | Kinesiology | \$2,331.00 |
| Sumler, James | Childhood Ed & Family Studies | \$2,445.00 |
| Sutliff, Jennifer | English | \$2,550.00 |
| Swidey, Edward | Theatre & Dance | \$5,712.00 |
| Tackitt, Angela | Childhood Ed & Family Studies | \$2,445.00 |
| Taylor, Amanda | Music | \$5,340.00 |
| Temple, Renee | Kinesiology | \$1,862.00 |
| Terry, Donna | Childhood Ed & Family Studies | \$2,445.00 |
| Terry, Sean | Geography Geology & Planning | \$3,339.00 |
| Trachtenberg, David | Defense & Strategic Studies | \$7,000.00 |
| Tucker, Timothy | Childhood Ed & Family Studies | \$2,445.00 |
| VanArsdale, Ernest | Information Tech & Cybersecurity | \$8,000.00 |

Academic Personnel Board Actions, cont'd.

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| | | |
|-------------------|----------------------------------|------------|
| Varava, Kira | Communication | \$2,754.00 |
| Walker, Amy | Modern & Classical Languages | \$2,448.00 |
| Walker, Kimberley | Childhood Ed & Family Studies | \$2,445.00 |
| Walker, Kristen | Music | \$2,145.00 |
| Wan, Stephanie | Psychology | \$2,745.00 |
| Weiss, Kirsten | Music | \$1,180.00 |
| Wells, Jeffrey | Technology & Construction Mgmt | \$9,000.00 |
| Wiles, Mike | College of Agriculture | \$2,700.00 |
| Williams, James | Music | \$1,010.00 |
| Williams, Paul | Criminology & Criminal Justice | \$3,000.00 |
| Wingfield, Carly | Music | \$3,325.00 |
| Wixson, Bobbi | College of Agriculture | \$2,000.00 |
| Wood, Kimberly | Biomedical Sciences | \$3,000.00 |
| Wrocklage, Julie | Counseling Leadership & Spec Ed | \$815.00 |
| Wyman, Bradley | Information Tech & Cybersecurity | \$3,000.00 |

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

| <u>Name</u> | <u>Department</u> | <u>Salary</u> |
|------------------------|----------------------------------|---------------|
| Abernathy, Amber | Psychology | \$4,522.00 |
| Anderson, Wayne | Finance & General Business | \$2,679.00 |
| Ault-Phillips, Jana | Finance & General Business | \$3,701.00 |
| Bailey, Sandra | Merchandising & Fashion Design | \$5,438.00 |
| Beatty, Nick | Political Science | \$3,297.00 |
| Brattin, Rick | Information Tech & Cybersecurity | \$9,500.00 |
| Brescia, Lisa | Theatre & Dance | \$1,368.00 |
| Busdieker, Nicole | College of Agriculture | \$1,378.00 |
| Bushman, Barbara | Kinesiology | \$4,945.00 |
| Butcher, Darla | Counseling Leadership & Spec Ed | \$2,445.00 |
| Czyniejewski, Michael | English | \$1,542.00 |
| Dalton, Tracy | English | \$1,117.00 |
| Davis, Joshua | Information Tech & Cybersecurity | \$9,500.00 |
| Derrick, Laura | Technology & Construction Mgmt | \$4,500.00 |
| Dollar, Susan | Social Work | \$6,776.00 |
| Euglow, Todd | Management | \$3,000.00 |
| Gebken, Richard | Technology & Construction Mgmt | \$6,702.00 |
| Gerasimchuk, Nikolay | Chemistry | \$4,204.00 |
| Goering, Daniel | Management | \$11,633.00 |
| Guo, Xiang | Management & Info Systems | \$9,354.00 |
| Haggard, Dana | Finance & General Business | \$10,159.00 |
| | Management | \$7,988.00 |
| Hammerschmidt, Melinda | Childhood Ed & Family Studies | \$2,745.00 |
| Hammond, Michael | School of Accountancy | \$3,837.00 |
| Haring, Katherine | Management | \$3,000.00 |
| Haun, Korey | Information Tech & Cybersecurity | \$3,000.00 |
| Hermans, Charles | Marketing | \$8,821.00 |
| Hines, James | School of Accountancy | \$3,589.00 |
| Hoegeman, Catherine | Sociology & Anthropology | \$8,991.00 |
| Holmes, Julia | Counseling Leadership & Spec Ed | \$5,190.00 |
| Hopkins, Jennifer | Counseling Leadership & Spec Ed | \$815.00 |
| Hughes, Joseph | Modern & Classical Languages | \$5,732.00 |
| Jessee, Katy | Merchandising & Fashion Design | \$3,000.00 |
| Kaula, Rajeev | Information Tech & Cybersecurity | \$9,500.00 |
| Mbanga, Cedric | Finance & General Business | \$9,739.00 |
| Meadows, William | Sociology & Anthropology | \$1,967.00 |

Academic Personnel Board Actions, cont'd.

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| | | |
|--------------------|----------------------------------|-------------|
| Moore, Heather | Management | \$3,000.00 |
| Murvin, Jennifer | English | \$1,086.00 |
| Nelson, Walt | Finance & General Business | \$10,625.00 |
| Peddle, Zipporah | Theatre & Dance | \$1,115.00 |
| Pervukhin, Eric | Art & Design | \$2,125.00 |
| Pham, Courtney | Management | \$6,846.00 |
| Politte, Jordan | Counseling Leadership & Spec Ed | \$1,630.00 |
| Reger, Elizabeth | Management | \$3,000.00 |
| Rimal, Arbindra | College of Agriculture | \$2,171.00 |
| Rose, John | Defense & Strategic Studies | \$8,670.00 |
| Rugutt, Joseph | Reading Foundations & Technology | \$2,745.00 |
| Saxon, Caryn | Criminology & Criminal Justice | \$3,589.00 |
| Sexton, Randy | Information Tech & Cybersecurity | \$9,500.00 |
| Shao, Feibo | Management | \$8,923.00 |
| Simmers, Christina | Marketing | \$9,451.00 |
| Smart, Sandra | Management | \$3,000.00 |
| Starr, Cathy | Merchandising & Fashion Design | \$5,229.00 |
| Tapis, Kanu Priya | Management | \$8,923.00 |
| Van Landuyt, Cathy | Information Tech & Cybersecurity | \$6,868.00 |
| Whitaker, Charles | Media Journalism & Film | \$2,754.00 |
| Wilcoxon, Sarah | Theatre & Dance | \$2,886.00 |
| Wilhelm, Paula | Management | \$3,000.00 |
| Winstead, Cynthia | Theatre & Dance | \$7,473.00 |
| Woodward, Rebecca | Kinesiology | \$5,958.00 |

ADDENDUM C

The following have been appointed as Graduate Teaching Assistants for the Spring semester: January 4, 2021 through May 14, 2021.

| <u>Name</u> | <u>Department</u> | <u>Salary</u> |
|------------------------|-------------------------------------|---------------|
| Alzubi, Batool | English | \$5,440.00 |
| Asante Boahen, Kwabena | Physics Astronomy & Materials Sci | \$5,440.00 |
| Baird, Michael | Geography Geology & Planning | \$4,470.00 |
| Cone, Jonathan | Geography Geology & Planning | \$4,470.00 |
| Davenport, Victoria | Biology | \$4,470.00 |
| Edwards, Richard | Kinesiology | \$4,470.00 |
| Flores, Michael | Biology | \$4,470.00 |
| Grate, Anthony | Biology | \$4,470.00 |
| Hinds, Jeremiah | Media, Journalism & Film | \$5,440.00 |
| Jenkins, Corey | Kinesiology | \$4,470.00 |
| Kirwa, Naum | Chemistry | \$4,470.00 |
| Kjetland, Cammi | Chemistry | \$5,440.00 |
| Lundien, Hannah | Chemistry | \$4,470.00 |
| Meyer, Daryl | Chemistry | \$5,440.00 |
| Odusanya, Abiodun | Physics Astronomy & Materials Sci | \$5,440.00 |
| Phillips, Meredith | Hospitality Leadership | \$4,470.00 |
| Rankin, Colleen | Geography Geology & Planning | \$4,470.00 |
| Richardson, Harrison | Geography Geology & Planning | \$4,470.00 |
| Rueschmann, Greta | Kinesiology | \$4,470.00 |
| Snobl, Rae | English | \$5,440.00 |
| So, Matthew | Biology | \$5,440.00 |
| Spradling, Katherine | Centr Academic Success & Transition | \$5,440.00 |
| Wagner, Dane | Chemistry | \$5,440.00 |
| Wormington, Donald | Geography Geology & Planning | \$4,470.00 |

III.C.2.

MISSOURI STATE UNIVERSITY

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

APPOINTMENTS:

| <u>Name</u> | <u>Position-Department</u> | <u>Grade</u> | <u>Salary</u> | <u>Effective</u> |
|-------------------------|---|--------------|----------------------|----------------------|
| Aleacia Bahler | Campus Safety Specialist University Safety | 24 | \$28,392 annually | 11/30/20 |
| David Ciferri | Campus Safety Specialist University Safety | 24 | \$28,392 annually | 11/30/20 |
| London Olson | Financial Technology Support Specialist Financial Services | 32 | \$38,938 annually | 11/30/20 |
| Alexa Mason | Grants Administrator Center for Resource Planning & Management | 42 | \$42,000 annually | 12/11/20 |
| Christina Cory | Assistant Teacher Child Development Center | 40 | \$22,747 annually | 12/14/20 |
| Cora Dayton | Senior Pharmacy Technician Magers Health & Wellness Center | 14 | \$33,426 annually | 12/14/20 |
| Adam Beck | Academic Administrative Assistant II Physics, Astronomy & Materials Sciences | 12 | \$28,599 annually | 01/04/21 |
| Cassie Douglas-Frerking | Academic Administrative Assistant II Media, Journalism & Film | 12 | \$28,060 annually | 01/04/21 |
| Allison Sieja | Research Specialist Biology | 41 | \$32,510 annually | 01/04/21 12/13/21 |
| Jason Slack | Custodian I Custodial Services – Mtn Grove | 21 | \$25,001 annually | 01/04/21 |

Non-academic Personnel Board Actions, cont'd.

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| | | | | |
|---------------------|--|----|----------------------|----------|
| Brenna Davis | Graphic Designer, Access & Outreach Outreach Publications & Marketing | 42 | \$39,298 annually | 01/11/21 |
| Hannah Keeling | Head Athletics Coach Intercollegiate Athletics | UN | \$40,000 annually | 01/11/21 |
| Jordan Shalla | Campus Safety Specialist University Safety | 24 | \$28,392 annually | 01/11/21 |
| Katherine Whitaker | Director of Marketing & Promotions, Access & Outreach Outreach Publications & Marketing | 43 | \$51,654 annually | 01/11/21 |
| Madison Yerges | Clinical Education Coordinator - Area Health Education Center Area Health Education Center | 42 | \$42,500 annually | 01/11/21 |
| Monica Robertson | Assistant Copy Center Supervisor Copy This | 23 | \$27,040 annually | 01/18/21 |
| Jose Del Pilar, Jr. | Custodian Apprentice Custodial Services | 20 | \$21,840 annually | 01/25/21 |
| Donicia Goheen | Residence Hall Receptionist Residence Life, Housing & Dining Services | 10 | \$23,941 annually | 01/25/21 |
| Hayden Tolbert | Custodian Apprentice Custodial Services | 20 | \$21,840 annually | 01/25/21 |
| Tamara Saddler | Academic Administrative Assistant II School of Accountancy | 12 | \$30,493 annually | 01/26/21 |
| Eric Gribben | Locksmith Facilities Maintenance | 25 | \$34,486 annually | 02/16/21 |
| Arti Arti | Internal Auditor Office of Internal Audit & Risk Management | 43 | \$64,000 annually | 02/22/21 |

RESIGNATIONS:

| <u>Name</u> | <u>Position-Department</u> | <u>Effective</u> |
|-----------------|--|------------------|
| Logan Hanna | Assistant Director Office of Student Conduct | 11/23/20 |
| Gary Stafford | Career Resources Specialist Career Center | 12/04/20 |
| Justin Lozano | Director Disability Resource Center | 12/08/20 |
| Joshua Barnes | Custodial Specialist Residence Life, Housing & Dining Services | 12/11/20 |
| Karen Argent | Residence Hall Director Residence Life, Housing & Dining Services | 12/31/20 |
| Karen Christian | Custodian I Custodial Services | 01/04/21 |
| David Withrow | Maintenance Painter Facilities Maintenance | 01/15/21 |
| Nicholas Bryant | Campus Safety Specialist – Lead University Safety | 01/23/21 |
| Jeremy Darveau | Assistant Coach Intercollegiate Athletics | 01/27/21 |
| Callie Carroll | Director of Athletics Development Athletics Development | 02/05/21 |
| Jonathan Hardin | Laboratory & Stores Supervisor Chemistry | 02/05/21 |
| Jenay Divin | Program Coordinator University Safety | 02/12/21 |
| Joshua Thomas | Dispatch Specialist University Safety | 02/15/21 |

RETIREMENTS:

| <u>Name</u> | <u>Position-Department</u> | <u>Effective</u> |
|-------------------|--|------------------|
| Rebecca Goeringer | Accounting Specialist Magers Health & Wellness Center | 12/31/20 |
| Karen Grosso | Director – TRIO Student Support Services TRIO | 12/31/20 |
| William Ross Hyde | Groundskeeper/Horticulturist Grounds Services | 12/31/20 |
| Michael Abbey | Campus Safety Specialist University Safety | 01/31/21 |
| Lynn Dickison | Senior Enterprise Systems Administrator Computer Services | 01/31/21 |
| Leslie Henry | Groundskeeper Grounds Services | 01/31/21 |
| Pamela Honeycutt | Administrative Assistant II University Safety | 01/31/21 |
| Julie Wright | Administrative Assistant II Athletics Development | 01/31/21 |
| Larry Lanpher | Grounds Equipment Mechanic Grounds Services | 02/28/21 |

DECEASED:

| <u>Name</u> | <u>Position-Department</u> | <u>Effective</u> |
|--------------|---|------------------|
| William Self | Access Control Specialist Facilities Maintenance | 12/30/20 |

LEAVE WITHOUT PAY:

| <u>Name</u> | <u>Position-Department</u> | <u>Effective</u> |
|----------------|--|----------------------|
| Ronald Davis | Custodian I Residence Life, Housing & Dining Services | 07/09/20 12/18/20 |
| Jason Wantland | Custodian I Custodial Services | 10/22/20 12/01/20 |

CHANGE OF STATUS:

| <u>Name</u> | <u>Position-Department</u> | <u>Action</u> | <u>Effective</u> |
|-----------------|--|-------------------|------------------|
| Brandon Frevert | Assistant Box Office Manager Juanita K. Hammons Hall for Performing Arts From: GR 42, \$35,568 annually To: GR 42, \$36,000 annually | Salary Adjustment | 02/01/20 |
| Shawn Brower | From: Heating, Ventilation & Air Conditioning Mechanic Facilities Maintenance GR 26, \$38,045 annually To: Energy Management Technician Facilities Maintenance GR 27, \$46,509 annually | Promotion | 12/01/20 |
| Cameron Cheri | Research Specialist Biology From: GR 41, \$23,400 annually (75% FTE) To: GR 41, \$31,199 annually (100% FTE) | Status Change | 12/01/20 |
| Andrea Allen | From: Administrative Assistant II Graduate College GR 12, \$29,143 annually To: Academic Records Specialist Office of the Registrar GR 13, \$29,744 annually | Promotion | 12/07/20 |
| Sandra Ward | From: Custodian I Custodial Services To: Custodian I Campus Recreation | Transfer | 12/13/20 |
| Sharon Lester | From: Procurement Technician Office of Procurement GR 13, \$34,781 annually To: Accounting Technician Bursar's Office GR 13, \$34,781 annually | Change of Status | 12/16/20 |

Non-academic Personnel Board Actions, cont'd.

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| | | | |
|-------------------|---|---|----------|
| Qihua Wu | Senior Research Scientist Center of Applied Science & Engineering | Continuation of Appointment | 12/30/20 |
| Julia Baer | International Services Coordinator International Services From: GR 41, \$29,475 annually (75% FTE) To: GR 42, \$39,300 annually (100% FTE) | Status Change | 01/01/21 |
| Kunti Bentley | From: Project Coordinator – Project HEAL Legal Affairs & Compliance To: Director, Project HEAL Legal Affairs & Compliance | Title Change | 01/01/21 |
| Lance Coffman | Regional Small Business Consultant Small Business Development Center From: GR 44, \$49,498 annually To: GR 44, \$51,200 annually | Salary Adjustment | 01/01/21 |
| Karen Grosso | From: Director, TRIO-Student Support Services TRIO To: Staff Emeritus TRIO | Status Change | 01/01/21 |
| William Hyde | From: Groundskeeper/Horticulturalist Grounds Services To: Staff Emeritus Grounds Services | Status Change | 01/01/21 |
| Katherine Nordyke | Director Citizenship & Service Learning GR 44, \$50,489 annually GR 46, \$60,000 annually | Reclassification & Salary Adjustment | 01/01/21 |

Non-academic Personnel Board Actions, cont'd.

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| | | | |
|---------------------------|--|---|----------|
| Charles Whitaker | <p>From: Project Coordinator Media & Communications Citizenship & Service Learning GR 42, \$36,533 annually</p> <p>To: Manager, Communications & Operations Citizenship & Service Learning GR 43, \$40,186 annually</p> | <p>Reclassification & Salary Adjustment</p> | 01/01/21 |
| Dorothy Wittorff-Sandgren | <p>From: Community Development Specialist Center for Resource Planning & Management</p> <p>To: Staff Emeritus Center for Resource Planning & Management</p> | <p>Status Change</p> | 01/01/21 |
| Michelle Oliver | <p>From: Residence Hall Receptionist Residence Life, Housing & Dining Services GR 10, \$24,541 annually (100% FTE)</p> <p>To: Residence Hall Receptionist Residence Life, Housing & Dining Services GR 10, \$20,451 annually (83% FTE)</p> | <p>Status Change</p> | 01/04/21 |
| Nathan Yancy | <p>From: Residence Hall Host/Hostess Residence Life, Housing & Dining Services GR 10, \$20,550 annually</p> <p>To: Residence Hall Receptionist Residence Life, Housing & Dining Services GR 10, \$24,669 annually</p> | <p>Status Change</p> | 01/19/21 |

Non-academic Personnel Board Actions, cont'd.

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| | | | |
|-------------------|--|-----------------------------------|----------|
| Barbara Alldridge | From: Custodian I Residence Life, Housing & Dining Services GR 21, \$30,223 annually To: Custodial Specialist Residence Life, Housing & Dining Services GR 23, \$32,448 annually | Promotion | 01/25/21 |
| Randy Donelson | From: Locksmith Facilities Maintenance To: Staff Emeritus Facilities Maintenance | Status Change | 01/25/21 |
| Michael Abbey | From: Campus Safety Specialist University Safety To: Staff Emeritus University Safety | Status Change | 02/01/21 |
| Skyler Cassity | Assistant Coach Intercollegiate Athletics From: \$35,600 annually To: \$40,600 annually | Salary Adjustment | 02/01/21 |
| Lynn Dickison | From: Senior Enterprise Systems Administrator Computer Services To; Staff Emeritus Computer Services | Status Change | 02/01/21 |
| Kim Dubree | From: Co-Director, Professional Education Services - Certification Educational Field Experiences GR 46, \$56,718 annually (100% FTE) To: Teacher Certification Officer College of Education GR 46, \$42,539 annually (75% FTE) | Title Change & Status Change & | 02/01/21 |

Non-academic Personnel Board Actions, cont'd.

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| | | | |
|------------------|---|-------------------|----------|
| Nelson Fishback | Assistant Coach Intercollegiate Athletics From: \$44,600 annually To: \$50,600 annually | Salary Adjustment | 02/01/21 |
| Mona Hampton | From: Accounting Technician Financial Services GR 13, \$30,532 annually To: Procurement Technician Procurement Services GR 13, \$30,532 annually | Status Change | 02/01/21 |
| Reginald Johnson | Assistant Coach Intercollegiate Athletics From: \$70,600 annually To: \$85,600 annually | Salary Adjustment | 02/01/21 |
| Julie Wright | From: Administrative Assistant II Athletics Development To: Staff Emeritus Athletics Development | Status Change | 02/01/21 |
| Larry Lanpher | From: Grounds Equipment Mechanic Grounds Services To: Staff Emeritus Grounds Services | Status Change | 03/01/21 |

Vote: _____ Yea
 _____ Nay

III.C.3.

MISSOURI STATE UNIVERSITY

BE IT RESOLVED by the Board of Governors of Missouri State University that the salary adjustments indicated for Non-academic employees, as itemized below, are effective January 1, 2021.

| <u>Name</u> | <u>Department</u> | <u>Current Salary</u> | <u>Adj to New Min</u> | <u>ATB Adjustment</u> | <u>New Salary</u> |
|----------------------|---|-----------------------|-----------------------|-----------------------|-------------------|
| Abbey, Michael P. | Office of University Safety | \$29,464 | | \$600 | \$30,064 |
| Aberle, Joygrace A. | Health & Wellness Center | \$37,491 | | \$600 | \$38,091 |
| Abney, Julie A. | Financial Services | \$50,013 | | \$600 | \$50,613 |
| Acharya, Sreekanth | Computer Services | \$60,046 | | \$600 | \$60,646 |
| Ackerson, Amy A. | WP Allied Health Division | \$61,000 | | \$600 | \$61,600 |
| Adams, David L. | Library | \$92,171 | | \$600 | \$92,771 |
| Adams, Karen C. | Enrollment Management & Services | \$35,744 | | \$600 | \$36,344 |
| Adamson, Benjamin T. | Athletics Communications | \$49,473 | | \$600 | \$50,073 |
| Adinegara, Veronica | Editorial & Design Services | \$42,860 | | \$600 | \$43,460 |
| Adkins, Gilbert G. | Lebanon Center | \$41,779 | | \$600 | \$42,379 |
| Adkison, Robert L. | Counseling Center | \$29,057 | | \$600 | \$29,657 |
| Admire, Glenna R. | History | \$31,333 | | \$600 | \$31,933 |
| Agee, Kevin N. | University Communications | \$38,326 | | \$600 | \$38,926 |
| Agugua, Amaka A. | Athletics-Basketball-Women | \$244,560 | | \$600 | \$245,160 |
| Ailor, Shannon C. | Research Administration | \$40,751 | | \$600 | \$41,351 |
| Akers, Leslie L. | College of Agriculture | \$29,724 | | \$600 | \$30,324 |
| Akin, Yuka | Health & Wellness Center | \$49,784 | | \$600 | \$50,384 |
| Alaimo, Ian L. | Mcqueary College of Health & Human Svcs | \$76,195 | | \$600 | \$76,795 |
| Albaugh, Rickey D. | School of Anesthesia | \$139,539 | | \$600 | \$140,139 |
| Aleshire, Donnie E. | Fac Mgmt-Maintenance | \$38,513 | | \$600 | \$39,113 |
| Alldrige, Barbara J. | Res Life Hous & Din Svc-Fac & Oper | \$29,623 | | \$600 | \$30,223 |
| Allen, Andrea K. | Registrar | \$29,743 | | \$600 | \$30,343 |
| Allen, Joshua R. | Office of Human Resources | \$80,000 | | \$600 | \$80,600 |
| Allen, Linda M. | Chemistry | \$35,145 | | \$600 | \$35,745 |
| Allen, Macon J. | Disability Resource Center | \$28,079 | | \$600 | \$28,679 |
| Allen, Matthew R. | Information Security | \$57,046 | \$336 | \$600 | \$57,982 |
| Allen, Rebecca L. | Biomedical Sciences | \$49,087 | | \$600 | \$49,687 |
| Alley, Thomas H. | Fac Mgmt-Custodial | \$23,938 | | \$600 | \$24,538 |
| Allgeier, Shane P. | Residence Life Housing & Dining Svc | \$55,000 | | \$600 | \$55,600 |
| Anderson, Angela G. | English | \$35,676 | | \$600 | \$36,276 |
| Anderson, Ashley B. | Advancement Services | \$30,143 | | \$600 | \$30,743 |
| Anderson, Gayle A. | Res Life Hous & Din Svc-Fac & Oper | \$30,159 | | \$600 | \$30,759 |
| Anderson, Lesa D. | Military Science | \$21,442 | | \$600 | \$22,042 |
| Anderson, Rachel M. | Assoc VP for Economic Development | \$75,111 | | \$600 | \$75,711 |
| Anitsal, Ismet | Marketing | \$141,000 | | \$600 | \$141,600 |
| Anthony, Tamara C. | Agency for Teaching, Leading & Learning | \$27,871 | \$188 | \$600 | \$28,660 |
| Appleby, Austin M. | Athletics-Football-Men | \$40,000 | | \$600 | \$40,600 |

| | | | | | |
|-------------------------|---|-----------|-------|-------|-----------|
| Applegate, Andrea D. | Physician Assistant Studies | \$82,947 | | \$600 | \$83,547 |
| Arens, Joseph A. | Computer Services | \$61,808 | | \$600 | \$62,408 |
| Argent, Karen M. | Residence Life Housing & Dining Svc | \$35,568 | | \$600 | \$36,168 |
| Armstrong, Etta N. | Missouri State Outreach | \$30,538 | | \$600 | \$31,138 |
| Armstrong, Joan E. | Provost Office | \$73,011 | | \$600 | \$73,611 |
| Arnold, Albert E. | Computer Services | \$57,046 | \$336 | \$600 | \$57,982 |
| Arnold, Mark D. | Library | \$63,042 | | \$600 | \$63,642 |
| Arnold-Cook, Jerri | Career Center | \$39,600 | | \$600 | \$40,200 |
| Atkinson, Susan M. | Athletic Medical & Rehab Services | \$40,936 | \$241 | \$600 | \$41,777 |
| Aufdembrink, Amy Marie | Academic Advising & Transfer Ctr | \$48,906 | | \$600 | \$49,506 |
| Aurentz, Cynthia L. | School of Anesthesia | \$105,589 | | \$600 | \$106,189 |
| Baer, Julia M. | International Services | \$39,300 | | \$600 | \$39,900 |
| Bahler, Aleacia D. | Office of University Safety | \$28,391 | | \$600 | \$28,991 |
| Bailey, Sherry A. | Registrar | \$32,507 | | \$600 | \$33,107 |
| Baird, Craig E. | College of Natl & App Science | \$56,188 | | \$600 | \$56,788 |
| Baker, Anne M. | Library | \$67,509 | | \$600 | \$68,109 |
| Baker, James P. | VP Research & Economic Dev & Int Prgms | \$175,056 | | \$600 | \$175,656 |
| Baker, Jessica | JQH Arena | \$27,905 | | \$600 | \$28,505 |
| Balasundaram, Gautam I. | Procurement Services | \$46,067 | | \$600 | \$46,667 |
| Bales, Sandra L. | Hospitality Leadership | \$29,425 | | \$600 | \$30,025 |
| Balisle, Jessica F. | OPT | \$28,298 | | \$600 | \$28,898 |
| Ballard, Sheri L. | Financial Services | \$50,527 | | \$600 | \$51,127 |
| Balsters, Bradley J. | Study Away | \$32,239 | | \$600 | \$32,839 |
| Banion, John A. | Procurement Services | \$54,129 | | \$600 | \$54,729 |
| Barakat, Terry M. | English Language Institute | \$42,654 | | \$600 | \$43,254 |
| Barber, Nicholas C. | Intercollegiate Athletics | \$40,000 | | \$600 | \$40,600 |
| Barber, Sarah R. | Communication Sciences & Disorders | \$76,871 | | \$600 | \$77,471 |
| Barker, Angela J. | College of Arts & Letters | \$65,515 | | \$600 | \$66,115 |
| Barlowe, Jason M. | Greenwood Lab School | \$41,064 | | \$600 | \$41,664 |
| Barnes, Joshua S. | Res Life Hous & Din Svc-Fac & Oper | \$29,082 | | \$600 | \$29,682 |
| Barnette, Megan E. | Admissions | \$30,796 | | \$600 | \$31,396 |
| Barnts, Kelly S. | Res Life Hous & Din Svc-Fac & Oper | \$34,862 | | \$600 | \$35,462 |
| Barnwell, Melinda A. | Health & Wellness Center | \$34,664 | | \$600 | \$35,264 |
| Barton, Sheila F. | WP Dean of Acad Affairs Office | \$50,445 | | \$600 | \$51,045 |
| Bass, Randy J. | Health & Wellness Center | \$113,027 | | \$600 | \$113,627 |
| Bass, Toni D. | Agency for Teaching, Leading & Learning | \$50,000 | | \$600 | \$50,600 |
| Baumann, Denise M. | Residence Life Housing & Dining Svc | \$69,200 | | \$600 | \$69,800 |
| Baumgartner, Vernon | Plaster Student Union Physical Plnt | \$33,877 | | \$600 | \$34,477 |
| Beach, Jeremy L. | Office of University Safety | \$30,024 | | \$600 | \$30,624 |
| Bean, Karla S. | WP Allied Health Division | \$36,296 | | \$600 | \$36,896 |
| Bean, Victoria L. | WP Food Service | \$22,554 | | \$600 | \$23,154 |
| Beard, Ryan D. | Athletics-Football-Men | \$96,000 | | \$600 | \$96,600 |
| Beck, Catherine A. | Bear Claw | \$33,051 | | \$600 | \$33,651 |
| Beck, Chelsea M. | Planning, Design & Construction | \$44,000 | | \$600 | \$44,600 |
| Becker, Brett G. | WP Information Technology Services | \$62,056 | | \$600 | \$62,656 |
| Becker, Kelly R. | WP Information Technology Services | \$50,637 | | \$600 | \$51,237 |

| | | | | | |
|-------------------------|---|-----------|-------|-------|-----------|
| Beckham, Tracy L. | School of Anesthesia | \$160,415 | | \$600 | \$161,015 |
| Bedell, Dax O. | OPT | \$52,071 | | \$600 | \$52,671 |
| Bell, Deana R. | WP Physical Plant | \$24,988 | | \$600 | \$25,588 |
| Bell, Lindsey M. | Career Center | \$37,000 | | \$600 | \$37,600 |
| Bellis, James D. | College of Agriculture | \$64,090 | | \$600 | \$64,690 |
| Bennett, Jessica L. | Library | \$54,601 | | \$600 | \$55,201 |
| Benson, Brian K. | WP Physical Plant | \$22,784 | | \$600 | \$23,384 |
| Benson, Tara E. | Psu-Student Engagement | \$64,783 | | \$600 | \$65,383 |
| Bentley, Kunti D. | Title IX Office | \$35,568 | | \$600 | \$36,168 |
| Benton, Kimberly S. | Bursars Office | \$36,276 | | \$600 | \$36,876 |
| Benton, Robert C. | Fac Mgmt-Grounds | \$28,501 | | \$600 | \$29,101 |
| Berkwitz, Stephen C. | Religious Studies | \$103,530 | | \$600 | \$104,130 |
| Berry, Jessica I. | Child Development Center | \$22,983 | | \$600 | \$23,583 |
| Berry, Melissa D. | Institutional Equity & Compliance | \$84,490 | | \$600 | \$85,090 |
| Besara, Rachel M. | Library | \$109,530 | | \$600 | \$110,130 |
| Bey, Elijah W. | WP Physical Plant | \$22,360 | \$388 | \$600 | \$23,347 |
| Billings, Colter J. | WP Director of Univ Communications | \$36,000 | | \$600 | \$36,600 |
| Bilyeu, Kristin M. | Financial Services | \$51,042 | | \$600 | \$51,642 |
| Bingham, Bill B. | Res Life Hous & Din Svc-Fac & Oper | \$36,468 | | \$600 | \$37,068 |
| Bingham, Brent P. | Res Life Hous & Din Svc-Fac & Oper | \$29,360 | | \$600 | \$29,960 |
| Bird, Biff J. | WP Information Technology Services | \$50,253 | | \$600 | \$50,853 |
| Black, James E. | Office of University Safety | \$34,698 | | \$600 | \$35,298 |
| Black, Troy D. | Fac Mgmt-Maintenance | \$44,866 | | \$600 | \$45,466 |
| Blacksher, Julie R. | Modern & Classical Languages | \$32,726 | | \$600 | \$33,326 |
| Blades, Amy L. | Computer Services | \$44,638 | \$263 | \$600 | \$45,501 |
| Blades, Heather L. | Communication | \$50,013 | | \$600 | \$50,613 |
| Blades, Jesse A. | Agency for Teaching, Leading & Learning | \$57,217 | | \$600 | \$57,817 |
| Blades, Melissa S. | Missouri State Outreach | \$36,639 | | \$600 | \$37,239 |
| Blake, Michael E. | Fac Mgmt-Custodial | \$30,527 | | \$600 | \$31,127 |
| Blankenship, Melissa D. | Hammons Student Center | \$52,071 | | \$600 | \$52,671 |
| Bledsoe, Nathaniel R. | Postal Services | \$22,614 | \$133 | \$600 | \$23,347 |
| Blevins, Brian | Hammons Student Center | \$33,314 | | \$600 | \$33,914 |
| Blevins, Sarah E. | Res Life Hous & Din Svc-Fac & Oper | \$24,812 | | \$600 | \$25,412 |
| Boaz, Ronald K. | Hammons Student Center | \$108,000 | | \$600 | \$108,600 |
| Bobbitt-Boyce, Edith | Communication Sciences & Disorders | \$74,922 | | \$600 | \$75,522 |
| Boddie, John M. | Fac Mgmt-Maintenance | \$40,242 | | \$600 | \$40,842 |
| Bodenhausen, Bradley V. | International Programs | \$124,757 | | \$600 | \$125,357 |
| Boehne, Tara L. | Occupational Therapy | \$82,506 | | \$600 | \$83,106 |
| Bogart, Michele M. | Office of Human Resources | \$38,918 | | \$600 | \$39,518 |
| Bolin, Raymond D. | Fac Mgmt-Maintenance | \$48,857 | | \$600 | \$49,457 |
| Bond, Alysiah S. | Athletics-Basketball-Women | \$115,000 | | \$600 | \$115,600 |
| Bonds, Jim P. | Res Life Hous & Din Svc-Fac & Oper | \$41,477 | | \$600 | \$42,077 |
| Bones, Barbara A. | Residence Life Housing & Dining Svc | \$31,199 | | \$600 | \$31,799 |
| Bonner, Lisa M. | Biomedical Sciences | \$29,341 | | \$600 | \$29,941 |
| Booth, Heather L. | Southwest Missouri Area Health Education Center | \$44,827 | | \$600 | \$45,427 |
| Borneman, Dea A. | Library | \$78,426 | | \$600 | \$79,026 |

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|------------------------|---|-----------|-------|-------|------------|
| Boslaugh, Benjamin S. | Fac Mgmt-Maintenance | \$64,476 | \$380 | \$600 | \$65,456 |
| Bowden, Tiffany L. | Office of University Safety | \$28,401 | | \$600 | \$29,001 |
| Bowen, Tamra M. | Financial Services | \$40,907 | | \$600 | \$41,507 |
| Bowers, Alyssa L. | Admissions | \$30,825 | | \$600 | \$31,425 |
| Bowles, Christina S. | Academic Advising & Transfer Ctr | \$39,050 | | \$600 | \$39,650 & |
| Bowles, Philip N. | Web Strategy & Development | \$76,899 | | \$600 | \$77,499 |
| Boyer, William F. | Animal Science | \$55,353 | | \$600 | \$55,953 |
| Braddish, Dustin J. | Financial Aid | \$35,568 | | \$600 | \$36,168 |
| Braden, Steven D. | Res Life Hous & Din Svc-Fac & Oper | \$49,473 | | \$600 | \$50,073 |
| Bradley, Trisha N. | Southwest Missouri Area Health Education Center | \$65,481 | | \$600 | \$66,081 |
| Brame, Erika M. | Web Strategy & Development | \$38,722 | | \$600 | \$39,322 |
| Branson, Debra A. | Alumni Relations | \$57,016 | | \$600 | \$57,616 |
| Bray, William O. | Mathematics | \$127,477 | | \$600 | \$128,077 |
| Brennan, Kelly J. | VP Marketing & Communications | \$42,845 | | \$600 | \$43,445 |
| Breshears, Andrea M. | Institutional Equity & Compliance | \$34,258 | | \$600 | \$34,858 |
| Breshears, Rhonda K. | College of Agriculture | \$37,273 | | \$600 | \$37,873 |
| Brewer, Courtney T. | Residence Life Housing & Dining Svc | \$35,568 | | \$600 | \$36,168 |
| Brewer, Gene A. | Bookstore | \$38,180 | | \$600 | \$38,780 |
| Brewer, Kimberly A. | Child Development Center | \$22,614 | \$133 | \$600 | \$23,347 |
| Brewer, Robert A. | Athletics-Soccer-Women | \$54,452 | | \$600 | \$55,052 |
| Brewington, Cody H. | Community Outreach | \$41,779 | | \$600 | \$42,379 |
| Bridges, Cindy J. | WP Student Advisemnt & Acad Sup Ctr | \$49,423 | | \$600 | \$50,023 |
| Bridges, Kelly K. | Public Affairs & Assessment | \$30,383 | | \$600 | \$30,983 |
| Bridges, Phillip R. | English Language Institute | \$42,654 | | \$600 | \$43,254 |
| Brinkerhoff, Kris A. | WP Information Technology Services | \$49,935 | | \$600 | \$50,535 |
| Brinley, Rachel L. | Residence Life Housing & Dining Svc | \$26,519 | | \$600 | \$27,119 |
| Britton, Richard L. | Fac Mgmt-Custodial | \$27,393 | | \$600 | \$27,993 |
| Brock, Russell E. | Agency for Teaching, Leading & Learning | \$83,000 | | \$600 | \$83,600 |
| Brockman, Megan R. | Financial Services | \$40,105 | | \$600 | \$40,705 |
| Brower, Shawn R. | Fac Mgmt-Maintenance | \$46,508 | | \$600 | \$47,108 |
| Brown, Abby M. | Facilities Management | \$53,000 | | \$600 | \$53,600 |
| Brown, Candice E. | Health & Wellness Center | \$38,833 | | \$600 | \$39,433 |
| Brown, Jeffrey D. | Environmental Health & Safety | \$35,151 | | \$600 | \$35,751 |
| Brown, Kenneth H. | Economics | \$146,723 | | \$600 | \$147,323 |
| Broyles, Thora J. | WP Dean of Acad Affairs Office | \$40,627 | | \$600 | \$41,227 |
| Bryant, Nicholas A. | Office of University Safety | \$33,803 | | \$600 | \$34,403 |
| Brydson, Jacob C. | Athletics-Track-Women | \$40,235 | | \$600 | \$40,835 |
| Buckner, Sally J. | Reading Foundations & Technology | \$30,943 | | \$600 | \$31,543 |
| Burasco, Nico R. | OPT | \$35,568 | | \$600 | \$36,168 |
| Burkhart, Sarah J. | Health & Wellness Center | \$36,691 | | \$600 | \$37,291 |
| Burks, Teresa L. | Res Life Hous & Din Svc-Fac & Oper | \$24,396 | | \$600 | \$24,996 |
| Burrough, Elizabeth K. | School of Nursing | \$25,480 | | \$600 | \$26,080 |
| Burt, Zachary J. | Kinesiology | \$41,779 | | \$600 | \$42,379 |
| Burton, Charles E. | Res Life Hous & Din Svc-Fac & Oper | \$24,641 | | \$600 | \$25,241 |
| Burton, Kelsi M. | Financial Aid | \$35,568 | | \$600 | \$36,168 |
| Busby, Charles M. | Provost Office | \$49,616 | | \$600 | \$50,216 |

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|---------------------------|--|-----------|-------|-------|-----------|
| Busby, Cindy R. | VP University Advancement | \$55,908 | | \$600 | \$56,508 |
| Butcher, Darla J. | Agency for Teaching, Leading & Learning | \$59,296 | | \$600 | \$59,896 |
| Butts, William L. | Residence Life Housing & Dining Svc | \$19,950 | | \$600 | \$20,550 |
| Byrd, Amanda M. | College of Education-Education Field Experiences | \$45,566 | | \$600 | \$46,166 |
| Cabrera Hurtado, Juan D. | English Language Institute | \$37,186 | \$219 | \$600 | \$38,005 |
| Cabrera Hurtado, Kelly N. | International Programs | \$48,500 | | \$600 | \$49,100 |
| Cahoj, Patricia A. | Physical Therapy | \$96,636 | | \$600 | \$97,236 |
| Cahoj, Richard J. | WP Bookstore | \$30,793 | | \$600 | \$31,393 |
| Caldwell, Cheryl M. | WP Director of Univ Communications | \$63,464 | | \$600 | \$64,064 |
| Caldwell, Kelly | Fac Mgmt-Custodial | \$24,396 | | \$600 | \$24,996 |
| Calico, Dean A. | Fac Mgmt-Custodial | \$28,175 | | \$600 | \$28,775 |
| Calkins, Holly L. | Fac Mgmt-Maintenance | \$38,479 | | \$600 | \$39,079 |
| Callahan, Richard N. | Technology & Construction Mgmt | \$141,678 | | \$600 | \$142,278 |
| Campbell, Garry | Fac Mgmt-Custodial | \$23,938 | | \$600 | \$24,538 |
| Campbell-Hicks, Meagan L. | Admissions | \$30,688 | | \$600 | \$31,288 |
| Canales, Roberto | Physician Assistant Studies | \$122,500 | | \$600 | \$123,100 |
| Cantrell, Shelley M. | VP Administrative Services | \$36,520 | | \$600 | \$37,120 |
| Capps, Steven C. | Learning Diagnostic Clinic | \$72,806 | | \$600 | \$73,406 |
| Carberry, Stephen F. | Intercollegiate Athletics | \$37,662 | | \$600 | \$38,262 |
| Carlson, Ami S. | Health & Wellness Center | \$36,690 | | \$600 | \$37,290 |
| Carr, Amber N. | WP Director of Development | \$41,779 | | \$600 | \$42,379 |
| Carroll, Callie J. | VP University Advancement | \$43,837 | | \$600 | \$44,437 |
| Carroll, Tracy | Geography Geology & Planning | \$29,057 | | \$600 | \$29,657 |
| Carson, Edward K. | Juanita K Hammons Hall | \$43,261 | | \$600 | \$43,861 |
| Carter, Nicholas A. | Bookstore | \$34,717 | \$204 | \$600 | \$35,521 |
| Carter, Thomas A. | OPT | \$72,633 | | \$600 | \$73,233 |
| Casada, Debra K. | Fac Mgmt-Custodial | \$28,914 | | \$600 | \$29,514 |
| Case, William P. | OPT | \$58,757 | | \$600 | \$59,357 |
| Cassity, Skyler | Athletics-Football-Men | \$35,000 | | \$600 | \$35,600 |
| Cataldo, Monica O. | OPT | \$36,304 | | \$600 | \$36,904 |
| Cates, Jared L. | WP Student Life | \$49,473 | | \$600 | \$50,073 |
| Cauldwell, Kerri L. | Disability Resource Center | \$36,000 | | \$600 | \$36,600 |
| Cavin, Michael J. | Facilities Management | \$84,000 | | \$600 | \$84,600 |
| Cavitt, Anyta M. | College of Education-Education Advisement | \$35,568 | | \$600 | \$36,168 |
| Cavitt, Bruce A. | WP Student Advisemnt & Acad Sup Ctr | \$36,990 | | \$600 | \$37,590 |
| Chakraborty, Sapna | Occupational Therapy | \$107,948 | | \$600 | \$108,548 |
| Chambers, Jeffery D. | Fac Mgmt-Grounds | \$35,546 | | \$600 | \$36,146 |
| Champagne, Leslie F. | College of Education | \$30,210 | | \$600 | \$30,810 |
| Chang, James J. | English | \$28,440 | | \$600 | \$29,040 |
| Chastain, William S. | Fac Mgmt-Maintenance | \$40,895 | | \$600 | \$41,495 |
| Chavez, Katrina | Registrar | \$44,867 | | \$600 | \$45,467 |
| Chen, Li-Ling | Environmental Plant Science & Natural Resources | \$40,000 | | \$600 | \$40,600 |
| Cheri, Cameron R. | Biology | \$31,199 | | \$600 | \$31,799 |
| Chesman, Jeremy A. | Music | \$76,714 | | \$600 | \$77,314 |
| Childress, Priscilla | Dean of Students Office | \$53,261 | | \$600 | \$53,861 |
| Childs, Elaina K. | Financial Aid | \$30,793 | | \$600 | \$31,393 |

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|-------------------------|--|-----------|-------|-------|-----------|
| Chinn, Calvin L. | Fac Mgmt-Grounds | \$28,500 | | \$600 | \$29,100 |
| Choate, Makenzie N. | Child Development Center | \$22,192 | \$555 | \$600 | \$23,347 |
| Chorn, Gary D. | Fac Mgmt-Maintenance | \$66,748 | | \$600 | \$67,348 |
| Chorn, Malynnda L. | Facilities Management | \$36,582 | \$215 | \$600 | \$37,397 |
| Christian, Karen F. | Fac Mgmt-Custodial | \$23,940 | | \$600 | \$24,540 |
| Church, Kimberly S. | Accounting | \$157,000 | | \$600 | \$157,600 |
| Ciferri, David A. | Office of University Safety | \$28,391 | | \$600 | \$28,991 |
| Cinkosky, Heather R. | Health & Wellness Center | \$28,440 | | \$600 | \$29,040 |
| Citterio, Chiara | Counseling Center | \$43,817 | | \$600 | \$44,417 |
| Clark, Cassandra L. | College of Agriculture | \$36,633 | | \$600 | \$37,233 |
| Clark, Christopher | Residence Life Housing & Dining Svc | \$41,264 | | \$600 | \$41,864 |
| Clark, Donald L. | Fac Mgmt-Custodial | \$60,000 | | \$600 | \$60,600 |
| Clark, James M. | Fac Mgmt-Grounds | \$35,597 | | \$600 | \$36,197 |
| Clark, Kaye I. | Child Development Center | \$29,757 | \$175 | \$600 | \$30,532 |
| Clark, Kimberly A. | Advancement Services | \$32,678 | | \$600 | \$33,278 |
| Clark, Lisa L. | Development Office | \$79,629 | | \$600 | \$80,229 |
| Claussen, Patty A. | Financial Aid | \$41,321 | | \$600 | \$41,921 |
| Clayton, Ryan | Res Life Hous & Din Svc-Fac & Oper | \$24,396 | | \$600 | \$24,996 |
| Clements, Melinda J. | Residence Life Housing & Dining Svc | \$23,941 | | \$600 | \$24,541 |
| Clemmons, Vera V. | Office of University Safety | \$28,401 | | \$600 | \$29,001 |
| Clinkenbeard, Merica A. | Agency for Teaching, Leading & Learning | \$52,071 | | \$600 | \$52,671 |
| Clouse, Nick D. | Faculty Ctr for Teaching & Learning | \$39,828 | \$84 | \$600 | \$40,512 |
| Clymer, Anna T. | College of Business | \$35,568 | | \$600 | \$36,168 |
| Cobban, Jean A. | College of Agriculture | \$30,097 | | \$600 | \$30,697 |
| Cockrum, Angela P. | Networking & Telecommunications | \$48,223 | | \$600 | \$48,823 |
| Coffman, Lance R. | Small Business Technical Development Ctr | \$51,200 | | \$600 | \$51,800 |
| Coffman, Steven D. | Networking & Telecommunications | \$79,354 | \$468 | \$600 | \$80,422 |
| Coiner, Jeffery S. | CIO Information Services | \$148,000 | | \$600 | \$148,600 |
| Cole, Andrew C. | College of Humanities & Public Affairs | \$44,638 | \$263 | \$600 | \$45,501 |
| Coleman, Courtney V. | Biology | \$48,381 | | \$600 | \$48,981 |
| Colip, Katie | Residence Life Housing & Dining Svc | \$42,602 | | \$600 | \$43,202 |
| Collier, Jonathan M. | Fac Mgmt-Maintenance | \$42,036 | | \$600 | \$42,636 |
| Collins, Alyssa D. | WP Business Office | \$39,403 | | \$600 | \$40,003 |
| Collins, CJ | WP Information Technology Services | \$57,046 | \$336 | \$600 | \$57,982 |
| Collins, David J. | Athletics-Swimming-Men | \$64,817 | | \$600 | \$65,417 |
| Collins, Kileene M. | WP Student Services | \$28,164 | | \$600 | \$28,764 |
| Collins, Michael W. | Athletics-Basketball-Men | \$29,993 | | \$600 | \$30,593 |
| Combs, Cheryl R. | Student Employment Service | \$49,473 | | \$600 | \$50,073 |
| Combs, Julia C. | Music | \$119,836 | | \$600 | \$120,436 |
| Combs, Theresa S. | WP Registration & Records | \$30,793 | | \$600 | \$31,393 |
| Compton, Jerome W. | Planning, Design & Construction | \$74,740 | | \$600 | \$75,340 |
| Compton, Pamela | Residence Life Housing & Dining Svc | \$19,950 | | \$600 | \$20,550 |
| Conaway, Christy L. | English Language Institute | \$39,000 | | \$600 | \$39,600 |
| Conlon, Shannon L. | Library | \$37,768 | | \$600 | \$38,368 |
| Conner, Amanda F. | Facilities Management | \$30,474 | | \$600 | \$31,074 |
| Connor, George E. | Political Science | \$116,397 | | \$600 | \$116,997 |

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| Consiglio, David J. | Athletics Strength & Conditioning | \$40,000 | \$600 | \$40,600 |
| Cook, Jeanne L. | Physical Therapy | \$108,196 | \$600 | \$108,796 |
| Cook, Kimberly A. | Merchandising & Fashion Design | \$21,884 | \$600 | \$22,484 |
| Cook, Kimberly D. | Physician Assistant Studies | \$85,762 | \$600 | \$86,362 |
| Cook, Sara L. | Health & Wellness Center | \$117,939 | \$600 | \$118,539 |
| Cook, Sheila | Financial Aid | \$28,561 | \$600 | \$29,161 |
| Cooley, Douglas J. | WP Residence Life | \$42,500 | \$600 | \$43,100 |
| Coones, Jacquelyn L. | Development Office | \$62,476 | \$600 | \$63,076 |
| Cortez, Willie G. | Fac Mgmt-Maintenance | \$33,904 | \$600 | \$34,504 |
| Cottrell, Julia L. | Public Affairs & Assessment | \$41,000 | \$600 | \$41,600 |
| Coulter, Terrie A. | Intercollegiate Athletics | \$37,439 | \$600 | \$38,039 |
| Cox, Christopher C. | Small Business Technical Development Ctr | \$51,000 | \$600 | \$51,600 |
| Cox, Jennifer C. | VP Administrative Services | \$89,500 | \$600 | \$90,100 |
| Cox, Ronda G. | Greenwood Lab School | \$29,429 | \$600 | \$30,029 |
| Cozort, Carol A. | Agency for Teaching, Leading & Learning | \$52,997 | \$600 | \$53,597 |
| Craig, Christopher J. | Provost Office | \$147,162 | \$600 | \$147,762 |
| Craig, Rebecca L. | WP Financial Aid | \$35,568 | \$600 | \$36,168 |
| Crall, Michaela R. | Athletics-Basketball-Women | \$32,759 | \$600 | \$33,359 |
| Creson, Michelle D. | Financial Aid | \$32,711 | \$600 | \$33,311 |
| Crews, Carrie D. | College of Agriculture | \$35,970 | \$600 | \$36,570 |
| Crist, Robert | Res Life Hous & Din Svc-Fac & Oper | \$24,396 | \$600 | \$24,996 |
| Crockett, Jeffrey G. | Office of University Safety | \$29,464 | \$600 | \$30,064 |
| Crockett, Jonathan | Facilities Management | \$45,871 | \$270 | \$46,741 |
| Cron, Deborah A. | Communication Sciences & Disorders | \$79,147 | \$600 | \$79,747 |
| Crowe, Danny | Res Life Hous & Din Svc-Fac & Oper | \$24,396 | \$600 | \$24,996 |
| Culbertson, Cory B. | Fac Mgmt-Custodial | \$23,938 | \$600 | \$24,538 |
| Culver, Sandra E. | College of Business | \$64,508 | \$600 | \$65,108 |
| Cummings, Valerie D. | Web Strategy & Development | \$49,000 | \$600 | \$49,600 |
| Cunningham, Denise D. | Childhood Ed & Family Studies | \$112,516 | \$600 | \$113,116 |
| Cunningham, Kym S. | Residence Life Housing & Dining Svc | \$23,941 | \$600 | \$24,541 |
| Cunningham, Thomas E. | Ctr Resource Planning & Management | \$42,000 | \$600 | \$42,600 |
| Curran, Joshua D. | College of Business | \$35,568 | \$600 | \$36,168 |
| Curry, Matthew T. | Jordan Valley Innovation Center | \$103,129 | \$600 | \$103,729 |
| Curtis, Lamar L. | Financial Services | \$52,040 | \$600 | \$52,640 |
| Cyr, Gail L. | Health & Wellness Center | \$71,500 | \$600 | \$72,100 |
| Dalton, Kelly J. | Financial Services | \$61,334 | \$600 | \$61,934 |
| Dalton, Nicole L. | Veteran Student Center | \$33,963 | \$600 | \$34,563 |
| Dane, Michelle L. | Financial Services | \$30,977 | \$600 | \$31,577 |
| Daniels, Amy J. | Financial Services | \$37,662 | \$600 | \$38,262 |
| Daniels, Thomas D. | Res Life Hous & Din Svc-Fac & Oper | \$30,314 | \$600 | \$30,914 |
| Darter, Tommy G. | Fac Mgmt-Maintenance | \$34,362 | \$600 | \$34,962 |
| Darveau, Jeremy A. | Athletics-Football-Men | \$96,000 | \$600 | \$96,600 |
| Davidson, Bradley W. | International Programs | \$49,484 | \$600 | \$50,084 |
| Davidson, Michael P. | Fac Mgmt-Maintenance | \$38,045 | \$600 | \$38,645 |
| Davis, Janet L. | College of Business | \$29,938 | \$600 | \$30,538 |
| Davis, John W. | Fac Mgmt-Custodial | \$23,938 | \$600 | \$24,538 |

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|------------------------------|--|-----------|---------|-------|-----------|
| Davis, Joshua M. | Information Tech & Cybersecurity | \$154,990 | | \$600 | \$155,590 |
| Davis, Ruth A. | Office of University Safety | \$29,464 | | \$600 | \$30,064 |
| Davis, Zachary D. | College of Agriculture | \$37,502 | | \$600 | \$38,102 |
| Davis-Cunningham, Margrie D. | Fac Mgmt-Custodial | \$23,938 | | \$600 | \$24,538 |
| Dawson, April R. | Postal Services | \$29,757 | \$175 | \$600 | \$30,532 |
| Day, Kaya P. | Physical Therapy | \$30,075 | | \$600 | \$30,675 |
| Day, Lori K. | Admissions | \$33,843 | | \$600 | \$34,443 |
| Day, Michele L. | Social Work | \$108,248 | | \$600 | \$108,848 |
| Deal, James W. | Facilities Management | \$29,418 | | \$600 | \$30,018 |
| Deal, Kerri D. | Dean of Students Office | \$35,006 | \$525 | \$600 | \$36,131 |
| Deal, William P. | Psychology | \$100,744 | | \$600 | \$101,344 |
| DeBoef, Ryan T. | President's Office | \$157,757 | | \$600 | \$158,357 |
| Deckard, Shelly K. | Assoc VP for Economic Development | \$45,731 | | \$600 | \$46,331 |
| Decker, James B. | English Language Institute | \$42,654 | | \$600 | \$43,254 |
| Dees, Charles C. | Fac Mgmt-Grounds | \$28,495 | | \$600 | \$29,095 |
| Deever, Nakia | Fac Mgmt-Custodial | \$23,938 | | \$600 | \$24,538 |
| Del Vecchio, Ronald P. | College of Agriculture | \$141,610 | | \$600 | \$142,210 |
| Delamora, Nicholas D. | Computer Services | \$57,046 | \$336 | \$600 | \$57,982 |
| Dembele, Moussa | Juanita K Hammons Hall | \$33,679 | | \$600 | \$34,279 |
| Denson, Cody S. | Computer Services | \$57,046 | \$336 | \$600 | \$57,982 |
| Depriest, Christopher S. | Theatre & Dance | \$52,599 | | \$600 | \$53,199 |
| Derby, Norma S. | Financial Aid | \$30,809 | | \$600 | \$31,409 |
| Derrick, Laura J. | Planning, Design & Construction | \$71,330 | | \$600 | \$71,930 |
| Derrick, Noel K. | Res Life Hous & Din Svc-Fac & Oper | \$31,363 | | \$600 | \$31,963 |
| Derricks, Shannon E. | Athletic Medical & Rehab Services | \$54,045 | | \$600 | \$54,645 |
| Dettmers, Crystal R. | Student Employment Service | \$31,480 | | \$600 | \$32,080 |
| DeWitt, Clyta A. | Bookstore | \$28,440 | | \$600 | \$29,040 |
| Dickens, Kristen R. | Financial Services | \$29,202 | \$730 | \$600 | \$30,532 |
| Dickerson, Kerry | VP University Advancement | \$78,830 | | \$600 | \$79,430 |
| Dickison, Lynn E. | Computer Services | \$79,873 | | \$600 | \$80,473 |
| Dionne, Dawn M. | WP Food Service | \$35,568 | | \$600 | \$36,168 |
| Diouf, Sarah W. | OPT | \$39,000 | | \$600 | \$39,600 |
| Dirks-Ham, Chelsea R. | Athletics-Swimming-Men | \$38,071 | | \$600 | \$38,671 |
| Divin, Jenay L. | Office of University Safety | \$40,956 | | \$600 | \$41,556 |
| Dixon, Kimberly J. | Small Business Technical Development Ctr | \$32,489 | | \$600 | \$33,089 |
| Dixon, Stephanie | Music | \$30,619 | | \$600 | \$31,219 |
| Dixon, Tammy L. | Counseling Center | \$63,500 | | \$600 | \$64,100 |
| Dockery, Rachael M. | Legal Affairs & Compliance | \$162,420 | | \$600 | \$163,020 |
| Dogwiler, Toby J. | Geography Geology & Planning | \$121,000 | | \$600 | \$121,600 |
| Doll, Emily A. | Bookstore | \$29,993 | | \$600 | \$30,593 |
| Donaldson, Daniela L. | Computer Services | \$55,982 | \$1,400 | \$600 | \$57,982 |
| Dong, Nannan | Institutional Research | \$50,000 | | \$600 | \$50,600 |
| Donnellan, Debra M. | Office of Human Resources | \$57,369 | | \$600 | \$57,969 |
| Donnelson, Nicki L. | University Communications | \$49,498 | | \$600 | \$50,098 |
| Douglas, Carole K. | Residence Life Housing & Dining Svc | \$51,042 | | \$600 | \$51,642 |
| Douglas, Jennifer L. | Bookstore | \$30,088 | | \$600 | \$30,688 |

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| Dowdy, Marcia B. | Agency for Teaching, Leading & Learning | \$52,071 | | \$600 | \$52,671 |
| Drennan, Sally A. | Child Development Center | \$30,793 | | \$600 | \$31,393 |
| Dressler, Howard G. | Fac Mgmt-Maintenance | \$42,131 | | \$600 | \$42,731 |
| Drinker, Lakan | Graduate College | \$50,950 | | \$600 | \$51,550 |
| Driskell, Russell D. | Agriculture-Mtn Grv Campus | \$37,744 | | \$600 | \$38,344 |
| Driskell, Vickie J. | WP Director of Univ Communications | \$40,991 | | \$600 | \$41,591 |
| Driver, Donna J. | Res Life Hous & Din Svc-Fac & Oper | \$32,623 | | \$600 | \$33,223 |
| Dubree, Kimberly L. | College of Education-Education Field Experiences | \$55,790 | \$328 | \$600 | \$56,718 |
| Dudden, Katie N. | WP Director of Development | \$31,199 | | \$600 | \$31,799 |
| Dugan, Susan I. | Psu-Event & Meeting Services | \$28,528 | | \$600 | \$29,128 |
| Duitsman, Dalen M. | Public Health & Sports Medicine | \$100,377 | | \$600 | \$100,977 |
| Duncan, Janice R. | Greenwood Lab School | \$102,020 | | \$600 | \$102,620 |
| Dunn, William B. | VP University Advancement | \$164,196 | | \$600 | \$164,796 |
| Durden, Joni R. | Biology | \$33,254 | | \$600 | \$33,854 |
| Durden, Karen G. | Library | \$35,269 | | \$600 | \$35,869 |
| Dyer, Catherine R. | Academic Advising & Transfer Ctr | \$36,000 | | \$600 | \$36,600 |
| Dykes, Barbara J. | WP Instruction | \$37,730 | | \$600 | \$38,330 |
| Eagleman, Laketa J. | Childhood Ed & Family Studies | \$30,305 | | \$600 | \$30,905 |
| Earnshaw, Dylan | College of Natl & App Science | \$35,568 | | \$600 | \$36,168 |
| Easley, Robert E. | Res Life Hous & Din Svc-Fac & Oper | \$28,599 | | \$600 | \$29,199 |
| Easter, Eric C. | Planning, Design & Construction | \$42,798 | | \$600 | \$43,398 |
| Easter, Lauren N. | Campus Recreation | \$50,436 | | \$600 | \$51,036 |
| Edmond, Brian S. | Computer Services | \$82,354 | | \$600 | \$82,954 |
| Edwards, Christine J. | Library | \$32,638 | | \$600 | \$33,238 |
| Edwards, Mark A. | Hammons Student Center | \$27,393 | | \$600 | \$27,993 |
| Eidson, Shanna M. | Agency for Teaching, Leading & Learning | \$50,000 | | \$600 | \$50,600 |
| Eiken, Melissa J. | Library | \$36,016 | | \$600 | \$36,616 |
| Einhellig, Frank A. | Provost Office | \$232,955 | | \$600 | \$233,555 |
| Eisman, Karen D. | Information Tech & Cybersecurity | \$36,593 | | \$600 | \$37,193 |
| Elder, Shaun M. | Computer Services | \$57,046 | \$336 | \$600 | \$57,982 |
| Elders, Vicki L. | Career Center | \$31,437 | | \$600 | \$32,037 |
| Elkins, Sherry B. | College of Business | \$35,568 | | \$600 | \$36,168 |
| Elliott, Cindy L. | Physical Therapy | \$34,717 | \$204 | \$600 | \$35,521 |
| Elliott, Elizabeth | Physician Assistant Studies | \$27,050 | | \$600 | \$27,650 |
| Ellis, Carol A. | Bookstore | \$34,028 | | \$600 | \$34,628 |
| Ellis, Deborah L. | Residence Life Housing & Dining Svc | \$39,144 | | \$600 | \$39,744 |
| Elmore, Tara N. | Adult Student Services | \$30,804 | | \$600 | \$31,404 |
| Elrod, Keri L. | WP Aquatics-Wellness | \$49,473 | | \$600 | \$50,073 |
| Elsworth, Elizabeth A. | Office of University Safety | \$32,165 | | \$600 | \$32,765 |
| Embretson, Scott A. | Bookstore | \$41,399 | | \$600 | \$41,999 |
| Emery, Jeremy J. | Agriculture-Mtn Grv Campus | \$31,636 | \$802 | \$600 | \$33,038 |
| Endicott, Jordan D. | Political Science | \$35,381 | | \$600 | \$35,981 |
| Engler, Karen | Communication Sciences & Disorders | \$81,250 | | \$600 | \$81,850 |
| Englert, Andrew M. | Office of University Safety | \$70,596 | | \$600 | \$71,196 |
| Epperson, Tracey J. | Fac Mgmt-Maintenance | \$35,006 | | \$600 | \$35,606 |
| Essel, Paul J. | Financial Services | \$61,334 | | \$600 | \$61,934 |

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|----------------------|--|-----------|---------|-------|-----------|
| Estes, Rebecca A. | WP Student Advisemnt & Acad Sup Ctr | \$28,964 | | \$600 | \$29,564 |
| Eth, Joe P. | Computer Services | \$61,990 | | \$600 | \$62,590 |
| Eubanks, Gail L. | College of Education-Education Field Experiences | \$38,000 | | \$600 | \$38,600 |
| Euglow, Rebecca A. | Registrar | \$29,757 | \$175 | \$600 | \$30,532 |
| Euglow, Todd R. | Career Center | \$43,066 | | \$600 | \$43,666 |
| Evans, Kelly T. | Financial Aid | \$52,000 | | \$600 | \$52,600 |
| Evans, Paul A. | Athletics-Baseball-Men | \$72,496 | | \$600 | \$73,096 |
| Evans, Stephanie S. | Fac Mgmt-Custodial | \$23,940 | | \$600 | \$24,540 |
| Evans, Vicki D. | Library | \$38,330 | | \$600 | \$38,930 |
| Everett, Sheldon D. | Athletics-Basketball-Men | \$78,000 | | \$600 | \$78,600 |
| Ewert, Deborah J. | Networking & Telecommunications | \$67,112 | \$226 | \$600 | \$67,938 |
| Fairchild, Austin L. | Fac Mgmt-Custodial | \$23,938 | | \$600 | \$24,538 |
| Fairchild, Marisa D. | Fac Mgmt-Custodial | \$23,938 | | \$600 | \$24,538 |
| Falls, Berlin D. | Fac Mgmt-Custodial | \$34,402 | | \$600 | \$35,002 |
| Falls, Karen S. | Fac Mgmt-Custodial | \$33,638 | | \$600 | \$34,238 |
| Fan, Jinzi | International Programs | \$46,000 | | \$600 | \$46,600 |
| Fan, Lori | Alumni Relations | \$93,517 | | \$600 | \$94,117 |
| Farris, Robin E. | Counseling Leadership & Special Ed | \$49,473 | | \$600 | \$50,073 |
| Faulkner, Samuel J. | Computer Services | \$43,804 | \$1,097 | \$600 | \$45,501 |
| Feeney, Sylvia M. | School of Anesthesia | \$176,761 | | \$600 | \$177,361 |
| Feind, Danny W. | KSMU | \$55,519 | | \$600 | \$56,119 |
| Ferber, Jason C. | OPT | \$39,325 | | \$600 | \$39,925 |
| Ferguson, Michael L. | Alumni Relations | \$49,758 | | \$600 | \$50,358 |
| Ferguson, Wendy M. | Development Office | \$101,293 | | \$600 | \$101,893 |
| Fife, Jordan | Athletics-Track-Women | \$62,000 | | \$600 | \$62,600 |
| Finch, Ken J. | Fac Mgmt-Custodial | \$33,877 | | \$600 | \$34,477 |
| Fischer, Scott R. | Library | \$30,512 | | \$600 | \$31,112 |
| Fishback, Nelson T. | Athletics-Football-Men | \$44,000 | | \$600 | \$44,600 |
| Fisher, Brenda E. | Admissions | \$30,825 | | \$600 | \$31,425 |
| Fisher, Destiney R. | Fac Mgmt-Custodial | \$23,938 | | \$600 | \$24,538 |
| Fisher, Michael L. | Faculty Ctr for Teaching & Learning | \$48,977 | | \$600 | \$49,577 |
| Flake, Glendola M. | Multicultural Services | \$36,000 | | \$600 | \$36,600 |
| Flannery, Sean M. | Computer Services | \$44,638 | \$263 | \$600 | \$45,501 |
| Flores, Tamara L. | College of Business | \$31,651 | | \$600 | \$32,251 |
| Ford, Dana S. | Athletics-Basketball-Men | \$425,000 | | \$600 | \$425,600 |
| Forester, Carol L. | Office of University Safety | \$28,964 | | \$600 | \$29,564 |
| Forshee, Bryan T. | Technology & Construction Mgmt | \$46,746 | | \$600 | \$47,346 |
| Fortney, David L. | Fac Mgmt-Maintenance | \$35,006 | | \$600 | \$35,606 |
| Foster, Karen M. | Plaster Student Union Admin | \$38,989 | | \$600 | \$39,589 |
| Foster, Sarah K. | College of Natl & App Science | \$35,568 | | \$600 | \$36,168 |
| Foucart, Stephen C. | Financial Services | \$165,829 | | \$600 | \$166,429 |
| Fouch, Ronald | Athletics-Football-Men | \$55,000 | | \$600 | \$55,600 |
| Fox, Daniel J. | Plaster Student Union Admin | \$40,000 | | \$600 | \$40,600 |
| Fox, Michael | Networking & Telecommunications | \$38,398 | | \$600 | \$38,998 |
| Francka, Jacob J. | Fac Mgmt-Maintenance | \$42,973 | | \$600 | \$43,573 |
| Francka, Samantha J. | International Programs | \$42,346 | | \$600 | \$42,946 |

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|-------------------------------|---|-----------|-------|-------|-----------|
| Franklin, Anthony R. | Counseling Center | \$43,000 | | \$600 | \$43,600 |
| Franklin, Keri R. | Public Affairs & Assessment | \$140,000 | | \$600 | \$140,600 |
| Frederick, Susan D. | Athletics-Softball-Women | \$52,234 | | \$600 | \$52,834 |
| Frederick, Teresa L. | Facilities Management | \$72,140 | | \$600 | \$72,740 |
| Freeman, Kevin L. | Agency for Teaching, Leading & Learning | \$50,000 | | \$600 | \$50,600 |
| Frerichs, Warren R. | Graduate College | \$36,633 | | \$600 | \$37,233 |
| Frevert, Brandon K. | Juanita K Hammons Hall | \$36,000 | | \$600 | \$36,600 |
| Frey, Mary K. | Campus Recreation | \$28,225 | | \$600 | \$28,825 |
| Friedland, Russell A. | Athletics-Volleyball-Women | \$55,000 | | \$600 | \$55,600 |
| Fritz, Marla D. | Chemistry | \$25,285 | | \$600 | \$25,885 |
| Frizell, Michael L. | Bear Claw | \$64,061 | | \$600 | \$64,661 |
| Funderburk, Stacey L. | Editorial & Design Services | \$62,978 | | \$600 | \$63,578 |
| Gant, Lucas W. | Intercollegiate Athletics | \$29,082 | | \$600 | \$29,682 |
| Gao, Yan | Financial Services | \$47,000 | | \$600 | \$47,600 |
| Garcia-Pusateri, Cody A. | Financial Aid | \$37,000 | | \$600 | \$37,600 |
| Gardner, Hobart J. | Fac Mgmt-Maintenance | \$33,259 | | \$600 | \$33,859 |
| Garland, Brett E. | Criminology | \$124,114 | | \$600 | \$124,714 |
| Garland, Diana K. | Bear Claw | \$59,662 | | \$600 | \$60,262 |
| Garman, Stephen R. | Financial Aid | \$49,473 | | \$600 | \$50,073 |
| Garton, Edwin M. | Provost Office | \$63,876 | | \$600 | \$64,476 |
| Gavel, Michelle N. | Financial Aid | \$39,000 | | \$600 | \$39,600 |
| Geiger, Lacey J. | I Courses | \$55,790 | \$328 | \$600 | \$56,718 |
| George, Jessica N. | Fac Mgmt-Custodial | \$23,938 | | \$600 | \$24,538 |
| George, Nathaniel C. | Fac Mgmt-Custodial | \$23,940 | | \$600 | \$24,540 |
| Germann, Julie | Agency for Teaching, Leading & Learning | \$52,071 | | \$600 | \$52,671 |
| Gettys, Jeffery S. | College of Agriculture | \$62,363 | | \$600 | \$62,963 |
| Gibbs, William E. | Residence Life Housing & Dining Svc | \$19,950 | | \$600 | \$20,550 |
| Gibson, Deana L. | Geography Geology & Planning | \$35,961 | | \$600 | \$36,561 |
| Gibson, Peggy S. | Fac Mgmt-Custodial | \$23,938 | | \$600 | \$24,538 |
| Gieselman-Holthaus, Tracie D. | Library | \$43,323 | | \$600 | \$43,923 |
| Gilbert, Tyler | Facilities Management | \$23,653 | | \$600 | \$24,253 |
| Giles, Chelsey N. | Financial Aid | \$66,741 | | \$600 | \$67,341 |
| Gipson, Corey | Athletics-Basketball-Men | \$120,000 | | \$600 | \$120,600 |
| Gititu, Eunice W. | Health & Wellness Center | \$125,638 | | \$600 | \$126,238 |
| Gladden, Monte D. | JQH Arena | \$48,925 | | \$600 | \$49,525 |
| Glaessgen, Tracey A. | Center Academic Success & Transition | \$56,628 | | \$600 | \$57,228 |
| Glynn, Timothy S. | Res Life Hous & Din Svc-Fac & Oper | \$25,626 | | \$600 | \$26,226 |
| Gnau, Jaime B. | Biomedical Sciences | \$47,000 | | \$600 | \$47,600 |
| Goerndt, Angela M. | Research Administration | \$45,896 | | \$600 | \$46,496 |
| Golden, Mary L. | Provost Office | \$53,443 | | \$600 | \$54,043 |
| Gong, Xiao'ou | College of Business | \$54,771 | | \$600 | \$55,371 |
| Gonzalez, Alexis A. | English | \$46,925 | | \$600 | \$47,525 |
| Good, William C. | College of Natl & App Science | \$45,000 | | \$600 | \$45,600 |
| Goodman, Melissa R. | Intercollegiate Athletics | \$49,473 | | \$600 | \$50,073 |
| Goodwin, Amy M. | Communication Sciences & Disorders | \$29,119 | | \$600 | \$29,719 |
| Goodwin, Debra A. | VP University Advancement | \$32,624 | | \$600 | \$33,224 |

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|------------------------|---|-----------|-------|-------|-----------|
| Goodwin, Juliana L. | Editorial & Design Services | \$37,500 | | \$600 | \$38,100 |
| Gordon, Nancy A. | Faculty Ctr for Teaching & Learning | \$68,944 | | \$600 | \$69,544 |
| Grady, Margaret E. | Residence Life Housing & Dining Svc | \$35,568 | | \$600 | \$36,168 |
| Graham, Alexandra E. | WP Dean of Acad Affairs Office | \$47,906 | | \$600 | \$48,506 |
| Graham, Christy L. | Graduate College | \$48,063 | | \$600 | \$48,663 |
| Graham, Diana | Res Life Hous & Din Svc-Fac & Oper | \$38,486 | | \$600 | \$39,086 |
| Gray, Monica D. | Development Office | \$35,140 | | \$600 | \$35,740 |
| Grayson, LaShata M. | Psu-Student Engagement | \$40,000 | | \$600 | \$40,600 |
| Green, Carol J. | Institutional Research | \$41,766 | | \$600 | \$42,366 |
| Green, Marian E. | College of Education | \$31,034 | | \$600 | \$31,634 |
| Green, Toni | Residence Life Housing & Dining Svc | \$35,568 | | \$600 | \$36,168 |
| Greer, Brenda K. | Fac Mgmt-Custodial | \$23,938 | | \$600 | \$24,538 |
| Grevillius, Jeffrey R. | Bookstore | \$50,171 | | \$600 | \$50,771 |
| Grills, Benton G. | WP Physical Plant | \$29,673 | | \$600 | \$30,273 |
| Grimsley, Jared A. | Residence Life Housing & Dining Svc | \$35,568 | | \$600 | \$36,168 |
| Grindstaff, Brian K. | College of Natl & App Science | \$49,255 | | \$600 | \$49,855 |
| Gross, Tracy L. | Agency for Teaching, Leading & Learning | \$52,997 | | \$600 | \$53,597 |
| Guinn, Kristina G. | International Services | \$46,500 | | \$600 | \$47,100 |
| Guttin, Keith | Athletics-Baseball-Men | \$127,995 | | \$600 | \$128,595 |
| Gwaltney, Michael | WP Physical Plant | \$28,079 | | \$600 | \$28,679 |
| Hackeson, Michael | Networking & Telecommunications | \$57,879 | | \$600 | \$58,479 |
| Hackney, James M. | Physical Therapy | \$103,893 | | \$600 | \$104,493 |
| Hackworth, Michel K. | Financial Services | \$71,620 | | \$600 | \$72,220 |
| Hader, William K. | International Programs | \$57,615 | | \$600 | \$58,215 |
| Haener, Lori B. | Health & Wellness Center | \$48,819 | | \$600 | \$49,419 |
| Hagenhoff, Cynthia M. | Mcqueary College of Health & Human Svcs | \$35,942 | | \$600 | \$36,542 |
| Hahn, Kathleen S. | School of Anesthesia | \$35,568 | | \$600 | \$36,168 |
| Hains, Arthur R. | VP Marketing & Communications | \$63,304 | | \$600 | \$63,904 |
| Hains, Kathleen | Theatre & Dance | \$27,511 | | \$600 | \$28,111 |
| Hall, David A. | Office of University Safety | \$101,971 | | \$600 | \$102,571 |
| Hall, John A. | Adult Student Services | \$41,779 | | \$600 | \$42,379 |
| Hall, Stefani N. | College of Business | \$34,512 | | \$600 | \$35,112 |
| Hallgren, Deanna M. | Child Development Center | \$56,084 | \$34 | \$600 | \$56,718 |
| Hamilton, Melisa A. | Assoc VP for Economic Development | \$30,000 | | \$600 | \$30,600 |
| Hamilton, Timmarie I. | Social Work | \$40,110 | | \$600 | \$40,710 |
| Hammers, Michael G. | Fac Mgmt-Maintenance | \$45,871 | \$270 | \$600 | \$46,741 |
| Hamon, Pascal | English Language Institute | \$54,045 | | \$600 | \$54,645 |
| Hampsten, Darrell R. | WP Director of Univ-Community Pgms | \$53,939 | | \$600 | \$54,539 |
| Hampton, Mona J. | Financial Services | \$29,757 | \$175 | \$600 | \$30,532 |
| Handley, Scott E. | Honors College | \$51,045 | | \$600 | \$51,645 |
| Haney, Lisa M. | Ctr for Archeological Research | \$40,472 | | \$600 | \$41,072 |
| Haney, Teresa A. | Admissions | \$79,482 | | \$600 | \$80,082 |
| Hankins, Amy D. | Library | \$35,974 | | \$600 | \$36,574 |
| Hannum, Brad D. | Computer Services | \$57,046 | \$336 | \$600 | \$57,982 |
| Harbaugh, Rebecca | Registrar | \$57,074 | | \$600 | \$57,674 |
| Hardcastle, Joseph | Res Life Hous & Din Svc-Fac & Oper | \$24,396 | | \$600 | \$24,996 |

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|-------------------------|---|-----------|---------|-------|-----------|
| Hardie, Kimberly D. | Printing Services | \$33,065 | | \$600 | \$33,665 |
| Hardin, Jonathan L. | Chemistry | \$36,582 | \$215 | \$600 | \$37,397 |
| Hardy, Jason A. | College of Business | \$35,568 | | \$600 | \$36,168 |
| Haring, Katherine | College of Business | \$52,071 | | \$600 | \$52,671 |
| Harp, Paige E. | Library | \$39,740 | | \$600 | \$40,340 |
| Harp, Patrick D. | Computer Services | \$43,806 | \$1,095 | \$600 | \$45,501 |
| Harper, Alison K. | Development Office | \$62,363 | | \$600 | \$62,963 |
| Harris, Alma J. | WP Physical Plant | \$22,360 | \$388 | \$600 | \$23,347 |
| Harris, Hannah J. | Psychology | \$50,013 | | \$600 | \$50,613 |
| Harris, Stephen M. | WP Physical Plant | \$30,185 | | \$600 | \$30,785 |
| Harrison, Rebecca L. | International Programs | \$35,568 | | \$600 | \$36,168 |
| Harsen, Mark F. | Networking & Telecommunications | \$93,240 | | \$600 | \$93,840 |
| Hart, Algerian | Graduate College | \$112,000 | | \$600 | \$112,600 |
| Harter, Sharon K. | Mcqueary College of Health & Human Svcs | \$25,480 | | \$600 | \$26,080 |
| Hartzler, Nathan S. | Media, Journalism & Film | \$51,561 | | \$600 | \$52,161 |
| Harvey, Terrill A. | Bookstore | \$33,277 | | \$600 | \$33,877 |
| Hash, Kathleen M. | College of Education-Education Advisement | \$35,568 | | \$600 | \$36,168 |
| Hatz, Caleb J. | Childhood Ed & Family Studies | \$45,000 | | \$600 | \$45,600 |
| Haun, Korey L. | Computer Services | \$57,046 | \$336 | \$600 | \$57,982 |
| Hauschildt, Mitchell D. | Athletic Medical & Rehab Services | \$49,094 | | \$600 | \$49,694 |
| Hauschildt, Shannon M. | Physician Assistant Studies | \$83,420 | | \$600 | \$84,020 |
| Hawkins, Derrick L. | Fac Mgmt-Maintenance | \$39,399 | | \$600 | \$39,999 |
| Hawkins, Ross J. | Academic Advising & Transfer Ctr | \$68,000 | | \$600 | \$68,600 |
| Hawkins, Thomas R. | Fac Mgmt-Custodial | \$23,938 | | \$600 | \$24,538 |
| Hayes, Frances C. | Juanita K Hammons Hall | \$36,000 | | \$600 | \$36,600 |
| Haymans, Leonard A. | Fac Mgmt-Maintenance | \$33,904 | | \$600 | \$34,504 |
| Haynes, Tabitha J. | VP Diversity & Inclusion | \$49,473 | | \$600 | \$50,073 |
| Hays, Brian J. | College of Natl & App Science | \$53,084 | | \$600 | \$53,684 |
| Hays, Nicole | Computer Services | \$52,022 | | \$600 | \$52,622 |
| Heath, Robert W. | Health & Wellness Center | \$157,048 | | \$600 | \$157,648 |
| Heaton, Brian D. | Web Strategy & Development | \$68,241 | | \$600 | \$68,841 |
| Hein, Stephanie G. | Hospitality Leadership | \$120,410 | | \$600 | \$121,010 |
| Heinz, Jessica J. | Web Strategy & Development | \$77,954 | | \$600 | \$78,554 |
| Heinz, Rachel L. | College of Education | \$56,045 | | \$600 | \$56,645 |
| Helton, Kelli N. | Psychology | \$29,120 | | \$600 | \$29,720 |
| Henderson, Tabitha L. | Finance & General Business | \$30,227 | | \$600 | \$30,827 |
| Hendrickson, Donald R. | Advancement Services | \$49,389 | | \$600 | \$49,989 |
| Henline, Jamie L. | KSMU | \$39,152 | | \$600 | \$39,752 |
| Henne, Cassandra A. | Southwest Missouri Area Health Education Center | \$40,452 | | \$600 | \$41,052 |
| Henry, Brian L. | Fac Mgmt-Maintenance | \$47,955 | | \$600 | \$48,555 |
| Henry, Leslie R. | Fac Mgmt-Grounds | \$35,608 | | \$600 | \$36,208 |
| Hensley, Kathryn M. | Financial Services | \$47,461 | \$1,187 | \$600 | \$49,248 |
| Hensley, Ronald E. | WP Physical Plant | \$60,326 | | \$600 | \$60,926 |
| Hensley, Tara J. | WP Registration & Records | \$33,450 | | \$600 | \$34,050 |
| Henson, Ginger M. | Financial Aid | \$29,286 | | \$600 | \$29,886 |
| Henson, Jeremy M. | Mcqueary College of Health & Human Svcs | \$47,963 | | \$600 | \$48,563 |

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|-----------------------|---|-----------|-------|-------|-----------|
| Herl, Jase L. | Athletics-Basketball-Men | \$115,224 | | \$600 | \$115,824 |
| Hernandez, Tamara L. | Office of Human Resources | \$32,281 | \$157 | \$600 | \$33,038 |
| Heslip, Chris F. | Facilities Management | \$40,270 | | \$600 | \$40,870 |
| Heslip, Christina P. | Fac Mgmt-Custodial | \$23,938 | | \$600 | \$24,538 |
| Hess, Joshua W. | Water Institute | \$40,000 | | \$600 | \$40,600 |
| Hesse, Holly R. | Athletics-Softball-Women | \$85,941 | | \$600 | \$86,541 |
| Hetzler, Tona M. | Public Health & Sports Medicine | \$121,719 | | \$600 | \$122,319 |
| Hicks, Lindsey K. | WP Admissions | \$30,182 | | \$600 | \$30,782 |
| High, Carrie A. | Fac Mgmt-Custodial | \$25,522 | | \$600 | \$26,122 |
| Hill, Patrick R. | Art & Design | \$34,723 | | \$600 | \$35,323 |
| Hill, Sheryl K. | Residence Life Housing & Dining Svc | \$24,224 | | \$600 | \$24,824 |
| Hill, Susanna J. | Agency for Teaching, Leading & Learning | \$55,673 | | \$600 | \$56,273 |
| Himes, Marcia K. | Physical Therapy | \$87,053 | | \$600 | \$87,653 |
| Hintze, Ingrid G. | Res Life Hous & Din Svc-Fac & Oper | \$23,940 | | \$600 | \$24,540 |
| Hirdler, Alexander J. | Intercollegiate Athletics | \$50,000 | | \$600 | \$50,600 |
| Hoener, Jeff D. | Computer Services | \$49,596 | \$292 | \$600 | \$50,488 |
| Hoff, Nathan E. | Registrar | \$60,449 | | \$600 | \$61,049 |
| Hoggarth, Joshua | Res Life Hous & Din Svc-Fac & Oper | \$24,396 | | \$600 | \$24,996 |
| Holland, Sharon L. | WP Bookstore | \$46,735 | | \$600 | \$47,335 |
| Holmes, Julia M. | Legal Affairs & Compliance | \$63,688 | | \$600 | \$64,288 |
| Holt, Shannon B. | Registrar | \$56,010 | | \$600 | \$56,610 |
| Honeycutt, Pamela J. | Office of University Safety | \$29,396 | | \$600 | \$29,996 |
| Hook, Joi A. | Agency for Teaching, Leading & Learning | \$29,889 | \$43 | \$600 | \$30,532 |
| Hope, Marsha A. | Admissions | \$36,328 | | \$600 | \$36,928 |
| Hopkins, Jennifer B. | Greenwood Lab School | \$54,799 | | \$600 | \$55,399 |
| Hoppe, Devery D. | Fac Mgmt-Custodial | \$23,938 | | \$600 | \$24,538 |
| Hornback, James F. | College of Business | \$35,568 | | \$600 | \$36,168 |
| Hornberger, Robert S. | Enrollment Management & Services | \$118,041 | | \$600 | \$118,641 |
| Horst, Kevin | Fac Mgmt-Maintenance | \$32,885 | | \$600 | \$33,485 |
| Horton, Tara L. | Small Business Technical Development Ctr | \$53,942 | | \$600 | \$54,542 |
| Hough, David L. | College of Education | \$162,231 | | \$600 | \$162,831 |
| Howard, Susanne F. | Environmental Plant Science & Natural Resources | \$41,256 | | \$600 | \$41,856 |
| Howell, Cynthia L. | Development Office | \$62,363 | | \$600 | \$62,963 |
| Hubbard, Austin | Printing Services | \$33,706 | | \$600 | \$34,306 |
| Huelskamp, James G. | Fac Mgmt-Maintenance | \$36,962 | | \$600 | \$37,562 |
| Huey, Paula J. | Office of Human Resources | \$41,964 | | \$600 | \$42,564 |
| Huff, Kristina N. | WP Student Advisemnt & Acad Sup Ctr | \$25,884 | | \$600 | \$26,484 |
| Huffman, Stephanie P. | Reading Foundations & Technology | \$110,000 | | \$600 | \$110,600 |
| Humbyrd, Sandra J. | Agency for Teaching, Leading & Learning | \$50,000 | | \$600 | \$50,600 |
| Humiston, John L. | Fac Mgmt-Maintenance | \$38,151 | | \$600 | \$38,751 |
| Hunt, Anna B. | Theatre & Dance | \$38,067 | | \$600 | \$38,667 |
| Hunt, Benjamin | Health & Wellness Center | \$57,217 | | \$600 | \$57,817 |
| Hunt, Chastity A. | Intercollegiate Athletics | \$100,182 | | \$600 | \$100,782 |
| Hunter, Kirstie S. | Admissions | \$32,911 | | \$600 | \$33,511 |
| Hurt, Timothy W. | Computer Services | \$44,890 | \$11 | \$600 | \$45,501 |
| Ingle, Patricia G. | Development Office | \$70,075 | | \$600 | \$70,675 |

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|-----------------------|---|-----------|---------|-------|-----------|
| Ireland, Kimberly D. | Communication Sciences & Disorders | \$62,948 | | \$600 | \$63,548 |
| Irons, Chrystal D. | Small Business Technical Development Ctr | \$72,509 | | \$600 | \$73,109 |
| Iver, Patrick D. | Residence Life Housing & Dining Svc | \$54,000 | | \$600 | \$54,600 |
| Jacobsen, Barbara A. | Residence Life Housing & Dining Svc | \$23,940 | | \$600 | \$24,540 |
| Jacobsen, Jeffrey E. | Athletics-Swimming-Men | \$26,856 | | \$600 | \$27,456 |
| Jacobson, Victoria L. | Financial Aid | \$40,235 | | \$600 | \$40,835 |
| Jaeger, Randall W. | Fac Mgmt-Custodial | \$23,938 | | \$600 | \$24,538 |
| Jahnke, Tamera S. | College of Natl & App Science | \$155,459 | | \$600 | \$156,059 |
| Jankoska, Victoria L. | Athletics-Basketball-Women | \$70,000 | | \$600 | \$70,600 |
| Jay, Jon R. | Res Life Hous & Din Svc-Fac & Oper | \$38,486 | | \$600 | \$39,086 |
| Jeffreys, Joshua | Computer Services | \$43,806 | \$1,095 | \$600 | \$45,501 |
| Jenkins, Jay R. | College of Humanities & Public Affairs | \$57,733 | | \$600 | \$58,333 |
| Jenkins, Paige M. | Psu-Student Engagement | \$35,568 | | \$600 | \$36,168 |
| Jennings, Shannon M. | Computer Services | \$57,046 | \$336 | \$600 | \$57,982 |
| Jensen, Jennifer K. | College of Education-Education Advisement | \$35,839 | | \$600 | \$36,439 |
| Jenson, Brandon L. | Ctr Resource Planning & Management | \$42,000 | | \$600 | \$42,600 |
| Jessee, Katy J. | College of Business | \$38,154 | | \$600 | \$38,754 |
| Jett, Melissa J. | WP Admissions | \$49,473 | | \$600 | \$50,073 |
| Jochims, Lynda A. | Financial Services | \$47,000 | | \$600 | \$47,600 |
| Johns, Justin L. | Counseling Center | \$47,178 | | \$600 | \$47,778 |
| Johnson, Alex B. | Citizenship & Service Learning | \$43,837 | | \$600 | \$44,437 |
| Johnson, David R. | Mcqueary College of Health & Human Svcs | \$39,453 | | \$600 | \$40,053 |
| Johnson, Glen E. | Facilities Management | \$49,923 | | \$600 | \$50,523 |
| Johnson, Janelle A. | Library | \$45,074 | | \$600 | \$45,674 |
| Johnson, Mark A. | Res Life Hous & Din Svc-Fac & Oper | \$33,639 | | \$600 | \$34,239 |
| Johnson, Reginald L. | Athletics-Football-Men | \$70,000 | | \$600 | \$70,600 |
| Johnson, Sandra L. | Faculty Senate | \$31,821 | | \$600 | \$32,421 |
| Johnston, Jennifer A. | English Language Institute | \$50,839 | | \$600 | \$51,439 |
| Jolley, Jason R. | College of Arts & Letters | \$102,712 | | \$600 | \$103,312 |
| Jones, Adja D. | Dr Mary Jo Wynn Academic Achievement Ctr | \$41,779 | | \$600 | \$42,379 |
| Jones, Alyson R. | Web Strategy & Development | \$36,500 | | \$600 | \$37,100 |
| Jones, Barbara J. | College of Arts & Letters | \$51,681 | | \$600 | \$52,281 |
| Jones, Brian K. | Fac Mgmt-Custodial | \$33,954 | | \$600 | \$34,554 |
| Jones, Crayton L. | Athletics-Basketball-Women | \$80,000 | | \$600 | \$80,600 |
| Jones, Grant P. | Bookstore | \$50,436 | | \$600 | \$51,036 |
| Jones, Jacqueline M. | Financial Services | \$35,374 | | \$600 | \$35,974 |
| Jones, Jeffrey S. | Finance & General Business | \$160,493 | | \$600 | \$161,093 |
| Jones, Lauren E. | Communication Sciences & Disorders | \$69,567 | | \$600 | \$70,167 |
| Jones, Matthew C. | Hammons Student Center | \$38,068 | | \$600 | \$38,668 |
| Jones, Nadine J. | Technology & Construction Mgmt | \$32,686 | | \$600 | \$33,286 |
| Jones, Peggy S. | VP Student Affairs | \$50,171 | | \$600 | \$50,771 |
| Jones, Rachel D. | Child Development Center | \$29,202 | \$730 | \$600 | \$30,532 |
| Jones, Sandra L. | Office of University Safety | \$31,857 | | \$600 | \$32,457 |
| Jones, Sarah M. | Communication Sciences & Disorders | \$64,386 | | \$600 | \$64,986 |
| Jones, Scott A. | Dual Credit | \$47,808 | | \$600 | \$48,408 |
| Jones, Shellie L. | Alumni Relations | \$49,473 | | \$600 | \$50,073 |

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|---------------------------|---|-----------|-------|-------|-----------|
| Jones, Sherry J. | Biology | \$34,028 | | \$600 | \$34,628 |
| Joyce, Delores J. | Office of Human Resources | \$40,750 | | \$600 | \$41,350 |
| Juster, Matthew E. | Residence Life Housing & Dining Svc | \$35,568 | | \$600 | \$36,168 |
| Kahre, Peggy | Marketing | \$31,330 | | \$600 | \$31,930 |
| Kane, Kevin C. | Athletics-Golf-Women | \$41,931 | | \$600 | \$42,531 |
| Katangur, Ajay K. | Computer Science | \$139,552 | | \$600 | \$140,152 |
| Keele, Campbell M. | College of Business | \$35,568 | | \$600 | \$36,168 |
| Keene, Amy M. | Admissions | \$34,341 | | \$600 | \$34,941 |
| Keeth, Jonathan G. | Jordan Valley Innovation Center | \$62,940 | | \$600 | \$63,540 |
| Keller, Forrest C. | Fac Mgmt-Maintenance | \$43,821 | | \$600 | \$44,421 |
| Kelley, Bart L. | Office of Human Resources | \$59,620 | | \$600 | \$60,220 |
| Kelley, Susannah R. | WP Athletics-Women | \$38,000 | | \$600 | \$38,600 |
| Kemp, Michael A. | Fac Mgmt-Maintenance | \$33,904 | | \$600 | \$34,504 |
| Kennedy, Kathleen A. | History | \$113,071 | | \$600 | \$113,671 |
| Kennedy, Robin D. | Mcqueary College of Health & Human Svcs | \$54,847 | | \$600 | \$55,447 |
| Kerley, Christina J. | WP Business Office | \$53,111 | | \$600 | \$53,711 |
| Kerns, Ronald E. | WP Director of Univ Communications | \$38,352 | | \$600 | \$38,952 |
| Ketchum-Brewer, Karmen L. | College of Business | \$38,838 | | \$600 | \$39,438 |
| Kettering, Denise T. | Advancement Services | \$81,752 | | \$600 | \$82,352 |
| Keuneke, Mark A. | Hammons Student Center | \$33,043 | | \$600 | \$33,643 |
| Keyes, Chloe E. | Ctr For Biomedical & Life Sciences | \$31,199 | | \$600 | \$31,799 |
| Kidula, Iris K. | English Language Institute | \$29,084 | | \$600 | \$29,684 |
| Kielhofner, Robert B. | Facilities Management | \$101,971 | | \$600 | \$102,571 |
| Kimery, Dylan E. | Residence Life Housing & Dining Svc | \$35,568 | | \$600 | \$36,168 |
| Kindhart, Richard S. | Athletics Communications | \$75,298 | | \$600 | \$75,898 |
| King, Heather C. | Enrollment Management & Services | \$59,066 | | \$600 | \$59,666 |
| Kingham, Susan D. | Psu-Student Engagement | \$31,716 | | \$600 | \$32,316 |
| Kintner, Ellen G. | Financial Aid | \$30,809 | | \$600 | \$31,409 |
| Klem, Michael E. | College of Agriculture | \$55,790 | \$328 | \$600 | \$56,718 |
| Kliethermes, Sean W. | Admissions | \$52,006 | | \$600 | \$52,606 |
| Knackstedt, Konya L. | Campus Recreation | \$41,572 | | \$600 | \$42,172 |
| Knepper, Charna M. | Health & Wellness Center | \$49,784 | | \$600 | \$50,384 |
| Knight, Choompoonoot | Registrar | \$39,722 | | \$600 | \$40,322 |
| Knight, Rachel A. | OPT | \$102,496 | | \$600 | \$103,096 |
| Kouns, Holly B. | Library | \$70,000 | | \$600 | \$70,600 |
| Kramer, Vicki | Provost Office | \$34,966 | \$565 | \$600 | \$36,131 |
| Krisch, Julie H. | Campus Recreation | \$40,000 | | \$600 | \$40,600 |
| Kunkel, Allen D. | Assoc VP for Economic Development | \$132,329 | | \$600 | \$132,929 |
| Ladd, Ronda R. | VP Administrative Services | \$38,696 | | \$600 | \$39,296 |
| Lafarlette, Melissa D. | Communication Sciences & Disorders | \$28,995 | | \$600 | \$29,595 |
| Lair, Heath F. | WP Information Technology Services | \$48,433 | | \$600 | \$49,033 |
| Lair, Krista J. | WP Student Services | \$48,810 | | \$600 | \$49,410 |
| Lama, Kasey R. | Financial Services | \$37,662 | | \$600 | \$38,262 |
| Lambert, Joshua D. | Library | \$70,321 | | \$600 | \$70,921 |
| Lampe, Gabrael | School of Nursing | \$43,000 | | \$600 | \$43,600 |
| Lancaster, Dennis L. | WP Chancellor's Office | \$88,441 | | \$600 | \$89,041 |

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|----------------------------|---|-----------|---------|-------|-----------|
| Landgraf, Tyler W. | Athletic Medical & Rehab Services | \$43,004 | | \$600 | \$43,604 |
| Lange, Evelyn R. | Child Development Center | \$29,757 | \$175 | \$600 | \$30,532 |
| Lanpher, Larry A. | Fac Mgmt-Grounds | \$37,165 | | \$600 | \$37,765 |
| Larimore Vargas, Aubrey E. | Computer Services | \$49,596 | \$292 | \$600 | \$50,488 |
| Laswell, Kevin M. | Res Life Hous & Din Svc-Fac & Oper | \$26,500 | | \$600 | \$27,100 |
| Lavish, LaTrisha D. | Southwest Missouri Area Health Education Center | \$39,417 | | \$600 | \$40,017 |
| Lawson, Jeffrey L. | Library | \$32,834 | | \$600 | \$33,434 |
| Lawson, Matt R. | Athletics-Baseball-Men | \$52,071 | | \$600 | \$52,671 |
| Layman, Jill K. | School of Anesthesia | \$144,596 | | \$600 | \$145,196 |
| Leamy, Jonathan H. | Athletics-Soccer-Men | \$63,652 | | \$600 | \$64,252 |
| Leas, Brian P. | Faculty Ctr for Teaching & Learning | \$51,887 | | \$600 | \$52,487 |
| Lee, Amanda C. | Child Development Center | \$37,549 | | \$600 | \$38,149 |
| Lee, Anthony R. | Plaster Student Union Physical Plnt | \$23,940 | | \$600 | \$24,540 |
| Lee, Jamie N. | Computer Services | \$43,806 | \$1,095 | \$600 | \$45,501 |
| Lee, Jason A. | Networking & Telecommunications | \$57,078 | \$304 | \$600 | \$57,982 |
| Lee, Jonathan E. | Computer Services | \$66,944 | \$394 | \$600 | \$67,938 |
| Lee, Rose M. | College of Education | \$33,593 | | \$600 | \$34,193 |
| Lehmann, Timothy A. | Disability Resource Center | \$37,228 | | \$600 | \$37,828 |
| Lenzy, Edgar A. | Fac Mgmt-Custodial | \$23,940 | | \$600 | \$24,540 |
| Lesley, Rhonda | Counseling Center | \$82,494 | | \$600 | \$83,094 |
| Lester, Sharon D. | Bursars Office | \$34,781 | | \$600 | \$35,381 |
| Letterman, Debbie S. | Psu-Event & Meeting Services | \$41,000 | | \$600 | \$41,600 |
| Letterman, Stacey M. | Missouri State Outreach | \$32,186 | | \$600 | \$32,786 |
| Lewellen, Ashleigh M. | Campus Recreation | \$65,450 | | \$600 | \$66,050 |
| Lewis, Betty L. | International Programs | \$62,200 | | \$600 | \$62,800 |
| Lewis, Samantha A. | Admissions | \$48,000 | | \$600 | \$48,600 |
| Liggett, Allan J. | Public Health & Sports Medicine | \$71,004 | | \$600 | \$71,604 |
| Lin, Shawn R. | Computer Services | \$55,218 | | \$600 | \$55,818 |
| Lindeman, Jeanne M. | Registrar | \$55,000 | | \$600 | \$55,600 |
| Lindsay, George L. | Fac Mgmt-Maintenance | \$44,366 | | \$600 | \$44,966 |
| Lindsay, Teresa A. | Financial Services | \$78,085 | | \$600 | \$78,685 |
| Lininger, M G. | College of Natl & App Science | \$37,205 | | \$600 | \$37,805 |
| Liu, Dandan | VP Research & Economic Dev & Int Prgms | \$58,707 | | \$600 | \$59,307 |
| Livingston, Corbin R. | OPT | \$28,020 | | \$600 | \$28,620 |
| Lo, Tsee | Fac Mgmt-Grounds | \$28,500 | | \$600 | \$29,100 |
| Loera, Joel J. | Residence Life Housing & Dining Svc | \$46,149 | | \$600 | \$46,749 |
| Lofton, Denise | Office of Human Resources | \$42,470 | | \$600 | \$43,070 |
| Loge, Jana L. | Agency for Teaching, Leading & Learning | \$72,759 | | \$600 | \$73,359 |
| Lokie, Andrew P. | Library | \$90,936 | | \$600 | \$91,536 |
| Long, Shelia J. | Agriculture-Mtn Grv Campus | \$26,056 | \$153 | \$600 | \$26,809 |
| Lopez, Maria L. | Bursars Office | \$29,757 | \$175 | \$600 | \$30,532 |
| Lopinot, Neal H. | Ctr for Archeological Research | \$79,315 | | \$600 | \$79,915 |
| Lopinot, Sharon A. | College of Education | \$39,715 | | \$600 | \$40,315 |
| Lorette, John J. | Health & Wellness Center | \$157,048 | | \$600 | \$157,648 |
| Love, Rachel E. | English Language Institute | \$38,722 | | \$600 | \$39,322 |
| Lovekamp, Lindsey R. | Provost Office | \$50,013 | | \$600 | \$50,613 |

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|--------------------------|--|-----------|-------|-------|-----------|
| Loveland, Marina C. | Research Administration | \$62,844 | | \$600 | \$63,444 |
| Lowery, James A. | Campus Recreation | \$40,000 | | \$600 | \$40,600 |
| Lueck, Eric B. | Agriculture-Mtn Grv Campus | \$30,751 | | \$600 | \$31,351 |
| Lueck, Marty | Agriculture-Mtn Grv Campus | \$74,125 | | \$600 | \$74,725 |
| Luellen, Heather M. | Theatre & Dance | \$51,485 | | \$600 | \$52,085 |
| Lupfer, Shayla M. | Research Administration | \$27,039 | | \$600 | \$27,639 |
| Lux, Anastasia | Athletics-Volleyball-Women | \$40,000 | | \$600 | \$40,600 |
| Lyon, Eric W. | Fac Mgmt-Custodial | \$38,486 | | \$600 | \$39,086 |
| Madsen, Michelle M. | Residence Life Housing & Dining Svc | \$35,568 | | \$600 | \$36,168 |
| Magruder, Matthew A. | Admissions | \$56,188 | | \$600 | \$56,788 |
| Maher-Felton, Lyssa E. | Communication Sciences & Disorders | \$28,997 | | \$600 | \$29,597 |
| Major, Kelsey C. | Trio | \$36,000 | | \$600 | \$36,600 |
| Malarkey, Elizabeth A. | KSMU | \$38,463 | | \$600 | \$39,063 |
| Mallonee, Blanca V. | Student Success | \$38,438 | | \$600 | \$39,038 |
| Marcak, Angela J. | WP Registration & Records | \$30,581 | | \$600 | \$31,181 |
| Marcum, Andrew C. | College of Business | \$48,766 | | \$600 | \$49,366 |
| Mardis, Michael | Planning, Design & Construction | \$75,742 | | \$600 | \$76,342 |
| Marler, Travis L. | College of Education | \$44,638 | \$263 | \$600 | \$45,501 |
| Marre Jr, Ted | Res Life Hous & Din Svc-Fac & Oper | \$24,396 | | \$600 | \$24,996 |
| Martin, Galen L. | Campus Recreation | \$51,394 | | \$600 | \$51,994 |
| Martin, Kimberly L. | Multicultural Services | \$62,000 | | \$600 | \$62,600 |
| Martin, Robert J. | Information Security | \$91,201 | \$447 | \$600 | \$92,248 |
| Martin-Radford, Holly C. | Office of Human Resources | \$40,500 | | \$600 | \$41,100 |
| Massey, Eddie | Agriculture-Mtn Grv Campus | \$28,396 | | \$600 | \$28,996 |
| Masterson, Julie J. | Graduate College | \$144,347 | | \$600 | \$144,947 |
| Mathis, S A. | Biology | \$128,504 | | \$600 | \$129,104 |
| Mattheis, Jon M. | Facilities Management | \$32,641 | | \$600 | \$33,241 |
| Matthews, John W. | Office of University Safety | \$50,000 | | \$600 | \$50,600 |
| Matthews, Michael D. | Fac Mgmt-Mountain Grove | \$54,099 | | \$600 | \$54,699 |
| Matthews, Stephanie | Development Office | \$62,466 | | \$600 | \$63,066 |
| Matthews, Victor H. | College of Humanities & Public Affairs | \$154,607 | | \$600 | \$155,207 |
| Mawhiney, Shannon N. | Library | \$45,645 | | \$600 | \$46,245 |
| Mayanovic, Robert A. | Physics Astronomy & Materials Science | \$121,633 | | \$600 | \$122,233 |
| Mayes, Hillary J. | Mcqueary College of Health & Human Svcs | \$58,238 | | \$600 | \$58,838 |
| McBride, Amber M. | Graduate College | \$33,321 | | \$600 | \$33,921 |
| McCall, Timothy J. | Athletics Communications | \$35,568 | | \$600 | \$36,168 |
| McCallister, Sarah G. | Kinesiology | \$121,725 | | \$600 | \$122,325 |
| McCammon, Laura C. | Academic Advising & Transfer Ctr | \$30,471 | | \$600 | \$31,071 |
| McCart, Phillip A. | Computer Services | \$61,694 | | \$600 | \$62,294 |
| McCart, Rachelle I. | Fac Mgmt-Custodial | \$27,904 | \$156 | \$600 | \$28,660 |
| McCartney, Christine L. | Dr Mary Jo Wynn Academic Achievement Ctr | \$35,568 | | \$600 | \$36,168 |
| McCarty, Mark A. | Printing Services | \$66,223 | | \$600 | \$66,823 |
| McComb, Shawn W. | Computer Services | \$44,638 | \$263 | \$600 | \$45,501 |
| McCoy, Jodi Lynn | Art & Design | \$48,000 | | \$600 | \$48,600 |
| McCoy, Katelyn N. | Agribusiness, Ag Ed & Communications | \$43,837 | | \$600 | \$44,437 |
| McCoy, Mindi | Multicultural Services | \$31,407 | | \$600 | \$32,007 |

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| McCoy, Tai L. | Admissions | \$39,678 | \$234 | \$600 | \$40,512 |
| McCoy, Theresa A. | CIO Information Services | \$110,000 | | \$600 | \$110,600 |
| McCrary, Kenneth L. | College of Natl & App Science | \$65,421 | | \$600 | \$66,021 |
| McCrary, Sue A. | Library | \$49,887 | | \$600 | \$50,487 |
| McDonald, Michelle D. | Admissions | \$30,787 | | \$600 | \$31,387 |
| McDonough, Matthew B. | Development Office | \$62,363 | | \$600 | \$62,963 |
| McElwain, Amanda J. | Facilities Management | \$27,884 | | \$600 | \$28,484 |
| McElwain, Jason T. | Fac Mgmt-Maintenance | \$45,871 | \$270 | \$600 | \$46,741 |
| McEowen, Lisa L. | Library | \$40,706 | | \$600 | \$41,306 |
| McFadden, Robert C. | Campus Recreation | \$28,440 | | \$600 | \$29,040 |
| McGauley, Larry J. | Fac Mgmt-Maintenance | \$46,360 | | \$600 | \$46,960 |
| McGee, Emily A. | Planning, Design & Construction | \$72,140 | | \$600 | \$72,740 |
| McGhee, Matthew | Residence Life Housing & Dining Svc | \$43,632 | | \$600 | \$44,232 |
| McGinnis, Rachel L. | Research Administration | \$84,305 | | \$600 | \$84,905 |
| McGowne, Sheila D. | Advancement Services | \$31,116 | | \$600 | \$31,716 |
| McIntyre, Dawn M. | Financial Services | \$50,013 | | \$600 | \$50,613 |
| McKee, Keri | Development Office | \$63,521 | | \$600 | \$64,121 |
| McKenzie, GERALYN M. | Office of Human Resources | \$68,332 | | \$600 | \$68,932 |
| McKinney, Rebekah J. | WP Library | \$53,000 | | \$600 | \$53,600 |
| McKinnis, Karen R. | Office of University Safety | \$60,049 | | \$600 | \$60,649 |
| McLaughlin, John E. | Res Life Hous & Din Svc-Fac & Oper | \$24,396 | | \$600 | \$24,996 |
| McManus, Loren M. | Computer Services | \$60,696 | | \$600 | \$61,296 |
| McMillian, Sandra N. | Plaster Student Union Physical Plnt | \$23,940 | | \$600 | \$24,540 |
| McNish, Natalie B. | Internal Audit & Risk Management | \$70,150 | | \$600 | \$70,750 |
| McRoberts, Steven E. | Intercollegiate Athletics | \$110,000 | | \$600 | \$110,600 |
| Meinert, David B. | College of Business | \$203,748 | | \$600 | \$204,348 |
| Melton, Micki J. | Procurement Services | \$42,602 | | \$600 | \$43,202 |
| Mendenhall, Kathy G. | Financial Services | \$52,677 | | \$600 | \$53,277 |
| Menefee, Kelsey M. | Advancement Services | \$39,534 | | \$600 | \$40,134 |
| Menton, Megan E. | Provost Office | \$48,000 | | \$600 | \$48,600 |
| Mentzer, Lynn A. | Athletics-Football-Men | \$29,757 | \$175 | \$600 | \$30,532 |
| Meraz, Juan | VP Diversity & Inclusion | \$80,804 | | \$600 | \$81,404 |
| Messenger, Rodney G. | Fac Mgmt-Maintenance | \$38,250 | | \$600 | \$38,850 |
| Metzger, Benjamin P. | Admissions | \$56,188 | | \$600 | \$56,788 |
| Meyer, Bradley S. | OPT | \$39,121 | | \$600 | \$39,721 |
| Meyer, Jennifer R. | Residence Life Housing & Dining Svc | \$19,950 | | \$600 | \$20,550 |
| Miles, Kyla A. | Health & Wellness Center | \$38,833 | | \$600 | \$39,433 |
| Miller, Andrea L. | Library | \$57,972 | | \$600 | \$58,572 |
| Miller, Charles K. | English Language Institute | \$26,147 | \$44 | \$600 | \$26,791 |
| Miller, Dian T. | Juanita K Hammons Hall | \$39,869 | | \$600 | \$40,469 |
| Miller, Duane F. | Intercollegiate Athletics | \$36,000 | | \$600 | \$36,600 |
| Miller, Harriet J. | Financial Aid | \$36,538 | | \$600 | \$37,138 |
| Miller, Kathy L. | Advancement Services | \$41,875 | | \$600 | \$42,475 |
| Mills, Amanda L. | Intercollegiate Athletics | \$40,000 | | \$600 | \$40,600 |
| Mills, Brandon A. | Computer Services | \$44,638 | \$263 | \$600 | \$45,501 |
| Mincey, Martha E. | Art & Design | \$50,477 | | \$600 | \$51,077 |

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|---------------------------|---|-----------|-------|-------|-----------|
| Minear, Julie D. | Planning, Design & Construction | \$39,500 | | \$600 | \$40,100 |
| Minor, Andrew R. | Fac Mgmt-Custodial | \$23,938 | | \$600 | \$24,538 |
| Minor, Beth H. | Financial Services | \$51,237 | | \$600 | \$51,837 |
| Miracle, Nathan A. | Physician Assistant Studies | \$82,947 | | \$600 | \$83,547 |
| Mitchell, Donald A. | Fac Mgmt-Custodial | \$23,938 | | \$600 | \$24,538 |
| Mitchell, Jeffrey D. | Legal Affairs & Compliance | \$99,928 | | \$600 | \$100,528 |
| Mitchell, Mirosłaba L. | Office of University Safety | \$29,499 | | \$600 | \$30,099 |
| Mitchell, Shanon N. | Planning, Design & Construction | \$71,330 | | \$600 | \$71,930 |
| Mitchell, Shirley A. | Provost Office | \$55,654 | | \$600 | \$56,254 |
| Moats, Kyle L. | Intercollegiate Athletics | \$171,922 | | \$600 | \$172,522 |
| Moentnish, Shirley J. | Library | \$44,119 | | \$600 | \$44,719 |
| Moncrief, Keith A. | Fac Mgmt-Custodial | \$31,972 | | \$600 | \$32,572 |
| Money, Austin C. | Campus Recreation | \$37,795 | | \$600 | \$38,395 |
| Monkres, Lisa J. | Counseling Leadership & Special Ed | \$29,559 | | \$600 | \$30,159 |
| Monticelli, Donna M. | WP Director of Univ-Community Pgms | \$27,895 | \$165 | \$600 | \$28,660 |
| Mook, Natalie | College of Agriculture | \$45,000 | | \$600 | \$45,600 |
| Moore, Bryan | WP Information Technology Services | \$45,569 | | \$600 | \$46,169 |
| Moore, David B. | OPT | \$80,161 | | \$600 | \$80,761 |
| Moore, Heather N. | College of Business | \$40,000 | | \$600 | \$40,600 |
| Moore, Jennifer L. | KSMU | \$59,275 | | \$600 | \$59,875 |
| Moore, Julie A. | Plaster Student Union Admin | \$43,003 | | \$600 | \$43,603 |
| Moore, Paula M. | English Language Institute | \$51,592 | | \$600 | \$52,192 |
| Moore, Robert C. | Financial Aid | \$79,482 | | \$600 | \$80,082 |
| Moore, Virginia K. | Financial Services | \$29,870 | \$62 | \$600 | \$30,532 |
| Morelock, Melissa A. | Fac Mgmt-Custodial | \$23,940 | | \$600 | \$24,540 |
| Moreno, Ronald D. | Fac Mgmt-Custodial | \$34,115 | | \$600 | \$34,715 |
| Moreno, Sherry L. | Fac Mgmt-Custodial | \$29,319 | | \$600 | \$29,919 |
| Morgan, Nia P. | Counseling Center | \$43,000 | | \$600 | \$43,600 |
| Morganthaler, Jennifer S. | Environmental Plant Science & Natural Resources | \$41,779 | | \$600 | \$42,379 |
| Morris, Benjamin M. | Fac Mgmt-Maintenance | \$39,036 | | \$600 | \$39,636 |
| Morris, Joseph S. | Orientation & Transition Programs | \$53,261 | | \$600 | \$53,861 |
| Morris, Matthew D. | VP Administrative Services | \$149,638 | | \$600 | \$150,238 |
| Morris, Virginia K. | Fac Mgmt-Custodial | \$23,938 | | \$600 | \$24,538 |
| Morrison, James R. | Fac Mgmt-Maintenance | \$36,582 | \$215 | \$600 | \$37,397 |
| Morrison, Jeffery K. | Plaster Student Union Physical Plnt | \$35,568 | | \$600 | \$36,168 |
| Morrissey, Dennis R. | Fac Mgmt-Maintenance | \$44,324 | | \$600 | \$44,924 |
| Morrissey, Sarah I. | Cooperative Engineering Program | \$37,391 | | \$600 | \$37,991 |
| Morrow, Samantha L. | Theatre & Dance | \$35,547 | | \$600 | \$36,147 |
| Moskalski, Suzanne R. | Communication | \$33,254 | | \$600 | \$33,854 |
| Mostyn, Andrea L. | University Communications | \$64,573 | | \$600 | \$65,173 |
| Muegge, Frederick D. | Health & Wellness Center | \$167,629 | | \$600 | \$168,229 |
| Mullins, Marchalain | Computer Services | \$57,149 | | \$600 | \$57,749 |
| Mulvey, Adam J. | Intercollegiate Athletics | \$28,911 | | \$600 | \$29,511 |
| Munoz Aliaga, Rut E. | Networking & Telecommunications | \$57,046 | \$336 | \$600 | \$57,982 |
| Murphy, Donna E. | Physician Assistant Studies | \$29,213 | | \$600 | \$29,813 |
| Murphy, Jill C. | Office of Human Resources | \$47,566 | | \$600 | \$48,166 |

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|-------------------------|---|-----------|---------|-------|-----------|
| Murphy, Michael J. | College of Natl & App Science | \$69,241 | | \$600 | \$69,841 |
| Murphy, Robert G. | Networking & Telecommunications | \$37,409 | | \$600 | \$38,009 |
| Muse, Amanda R. | Criminology | \$42,779 | | \$600 | \$43,379 |
| Muse, Nicole E. | CIO Information Services | \$42,170 | \$248 | \$600 | \$43,018 |
| Mustion, Barbara M. | WP Business Office | \$37,527 | | \$600 | \$38,127 |
| Mwengi, Suzanne | Center Academic Success & Transition | \$34,007 | | \$600 | \$34,607 |
| Myers, Carrie A. | Fac Mgmt-Custodial | \$23,938 | | \$600 | \$24,538 |
| Nag, Nandita | Physics Astronomy & Materials Science | \$35,568 | | \$600 | \$36,168 |
| Nagle, John C. | Office of Visual Media | \$49,498 | | \$600 | \$50,098 |
| Nalley, Tammy J. | Procurement Services | \$30,355 | | \$600 | \$30,955 |
| Nance, Frianca G. | College of Agriculture | \$33,912 | | \$600 | \$34,512 |
| Napier, Amanda L. | Health & Wellness Center | \$28,041 | | \$600 | \$28,641 |
| Neidigh, Douglas W. | Environmental Health & Safety | \$37,372 | | \$600 | \$37,972 |
| Nelson, Diane K. | Health & Wellness Center | \$33,420 | | \$600 | \$34,020 |
| Nelson, Kirk C. | Athletics-Soccer-Women | \$31,988 | | \$600 | \$32,588 |
| Netzer, Frederick | Fac Mgmt-Grounds | \$28,501 | | \$600 | \$29,101 |
| Netzer, Kelly G. | Fac Mgmt-Grounds | \$28,500 | | \$600 | \$29,100 |
| Neuschwander, Nathan M. | Library | \$45,244 | | \$600 | \$45,844 |
| Newton, Sean C. | Physical Therapy | \$98,408 | | \$600 | \$99,008 |
| Nichols, Elvin J. | Hammons Student Center | \$39,845 | | \$600 | \$40,445 |
| Nichols, Larry W. | Joplin Center | \$41,779 | | \$600 | \$42,379 |
| Nichols, Linda A. | Financial Aid | \$40,147 | | \$600 | \$40,747 |
| Niepert, Danielle N. | Intercollegiate Athletics | \$35,568 | | \$600 | \$36,168 |
| Norat, Timothy | Fac Mgmt-Custodial | \$23,938 | | \$600 | \$24,538 |
| Norcross, Tyler | Fac Mgmt-Maintenance | \$39,081 | | \$600 | \$39,681 |
| Nordyke, Kathy J. | Citizenship & Service Learning | \$60,000 | | \$600 | \$60,600 |
| Norgren, Michelle L. | College of Agriculture | \$81,007 | | \$600 | \$81,607 |
| Norris, Joye H. | Missouri State Outreach | \$142,805 | | \$600 | \$143,405 |
| Nowell, Y A. | Juanita K Hammons Hall | \$35,568 | | \$600 | \$36,168 |
| O'Connell, Brenda C. | Hammons Student Center | \$35,201 | | \$600 | \$35,801 |
| Oconnor, Rhonda R. | Library | \$35,767 | | \$600 | \$36,367 |
| Odneal, Marilyn B. | Environmental Plant Science & Natural Resources | \$61,464 | | \$600 | \$62,064 |
| Oetting, Kristi A. | Computer Services | \$77,875 | \$1,947 | \$600 | \$80,422 |
| Oetting, Tara L. | Communication Sciences & Disorders | \$69,941 | | \$600 | \$70,541 |
| Oliver, Michelle J. | Residence Life Housing & Dining Svc | \$23,941 | | \$600 | \$24,541 |
| Olsen, Michelle D. | Institutional Research | \$97,036 | | \$600 | \$97,636 |
| Olson, Debra J. | Health & Wellness Center | \$49,784 | | \$600 | \$50,384 |
| Olson, London C. | Financial Services | \$38,937 | \$975 | \$600 | \$40,512 |
| Oney, Charles N. | Fac Mgmt-Maintenance | \$37,502 | | \$600 | \$38,102 |
| Orf, Michael | WP Dean of Acad Affairs Office | \$70,000 | | \$600 | \$70,600 |
| Ortiz, Frank | Fac Mgmt-Custodial | \$41,707 | | \$600 | \$42,307 |
| Osler, Margaret E. | OPT | \$27,996 | | \$600 | \$28,596 |
| Ott, Brian L. | Communication | \$117,000 | | \$600 | \$117,600 |
| Otte, Melissa D. | Child Development Center | \$22,983 | | \$600 | \$23,583 |
| Owen, Joshua | Office of University Safety | \$28,401 | | \$600 | \$29,001 |
| Owen, Marc R. | Water Institute | \$59,031 | | \$600 | \$59,631 |

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|-------------------------|---|-----------|-------|-------|-----------|
| Owens, Jason L. | WP Athletics-Men | \$38,000 | | \$600 | \$38,600 |
| Owrey, Ryan W. | Trio | \$44,665 | | \$600 | \$45,265 |
| Owrey, Savonna J. | Bookstore | \$34,926 | | \$600 | \$35,526 |
| Oxendine, Paige D. | Assoc VP for Economic Development | \$56,000 | | \$600 | \$56,600 |
| Page, Autumn R. | Fac Mgmt-Custodial | \$23,938 | | \$600 | \$24,538 |
| Palmer, Christopher R. | Fac Mgmt-Maintenance | \$33,072 | | \$600 | \$33,672 |
| Panza, Juli A. | College of Education-Education Advisement | \$55,790 | \$328 | \$600 | \$56,718 |
| Pardue, Mary J. | College of Arts & Letters | \$96,792 | | \$600 | \$97,392 |
| Parnell, Patrick M. | International Services | \$59,448 | | \$600 | \$60,048 |
| Parrott, Neva J. | WP Library | \$50,822 | | \$600 | \$51,422 |
| Parsons, Stacy L. | WP Business Office | \$30,159 | | \$600 | \$30,759 |
| Patel, Rishi J. | Jordan Valley Innovation Center | \$79,093 | | \$600 | \$79,693 |
| Patterson, Jacqueline | Mcqueary College of Health & Human Svcs | \$35,901 | | \$600 | \$36,501 |
| Patterson, Jill L. | Title IX Office | \$88,236 | | \$600 | \$88,836 |
| Patterson, Kathryn A. | School of Nursing | \$94,267 | | \$600 | \$94,867 |
| Patterson, Kim M. | Residence Life Housing & Dining Svc | \$30,760 | | \$600 | \$31,360 |
| Pattison, Matthew W. | Residence Life Housing & Dining Svc | \$29,738 | | \$600 | \$30,338 |
| Patton, Megan K. | Child Development Center | \$37,549 | | \$600 | \$38,149 |
| Patton, Tracy L. | Library | \$41,355 | | \$600 | \$41,955 |
| Peace, Robert M. | Networking & Telecommunications | \$57,078 | \$304 | \$600 | \$57,982 |
| Pearce, Lori A. | Psu-Event & Meeting Services | \$31,010 | | \$600 | \$31,610 |
| Pearson, Belinda A. | Community Outreach | \$41,779 | | \$600 | \$42,379 |
| Pecsok, Karen L. | WP Admissions | \$30,285 | | \$600 | \$30,885 |
| Pedersen, Johnna N. | Jordan Valley Innovation Center | \$62,034 | | \$600 | \$62,634 |
| Penkalski, James T. | Athletic Medical & Rehab Services | \$72,569 | | \$600 | \$73,169 |
| Penkalski, Melissa R. | School of Nursing | \$82,428 | | \$600 | \$83,028 |
| Penn, Barbara J. | Advancement Services | \$33,013 | | \$600 | \$33,613 |
| Penner, Robert S. | Office of University Safety | \$29,233 | | \$600 | \$29,833 |
| Perine, Elizabeth M. | Athletics-Softball-Women | \$52,234 | | \$600 | \$52,834 |
| Perkins, Amy A. | Music | \$39,038 | | \$600 | \$39,638 |
| Perkins, Gary D. | Fac Mgmt-Custodial | \$24,003 | | \$600 | \$24,603 |
| Perry, Dennis R. | Fac Mgmt-Maintenance | \$40,709 | | \$600 | \$41,309 |
| Perryman, Michael J. | Fac Mgmt-Maintenance | \$52,497 | | \$600 | \$53,097 |
| Peters, Janet L. | Fac Mgmt-Maintenance | \$31,326 | | \$600 | \$31,926 |
| Peters, Thomas A. | Library | \$126,599 | | \$600 | \$127,199 |
| Petersen, Sylvia M. | Environmental Plant Science & Natural Resources | \$35,568 | | \$600 | \$36,168 |
| Peterson, Rachel A. | WP Admissions | \$37,197 | | \$600 | \$37,797 |
| Petr, Jeffrey B. | Computer Services | \$68,538 | | \$600 | \$69,138 |
| Petrino, Dominic | Athletics-Football-Men | \$96,000 | | \$600 | \$96,600 |
| Petrino, Robert P. | Athletics-Football-Men | \$250,000 | | \$600 | \$250,600 |
| Pettijohn, Catherine C. | English Language Institute | \$39,000 | | \$600 | \$39,600 |
| Pettus, David G. | College of Arts & Letters | \$60,499 | | \$600 | \$61,099 |
| Phay, Jared J. | WP Athletics-Men | \$56,500 | | \$600 | \$57,100 |
| Phillips, Mary G. | College of Business | \$42,602 | | \$600 | \$43,202 |
| Phinney, Tennie J. | Legal Affairs & Compliance | \$43,097 | | \$600 | \$43,697 |
| Phipps, Amy | Agency for Teaching, Leading & Learning | \$50,000 | | \$600 | \$50,600 |

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|--------------------------|---|-----------|-------|-------|-----------|
| Piercy, Kevin L. | Computer Services | \$85,213 | | \$600 | \$85,813 |
| Pierpoint, Sophie C. | Development Office | \$63,358 | | \$600 | \$63,958 |
| Pinegar, Angela R. | Advancement Services | \$49,009 | | \$600 | \$49,609 |
| Pitts, James B. | Fac Mgmt-Custodial | \$35,979 | | \$600 | \$36,579 |
| Plank, Angela L. | Biology | \$51,560 | | \$600 | \$52,160 |
| Poindexter, Teri L. | Editorial & Design Services | \$40,700 | | \$600 | \$41,300 |
| Politte, Jordan C. | Agency for Teaching, Leading & Learning | \$52,071 | | \$600 | \$52,671 |
| Polm, Michael A. | Fac Mgmt-Maintenance | \$57,731 | | \$600 | \$58,331 |
| Polyard, Brenda A. | WP Director of Univ-Community Pgms | \$59,725 | | \$600 | \$60,325 |
| Pomrening, Holly L. | Health & Wellness Center | \$24,108 | | \$600 | \$24,708 |
| Potochnik, Robert G. | Computer Services | \$50,998 | | \$600 | \$51,598 |
| Powell, Robin G. | Computer Science | \$37,951 | | \$600 | \$38,551 |
| Pratt, Harold W. | VP Diversity & Inclusion | \$135,000 | | \$600 | \$135,600 |
| Pratt, Jennifer M. | Communication Sciences & Disorders | \$74,517 | | \$600 | \$75,117 |
| Price, Cheryl S. | Art & Design | \$31,823 | | \$600 | \$32,423 |
| Price, Joseph | Theatre & Dance | \$103,530 | | \$600 | \$104,130 |
| Price, Melissa E. | College of Business | \$63,993 | | \$600 | \$64,593 |
| Proctor, Janene A. | Research Administration | \$52,634 | | \$600 | \$53,234 |
| Pruitt, James C. | Office of University Safety | \$57,217 | | \$600 | \$57,817 |
| Pruitt, Lindsey R. | Health & Wellness Center | \$28,041 | | \$600 | \$28,641 |
| Pszczolkowski, Maciej A. | Environmental Plant Science & Natural Resources | \$75,771 | | \$600 | \$76,371 |
| Puckett, Erica N. | WP Admissions | \$28,460 | | \$600 | \$29,060 |
| Pulliam, Matthew T. | Cooperative Engineering Program | \$35,254 | | \$600 | \$35,854 |
| Qiu, Zhongsong | College of Arts & Letters | \$34,069 | \$852 | \$600 | \$35,521 |
| Quinn, Justin A. | Fac Mgmt-Maintenance | \$47,550 | | \$600 | \$48,150 |
| Quirk, Ted | KSMU | \$51,094 | | \$600 | \$51,694 |
| Rachal, Brandon D. | School of Nursing | \$74,000 | | \$600 | \$74,600 |
| Radier, George O. | College of Business | \$38,154 | | \$600 | \$38,754 |
| Ragan, Kent P. | College of Business | \$181,174 | | \$600 | \$181,774 |
| Ragsdale, Chansouk D. | Library | \$40,896 | | \$600 | \$41,496 |
| Raines, Ashley E. | VP Diversity & Inclusion | \$42,170 | \$248 | \$600 | \$43,018 |
| Raines, Daniel L. | Dr Mary Jo Wynn Academic Achievement Ctr | \$57,217 | | \$600 | \$57,817 |
| Raines, Judy A. | Health & Wellness Center | \$32,651 | | \$600 | \$33,251 |
| Rains, Devonna J. | Music | \$28,123 | | \$600 | \$28,723 |
| Rainwater, Douglas G. | Provost Office | \$73,268 | | \$600 | \$73,868 |
| Raleigh, Phillip M. | Graduate College | \$32,210 | | \$600 | \$32,810 |
| Randol, Kimberly A. | Communication Sciences & Disorders | \$28,736 | | \$600 | \$29,336 |
| Rapp, Kelly E. | Career Center | \$72,655 | | \$600 | \$73,255 |
| Rawls, Michelle R. | Athletic Medical & Rehab Services | \$29,979 | | \$600 | \$30,579 |
| Ray, Bryan J. | Ctr Resource Planning & Management | \$56,013 | | \$600 | \$56,613 |
| Ray, Jack H. | Ctr for Archeological Research | \$59,859 | | \$600 | \$60,459 |
| Raymer, Kai K. | Web Strategy & Development | \$38,002 | | \$600 | \$38,602 |
| Raymond, Teresa | Financial Services | \$37,662 | | \$600 | \$38,262 |
| Rebmann, Donna L. | Academic Advising & Transfer Ctr | \$44,247 | | \$600 | \$44,847 |
| Reece, Ashley R. | Title IX Office | \$52,585 | | \$600 | \$53,185 |
| Reed, Jerilyn J. | Health & Wellness Center | \$49,473 | | \$600 | \$50,073 |

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|--------------------------|--|-----------|-------|-------|-----------|
| Reed, Jimmie D. | WP Physical Plant | \$31,116 | | \$600 | \$31,716 |
| Reed, Patricia C. | College of Natl & App Science | \$35,665 | | \$600 | \$36,265 |
| Reed, Ryan R. | Multicultural Services | \$50,000 | | \$600 | \$50,600 |
| Rees, Christopher E. | Computer Services | \$67,814 | | \$600 | \$68,414 |
| Reese, Chantz J. | Agriculture-Mtn Grv Campus | \$27,370 | | \$600 | \$27,970 |
| Reeves, Stacie L. | Residence Life Housing & Dining Svc | \$20,779 | | \$600 | \$21,379 |
| Reger, Elizabeth A. | College of Business | \$63,907 | | \$600 | \$64,507 |
| Reichling, Susanna B. | Library | \$37,450 | | \$600 | \$38,050 |
| Reimer, Anthony R. | JQH Arena | \$37,185 | | \$600 | \$37,785 |
| Reinert, John D. | College of Education-Education Field Experiences | \$35,568 | | \$600 | \$36,168 |
| Reut-Robinson, Rebeca L. | Mcqueary College of Health & Human Svcs | \$32,299 | | \$600 | \$32,899 |
| Reyes Sam, Jorge I. | International Services | \$39,300 | | \$600 | \$39,900 |
| Rhodes, Joy L. | Office of University Safety | \$28,019 | \$41 | \$600 | \$28,660 |
| Rhodes, Norman J. | Plaster Student Union Physical Plnt | \$28,396 | | \$600 | \$28,996 |
| Rice, Stacy A. | Faculty Ctr for Teaching & Learning | \$59,169 | | \$600 | \$59,769 |
| Rice, Victoria C. | Psu-Student Engagement | \$40,000 | | \$600 | \$40,600 |
| Richards, Byron G. | Fac Mgmt-Maintenance | \$37,898 | | \$600 | \$38,498 |
| Richardson, Timothy | Residence Life Housing & Dining Svc | \$23,941 | | \$600 | \$24,541 |
| Ricker, Kristen V. | Agency for Teaching, Leading & Learning | \$50,000 | | \$600 | \$50,600 |
| Rietman, Charles C. | WP Physical Plant | \$23,314 | | \$600 | \$23,914 |
| Rigby, Rachel C. | Registrar | \$38,001 | \$644 | \$600 | \$39,245 |
| Robertson, Erica L. | Registrar | \$29,757 | \$175 | \$600 | \$30,532 |
| Robinson, Barbara S. | Physical Therapy | \$108,814 | | \$600 | \$109,414 |
| Robinson, Holly M. | Child Development Center | \$29,757 | \$175 | \$600 | \$30,532 |
| Robinson, Susan G. | OPT | \$65,000 | | \$600 | \$65,600 |
| Robison, Jane E. | English Language Institute | \$71,870 | | \$600 | \$72,470 |
| Rockney, Andrea | Agency for Teaching, Leading & Learning | \$55,210 | | \$600 | \$55,810 |
| Rockwell, Rae Ann E. | Art & Design | \$32,825 | | \$600 | \$33,425 |
| Rogers, Katy J. | Fac Mgmt-Custodial | \$25,927 | | \$600 | \$26,527 |
| Rogers, Michael J. | Information Security | \$46,841 | | \$600 | \$47,441 |
| Rogers, Robert W. | Fac Mgmt-Custodial | \$23,938 | | \$600 | \$24,538 |
| Rogg, Laura A. | Networking & Telecommunications | \$31,928 | | \$600 | \$32,528 |
| Roland, Alan C. | Outreach Tech & Equipment | \$57,132 | | \$600 | \$57,732 |
| Roop, Kristin B. | Admissions | \$48,000 | | \$600 | \$48,600 |
| Rose, Angela B. | English Language Institute | \$25,875 | \$316 | \$600 | \$26,791 |
| Rose, Daniel J. | Library | \$30,088 | | \$600 | \$30,688 |
| Rose, John P. | Defense & Strategic Studies | \$115,000 | | \$600 | \$115,600 |
| Rose, Michelle S. | Editorial & Design Services | \$50,438 | | \$600 | \$51,038 |
| Rosewell, Kristina K. | Career Center | \$29,178 | | \$600 | \$29,778 |
| Ross, Jaime M. | Adult Student Services | \$60,931 | | \$600 | \$61,531 |
| Rozell, Elizabeth J. | College of Business | \$181,174 | | \$600 | \$181,774 |
| Rude, Brian M. | Copy This | \$35,359 | | \$600 | \$35,959 |
| Ruzicka, Francis X. | Fac Mgmt-Maintenance | \$52,341 | | \$600 | \$52,941 |
| Ryan, Francis J. | Fac Mgmt-Maintenance | \$33,176 | | \$600 | \$33,776 |
| Ryan, Tresa L. | WP Instruction | \$56,777 | | \$600 | \$57,377 |
| Sailors, Pamela R. | College of Humanities & Public Affairs | \$127,992 | | \$600 | \$128,592 |

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|-----------------------|---|-----------|---------|-------|-----------|
| Saitta, Alicia M. | Admissions | \$39,275 | | \$600 | \$39,875 |
| Sandbothe, Betsy A. | Institutional Equity & Compliance | \$52,071 | | \$600 | \$52,671 |
| Sanders, Jason B. | Office of University Safety | \$38,999 | | \$600 | \$39,599 |
| Santos, Theodore J. | Fac Mgmt-Custodial | \$23,938 | | \$600 | \$24,538 |
| Satake, Yosuke | Planning, Design & Construction | \$42,798 | | \$600 | \$43,398 |
| Sawchak, Stephen P. | Athletic Medical & Rehab Services | \$49,586 | | \$600 | \$50,186 |
| Scanlon, Breanna L. | Financial Aid | \$35,568 | | \$600 | \$36,168 |
| Schehrer, Devin L. | Residence Life Housing & Dining Svc | \$54,606 | | \$600 | \$55,206 |
| Scheidt, Michael P. | WP Information Technology Services | \$44,638 | \$263 | \$600 | \$45,501 |
| Scheve, Jesse R. | Office of Visual Media | \$37,066 | | \$600 | \$37,666 |
| Schilla, Travis D. | Residence Life Housing & Dining Svc | \$44,000 | | \$600 | \$44,600 |
| Schiller, Megan L. | Computer Services | \$55,982 | \$1,400 | \$600 | \$57,982 |
| Schimmer, Matthew | Fac Mgmt-Maintenance | \$38,937 | | \$600 | \$39,537 |
| Schlinder, Kelly A. | Foreign Language Institute | \$41,779 | | \$600 | \$42,379 |
| Schluterman, Ivy D. | Residence Life Housing & Dining Svc | \$35,568 | | \$600 | \$36,168 |
| Schmidt, Karl M. | Development Office | \$62,991 | | \$600 | \$63,591 |
| Schneider, Scott M. | WP Business Office | \$81,821 | \$482 | \$600 | \$82,903 |
| Schneider, Steven J. | Environmental Plant Science & Natural Resources | \$50,000 | | \$600 | \$50,600 |
| Schrader, Bonnie K. | Facilities Management | \$23,212 | | \$600 | \$23,812 |
| Schrum, Samuel W. | Admissions | \$32,325 | | \$600 | \$32,925 |
| Schuldt, Amy L. | Editorial & Design Services | \$49,498 | | \$600 | \$50,098 |
| Schuldt, Richard E. | I Courses | \$53,689 | | \$600 | \$54,289 |
| Schull, Cynthia S. | Financial Services | \$93,239 | | \$600 | \$93,839 |
| Scobee, Scot R. | Office of Human Resources | \$105,000 | | \$600 | \$105,600 |
| Scott, Karen C. | Childhood Ed & Family Studies | \$31,330 | | \$600 | \$31,930 |
| Scott, LaDarien | Athletics-Football-Men | \$96,000 | | \$600 | \$96,600 |
| Scott, Susan L. | Facilities Management | \$29,058 | | \$600 | \$29,658 |
| Scriven, Leslie M. | Fac Mgmt-Custodial | \$23,940 | | \$600 | \$24,540 |
| Seabolt, Charles M. | Athletics-Soccer-Men | \$31,433 | | \$600 | \$32,033 |
| Seery, Kaitlyn R. | Hospitality Leadership | \$36,633 | | \$600 | \$37,233 |
| Seever, Natalie M. | Advancement Services | \$59,102 | | \$600 | \$59,702 |
| Seibel, Craig E. | Res Life Hous & Din Svc-Fac & Oper | \$29,522 | | \$600 | \$30,122 |
| Self, William L. | Facilities Management | \$38,940 | | \$600 | \$39,540 |
| Sellers, Marie S. | Physical Therapy Clinic | \$33,842 | | \$600 | \$34,442 |
| Severson, Jennifer R. | Financial Services | \$81,871 | | \$600 | \$82,471 |
| Sexton, James P. | Bookstore | \$86,000 | | \$600 | \$86,600 |
| Sharp, Keith W. | Res Life Hous & Din Svc-Fac & Oper | \$39,419 | | \$600 | \$40,019 |
| Sharum, Stephen G. | Postal Services | \$33,293 | | \$600 | \$33,893 |
| Shaw, Jason L. | Physical Therapy | \$88,793 | | \$600 | \$89,393 |
| Shaw, Margaret S. | VP Marketing & Communications | \$149,638 | | \$600 | \$150,238 |
| Shepherd, John M. | Bookstore | \$36,921 | | \$600 | \$37,521 |
| Sheppard, Tessa L. | Child Development Center | \$29,757 | \$175 | \$600 | \$30,532 |
| Shipley, Teresa F. | WP Dean of Acad Affairs Office | \$39,402 | | \$600 | \$40,002 |
| Shively, Eric P. | Mcqueary College of Health & Human Svcs | \$58,349 | | \$600 | \$58,949 |
| Shrestha, Aishwarya | Ctr Resource Planning & Management | \$38,000 | | \$600 | \$38,600 |
| Shuler, Adam | Planning, Design & Construction | \$72,655 | | \$600 | \$73,255 |

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|------------------------|--|-----------|---------|-------|-----------|
| Sikes, Scott M. | Res Life Hous & Din Svc-Fac & Oper | \$27,743 | | \$600 | \$28,343 |
| Sikonski, John S. | Networking & Telecommunications | \$54,473 | | \$600 | \$55,073 |
| Silverberg, Jessica C. | Residence Life Housing & Dining Svc | \$23,941 | | \$600 | \$24,541 |
| Silvey, Jessica L. | President's Office | \$50,000 | | \$600 | \$50,600 |
| Simmons, Anna M. | Res Life Hous & Din Svc-Fac & Oper | \$30,159 | | \$600 | \$30,759 |
| Simpson, Ashley K. | School of Nursing | \$76,588 | | \$600 | \$77,188 |
| Simpson, Sonya L. | Child Development Center | \$23,314 | | \$600 | \$23,914 |
| Siscoe, Denita S. | VP Student Affairs | \$176,141 | | \$600 | \$176,741 |
| Skalicky, Michele R. | KSMU | \$39,716 | | \$600 | \$40,316 |
| Skeeters, Priscilla K. | Bookstore | \$50,266 | | \$600 | \$50,866 |
| Skinner, Sophia L. | WP Library | \$38,396 | | \$600 | \$38,996 |
| Slane, William B. | OPT | \$44,891 | \$10 | \$600 | \$45,501 |
| Slavens, Robert | Fac Mgmt-Grounds | \$28,500 | | \$600 | \$29,100 |
| Sliger, Ashley D. | Planning, Design & Construction | \$54,657 | | \$600 | \$55,257 |
| Smart, Clifton M. | President's Office | \$363,931 | | \$600 | \$364,531 |
| Smart, Sandra L. | Small Business Technical Development Ctr | \$53,000 | | \$600 | \$53,600 |
| Smith, Allison | Residence Life Housing & Dining Svc | \$43,357 | | \$600 | \$43,957 |
| Smith, Andrew H. | Facilities Management | \$55,673 | | \$600 | \$56,273 |
| Smith, Daezia C. | International Programs | \$40,000 | | \$600 | \$40,600 |
| Smith, Deanna M. | West Plains Center | \$41,779 | | \$600 | \$42,379 |
| Smith, Jason J. | Office of University Safety | \$28,391 | | \$600 | \$28,991 |
| Smith, Mark A. | Mcqueary College of Health & Human Svcs | \$163,000 | | \$600 | \$163,600 |
| Smith, Michele D. | Dean of Students Office | \$112,500 | | \$600 | \$113,100 |
| Smith, Patricia R. | WP Chancellor's Office | \$41,383 | \$1,035 | \$600 | \$43,018 |
| Smith, Stephanie M. | Development Office | \$65,042 | | \$600 | \$65,642 |
| Smith, Tanya L. | Procurement Services | \$43,886 | | \$600 | \$44,486 |
| Smith, Tiffany N. | Res Life Hous & Din Svc-Fac & Oper | \$23,940 | | \$600 | \$24,540 |
| Snider, Erin J. | Occupational Therapy | \$29,120 | | \$600 | \$29,720 |
| Snow, Donald B. | Music | \$72,655 | | \$600 | \$73,255 |
| Snow, LeAnne | Physician Assistant Studies | \$37,662 | | \$600 | \$38,262 |
| Snyder, Sheira | Biomedical Sciences | \$28,736 | | \$600 | \$29,336 |
| Spalding, Roger M. | Networking & Telecommunications | \$64,564 | | \$600 | \$65,164 |
| Sparks, Andrew B. | Computer Services | \$60,367 | | \$600 | \$60,967 |
| Speer, Jason A. | Information Tech & Cybersecurity | \$50,000 | | \$600 | \$50,600 |
| Speer, Robert W. | Jordan Valley Innovation Center | \$58,913 | | \$600 | \$59,513 |
| Spinabella, Julie C. | Admissions | \$38,917 | | \$600 | \$39,517 |
| Spivy, James T. | Plaster Student Union Physical Plnt | \$23,938 | | \$600 | \$24,538 |
| Stackpole, Melissa | Fac Mgmt-Custodial | \$24,398 | | \$600 | \$24,998 |
| Stadler, Denise M. | Residence Life Housing & Dining Svc | \$24,865 | | \$600 | \$25,465 |
| Stafford, Neal H. | Athletics-Golf-Men | \$33,787 | | \$600 | \$34,387 |
| Stagner, Kimberly N. | Academic Advising & Transfer Ctr | \$41,779 | | \$600 | \$42,379 |
| Stanley, Marianne E. | Computer Services | \$62,363 | | \$600 | \$62,963 |
| Stansbury, Sandra G. | Fac Mgmt-Custodial | \$23,938 | | \$600 | \$24,538 |
| Stanton, Dawn D. | Residence Life Housing & Dining Svc | \$19,950 | | \$600 | \$20,550 |
| Stanton, Shannon K. | Juanita K Hammons Hall | \$49,498 | | \$600 | \$50,098 |
| Staton, Cinthia M. | WP Financial Aid | \$28,974 | | \$600 | \$29,574 |

| | | | | | |
|-------------------------|-------------------------------------|----------|-------|-------|----------|
| Steck, Christopher | Athletics-Basketball-Men | \$40,000 | | \$600 | \$40,600 |
| Steen, Carrie | WP Student Advisemnt & Acad Sup Ctr | \$49,473 | | \$600 | \$50,073 |
| Steiner, Cynthia L. | Residence Life Housing & Dining Svc | \$32,115 | | \$600 | \$32,715 |
| Steinshouer, Linda K. | Social Work | \$29,922 | | \$600 | \$30,522 |
| Stephens, Carrie M. | Office of University Safety | \$34,442 | | \$600 | \$35,042 |
| Stephens, Strausie N. | Financial Services | \$22,318 | \$131 | \$600 | \$23,049 |
| Stevens, Linda C. | Health & Wellness Center | \$38,833 | | \$600 | \$39,433 |
| Stewart, Gary K. | Residence Life Housing & Dining Svc | \$90,440 | | \$600 | \$91,040 |
| Stewart, Joseph R. | KSMU | \$40,169 | | \$600 | \$40,769 |
| Stewart, Marjorie A. | Career Center | \$48,647 | | \$600 | \$49,247 |
| Stewart, Rabekah D. | Multicultural Services | \$90,000 | | \$600 | \$90,600 |
| Stillwell, Seth M. | Fac Mgmt-Custodial | \$23,938 | | \$600 | \$24,538 |
| Stinnett, Kathleen B. | Public Affairs & Assessment | \$45,810 | | \$600 | \$46,410 |
| Stone, Rowena A. | President's Office | \$65,000 | | \$600 | \$65,600 |
| Stopczynski, Stacey L. | Computer Services-Bearpass Card | \$38,360 | | \$600 | \$38,960 |
| Storie, Anthony L. | Res Life Hous & Din Svc-Fac & Oper | \$24,396 | | \$600 | \$24,996 |
| Stout, Randy J. | Agriculture-Mtn Grv Campus | \$31,573 | | \$600 | \$32,173 |
| Stout, Tracy L. | Library | \$73,911 | | \$600 | \$74,511 |
| Street, Lori D. | KSMU | \$35,568 | | \$600 | \$36,168 |
| Strider, Angela M. | Residence Life Housing & Dining Svc | \$55,199 | | \$600 | \$55,799 |
| Strong, Elizabeth C. | Study Away | \$59,523 | | \$600 | \$60,123 |
| Strong, Joe R. | Faculty Ctr for Teaching & Learning | \$52,187 | | \$600 | \$52,787 |
| Strope, Kimberly R. | Office of University Safety | \$33,799 | | \$600 | \$34,399 |
| Stucker, Joshua A. | Fac Mgmt-Custodial | \$23,940 | | \$600 | \$24,540 |
| Stuppy, Joshua D. | Networking & Telecommunications | \$79,653 | \$169 | \$600 | \$80,422 |
| Suffelette, Hope | Social Work | \$34,070 | \$851 | \$600 | \$35,521 |
| Sullivan, John W. | Music | \$27,659 | | \$600 | \$28,259 |
| Sullivan, Maxine C. | Music | \$31,608 | | \$600 | \$32,208 |
| Swearingen, Andrew C. | Computer Services | \$57,046 | \$336 | \$600 | \$57,982 |
| Swearingen, Kimberly H. | Health & Wellness Center | \$28,440 | | \$600 | \$29,040 |
| Swift, Donald S. | Fac Mgmt-Maintenance | \$50,627 | | \$600 | \$51,227 |
| Swigert, Dwayne A. | Library | \$40,703 | | \$600 | \$41,303 |
| Swindell, Lori L. | Financial Services | \$65,965 | | \$600 | \$66,565 |
| Swingle, Ethan C. | Intercollegiate Athletics | \$38,000 | | \$600 | \$38,600 |
| Switzer, Jeffrey G. | Fac Mgmt-Maintenance | \$43,485 | | \$600 | \$44,085 |
| Swope, Julianna P. | College of Business | \$34,734 | | \$600 | \$35,334 |
| Syler, Christopher W. | Fac Mgmt-Custodial | \$27,977 | | \$600 | \$28,577 |
| Syler, Melody A. | Fac Mgmt-Custodial | \$23,938 | | \$600 | \$24,538 |
| Taggart, Lindsey M. | Library | \$77,801 | | \$600 | \$78,401 |
| Talty, Beverly S. | Health & Wellness Center | \$49,784 | | \$600 | \$50,384 |
| Tarlanov, Shamshir | Disability Resource Center | \$36,000 | | \$600 | \$36,600 |
| Tate, Pamela K. | WP Dean of Acad Affairs Office | \$39,207 | | \$600 | \$39,807 |
| Taylor, Eric D. | Faculty Ctr for Teaching & Learning | \$47,621 | | \$600 | \$48,221 |
| Taylor, Jordan E. | VP University Advancement | \$35,568 | | \$600 | \$36,168 |
| Taylor, Lisa M. | Graduate College | \$53,988 | | \$600 | \$54,588 |
| Taylor, Vickie A. | Computer Services | \$44,638 | \$263 | \$600 | \$45,501 |

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|--------------------------|---|-----------|-------|-------|-----------|
| Tebo, Kim A. | Registrar | \$29,757 | \$175 | \$600 | \$30,532 |
| Templeton, Kelly M. | Theatre & Dance | \$55,774 | | \$600 | \$56,374 |
| Templeton, Martha A. | Mathematics | \$33,850 | | \$600 | \$34,450 |
| Tenney, Jason B. | Fac Mgmt-Custodial | \$23,940 | | \$600 | \$24,540 |
| Terry, Jane E. | Religious Studies | \$32,780 | | \$600 | \$33,380 |
| Tharp, Billy D. | Office of University Safety | \$31,735 | | \$600 | \$32,335 |
| Theissen, Ryan C. | Fac Mgmt-Grounds | \$28,500 | | \$600 | \$29,100 |
| Thomas, Joshua F. | Office of University Safety | \$30,024 | | \$600 | \$30,624 |
| Thomas, Kristen R. | College of Education-Education Advisement | \$35,568 | | \$600 | \$36,168 |
| Thomas, Luke B. | Academic Advising & Transfer Ctr | \$35,568 | | \$600 | \$36,168 |
| Thomas, Tramain L. | Athletics-Football-Men | \$55,000 | | \$600 | \$55,600 |
| Thompson, Dustin A. | Ctr for Archeological Research | \$35,568 | | \$600 | \$36,168 |
| Tibbs, Bart A. | Admissions | \$53,186 | | \$600 | \$53,786 |
| Tigemann, Kyle | Institutional Research | \$42,000 | | \$600 | \$42,600 |
| Tindle, Aundrea S. | Res Life Hous & Din Svc-Fac & Oper | \$24,396 | | \$600 | \$24,996 |
| Tinkler, Barri E. | College of Education | \$120,000 | | \$600 | \$120,600 |
| Tipton, Natalee R. | Kinesiology | \$29,119 | | \$600 | \$29,719 |
| Titus, Christy L. | Criminology | \$31,082 | | \$600 | \$31,682 |
| Toebben, Braden | Kinesiology | \$29,673 | | \$600 | \$30,273 |
| Tolleson, Melissa A. | Dual Credit | \$35,976 | | \$600 | \$36,576 |
| Torno, Emma M. | Admissions | \$32,325 | | \$600 | \$32,925 |
| Totsch, Carly B. | Mcqueary College of Health & Human Svcs | \$35,568 | | \$600 | \$36,168 |
| Totty, Angela D. | WP Student Services | \$93,001 | \$548 | \$600 | \$94,149 |
| Towell, Kelley L. | WP Financial Aid | \$35,568 | | \$600 | \$36,168 |
| Townsend, Steven B. | Printing Services | \$38,618 | | \$600 | \$39,218 |
| Tracy, Corey R. | Faculty Ctr for Teaching & Learning | \$46,638 | | \$600 | \$47,238 |
| Travis, Brooks L. | Library | \$63,448 | | \$600 | \$64,048 |
| Treese, Joe I. | Fac Mgmt-Maintenance | \$38,041 | | \$600 | \$38,641 |
| Trewatha-Bach, Stacey R. | Public Affairs & Assessment | \$49,473 | | \$600 | \$50,073 |
| Trotter, Alisa D. | College of Business | \$48,915 | | \$600 | \$49,515 |
| Tsubira, Gordon B. | Occupational Therapy | \$72,000 | | \$600 | \$72,600 |
| Tune, Stacey A. | Computer Services | \$79,354 | \$468 | \$600 | \$80,422 |
| Turk, Scott A. | Computer Services | \$57,078 | \$304 | \$600 | \$57,982 |
| Turner, Britni | Financial Aid | \$28,561 | | \$600 | \$29,161 |
| Turner, Jennifer M. | Fac Mgmt-Custodial | \$23,938 | | \$600 | \$24,538 |
| Turner, Mariah J. | Library | \$28,613 | | \$600 | \$29,213 |
| Turner, Pamela J. | Agriculture-Mtn Grv Campus | \$39,509 | | \$600 | \$40,109 |
| Turner, Steve M. | Res Life Hous & Din Svc-Fac & Oper | \$24,537 | | \$600 | \$25,137 |
| Turner, Steven L. | Agriculture-Mtn Grv Campus | \$33,348 | | \$600 | \$33,948 |
| Turner, Valerie K. | Career Center | \$44,512 | | \$600 | \$45,112 |
| Underhill, Nancy B. | Fac Mgmt-Grounds | \$30,636 | | \$600 | \$31,236 |
| Underlin, Nancy J. | Economics | \$33,086 | | \$600 | \$33,686 |
| Underwood, Deborah A. | Financial Services | \$52,071 | | \$600 | \$52,671 |
| Underwood, Judy K. | Fac Mgmt-Custodial | \$23,938 | | \$600 | \$24,538 |
| Underwood, Stacey J. | Fac Mgmt-Custodial | \$27,256 | | \$600 | \$27,856 |
| Ungeheier, Marcus | Fac Mgmt-Maintenance | \$36,582 | \$215 | \$600 | \$37,397 |

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|----------------------|-------------------------------------|-----------|-------|-------|-----------|
| Utne, Benjamin L. | Computer Services | \$57,046 | \$336 | \$600 | \$57,982 |
| Vaneva, Teodora H. | Computer Services | \$57,046 | \$336 | \$600 | \$57,982 |
| Vaughan, David A. | Environmental Health & Safety | \$78,204 | | \$600 | \$78,804 |
| Vaughan, Julie A. | Financial Services | \$50,013 | | \$600 | \$50,613 |
| Vaughan, Lori A. | Planning, Design & Construction | \$28,225 | | \$600 | \$28,825 |
| Veach, Susan A. | Financial Services | \$32,274 | | \$600 | \$32,874 |
| Vestal, Toryana N. | Financial Services | \$37,381 | | \$600 | \$37,981 |
| Wade, Lori L. | Kinesiology | \$31,501 | | \$600 | \$32,101 |
| Wadley, Dustin T. | Fac Mgmt-Grounds | \$30,418 | | \$600 | \$31,018 |
| Wahl, Shawn T. | College of Arts & Letters | \$147,755 | | \$600 | \$148,355 |
| Walcott, Leah S. | Residence Life Housing & Dining Svc | \$23,941 | | \$600 | \$24,541 |
| Walker, Clara L. | Health & Wellness Center | \$45,213 | | \$600 | \$45,813 |
| Walker, Jennifer D. | WP Financial Aid | \$54,129 | | \$600 | \$54,729 |
| Walker, Kimberly N. | Academic Advising & Transfer Ctr | \$35,568 | | \$600 | \$36,168 |
| Walker, Mary L. | Financial Aid | \$28,975 | | \$600 | \$29,575 |
| Wall, Laurie L. | WP Registration & Records | \$49,473 | | \$600 | \$50,073 |
| Wallace, J D. | Religious Studies | \$33,758 | | \$600 | \$34,358 |
| Wallentine, Scott W. | Physical Therapy | \$100,810 | | \$600 | \$101,410 |
| Wanekaya, Adam | Chemistry | \$115,423 | | \$600 | \$116,023 |
| Wang, Yun R. | Computer Services | \$44,867 | \$34 | \$600 | \$45,501 |
| Wantland, Carisma A. | Fac Mgmt-Custodial | \$33,085 | | \$600 | \$33,685 |
| Wantland, Evan J. | Fac Mgmt-Custodial | \$23,940 | | \$600 | \$24,540 |
| Wantland, Jason | Fac Mgmt-Custodial | \$23,940 | | \$600 | \$24,540 |
| Ward, Andrew G. | Physical Therapy | \$85,000 | | \$600 | \$85,600 |
| Ward, Dennis E. | Res Life Hous & Din Svc-Fac & Oper | \$34,078 | | \$600 | \$34,678 |
| Ward, Jennifer L. | Financial Aid | \$31,792 | | \$600 | \$32,392 |
| Ward, Sandra L. | Fac Mgmt-Custodial | \$32,002 | | \$600 | \$32,602 |
| Warnow, Cynthia M. | Alumni Relations | \$33,878 | | \$600 | \$34,478 |
| Warren, Melissa L. | Missouri State Outreach | \$43,990 | | \$600 | \$44,590 |
| Waugh, Douglas D. | KSMU | \$62,654 | | \$600 | \$63,254 |
| Webb, Joseph E. | College of Agriculture | \$28,101 | | \$600 | \$28,701 |
| Weber, Andrea M. | Office of Student Conduct | \$54,007 | | \$600 | \$54,607 |
| Weber, Donald T. | Plaster Student Union Admin | \$69,007 | | \$600 | \$69,607 |
| Webster, Misty L. | Fac Mgmt-Grounds | \$28,495 | | \$600 | \$29,095 |
| Weiss, Caleb | Fac Mgmt-Maintenance | \$32,885 | | \$600 | \$33,485 |
| Welch, Granvill L. | Fac Mgmt-Custodial | \$24,609 | | \$600 | \$25,209 |
| Welch, Jacob A. | Office of University Safety | \$49,473 | | \$600 | \$50,073 |
| Welch, James J. | Admissions | \$52,071 | | \$600 | \$52,671 |
| Welker, Dylan C. | College of Natl & App Science | \$27,375 | \$685 | \$600 | \$28,660 |
| Wells, Gary W. | Fac Mgmt-Maintenance | \$46,113 | \$28 | \$600 | \$46,741 |
| Wells, Randy A. | Fac Mgmt-Custodial | \$23,938 | | \$600 | \$24,538 |
| West, John J. | Fac Mgmt-Grounds | \$28,495 | | \$600 | \$29,095 |
| Weter, Jennifer L. | Health & Wellness Center | \$48,019 | | \$600 | \$48,619 |
| Wheeler, Jack C. | Juanita K Hammons Hall | \$52,071 | | \$600 | \$52,671 |
| Wheeler, Mark S. | Planning, Design & Construction | \$101,971 | | \$600 | \$102,571 |
| Whitaker, Charles | Citizenship & Service Learning | \$40,186 | | \$600 | \$40,786 |

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|--------------------------|---|-----------|---------|-------|-----------|
| White Minnis, Letitia J. | Mcqueary College of Health & Human Svcs | \$142,000 | | \$600 | \$142,600 |
| White, John M. | WP Student Advisemnt & Acad Sup Ctr | \$35,568 | | \$600 | \$36,168 |
| White, Kevin T. | Office of Visual Media | \$49,498 | | \$600 | \$50,098 |
| White, Victoria | Financial Aid | \$35,708 | | \$600 | \$36,308 |
| Whorton, Serena | Trio | \$29,143 | | \$600 | \$29,743 |
| Wicks, Janet E. | Bookstore | \$38,171 | | \$600 | \$38,771 |
| Wiedemann, Paula M. | WP Athletics-Women | \$56,500 | | \$600 | \$57,100 |
| Wienberg, Darren E. | Academic Advising & Transfer Ctr | \$56,954 | | \$600 | \$57,554 |
| Wilhelm, Paula M. | Office of Human Resources | \$65,143 | | \$600 | \$65,743 |
| Wilker, Karl L. | Environmental Plant Science & Natural Resources | \$88,674 | | \$600 | \$89,274 |
| Wilkinson, Kristian L. | Athletic Medical & Rehab Services | \$40,936 | \$241 | \$600 | \$41,777 |
| Williams, Jeffrey M. | Biology | \$39,144 | | \$600 | \$39,744 |
| Williams, Michael E. | Fac Mgmt-Custodial | \$23,940 | | \$600 | \$24,540 |
| Williams, Sarah M. | Computer Services | \$69,944 | | \$600 | \$70,544 |
| Williamson, Elizabeth M. | Physical Therapy | \$108,420 | | \$600 | \$109,020 |
| Williamson, Ziph | Res Life Hous & Din Svc-Fac & Oper | \$23,940 | | \$600 | \$24,540 |
| Willis, Jessica K. | Mcqueary College of Health & Human Svcs | \$48,469 | | \$600 | \$49,069 |
| Wills, C M. | Procurement Services | \$81,753 | | \$600 | \$82,353 |
| Wilson, Brenda K. | Res Life Hous & Din Svc-Fac & Oper | \$29,522 | | \$600 | \$30,122 |
| Wilson, Daniel L. | WP Information Technology Services | \$44,638 | \$263 | \$600 | \$45,501 |
| Wilson, Kevin W. | Library | \$35,691 | | \$600 | \$36,291 |
| Wilson, Lance E. | Office of University Safety | \$38,999 | | \$600 | \$39,599 |
| Wilson, Laurie L. | College of Humanities & Public Affairs | \$41,278 | | \$600 | \$41,878 |
| Wilson, Patrick R. | Juanita K Hammons Hall | \$29,673 | | \$600 | \$30,273 |
| Winborne, Joshua J. | English Language Institute | \$38,681 | | \$600 | \$39,281 |
| Winkler, Danny E. | College of Business | \$62,203 | | \$600 | \$62,803 |
| Wise, Brittany N. | Psychology | \$38,070 | | \$600 | \$38,670 |
| Withrow, David L. | Fac Mgmt-Maintenance | \$36,773 | | \$600 | \$37,373 |
| Witkowski, Colette M. | Biomedical Sciences | \$112,928 | | \$600 | \$113,528 |
| Wolf, Candice | Alumni Relations | \$49,473 | | \$600 | \$50,073 |
| Wollard, Rick L. | Res Life Hous & Din Svc-Fac & Oper | \$26,909 | | \$600 | \$27,509 |
| Wood, Kelly S. | Student Success | \$140,000 | | \$600 | \$140,600 |
| Wood, Mary A. | Public Affairs & Assessment | \$56,543 | | \$600 | \$57,143 |
| Wood, Michael B. | Career Center | \$48,647 | | \$600 | \$49,247 |
| Woodman, Sara E. | Ctr For Biomedical & Life Sciences | \$47,461 | \$1,187 | \$600 | \$49,248 |
| Woolsey, Mark A. | Public Affairs & Assessment | \$47,427 | | \$600 | \$48,027 |
| Wray, Melinda S. | Health & Wellness Center | \$38,833 | | \$600 | \$39,433 |
| Wright, Amy M. | Child Development Center | \$22,614 | \$133 | \$600 | \$23,347 |
| Wright, Brandan J. | Office of University Safety | \$28,391 | | \$600 | \$28,991 |
| Wright, Emily D. | Honors College | \$28,226 | | \$600 | \$28,826 |
| Wright, Jeremy A. | Computer Services | \$44,638 | \$263 | \$600 | \$45,501 |
| Wright, Joan E. | WP Instruction | \$50,325 | | \$600 | \$50,925 |
| Wright, Julie D. | Development Office | \$39,172 | | \$600 | \$39,772 |
| Wright, Thomas E. | Res Life Hous & Din Svc-Fac & Oper | \$34,794 | | \$600 | \$35,394 |
| Wrinkle, Cheryl A. | Agency for Teaching, Leading & Learning | \$55,210 | | \$600 | \$55,810 |
| Wu, Qihua | Jordan Valley Innovation Center | \$64,000 | | \$600 | \$64,600 |

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|--------------------|--|-----------|---------|-------|-----------|
| Wu, Yi | International Programs | \$40,000 | | \$600 | \$40,600 |
| Wutke, Adam T. | Sociology & Anthropology | \$28,119 | | \$600 | \$28,719 |
| Yancy, Nathan M. | Residence Life Housing & Dining Svc | \$19,950 | | \$600 | \$20,550 |
| Yarberry, Vonda K. | Art & Design | \$113,822 | | \$600 | \$114,422 |
| Yeap, Emily | University Communications | \$38,961 | | \$600 | \$39,561 |
| York, David S. | WP Physical Plant | \$26,000 | \$210 | \$600 | \$26,809 |
| Yost, Jerron A. | Postal Services | \$23,920 | | \$600 | \$24,520 |
| Yost, Nikki L. | Missouri State Outreach | \$34,147 | | \$600 | \$34,747 |
| Young, Angela | Registrar | \$79,482 | | \$600 | \$80,082 |
| Young, Darren E. | International Programs | \$45,177 | | \$600 | \$45,777 |
| Young, David A. | WP Information Technology Services | \$66,944 | \$394 | \$600 | \$67,938 |
| Young, Donna M. | Facilities Management | \$29,757 | \$175 | \$600 | \$30,532 |
| Zastoupil, John | Music | \$67,509 | | \$600 | \$68,109 |
| Zey, Sarah G. | International Services | \$37,194 | | \$600 | \$37,794 |
| Zhang, Peng | VP Research & Economic Dev & Int Prgms | \$58,204 | | \$600 | \$58,804 |
| Zhang, Xinge | International Services | \$39,300 | | \$600 | \$39,900 |
| Zhao, Rui | Residence Life Housing & Dining Svc | \$30,159 | | \$600 | \$30,759 |
| Zhou, Xiaomin | Financial Services | \$54,750 | \$1,368 | \$600 | \$56,718 |
| Zhuang, Yuan | International Programs | \$47,000 | | \$600 | \$47,600 |
| Ziegler, Carol R. | Veteran Student Center | \$52,071 | | \$600 | \$52,671 |
| Ziegler, Paul M. | Facilities Management | \$51,500 | | \$600 | \$52,100 |

Vote: _____ Yea
_____ Nay

III.C.4.

MISSOURI STATE UNIVERSITY

BE IT RESOLVED by the Board of Governors of Missouri State University that the salary adjustments indicated for Academic employees, as itemized below, are effective February 1, 2021.

| <u>Name</u> | <u>Department</u> | <u>Current Salary</u> | <u>ATB Adjustment</u> | <u>New Salary</u> |
|---------------------------|---|---------------------------|---------------------------|-----------------------|
| Abernathy, Amber R. | Psychology | \$60,295 | \$600 | \$60,895 |
| Adams, Jodie H. | Kinesiology | \$41,779 | \$600 | \$42,379 |
| Adams, Kathryn A. | School of Nursing | \$63,529 | \$600 | \$64,129 |
| Adams, Leigh A. | WP Instruction | \$45,495 | \$600 | \$46,095 |
| Adamson, Reesha M. | Counseling Leadership & Special Ed | \$65,364 | \$600 | \$65,964 |
| Adler, Katherine | Management | \$100,000 | \$600 | \$100,600 |
| Agnew, William J. | Counseling Leadership & Special Ed | \$88,539 | \$600 | \$89,139 |
| Agrawal, Deepti | Information Tech & Cybersecurity | \$124,114 | \$600 | \$124,714 |
| Ahmed, Haydory A. | Economics | \$74,713 | \$600 | \$75,313 |
| Aho, Kyle J. | Music | \$42,602 | \$600 | \$43,202 |
| Aigner, Brandon T. | Reading Foundations & Technology | \$55,000 | \$600 | \$55,600 |
| Ajuwon, Paul M. | Counseling Leadership & Special Ed | \$74,192 | \$600 | \$74,792 |
| Akbar Akhgari, Paria | Philosophy | \$55,000 | \$600 | \$55,600 |
| Albers, Joshua R. | Art & Design | \$54,644 | \$600 | \$55,244 |
| Albin, Craig D. | WP Instruction | \$70,507 | \$600 | \$71,107 |
| Albritton, Michael A. | Management | \$42,602 | \$600 | \$43,202 |
| Allen, Jimmie R. | Art & Design | \$59,592 | \$600 | \$60,192 |
| Allen, Natalie B. | Biomedical Sciences | \$47,172 | \$600 | \$47,772 |
| Alsop-Egbers, Clydette M. | Environmental Plant Science & Natural Resources | \$70,158 | \$600 | \$70,758 |
| Amberg, Richard H. | Media, Journalism & Film | \$62,111 | \$600 | \$62,711 |
| Amidon, Ethan | Criminology | \$71,869 | \$600 | \$72,469 |
| Ammons, Jacynda L. | History | \$43,837 | \$600 | \$44,437 |
| Anderson, Angela L. | Counseling Leadership & Special Ed | \$69,939 | \$600 | \$70,539 |
| Anderson, Jacob D. | Greenwood Lab School | \$42,500 | \$600 | \$43,100 |
| Anderson, Wayne L. | Finance & General Business | \$107,158 | \$600 | \$107,758 |
| Arendell, Telory D. | Theatre & Dance | \$59,988 | \$600 | \$60,588 |
| Argyle, Deidre | Art & Design | \$53,100 | \$600 | \$53,700 |
| Arora, Sonia B. | Communication Sciences & Disorders | \$58,246 | \$600 | \$58,846 |
| Arthaud, Tamara J. | Counseling Leadership & Special Ed | \$86,773 | \$600 | \$87,373 |
| Artman, Amy | Religious Studies | \$36,946 | \$600 | \$37,546 |
| Asay, Nancy L. | Technology & Construction Mgmt | \$49,917 | \$600 | \$50,517 |
| Ashcroft, Paul A. | Accounting | \$132,112 | \$600 | \$132,712 |
| Atkinson, Jamie C. | Reading Foundations & Technology | \$57,217 | \$600 | \$57,817 |
| Ault-Phillips, Jana M. | Finance & General Business | \$48,746 | \$600 | \$49,346 |
| Austin, Rebekah E. | Information Tech & Cybersecurity | \$46,925 | \$600 | \$47,525 |
| Backes, Heidi A. | Modern & Classical Languages | \$61,188 | \$600 | \$61,788 |
| Baggett, Holly A. | History | \$73,196 | \$600 | \$73,796 |

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|------------------------------|---|-----------|-------|-----------|
| Bailey, Sandra L. | Merchandising & Fashion Design | \$71,904 | \$600 | \$72,504 |
| Bajalan, Djene R. | History | \$57,217 | \$600 | \$57,817 |
| Baker, Andrew M. | Childhood Ed & Family Studies | \$57,217 | \$600 | \$57,817 |
| Baker, Sarah J. | Childhood Ed & Family Studies | \$57,217 | \$600 | \$57,817 |
| Barber, Marlin C. | History | \$55,931 | \$600 | \$56,531 |
| Barffour, Antoinette A. | Modern & Classical Languages | \$55,158 | \$600 | \$55,758 |
| Barnes, Ruth E. | Theatre & Dance | \$66,906 | \$600 | \$67,506 |
| Barnett, Joann E. | Mathematics | \$39,906 | \$600 | \$40,506 |
| Barnhart, Miles C. | Biology | \$94,460 | \$600 | \$95,060 |
| Barnhouse, Tamra L. | Greenwood Lab School | \$44,500 | \$600 | \$45,100 |
| Barreda, Albert A. | Hospitality Leadership | \$77,307 | \$600 | \$77,907 |
| Barrier, Tonya B. | Information Tech & Cybersecurity | \$105,561 | \$600 | \$106,161 |
| Barton, Jessica A. | WP Allied Health Division | \$46,500 | \$600 | \$47,100 |
| Bass, Samuel J. | Accounting | \$43,358 | \$600 | \$43,958 |
| Bassett, Damon J. | Geography Geology & Planning | \$49,318 | \$600 | \$49,918 |
| Basu Roy, Subhasree | Economics | \$80,220 | \$600 | \$80,820 |
| Bauman, R I. | Communication | \$64,804 | \$600 | \$65,404 |
| Baumlin, James S. | English | \$96,337 | \$600 | \$96,937 |
| Baynes, Leslie A. | Religious Studies | \$61,359 | \$600 | \$61,959 |
| Beatty, Nick L. | Political Science | \$43,358 | \$600 | \$43,958 |
| Behrend, Bonni A. | Counseling Leadership & Special Ed | \$55,000 | \$600 | \$55,600 |
| Belisle, Jordan | Psychology | \$57,217 | \$600 | \$57,817 |
| Belkhouche, Mohammed Y. | Computer Science | \$86,000 | \$600 | \$86,600 |
| Bell, Angela B. | English | \$56,188 | \$600 | \$56,788 |
| Belshoff, Richard G. | Mathematics | \$85,621 | \$600 | \$86,221 |
| Benedict-Chambers, Amanda M. | Childhood Ed & Family Studies | \$65,364 | \$600 | \$65,964 |
| Benzer, Fatih | Art & Design | \$54,129 | \$600 | \$54,729 |
| Berquist, Charlene A. | Communication | \$87,921 | \$600 | \$88,521 |
| Besara, Tiglet | Physics Astronomy & Materials Science | \$63,392 | \$600 | \$63,992 |
| Bhattacharyya, Gautam | Chemistry | \$65,457 | \$600 | \$66,057 |
| Biagioni, Richard N. | Chemistry | \$86,449 | \$600 | \$87,049 |
| Birdyshaw, Edward L. | WP Instruction | \$55,655 | \$600 | \$56,255 |
| Bishop, Rhonda L. | Childhood Ed & Family Studies | \$43,837 | \$600 | \$44,437 |
| Blackmon, W D. | English | \$106,141 | \$600 | \$106,741 |
| Blansit, Amy C. | Kinesiology | \$43,358 | \$600 | \$43,958 |
| Blanton, Patti A. | Mathematics | \$43,748 | \$600 | \$44,348 |
| Bledsoe, Melissa A. | Environmental Plant Science & Natural Resources | \$70,788 | \$600 | \$71,388 |
| Blevins, Brooks R. | History | \$87,163 | \$600 | \$87,763 |
| Bolyard, Chloe | Childhood Ed & Family Studies | \$57,217 | \$600 | \$57,817 |
| Bonebrake, Tara | Greenwood Lab School | \$47,254 | \$600 | \$47,854 |
| Bosch, Eric | Chemistry | \$100,807 | \$600 | \$101,407 |
| Bourhis, John S. | Communication | \$98,333 | \$600 | \$98,933 |
| Bowe, Laura M. | Biology | \$43,980 | \$600 | \$44,580 |
| Boyd, Carmen | Biomedical Sciences | \$52,051 | \$600 | \$52,651 |
| Boyle, Megan | Counseling Leadership & Special Ed | \$64,388 | \$600 | \$64,988 |
| Boyle, Michael P. | Philosophy | \$47,342 | \$600 | \$47,942 |

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|-----------------------------|---|-----------|-------|-----------|
| Boys, Cathy P. | WP Dean of Acad Affairs Office | \$61,000 | \$600 | \$61,600 |
| Brahnam, S B. | Information Tech & Cybersecurity | \$127,017 | \$600 | \$127,617 |
| Brattin, Ricky L. | Information Tech & Cybersecurity | \$121,335 | \$600 | \$121,935 |
| Brazeal, LeAnn M. | Communication | \$63,349 | \$600 | \$63,949 |
| Brescia, Lisa M. | Theatre & Dance | \$54,129 | \$600 | \$54,729 |
| Breyfogle, Bryan E. | Chemistry | \$87,000 | \$600 | \$87,600 |
| Brinson, Sabrina A. | Childhood Ed & Family Studies | \$76,226 | \$600 | \$76,826 |
| Broaddus, Marilyn A. | Greenwood Lab School | \$42,654 | \$600 | \$43,254 |
| Brodeur, Amanda C. | Biomedical Sciences | \$65,502 | \$600 | \$66,102 |
| Brooks, James P. | Biomedical Sciences | \$55,000 | \$600 | \$55,600 |
| Brown, Michele A. | Social Work | \$54,000 | \$600 | \$54,600 |
| Brown, Orville G. | Counseling Leadership & Special Ed | \$81,090 | \$600 | \$81,690 |
| Bryant, Emery L. | Kinesiology | \$42,000 | \$600 | \$42,600 |
| Bunn, Roger | Mathematics | \$44,867 | \$600 | \$45,467 |
| Burch, Abby R. | Greenwood Lab School | \$44,190 | \$600 | \$44,790 |
| Burge, Sara J. | English | \$43,161 | \$600 | \$43,761 |
| Burkland, Jessica L. | Management | \$43,837 | \$600 | \$44,437 |
| Burton, Michael G. | Environmental Plant Science & Natural Resources | \$76,666 | \$600 | \$77,266 |
| Burton, Richard L. | Information Tech & Cybersecurity | \$41,884 | \$600 | \$42,484 |
| Busdieker-Jesse, Nichole L. | Agribusiness, Ag Ed & Communications | \$54,500 | \$600 | \$55,100 |
| Bushman, Barbara A. | Kinesiology | \$98,903 | \$600 | \$99,503 |
| Butcher, Deana R. | Communication | \$41,779 | \$600 | \$42,379 |
| Buyurgan, Nebil | Technology & Construction Mgmt | \$106,515 | \$600 | \$107,115 |
| Cadle, Lanette L. | English | \$64,677 | \$600 | \$65,277 |
| Cafagna, Marcus S. | English | \$62,801 | \$600 | \$63,401 |
| Calihman, Matthew S. | English | \$67,115 | \$600 | \$67,715 |
| Cameron, James S. | Music | \$60,345 | \$600 | \$60,945 |
| Campbell, Lacey | WP Allied Health Division | \$50,000 | \$600 | \$50,600 |
| Carden-Jessen, Melanie E. | Geography Geology & Planning | \$41,779 | \$600 | \$42,379 |
| Cardin, Ashlea D. | Occupational Therapy | \$87,505 | \$600 | \$88,105 |
| Carr, Judy L. | WP Instruction | \$55,607 | \$600 | \$56,207 |
| Carr, Sylvia | Mathematics | \$46,378 | \$600 | \$46,978 |
| Carr, W D. | Public Health & Sports Medicine | \$71,924 | \$600 | \$72,524 |
| Carter, Shelley L. | School of Nursing | \$64,813 | \$600 | \$65,413 |
| Casey, Lisa R. | Music | \$68,789 | \$600 | \$69,389 |
| Cathey, Christie L. | Psychology | \$62,041 | \$600 | \$62,641 |
| Caton, Barbara A. | WP Allied Health Division | \$64,156 | \$600 | \$64,756 |
| Cemore Brigden, Joanna J. | Childhood Ed & Family Studies | \$63,004 | \$600 | \$63,604 |
| Cerdas Cisneros, Maria | Modern & Classical Languages | \$54,129 | \$600 | \$54,729 |
| Chamberlin, Michael W. | Kinesiology | \$42,000 | \$600 | \$42,600 |
| Chang, Chih-Cheng E. | Finance & General Business | \$135,699 | \$600 | \$136,299 |
| Chang, Ching-Wen | Reading Foundations & Technology | \$71,807 | \$600 | \$72,407 |
| Chapman, Carol L. | Music | \$62,183 | \$600 | \$62,783 |
| Chaston, Joel D. | English | \$76,354 | \$600 | \$76,954 |
| Chen, Qiang | Social Work | \$57,217 | \$600 | \$57,817 |
| Chenoweth, Amelia M. | Counseling Leadership & Special Ed | \$47,367 | \$600 | \$47,967 |

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|------------------------------|---------------------------------------|-----------|-------|-----------|
| Choi, Jung | Music | \$51,000 | \$600 | \$51,600 |
| Choi, Minju | Music | \$54,644 | \$600 | \$55,244 |
| Christian, McCall E. | Public Health & Sports Medicine | \$60,000 | \$600 | \$60,600 |
| Chuchiak, John F. | History | \$90,079 | \$600 | \$90,679 |
| Claborn, David M. | Public Health & Sports Medicine | \$86,720 | \$600 | \$87,320 |
| Clark, Ronald A. | Marketing | \$126,512 | \$600 | \$127,112 |
| Clayton, Michael | Psychology | \$64,923 | \$600 | \$65,523 |
| Cline, Andrew R. | Media, Journalism & Film | \$71,516 | \$600 | \$72,116 |
| Closser, Cole B. | Art & Design | \$54,150 | \$600 | \$54,750 |
| Cobos, Liza M. | Hospitality Leadership | \$72,655 | \$600 | \$73,255 |
| Cohen Ioannides, Mara W. | English | \$45,210 | \$600 | \$45,810 |
| Coleman, Joshua | Marketing | \$118,968 | \$600 | \$119,568 |
| Collins, Christopher | Communication | \$53,100 | \$600 | \$53,700 |
| Coltharp, Allison R. | Communication | \$44,855 | \$600 | \$45,455 |
| Coltharp, Joel W. | English | \$41,779 | \$600 | \$42,379 |
| Conner, Karla D. | School of Nursing | \$63,784 | \$600 | \$64,384 |
| Corcoran, Deborah B. | Geography Geology & Planning | \$51,978 | \$600 | \$52,578 |
| Cornelison, David M. | Physics Astronomy & Materials Science | \$96,792 | \$600 | \$97,392 |
| Cornelius-White, Jeffrey H. | Counseling Leadership & Special Ed | \$78,999 | \$600 | \$79,599 |
| Correll, Pamela | Reading Foundations & Technology | \$57,217 | \$600 | \$57,817 |
| Cotter, Kirsten M. | WP Allied Health Division | \$49,218 | \$600 | \$49,818 |
| Cox, Nora F. | Communication | \$43,553 | \$600 | \$44,153 |
| Crowder, Rebecca J. | Greenwood Lab School | \$43,890 | \$600 | \$44,490 |
| Cui, Yue | Mathematics | \$62,500 | \$600 | \$63,100 |
| Curry, Natalie A. | Social Work | \$45,150 | \$600 | \$45,750 |
| Curtis, Scott M. | Chemistry | \$36,118 | \$600 | \$36,718 |
| Czyzniejewski, Michael G. | English | \$61,077 | \$600 | \$61,677 |
| Daehn, Ann Marie | Music | \$61,077 | \$600 | \$61,677 |
| Dalton, Tracy L. | English | \$44,665 | \$600 | \$45,265 |
| Daniel, Todd E. | Information Tech & Cybersecurity | \$45,620 | \$600 | \$46,220 |
| Daoust, Mario | Geography Geology & Planning | \$57,363 | \$600 | \$57,963 |
| Daugherty, Timothy K. | Psychology | \$102,562 | \$600 | \$103,162 |
| Davies, Caitlin | Political Science | \$57,000 | \$600 | \$57,600 |
| Davis, Tammi R. | Childhood Ed & Family Studies | \$57,217 | \$600 | \$57,817 |
| DeBode, Jason D. | Management | \$123,165 | \$600 | \$123,765 |
| Denton, Melinda L. | WP Instruction | \$49,532 | \$600 | \$50,132 |
| Derezotes, Dennette M. | Social Work | \$42,000 | \$600 | \$42,600 |
| DeVore, Natasha M. | Chemistry | \$58,500 | \$600 | \$59,100 |
| Dicke, Crystal D. | Library | \$48,924 | \$600 | \$49,524 |
| Dicke, Thomas S. | History | \$76,926 | \$600 | \$77,526 |
| Dieterich, Alyssa A. | School of Nursing | \$59,000 | \$600 | \$59,600 |
| Dillon, Randy K. | Communication | \$86,948 | \$600 | \$87,548 |
| Dimond, Jack E. | Media, Journalism & Film | \$46,292 | \$600 | \$46,892 |
| Do, Ngoc T. | Mathematics | \$59,500 | \$600 | \$60,100 |
| Dollar, Susan C. | Social Work | \$89,750 | \$600 | \$90,350 |
| Dudash-Buskirk, Elizabeth A. | Communication | \$63,870 | \$600 | \$64,470 |

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|----------------------------------|---------------------------------------|-----------|-------|-----------|
| Durham, Paul L. | Biology | \$142,804 | \$600 | \$143,404 |
| Dyer, Samuel C. | Communication | \$64,804 | \$600 | \$65,404 |
| Echols, Leslie | Psychology | \$63,854 | \$600 | \$64,454 |
| Ekstam, Keith A. | Art & Design | \$84,280 | \$600 | \$84,880 |
| Ellickson, Mark C. | Political Science | \$76,438 | \$600 | \$77,038 |
| Elliott, Jessica M. | History | \$57,731 | \$600 | \$58,331 |
| English, Catherine M. | English | \$62,445 | \$600 | \$63,045 |
| Entlicher-Stewart, Ronda S. | School of Nursing | \$65,000 | \$600 | \$65,600 |
| Estrella, Ana I. | WP Instruction | \$43,567 | \$600 | \$44,167 |
| Evans, Kevin R. | Geography Geology & Planning | \$77,474 | \$600 | \$78,074 |
| Evans, Krista M. | Geography Geology & Planning | \$58,761 | \$600 | \$59,361 |
| Faa, Balazs | Art & Design | \$40,000 | \$600 | \$40,600 |
| Fallone, Melissa D. | Psychology | \$60,653 | \$600 | \$61,253 |
| Fearing, Cory A. | Greenwood Lab School | \$44,461 | \$600 | \$45,061 |
| Fernandes Guzzo, Renata | Hospitality Leadership | \$71,500 | \$600 | \$72,100 |
| Finch, Kim K. | Counseling Leadership & Special Ed | \$65,222 | \$600 | \$65,822 |
| Finley, Stacie L. | Reading Foundations & Technology | \$55,000 | \$600 | \$55,600 |
| Finn, Debra S. | Biology | \$58,246 | \$600 | \$58,846 |
| Fischer, Donald L. | Psychology | \$74,621 | \$600 | \$75,221 |
| Flanders, Janelle A. | Greenwood Lab School | \$46,492 | \$600 | \$47,092 |
| Flannery, Timothy J. | Economics | \$77,801 | \$600 | \$78,401 |
| Follensbee, Billie J. | Art & Design | \$80,609 | \$600 | \$81,209 |
| Foreman, Elizabeth | Philosophy | \$64,534 | \$600 | \$65,134 |
| Foster, Jeffrey L. | Psychology | \$56,500 | \$600 | \$57,100 |
| Foster, Lyle Q. | Sociology & Anthropology | \$55,158 | \$600 | \$55,758 |
| Foster, Micheal S. | Theatre & Dance | \$66,511 | \$600 | \$67,111 |
| Fraczak, Jacek M. | Art & Design | \$60,734 | \$600 | \$61,334 |
| Franklin, Thomas C. | Communication Sciences & Disorders | \$75,784 | \$600 | \$76,384 |
| Frederick, Dana J. | Management | \$46,746 | \$600 | \$47,346 |
| Friske, Wesley | Marketing | \$121,335 | \$600 | \$121,935 |
| Frodermann, Evan | Physics Astronomy & Materials Science | \$59,790 | \$600 | \$60,390 |
| Galloway, Julie H. | Economics | \$53,028 | \$600 | \$53,628 |
| Galloway, Terrel A. | Economics | \$94,058 | \$600 | \$94,658 |
| Garg, Vinay K. | Management | \$96,865 | \$600 | \$97,465 |
| Garrad, Richard C. | Biomedical Sciences | \$92,874 | \$600 | \$93,474 |
| Garrison, Traci A. | Occupational Therapy | \$72,605 | \$600 | \$73,205 |
| Garrison-Kane, Linda | Counseling Leadership & Special Ed | \$81,607 | \$600 | \$82,207 |
| Garten, Daniel A. | Kinesiology | \$40,000 | \$600 | \$40,600 |
| Gartin, Patrick R. | Criminology | \$84,309 | \$600 | \$84,909 |
| Gattis, Lyn F. | English | \$60,778 | \$600 | \$61,378 |
| Gebken, Richard J. | Technology & Construction Mgmt | \$88,754 | \$600 | \$89,354 |
| Gerasimchuk, Nikolay N. | Chemistry | \$84,076 | \$600 | \$84,676 |
| Gerasimchuk-Djordjevic, Maria N. | Art & Design | \$53,100 | \$600 | \$53,700 |
| Gholson, Martha R. | English | \$54,495 | \$600 | \$55,095 |
| Ghosh, Kartik C. | Physics Astronomy & Materials Science | \$95,329 | \$600 | \$95,929 |
| Gibson, Hugh M. | Kinesiology | \$70,226 | \$600 | \$70,826 |

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|---------------------------|---|-----------|-------|-----------|
| Gibson, Kathryn M. | Greenwood Lab School | \$51,213 | \$600 | \$51,813 |
| Gillam, Kenneth M. | English | \$63,590 | \$600 | \$64,190 |
| Gilmore, Kristy L. | Greenwood Lab School | \$47,254 | \$600 | \$47,854 |
| Given, Mark D. | Religious Studies | \$63,313 | \$600 | \$63,913 |
| Goddard, Stacy E. | Kinesiology | \$56,188 | \$600 | \$56,788 |
| Goering, Daniel D. | Management | \$129,260 | \$600 | \$129,860 |
| Goeringer, Michael E. | Counseling Leadership & Special Ed | \$47,440 | \$600 | \$48,040 |
| Goerndt, Michael | Environmental Plant Science & Natural Resources | \$67,594 | \$600 | \$68,194 |
| Goodwin, Andrew M. | Art & Design | \$41,779 | \$600 | \$42,379 |
| Gorley, Nicole A. | Biomedical Sciences | \$43,358 | \$600 | \$43,958 |
| Goss, Benjamin D. | Management | \$93,239 | \$600 | \$93,839 |
| Gouzie, Douglas R. | Geography Geology & Planning | \$71,827 | \$600 | \$72,427 |
| Grace-Duran, Jennifer | Greenwood Lab School | \$40,750 | \$600 | \$41,350 |
| Gram, John R. | History | \$44,702 | \$600 | \$45,302 |
| Greene, Brian D. | Biology | \$64,076 | \$600 | \$64,676 |
| Greiner, Douglas E. | Counseling Center | \$39,206 | \$600 | \$39,806 |
| Grigsby, Jamie | Marketing | \$115,000 | \$600 | \$115,600 |
| Grimes, Mark A. | English | \$36,000 | \$600 | \$36,600 |
| Guo, Kanghui | Mathematics | \$88,705 | \$600 | \$89,305 |
| Guo, Xiang | Information Tech & Cybersecurity | \$124,114 | \$600 | \$124,714 |
| Gutierrez, Melida | Geography Geology & Planning | \$82,090 | \$600 | \$82,690 |
| Gutzke, David W. | History | \$91,216 | \$600 | \$91,816 |
| Hadley, Heidi | English | \$55,000 | \$600 | \$55,600 |
| Haggard, Dana L. | Management | \$106,511 | \$600 | \$107,111 |
| Haggard, K S. | Finance & General Business | \$137,414 | \$600 | \$138,014 |
| Hall, Lisa C. | Psychology | \$64,273 | \$600 | \$64,873 |
| Hamm, Randall P. | Music | \$74,964 | \$600 | \$75,564 |
| Hammerschmidt, Melinda M. | Greenwood Lab School | \$41,891 | \$600 | \$42,491 |
| Hammond, Michael R. | Accounting | \$50,562 | \$600 | \$51,162 |
| Hammons, David D. | Marketing | \$41,779 | \$600 | \$42,379 |
| Hamwi, Georg A. | Marketing | \$120,613 | \$600 | \$121,213 |
| Harbaugh, Adam P. | Mathematics | \$64,499 | \$600 | \$65,099 |
| Hard, Jennifer C. | Theatre & Dance | \$53,000 | \$600 | \$53,600 |
| Harper, Kristin | Modern & Classical Languages | \$44,000 | \$600 | \$44,600 |
| Hart, James J. | WP Instruction | \$51,212 | \$600 | \$51,812 |
| Hart, Laura B. | Sociology & Anthropology | \$55,158 | \$600 | \$55,758 |
| Harvey, Michelle D. | Theatre & Dance | \$51,000 | \$600 | \$51,600 |
| Harwood, William H. | Philosophy | \$55,158 | \$600 | \$55,758 |
| Hass, Aida Y. | Criminology | \$85,276 | \$600 | \$85,876 |
| Hatz, Kirsten A. | Kinesiology | \$46,030 | \$600 | \$46,630 |
| Hausback, Jason M. | Music | \$61,077 | \$600 | \$61,677 |
| Havlin, Tiffany S. | Social Work | \$45,150 | \$600 | \$45,750 |
| Hays, David R. | Music | \$74,213 | \$600 | \$74,813 |
| Heinlein, Kurt G. | Theatre & Dance | \$76,381 | \$600 | \$76,981 |
| Heitger, Lester E. | Accounting | \$138,066 | \$600 | \$138,666 |
| Hellman, Andrea B. | English | \$62,346 | \$600 | \$62,946 |

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|----------------------------|---|-----------|-------|-----------|
| Hellman, Daniel S. | Music | \$64,571 | \$600 | \$65,171 |
| Henary, Sara | Political Science | \$56,183 | \$600 | \$56,783 |
| Henke, Jane A. | Counseling Center | \$43,000 | \$600 | \$43,600 |
| Hermans, Charles M. | Marketing | \$117,614 | \$600 | \$118,214 |
| Herr, Christopher J. | Theatre & Dance | \$76,195 | \$600 | \$76,795 |
| Herring, Sean C. | English | \$55,673 | \$600 | \$56,273 |
| Herring, Tara K. | Biology | \$39,175 | \$600 | \$39,775 |
| Heyboer, Jill L. | Music | \$68,789 | \$600 | \$69,389 |
| Hiebert, Lindsey A. | Communication Sciences & Disorders | \$62,000 | \$600 | \$62,600 |
| High, Brian D. | Chemistry | \$46,085 | \$600 | \$46,685 |
| Hill, Lindsay D. | WP Allied Health Division | \$56,362 | \$600 | \$56,962 |
| Hiller, Jokima L. | Hospitality Leadership | \$72,655 | \$600 | \$73,255 |
| Hines, Christopher S. | Accounting | \$134,646 | \$600 | \$135,246 |
| Hines, James N. | Accounting | \$47,851 | \$600 | \$48,451 |
| Hobbs, Lora J. | Religious Studies | \$50,062 | \$600 | \$50,662 |
| Hoegeman, Catherine H. | Sociology & Anthropology | \$59,942 | \$600 | \$60,542 |
| Hoelscher, Carrisa | Communication | \$53,100 | \$600 | \$53,700 |
| Hoelscher, Seth | Finance & General Business | \$129,260 | \$600 | \$129,860 |
| Hogans, Azaria R. | Theatre & Dance | \$53,000 | \$600 | \$53,600 |
| Holladay, Holly W. | Media, Journalism & Film | \$54,129 | \$600 | \$54,729 |
| Hollibaugh, Casey I. | Kinesiology | \$54,000 | \$600 | \$54,600 |
| Homburg, Andrew H. | Music | \$62,183 | \$600 | \$62,783 |
| Hong, Hye-Jung | Music | \$59,335 | \$600 | \$59,935 |
| Hopper, Tina-Maria | Biology | \$41,718 | \$600 | \$42,318 |
| Horine, Debbie L. | School of Nursing | \$65,000 | \$600 | \$65,600 |
| Hornsby-Gutting, Angela M. | History | \$77,351 | \$600 | \$77,951 |
| Horton III, Leonard B. | Media, Journalism & Film | \$54,140 | \$600 | \$54,740 |
| Hough, Lyon H. | Biomedical Sciences | \$67,437 | \$600 | \$68,037 |
| Howard, Jason A. | Communication | \$41,779 | \$600 | \$42,379 |
| Howell, Marcus J. | Art & Design | \$56,290 | \$600 | \$56,890 |
| Howerton, Phillip | WP Instruction | \$58,306 | \$600 | \$58,906 |
| Hu, Shouchuan | Mathematics | \$97,504 | \$600 | \$98,104 |
| Huang, Shyang | Physics Astronomy & Materials Science | \$77,240 | \$600 | \$77,840 |
| Hubbard, Kevin M. | Technology & Construction Mgmt | \$92,483 | \$600 | \$93,083 |
| Huddleston, Carla J. | WP Allied Health Division | \$60,152 | \$600 | \$60,752 |
| Hudson, Danae L. | Psychology | \$74,857 | \$600 | \$75,457 |
| Hudson, Michael B. | Public Health & Sports Medicine | \$79,479 | \$600 | \$80,079 |
| Hughes, Joseph J. | Modern & Classical Languages | \$75,828 | \$600 | \$76,428 |
| Hughes, Kevin W. | Art & Design | \$60,050 | \$600 | \$60,650 |
| Hulett, Michelle J. | College of Business | \$55,581 | \$600 | \$56,181 |
| Hulgus, Joseph F. | Counseling Leadership & Special Ed | \$70,707 | \$600 | \$71,307 |
| Hulme, Amy E. | Biomedical Sciences | \$58,349 | \$600 | \$58,949 |
| Hunter, Anne Marie B. | Biomedical Sciences | \$67,983 | \$600 | \$68,583 |
| Hutter, James B. | Agribusiness, Ag Ed & Communications | \$70,095 | \$600 | \$70,695 |
| Hwang, Chin-Feng | Environmental Plant Science & Natural Resources | \$86,290 | \$600 | \$86,890 |
| Iantria, Linnea A. | Geography Geology & Planning | \$52,843 | \$600 | \$53,443 |

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|--------------------------|------------------------------------|-----------|-------|-----------|
| Iqbal, Razib | Computer Science | \$88,894 | \$600 | \$89,494 |
| Jackson-Brown, Grace M. | Library | \$66,278 | \$600 | \$66,878 |
| Jamos, Abdullah M. | Communication Sciences & Disorders | \$60,270 | \$600 | \$60,870 |
| Jamrose, Dennis J. | Marketing | \$118,968 | \$600 | \$119,568 |
| Jennings, Bryan C. | Art & Design | \$63,312 | \$600 | \$63,912 |
| John, Judith A. | English | \$72,795 | \$600 | \$73,395 |
| Johnson, David E. | Political Science | \$66,445 | \$600 | \$67,045 |
| Johnson, Emlyn P. | Music | \$41,779 | \$600 | \$42,379 |
| Johnson, Richard A. | Information Tech & Cybersecurity | \$107,267 | \$600 | \$107,867 |
| Jolivet, Catherine J. | Art & Design | \$67,352 | \$600 | \$67,952 |
| Jones, Adena D. | Psychology | \$67,305 | \$600 | \$67,905 |
| Jones, Alisha K. | School of Nursing | \$63,867 | \$600 | \$64,467 |
| Jones, Martin P. | Technology & Construction Mgmt | \$84,737 | \$600 | \$85,337 |
| Jones, Steven P. | Reading Foundations & Technology | \$80,601 | \$600 | \$81,201 |
| Jordan, Linda S. | English | \$39,108 | \$600 | \$39,708 |
| Joswick, David S. | Technology & Construction Mgmt | \$78,010 | \$600 | \$78,610 |
| Jutla, Rajinder S. | Geography Geology & Planning | \$74,070 | \$600 | \$74,670 |
| Kaatz, James B. | Political Science | \$61,192 | \$600 | \$61,792 |
| Kaf, Wafaa | Communication Sciences & Disorders | \$94,800 | \$600 | \$95,400 |
| Kageyama, Yoshimasa | Hospitality Leadership | \$73,159 | \$600 | \$73,759 |
| Kane, Thomas D. | Psychology | \$79,888 | \$600 | \$80,488 |
| Karanikas, Marianthe V. | English | \$55,105 | \$600 | \$55,705 |
| Kaufman, Daniel A. | Philosophy | \$76,470 | \$600 | \$77,070 |
| Kaula, Radhika | Information Tech & Cybersecurity | \$42,602 | \$600 | \$43,202 |
| Kaula, Rajeev | Information Tech & Cybersecurity | \$118,429 | \$600 | \$119,029 |
| Keith, Renee S. | WP Instruction | \$68,087 | \$600 | \$68,687 |
| Keller, Carl E. | Accounting | \$130,687 | \$600 | \$131,287 |
| Kelts, Christopher M. | Music | \$60,295 | \$600 | \$60,895 |
| Kemp, Paula A. | Mathematics | \$107,466 | \$600 | \$108,066 |
| Kenny, Erin J. | Sociology & Anthropology | \$57,217 | \$600 | \$57,817 |
| Ketter, Daniel M. | Music | \$53,100 | \$600 | \$53,700 |
| Keys, Amanda M. | Social Work | \$63,349 | \$600 | \$63,949 |
| Killion, John K. | Mathematics | \$82,540 | \$600 | \$83,140 |
| Kilmer, Shelby J. | Mathematics | \$84,732 | \$600 | \$85,332 |
| Kim, Junyoung | Kinesiology | \$55,158 | \$600 | \$55,758 |
| Kim, Kyoungtae | Biology | \$72,316 | \$600 | \$72,916 |
| King, Elizabeth K. | Childhood Ed & Family Studies | \$57,217 | \$600 | \$57,817 |
| Kirkland-Ives, Mitzi K. | Art & Design | \$65,136 | \$600 | \$65,736 |
| Kissoon-Charles, La Toya | Biology | \$58,246 | \$600 | \$58,846 |
| Kitheka, Bernard M. | Kinesiology | \$56,702 | \$600 | \$57,302 |
| Kleeschulte, Melanie | Modern & Classical Languages | \$44,352 | \$600 | \$44,952 |
| Knowles, Amy E. | English | \$38,554 | \$600 | \$39,154 |
| Koch, Philippa | Religious Studies | \$56,188 | \$600 | \$56,788 |
| Koerber, Robin L. | Childhood Ed & Family Studies | \$43,837 | \$600 | \$44,437 |
| Koo, Pedro G. | Modern & Classical Languages | \$63,850 | \$600 | \$64,450 |
| Kostic, Bogdan N. | Psychology | \$59,920 | \$600 | \$60,520 |

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|--------------------------------|------------------------------------|-----------|-------|-----------|
| Kotlaja, Marijana | Criminology | \$65,000 | \$600 | \$65,600 |
| Kovacs, Laszlo G. | Biology | \$87,031 | \$600 | \$87,631 |
| Kuiper, Matthew | Religious Studies | \$57,217 | \$600 | \$57,817 |
| Kyle, Jerri L. | Communication | \$43,684 | \$600 | \$44,284 |
| Kyle, Michael J. | Criminology | \$65,000 | \$600 | \$65,600 |
| LaBarr, Cameron F. | Music | \$60,259 | \$600 | \$60,859 |
| Lamouria, Lanya M. | English | \$62,380 | \$600 | \$62,980 |
| Langston, Lisa | Social Work | \$42,000 | \$600 | \$42,600 |
| LaPrade, Jennifer M. | Criminology | \$65,000 | \$600 | \$65,600 |
| Larson, Deborah L. | Media, Journalism & Film | \$63,185 | \$600 | \$63,785 |
| Lazic, Gordana | Communication | \$53,000 | \$600 | \$53,600 |
| Leamy, Diane M. | Criminology | \$49,993 | \$600 | \$50,593 |
| Lee, Kewman | Reading Foundations & Technology | \$57,217 | \$600 | \$57,817 |
| Leinweber, Ashley E. | Political Science | \$63,290 | \$600 | \$63,890 |
| Lewis, Kayla D. | Reading Foundations & Technology | \$58,349 | \$600 | \$58,949 |
| Lewis, Robert T. | Media, Journalism & Film | \$54,129 | \$600 | \$54,729 |
| Li, LinDa | Marketing | \$118,968 | \$600 | \$119,568 |
| Liang, Yating | Kinesiology | \$75,638 | \$600 | \$76,238 |
| Ligon, Day B. | Biology | \$69,704 | \$600 | \$70,304 |
| Liu, Hui | Computer Science | \$89,041 | \$600 | \$89,641 |
| Liu, Siming | Computer Science | \$81,520 | \$600 | \$82,120 |
| Livers, Stefanie D. | Childhood Ed & Family Studies | \$57,217 | \$600 | \$57,817 |
| Llewellyn, John E. | Religious Studies | \$81,866 | \$600 | \$82,466 |
| Lockenvitz, Sarah | Communication Sciences & Disorders | \$59,378 | \$600 | \$59,978 |
| Lombilla, Luis F. | Modern & Classical Languages | \$45,752 | \$600 | \$46,352 |
| Loughary, Jeffrey L. | Modern & Classical Languages | \$43,000 | \$600 | \$43,600 |
| Lowe, Abby N. | Greenwood Lab School | \$43,000 | \$600 | \$43,600 |
| Lowenthal-Hershey, Jennifer M. | Information Tech & Cybersecurity | \$43,837 | \$600 | \$44,437 |
| Luo, Jun | Geography Geology & Planning | \$70,363 | \$600 | \$70,963 |
| Lupfer, Christopher | Biology | \$58,349 | \$600 | \$58,949 |
| Lyman, Sean M. | Art & Design | \$62,647 | \$600 | \$63,247 |
| Mabee, Jonathan | Media, Journalism & Film | \$54,129 | \$600 | \$54,729 |
| Macgregor, Cynthia J. | Counseling Leadership & Special Ed | \$77,579 | \$600 | \$78,179 |
| Madden, Etta M. | English | \$80,002 | \$600 | \$80,602 |
| Maher, Sean P. | Biology | \$62,785 | \$600 | \$63,385 |
| Maimone, Luciane L. | Modern & Classical Languages | \$54,129 | \$600 | \$54,729 |
| Mainali, Raju | Information Tech & Cybersecurity | \$70,000 | \$600 | \$70,600 |
| Malega, Ronald W. | Geography Geology & Planning | \$66,339 | \$600 | \$66,939 |
| Mantie-Kozlowski, Alana R. | Communication Sciences & Disorders | \$70,267 | \$600 | \$70,867 |
| Maples, Carol J. | Theatre & Dance | \$67,769 | \$600 | \$68,369 |
| Martin, Jill R. | Greenwood Lab School | \$48,499 | \$600 | \$49,099 |
| Martin, Judith E. | Modern & Classical Languages | \$69,259 | \$600 | \$69,859 |
| Martinez, Blanca J. | Modern & Classical Languages | \$55,056 | \$600 | \$55,656 |
| Masterson, Gerald | Kinesiology | \$85,782 | \$600 | \$86,382 |
| Masterson, Michael R. | Political Science | \$57,000 | \$600 | \$57,600 |
| Matthews, James C. | Counseling Leadership & Special Ed | \$46,174 | \$600 | \$46,774 |

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|-----------------------|---|-----------|-------|-----------|
| Mbanga, Cedric Tresor | Finance & General Business | \$129,260 | \$600 | \$129,860 |
| McClain, William E. | Environmental Plant Science & Natural Resources | \$66,747 | \$600 | \$67,347 |
| McCollom, Jason | WP Instruction | \$50,173 | \$600 | \$50,773 |
| McEntee, Jay | Biology | \$60,000 | \$600 | \$60,600 |
| McGee, Adam L. | Animal Science | \$60,000 | \$600 | \$60,600 |
| McIntyre, Stephen L. | History | \$73,196 | \$600 | \$73,796 |
| McKay, Matthew P. | Geography Geology & Planning | \$59,775 | \$600 | \$60,375 |
| McLean, Annice H. | Reading Foundations & Technology | \$48,477 | \$600 | \$49,077 |
| Meadows, William C. | Sociology & Anthropology | \$78,694 | \$600 | \$79,294 |
| Meek, Russell K. | Finance & General Business | \$48,701 | \$600 | \$49,301 |
| Meints, Gary A. | Chemistry | \$63,462 | \$600 | \$64,062 |
| Mellors, Sarah C. | History | \$58,246 | \$600 | \$58,846 |
| Merrigan, Michael W. | Management | \$94,218 | \$600 | \$94,818 |
| Metcalf, Holly V. | Communication Sciences & Disorders | \$45,752 | \$600 | \$46,352 |
| Metzker, Helena P. | Chemistry | \$41,215 | \$600 | \$41,815 |
| Miao, Xin | Geography Geology & Planning | \$70,642 | \$600 | \$71,242 |
| Michelfelder, Gary | Geography Geology & Planning | \$64,770 | \$600 | \$65,370 |
| Mickus, Kevin L. | Geography Geology & Planning | \$94,820 | \$600 | \$95,420 |
| Millana, Jocelyn B. | Media, Journalism & Film | \$54,129 | \$600 | \$54,729 |
| Miller, Carol J. | Finance & General Business | \$123,066 | \$600 | \$123,666 |
| Miller, F T. | History | \$76,690 | \$600 | \$77,290 |
| Mills, Bradley W. | Physics Astronomy & Materials Science | \$45,000 | \$600 | \$45,600 |
| Mirza, Babur S. | Biology | \$60,819 | \$600 | \$61,419 |
| Mitchell, D W. | Psychology | \$69,094 | \$600 | \$69,694 |
| Mitchell, David M. | Economics | \$91,349 | \$600 | \$91,949 |
| Mitra, Mahua B. | Economics | \$94,974 | \$600 | \$95,574 |
| Mitra, Saibal | Physics Astronomy & Materials Science | \$80,019 | \$600 | \$80,619 |
| Mitts, Maryann | Kinesiology | \$54,000 | \$600 | \$54,600 |
| Montileone, Amanda N. | Greenwood Lab School | \$41,000 | \$600 | \$41,600 |
| Morgan, Michelle M. | History | \$63,311 | \$600 | \$63,911 |
| Morris, Eric R. | Communication | \$67,929 | \$600 | \$68,529 |
| Morris, Taleyna M. | Communication | \$42,637 | \$600 | \$43,237 |
| Morrison, Kathleen B. | WP Instruction | \$71,485 | \$600 | \$72,085 |
| Morrison, Martin T. | Music | \$42,653 | \$600 | \$43,253 |
| Morrison, Sarah J. | Physics Astronomy & Materials Science | \$61,000 | \$600 | \$61,600 |
| Moser, Linda T. | College of Arts & Letters | \$69,883 | \$600 | \$70,483 |
| Mowrey, Sascha C. | Childhood Ed & Family Studies | \$57,217 | \$600 | \$57,817 |
| Muchnick, Amy F. | Music | \$67,095 | \$600 | \$67,695 |
| Mueller, Stephen L. | Management | \$118,968 | \$600 | \$119,568 |
| Murphy, Lindsey M. | Childhood Ed & Family Studies | \$55,000 | \$600 | \$55,600 |
| Murray, Michael F. | Music | \$71,525 | \$600 | \$72,125 |
| Murray, Sarah E. | Biomedical Sciences | \$47,345 | \$600 | \$47,945 |
| Murvin, Jennifer L. | English | \$43,452 | \$600 | \$44,052 |
| Naegle, J Conrad | Accounting | \$134,406 | \$600 | \$135,006 |
| Neely, Jeremy C. | History | \$58,246 | \$600 | \$58,846 |
| Neff, Carla D. | WP Allied Health Division | \$43,868 | \$600 | \$44,468 |

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|-----------------------------|--------------------------------------|-----------|-------|-----------|
| Nelson, Eric W. | History | \$82,222 | \$600 | \$82,822 |
| Nelson, Jacob A. | Technology & Construction Mgmt | \$61,500 | \$600 | \$62,100 |
| Nelson, Jessica A. | Counseling Leadership & Special Ed | \$55,000 | \$600 | \$55,600 |
| Nelson, Oana | Mathematics | \$40,000 | \$600 | \$40,600 |
| Nelson, Walt A. | Finance & General Business | \$101,189 | \$600 | \$101,789 |
| Newman, Jonathan M. | English | \$54,129 | \$600 | \$54,729 |
| Newman, Mary C. | Psychology | \$64,777 | \$600 | \$65,377 |
| Nixon, Sarah B. | Reading Foundations & Technology | \$71,937 | \$600 | \$72,537 |
| Novakowski, Julia T. | Reading Foundations & Technology | \$55,000 | \$600 | \$55,600 |
| Novik, Melinda G. | Public Health & Sports Medicine | \$64,421 | \$600 | \$65,021 |
| Novotny, Daniela | Biomedical Sciences | \$46,500 | \$600 | \$47,100 |
| Nugent, Pauline | Modern & Classical Languages | \$75,964 | \$600 | \$76,564 |
| Obafemi-Ajayi, Tayo | Cooperative Engineering Program | \$76,257 | \$600 | \$76,857 |
| Olsen, Reed N. | Economics | \$96,943 | \$600 | \$97,543 |
| Ondetti, Gabriel A. | Political Science | \$71,020 | \$600 | \$71,620 |
| Ongaga, Kennedy O. | Counseling Leadership & Special Ed | \$62,363 | \$600 | \$62,963 |
| Onyango, Benjamin M. | Agribusiness, Ag Ed & Communications | \$75,695 | \$600 | \$76,295 |
| Oram, Samuel J. | Music | \$44,000 | \$600 | \$44,600 |
| Oyenyi, Bukola | History | \$62,111 | \$600 | \$62,711 |
| Palacios-Valladares, Indira | Political Science | \$61,026 | \$600 | \$61,626 |
| Paliliunas, Dana C. | Psychology | \$56,045 | \$600 | \$56,645 |
| Panzer, Sarah J. | History | \$56,188 | \$600 | \$56,788 |
| Parsons, James | Music | \$81,346 | \$600 | \$81,946 |
| Patterson, Paula K. | Music | \$64,151 | \$600 | \$64,751 |
| Patton, Marciann | Technology & Construction Mgmt | \$50,502 | \$600 | \$51,102 |
| Pavlovsky, Robert T. | Geography Geology & Planning | \$96,420 | \$600 | \$97,020 |
| Paxton, Mark A. | Media, Journalism & Film | \$75,717 | \$600 | \$76,317 |
| Payne, Ashley N. | Psychology | \$55,000 | \$600 | \$55,600 |
| Payne, Richard T. | Music | \$62,729 | \$600 | \$63,329 |
| Pearman, Cathy J. | Reading Foundations & Technology | \$87,177 | \$600 | \$87,777 |
| Peddle, Zipporah C. | Theatre & Dance | \$44,000 | \$600 | \$44,600 |
| Percival, Michael E. | Greenwood Lab School | \$44,000 | \$600 | \$44,600 |
| Perkins, David R. | Geography Geology & Planning | \$59,275 | \$600 | \$59,875 |
| Pervukhin, Eric | Art & Design | \$84,402 | \$600 | \$85,002 |
| Peters, Grant S. | Music | \$79,054 | \$600 | \$79,654 |
| Peterson II, James P. | Technology & Construction Mgmt | \$80,000 | \$600 | \$80,600 |
| Peterson, Dane K. | Information Tech & Cybersecurity | \$94,606 | \$600 | \$95,206 |
| Pfeil, Timothy M. | Greenwood Lab School | \$41,548 | \$600 | \$42,148 |
| Pham, Courtney T. | Marketing | \$45,974 | \$600 | \$46,574 |
| Phelps, Quinton | Biology | \$61,000 | \$600 | \$61,600 |
| Phillips, Gary L. | WP Instruction | \$61,438 | \$600 | \$62,038 |
| Philpot, James D. | Finance & General Business | \$127,836 | \$600 | \$128,436 |
| Piccolo, Diana L. | Childhood Ed & Family Studies | \$63,698 | \$600 | \$64,298 |
| Pierson, Carly C. | Marketing | \$42,602 | \$600 | \$43,202 |
| Pierson, Matthew C. | Cooperative Engineering Program | \$82,544 | \$600 | \$83,144 |
| Piland, Deborah K. | Biomedical Sciences | \$63,000 | \$600 | \$63,600 |

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|-------------------------------|---|-----------|-------|-----------|
| Pinnon, Alex D. | WP Instruction | \$41,707 | \$600 | \$42,307 |
| Pippa, Cristina M. | Media, Journalism & Film | \$41,779 | \$600 | \$42,379 |
| Plisco, Erin E. | Music | \$53,100 | \$600 | \$53,700 |
| Poulette, Jacob C. | WP Instruction | \$49,479 | \$600 | \$50,079 |
| Powell, Sara M. | Kinesiology | \$56,188 | \$600 | \$56,788 |
| Prakash, Puneet | Finance & General Business | \$134,406 | \$600 | \$135,006 |
| Prescott, John S. | Music | \$87,121 | \$600 | \$87,721 |
| Price, Debra A. | Childhood Ed & Family Studies | \$44,427 | \$600 | \$45,027 |
| Priest, Frank A. | WP Instruction | \$60,402 | \$600 | \$61,002 |
| Pulley, Kathy J. | Religious Studies | \$109,572 | \$600 | \$110,172 |
| Pulleyking, Micki A. | Religious Studies | \$51,113 | \$600 | \$51,713 |
| Putzu, Vadim | Religious Studies | \$59,045 | \$600 | \$59,645 |
| Pybas, Kevin M. | Political Science | \$64,007 | \$600 | \$64,607 |
| Qiao, Yuhua | Political Science | \$76,546 | \$600 | \$77,146 |
| Qiu, Wenping | Environmental Plant Science & Natural Resources | \$85,671 | \$600 | \$86,271 |
| Qiu, Xiaomin | Geography Geology & Planning | \$69,149 | \$600 | \$69,749 |
| Quinn, Nathaniel E. | Counseling Leadership & Special Ed | \$51,996 | \$600 | \$52,596 |
| Rabon, John S. | Economics | \$51,637 | \$600 | \$52,237 |
| Ragan, Gay A. | Mathematics | \$73,610 | \$600 | \$74,210 |
| Rainville, Megan A. | Finance & General Business | \$133,500 | \$600 | \$134,100 |
| Rast, Rebecca L. | Marketing | \$118,968 | \$600 | \$119,568 |
| Rather, Sheila M. | WP Allied Health Division | \$46,500 | \$600 | \$47,100 |
| Ravenscraft, Julia K. | Accounting | \$43,358 | \$600 | \$43,958 |
| Raza, Muhammad H. | Childhood Ed & Family Studies | \$55,000 | \$600 | \$55,600 |
| Rebaza-Vasquez, Jorge L. | College of Natl & App Science | \$85,160 | \$600 | \$85,760 |
| Rector, Paula K. | Criminology | \$49,571 | \$600 | \$50,171 |
| Redd, Emmett R. | Physics Astronomy & Materials Science | \$83,414 | \$600 | \$84,014 |
| Reed, Michael D. | Physics Astronomy & Materials Science | \$85,095 | \$600 | \$85,695 |
| Reid, Leslie F. | Mathematics | \$97,748 | \$600 | \$98,348 |
| Reinis, Austra | Religious Studies | \$70,275 | \$600 | \$70,875 |
| Richter, Mark M. | Chemistry | \$90,011 | \$600 | \$90,611 |
| Rico, Cyren M. | Chemistry | \$58,761 | \$600 | \$59,361 |
| Rimal, Arbindra | Agribusiness, Ag Ed & Communications | \$95,887 | \$600 | \$96,487 |
| Roam, Kimberly J. | Childhood Ed & Family Studies | \$47,437 | \$600 | \$48,037 |
| Roberts, Hillary L. | Biomedical Sciences | \$60,304 | \$600 | \$60,904 |
| Roberts, Jenifer J. | Merchandising & Fashion Design | \$67,501 | \$600 | \$68,101 |
| Rodriguez de la Vega, Vanessa | Modern & Classical Languages | \$62,299 | \$600 | \$62,899 |
| Rogers, Lori E. | English | \$43,307 | \$600 | \$43,907 |
| Rogers, Mark W. | Mathematics | \$79,750 | \$600 | \$80,350 |
| Rohr, Ami D. | School of Nursing | \$59,000 | \$600 | \$59,600 |
| Romano, David | Political Science | \$81,710 | \$600 | \$82,310 |
| Rongali, Sharath | WP Instruction | \$47,851 | \$600 | \$48,451 |
| Rost, Ann D. | Psychology | \$73,776 | \$600 | \$74,376 |
| Rothschild, Philip C. | Management | \$98,569 | \$600 | \$99,169 |
| Rovey, Charles W. | Geography Geology & Planning | \$80,169 | \$600 | \$80,769 |
| Rudnick, Dennis L. | Reading Foundations & Technology | \$55,000 | \$600 | \$55,600 |

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|---------------------------|---|-----------|-------|-----------|
| Rugutt, Joseph | WP Instruction | \$68,679 | \$600 | \$69,279 |
| Russell, Avery L. | Biology | \$60,000 | \$600 | \$60,600 |
| Russell, Dasha L. | WP Instruction | \$44,568 | \$600 | \$45,168 |
| Russell, Regina M. | Social Work | \$47,880 | \$600 | \$48,480 |
| Sakidja, Ridwan | Physics Astronomy & Materials Science | \$80,827 | \$600 | \$81,427 |
| Sandel, William L. | Criminology | \$65,000 | \$600 | \$65,600 |
| Saquer, Jamil M. | Computer Science | \$91,561 | \$600 | \$92,161 |
| Sauer, Aaron D. | Technology & Construction Mgmt | \$88,093 | \$600 | \$88,693 |
| Saunders, Georgianna L. | Biology | \$66,157 | \$600 | \$66,757 |
| Saxon, Caryn E. | Criminology | \$47,854 | \$600 | \$48,454 |
| Schaefer, Allen D. | Marketing | \$118,165 | \$600 | \$118,765 |
| Schaefer, Weirong Y. | Modern & Classical Languages | \$46,037 | \$600 | \$46,637 |
| Schick, G A. | Chemistry | \$103,765 | \$600 | \$104,365 |
| Schmalzbauer, John | Religious Studies | \$88,614 | \$600 | \$89,214 |
| Schmelzle, George D. | Accounting | \$125,965 | \$600 | \$126,565 |
| Schoeben, Melissa A. | Biology | \$39,000 | \$600 | \$39,600 |
| Schotthofer, Melissa J. | Childhood Ed & Family Studies | \$47,797 | \$600 | \$48,397 |
| Scott, Matthew R. | College of Education-Education Advisement | \$36,221 | \$600 | \$36,821 |
| Scott, Patrick G. | Political Science | \$83,745 | \$600 | \$84,345 |
| Scott, Shari L. | Counseling Leadership & Special Ed | \$44,702 | \$600 | \$45,302 |
| Scott, Vicky L. | Music | \$41,779 | \$600 | \$42,379 |
| Scroggins, Wesley A. | Management | \$108,122 | \$600 | \$108,722 |
| Seawright, Leslie E. | English | \$59,129 | \$600 | \$59,729 |
| Seay, Travis L. | History | \$57,000 | \$600 | \$57,600 |
| Sedaghat-Herati, Reza | Chemistry | \$89,952 | \$600 | \$90,552 |
| Sells, Patrick R. | Information Tech & Cybersecurity | \$44,315 | \$600 | \$44,915 |
| Senger, Steven | Mathematics | \$64,309 | \$600 | \$64,909 |
| Seo, Jin A. | Art & Design | \$53,100 | \$600 | \$53,700 |
| Setzer, Shelby M. | Greenwood Lab School | \$38,015 | \$600 | \$38,615 |
| Sexton, Randall S. | Information Tech & Cybersecurity | \$122,187 | \$600 | \$122,787 |
| Shade, Maria L. | School of Nursing | \$63,784 | \$600 | \$64,384 |
| Shah, Kishor | Mathematics | \$82,996 | \$600 | \$83,596 |
| Shain, Ralph E. | Philosophy | \$60,399 | \$600 | \$60,999 |
| Shand-Hawkins, Carolyn H. | Mathematics | \$40,183 | \$600 | \$40,783 |
| Shao, Feibo | Management | \$118,968 | \$600 | \$119,568 |
| Shepard, Jason A. | Sociology & Anthropology | \$42,532 | \$600 | \$43,132 |
| Sherman-Wilkins, Kyler | Sociology & Anthropology | \$57,217 | \$600 | \$57,817 |
| Sherrill, Donna N. | Mathematics | \$42,915 | \$600 | \$43,515 |
| Shi, Yili | English | \$73,956 | \$600 | \$74,556 |
| Shirley, Corinne E. | Modern & Classical Languages | \$45,752 | \$600 | \$46,352 |
| Shoptaugh, Carol F. | Psychology | \$95,612 | \$600 | \$96,212 |
| Shoumikhin, Andrei Y. | Defense & Strategic Studies | \$90,893 | \$600 | \$91,493 |
| Siebert, Matthew R. | Chemistry | \$65,348 | \$600 | \$65,948 |
| Simmers, Christina S. | Marketing | \$126,018 | \$600 | \$126,618 |
| Simmons, Daniel | College of Arts & Letters | \$60,295 | \$600 | \$60,895 |
| Skiba, Jenifer | Marketing | \$118,968 | \$600 | \$119,568 |

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|----------------------------|--------------------------------------|-----------|-------|-----------|
| Skibiski, Barbara J. | School Of Anesthesia | \$107,683 | \$600 | \$108,283 |
| Smith, Amanda L. | Art & Design | \$52,500 | \$600 | \$53,100 |
| Smith, Brenda M. | WP Instruction | \$49,508 | \$600 | \$50,108 |
| Smith, Cara L. | Childhood Ed & Family Studies | \$47,797 | \$600 | \$48,397 |
| Smith, Diane L. | School of Nursing | \$67,000 | \$600 | \$67,600 |
| Smith, Joshua J. | Biomedical Sciences | \$72,844 | \$600 | \$73,444 |
| Smith, Lloyd A. | Computer Science | \$94,395 | \$600 | \$94,995 |
| Snodgrass, Ronald E. | Greenwood Lab School | \$58,349 | \$600 | \$58,949 |
| Sobel, Elizabeth A. | Sociology & Anthropology | \$67,027 | \$600 | \$67,627 |
| Sottile, James | Counseling Leadership & Special Ed | \$83,591 | \$600 | \$84,191 |
| Spates, Stephen | Communication | \$53,100 | \$600 | \$53,700 |
| Stafford, Gary L. | Mathematics | \$44,414 | \$600 | \$45,014 |
| Stalnaker, Jo L. | Information Tech & Cybersecurity | \$42,602 | \$600 | \$43,202 |
| Stanbrough, CaSandra L. | Psychology | \$55,158 | \$600 | \$55,758 |
| Stanton, Rhonda J. | English | \$62,111 | \$600 | \$62,711 |
| Starr, Cathy L. | Merchandising & Fashion Design | \$69,126 | \$600 | \$69,726 |
| Steinle, Erich D. | Chemistry | \$64,367 | \$600 | \$64,967 |
| Stevens, Darcy W. | Music | \$47,025 | \$600 | \$47,625 |
| Storochuk, Allison M. | Music | \$65,601 | \$600 | \$66,201 |
| Strong, John T. | Religious Studies | \$75,905 | \$600 | \$76,505 |
| Stulce, Tara J. | Public Health & Sports Medicine | \$42,602 | \$600 | \$43,202 |
| Su, Wei-Han | Music | \$67,235 | \$600 | \$67,835 |
| Su, Yingcai | Mathematics | \$83,012 | \$600 | \$83,612 |
| Sudbrock, Christine E. | Agribusiness, Ag Ed & Communications | \$59,000 | \$600 | \$59,600 |
| Sukovaty, Lacy D. | Animal Science | \$61,498 | \$600 | \$62,098 |
| Sullivan, Patrick | Mathematics | \$66,467 | \$600 | \$67,067 |
| Sun, Linda R. | Mathematics | \$40,453 | \$600 | \$41,053 |
| Sun, Xingping | Mathematics | \$94,789 | \$600 | \$95,389 |
| Suttmoeller, Michael | Criminology | \$71,964 | \$600 | \$72,564 |
| Swearingen, Rebecca | Reading Foundations & Technology | \$78,807 | \$600 | \$79,407 |
| Tapis, Gregory | Accounting | \$134,406 | \$600 | \$135,006 |
| Tapis, Kanu Priya | Management | \$118,968 | \$600 | \$119,568 |
| Tarbox, Judy D. | English | \$43,000 | \$600 | \$43,600 |
| Tassin, Kerri L. | Accounting | \$130,352 | \$600 | \$130,952 |
| Taylor, Darren S. | Greenwood Lab School | \$46,520 | \$600 | \$47,120 |
| Templer Rodrigues, Abby I. | Sociology & Anthropology | \$57,217 | \$600 | \$57,817 |
| Test, Joan E. | Childhood Ed & Family Studies | \$71,817 | \$600 | \$72,417 |
| Thakur, Rajiv R. | WP Instruction | \$46,975 | \$600 | \$47,575 |
| Thambusamy, Ravi | Information Tech & Cybersecurity | \$124,114 | \$600 | \$124,714 |
| Thomas, Kyle A. | Theatre & Dance | \$51,000 | \$600 | \$51,600 |
| Thomas, Stephanie R. | Cooperative Engineering Program | \$39,653 | \$600 | \$40,253 |
| Thomas, Suneeta | English | \$54,129 | \$600 | \$54,729 |
| Thomas-Tate, Shurita | Communication Sciences & Disorders | \$70,084 | \$600 | \$70,684 |
| Thompson, Chris A. | Music | \$66,205 | \$600 | \$66,805 |
| Thompson, Kip R. | Public Health & Sports Medicine | \$62,023 | \$600 | \$62,623 |
| Thornton, Kristen E. | Accounting | \$46,925 | \$600 | \$47,525 |

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|----------------------------|------------------------------------|----------|-------|----------|
| Timson, Benjamin F. | Biomedical Sciences | \$85,061 | \$600 | \$85,661 |
| Tinkler, Alan S. | English | \$62,000 | \$600 | \$62,600 |
| Tinsley, Tonia E. | Modern & Classical Languages | \$62,445 | \$600 | \$63,045 |
| Tipton, Sara L. | Childhood Ed & Family Studies | \$52,071 | \$600 | \$52,671 |
| Tomasi, Thomas E. | Biology | \$96,792 | \$600 | \$97,392 |
| Towell, Jay | WP Instruction | \$52,120 | \$600 | \$52,720 |
| Trick, Abel J. | WP Instruction | \$54,481 | \$600 | \$55,081 |
| Troche, Julia D. | History | \$56,188 | \$600 | \$56,788 |
| Tsai, Henry | Biomedical Sciences | \$57,217 | \$600 | \$57,817 |
| Turner, John R. | English | \$47,794 | \$600 | \$48,394 |
| Turner, Jon S. | Counseling Leadership & Special Ed | \$64,388 | \$600 | \$64,988 |
| Tuttle, Alisha J. | School of Nursing | \$63,784 | \$600 | \$64,384 |
| Twibell, Andrew D. | Media, Journalism & Film | \$55,200 | \$600 | \$55,800 |
| Udan, Ryan | Biology | \$62,785 | \$600 | \$63,385 |
| Ulbricht, Randi J. | Biomedical Sciences | \$57,217 | \$600 | \$57,817 |
| Uribe-Zarain, Ximena | Counseling Leadership & Special Ed | \$58,349 | \$600 | \$58,949 |
| Van Landuyt, Cathryn A. | Information Tech & Cybersecurity | \$45,784 | \$600 | \$46,384 |
| Van Ornum, Kimberly J. | Mathematics | \$41,828 | \$600 | \$42,428 |
| Visio, Michelle E. | Psychology | \$72,757 | \$600 | \$73,357 |
| Vu, Duat | Art & Design | \$60,357 | \$600 | \$60,957 |
| Wait, D A. | Biology | \$77,708 | \$600 | \$78,308 |
| Walker, Alicia M. | Sociology & Anthropology | \$57,299 | \$600 | \$57,899 |
| Walker, Elizabeth L. | Animal Science | \$76,005 | \$600 | \$76,605 |
| Walker-Pacheco, Suzanne E. | Sociology & Anthropology | \$74,202 | \$600 | \$74,802 |
| Walstrand, Gwen D. | Art & Design | \$72,369 | \$600 | \$72,969 |
| Walters, Heather L. | Communication | \$45,342 | \$600 | \$45,942 |
| Wang, Fei | Chemistry | \$58,349 | \$600 | \$58,949 |
| Wang, Jianjie | Biomedical Sciences | \$65,672 | \$600 | \$66,272 |
| Wang, Weiyang | Media, Journalism & Film | \$62,109 | \$600 | \$62,709 |
| Wang, Yang | Computer Science | \$91,230 | \$600 | \$91,830 |
| Ward, V J. | Childhood Ed & Family Studies | \$49,418 | \$600 | \$50,018 |
| Watson, Margaret K. | Sociology & Anthropology | \$56,188 | \$600 | \$56,788 |
| Weaver, Margaret E. | English | \$75,243 | \$600 | \$75,843 |
| Webb, Gary W. | Animal Science | \$90,729 | \$600 | \$91,329 |
| Wehrman, Erin C. | Communication | \$53,100 | \$600 | \$53,700 |
| West, Nicole M. | Counseling Leadership & Special Ed | \$57,217 | \$600 | \$57,817 |
| Westenberg, Robert W. | Theatre & Dance | \$82,947 | \$600 | \$83,547 |
| Wheeler, Benjamin | WP Instruction | \$53,039 | \$600 | \$53,639 |
| Whipple, Tanya L. | Psychology | \$49,194 | \$600 | \$49,794 |
| Whisenhunt, Brooke L. | Psychology | \$80,657 | \$600 | \$81,257 |
| White, David J. | WP Instruction | \$61,691 | \$600 | \$62,291 |
| White, Timothy R. | Media, Journalism & Film | \$62,885 | \$600 | \$63,485 |
| White, Wajeana G. | Hospitality Leadership | \$48,953 | \$600 | \$49,553 |
| Wickham, Cameron G. | Mathematics | \$86,696 | \$600 | \$87,296 |
| Wiechert, Raegan N. | Library | \$41,150 | \$600 | \$41,750 |
| Wiggin, Sarah J. | Theatre & Dance | \$60,083 | \$600 | \$60,683 |

| | | | | |
|------------------------|------------------------------------|-----------|-------|-----------|
| Wilcoxon, Sarah | Theatre & Dance | \$57,114 | \$600 | \$57,714 |
| Willey, Marc S. | Occupational Therapy | \$80,888 | \$600 | \$81,488 |
| Williams, John R. | Accounting | \$134,195 | \$600 | \$134,795 |
| Williams, Joseph P. | Biomedical Sciences | \$49,418 | \$600 | \$50,018 |
| Williams, Sarah K. | Art & Design | \$61,077 | \$600 | \$61,677 |
| Willis, Steven C. | Art & Design | \$72,516 | \$600 | \$73,116 |
| Wilson, Daniel J. | Kinesiology | \$77,406 | \$600 | \$78,006 |
| Winstead, Cynthia J. | Theatre & Dance | \$74,127 | \$600 | \$74,727 |
| Witt, Theresa A. | School of Nursing | \$61,000 | \$600 | \$61,600 |
| Witte, Hugh D. | Finance & General Business | \$129,509 | \$600 | \$130,109 |
| Wood, Gina M. | Childhood Ed & Family Studies | \$48,725 | \$600 | \$49,325 |
| Woodard, Rebecca J. | Kinesiology | \$79,445 | \$600 | \$80,045 |
| Wooden, Shannon R. | English | \$67,891 | \$600 | \$68,491 |
| Worman, Frederick S. | Sociology & Anthropology | \$63,085 | \$600 | \$63,685 |
| Wright, Christine J. | Childhood Ed & Family Studies | \$57,217 | \$600 | \$57,817 |
| Wright, Matthew E. | Mathematics | \$63,703 | \$600 | \$64,303 |
| Wulff-Risner, Linda J. | WP Instruction | \$56,018 | \$600 | \$56,618 |
| Wynne, Kelly N. | Counseling Leadership & Special Ed | \$55,000 | \$600 | \$55,600 |
| Xie, Xiuye | Kinesiology | \$55,000 | \$600 | \$55,600 |
| Yadon, Carly A. | Psychology | \$62,273 | \$600 | \$62,873 |
| Yang, Zhiguo | Information Tech & Cybersecurity | \$121,335 | \$600 | \$121,935 |
| Yarckow-Brown, Ivy V. | Criminology | \$47,987 | \$600 | \$48,587 |
| Yoes, Tammy M. | School of Nursing | \$59,000 | \$600 | \$59,600 |
| Yoshimatsu, Keiichi | Chemistry | \$59,399 | \$600 | \$59,999 |
| Yun, Gawon | Marketing | \$117,500 | \$600 | \$118,100 |
| Zahn, Sharon L. | School of Nursing | \$60,000 | \$600 | \$60,600 |
| Zalewska-Duszek, Iwona | Art & Design | \$47,317 | \$600 | \$47,917 |
| Zhang, Ying J. | Finance & General Business | \$129,509 | \$600 | \$130,109 |
| Zheng, Songfeng | Mathematics | \$69,817 | \$600 | \$70,417 |
| Zhou, Fan | Mathematics | \$41,779 | \$600 | \$42,379 |
| Zimmerman, David M. | Psychology | \$58,857 | \$600 | \$59,457 |
| Zimmerman, Scott D. | Biomedical Sciences | \$73,130 | \$600 | \$73,730 |

Vote: _____ Yea
_____ Nay

III.D.

RECOMMENDED ACTION - Approval of Procurement Activity Report

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

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

VOTE: **AYE** _____
 NAY _____

COMMENTS:

Recommend the attached report summarizing all reportable Office of Procurement Services activity from November 24, 2020 through February 9, 2021 be approved.

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

FOR INFORMATIONAL PURPOSES ONLY

Memorandum of Agreement (MOA)

**Food Services and Retail Food Operation Services
Residence Life, Housing and Dining Services**

Revenue Contract

A Memorandum of Agreement (MOA) was executed between the University and the Compass Group, Chartwells Division relating to COVID-19 costs and a new retail concept for Contract C5132-1 Food Services and Retail Food Operation Services.

Chartwells has incurred costs due to COVID-19 for expenses related to facility improvements, procured personal protective equipment, increased sanitation efforts, and paper supplies required for contactless food service, capped at a total amount of \$286,896.38. Of this amount, \$156,496.38 was submitted and reimbursed by the State under the CARES Act fund for the Coronavirus Refund Fund Supplemental Allocation.

In addition, the University agreed to a onetime payment to Chartwells of \$150,000.00 on or before June 30, 2021 and Chartwells has agreed to provide \$150,000.00 to the University on or before October 30, 2021 for an investment in the new retail concept inside the Holland Residence House, subject to the amortization terms of the contract.

The Parties agree not to engage in any subsequent MOA for financial relief, reimbursement, or other items not directly connected with Contract C5132-1 during the remainder of the FY21 contract year.

Note: No change in overall revenue.

November 24, 2020 through February 9, 2021

**ACTIVITY REPORT
PAGE TWO**

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

**Water Treatment Chemicals and Services \$100,000.00
Facilities Management (Estimated)**

Renewal to be executed for Contract C7747-1 Water Treatment Chemicals and Services to treat the buildings' water systems on campus. The four boilers included are the Power House, Greenwood Lab School, Kemper Hall and the Library.

This renewal is the second year of the two year contract with six University available contract renewal options, and **subject to need and continued satisfactory performance, the University will continue to exercise the remaining available annual renewable options.** Contract prices are based on the renewal option percentage listed in the contract.

Note: Funding to be from ongoing operational budgets.

Contracts for the purchase of goods and services estimated > \$100,000

**Air Charter Transportation Services \$106,190.25
Intercollegiate Athletics – Men's and Women's Basketball (Estimated)**

In response to required advertising to provide charter air transportation services for seven (7) trips for the Men's and Women's Basketball team for the 2020/2021 season, five (5) bids were received.

Minimum seating capacity required is 30.

| | |
|----------------------------------|---------------------|
| CharterSearch (Incumbent) | \$106,190.25 |
| Air Fax | \$173,900.00 |
| PASS Charters | \$176,035.00 |
| CSI Aviation | \$187,715.00 |
| Air Charter Services | \$262,066.00 |

Payments terms will be a combined 50% deposit for all trips after contract award. The balance is due 60 days prior to actual departure date and can be negotiable if required.

November 24, 2020 through February 9, 2021

**ACTIVITY REPORT
PAGE THREE**

Men’s Basketball

| Date | University | Destination |
|-------------|-----------------------------|--------------------------------|
| 12.26.20 | University of Northern Iowa | Waterloo, Iowa |
| 01.08.21 | Valparaiso University | Valparaiso, Indiana |
| 02.05.21 | Illinois State University | Bloomington - Normal, Illinois |
| 02.25.21 | Evansville University | Evansville, Indiana |

Women’s Basketball

| Date | University | Destination |
|-------------|-----------------------------|---------------------|
| 01.14.21 | University of Northern Iowa | Waterloo, Iowa |
| TBD | Valparaiso University | Valparaiso, Indiana |
| 03.10.21 | MVC Tournament | Moline, Illinois |

Recommend award to CharterSearch (Incumbent) as the lowest cost bidder, for an estimated cost of \$106,190.25.

Contracts for the purchase of goods and services estimated > \$100,000

Air Charter Transportation Services **\$187,245.00**
Intercollegiate Athletics – Football **(Estimated)**

In response to required advertising to provide charter air transportation services for three (3) trips for the football team for the 2021 spring season, four (4) bids were received.

Minimum seating capacity required is 120.

| | |
|---|---------------------|
| Air Charter Services (Incumbent) | \$187,245.00 |
| Air Fax | \$236,000.00 |
| PASS Charters | \$246,659.00 |
| CSI Aviation | \$249,616.00 |

Payment terms will be a combined 20% deposit for all trips after contract award, 80% balance for each trip 30 days before each departure date.

| Date | University | Destination |
|---------------------|-----------------------------|---------------------------|
| 03.13.21 – 03.14.21 | University of South Dakota | Sioux City, Iowa |
| 03.20.21 – 03.21.21 | University of Northern Iowa | Waterloo, Iowa |
| 04.03.21 – 04.04.21 | University of North Dakota | Grand Forks, North Dakota |

November 24, 2020 through February 9, 2021

**ACTIVITY REPORT
PAGE FOUR**

Recommend award to Air Charter Services (Incumbent) as the lowest cost bidder, for an estimated cost of \$187,245.00.

Note: Funding to be from the FY21 operational budget.

Single Feasible Source > \$100,000

Training Services **\$200,000.00**
Student Success

Pursuant to University policy, which addresses justification for making awards on a single feasible source basis, Student Success requests to contract with Inside Track for training and monitoring of Success Coaches.

Inside Track's record of improving student success rates, as measured by retention and completion, is well known in the Title III grant and other federal grant programs environments.

A review by the University Chief Information Officer (CIO) showed no other Student Success training service providers on the peer insight website for Gartner, Incorporated, a leading global research and advisory firm.

The impact of Inside Track coaching on improving student success rates is documented in a research report that the Department of Education has included in its *What Works Clearinghouse* research library. Studies included in this repository are validated as best practices to use in developing grant proposals.

Inside Track has proprietary research into student decision-making behavior, including reasons for pursuing an education, selection criteria for institutions and programs, and factors affecting persistence, progress, completion and employment. Its process is a systematic approach for deploying new coaching programs that integrate effectively with existing institutional programs and systems.

Procuring the training services of Inside Track means the University will be able to apply the practices that were present in the *What Works* study showing improved retention rates. It is the services of this company that will provide the University with the highest likelihood of success in achieving the goals of the grant.

November 24, 2020 through February 9, 2021

ACTIVITY REPORT
PAGE FIVE

Staff in the Center for Academic Success and Transition (CAST) and grant funded student success coaches would be trained in the proprietary coaching methods offered by Inside Track. They provide a rigorous recruiting, training and ongoing professional development program for coaches, including certification and regular monitoring, measurement and feedback. This is particularly important to the continuation of quality coaching service.

Purchase order to be issued to Inside Track as the only authorized source in North America for its proprietary training.

Note: Funding to be from the 2020 Title III Grant operational budget.

November 24, 2020 through February 9, 2021

III.E.1.

RECOMMENDED ACTION - Approval of Actions Concerning Academic Employees.

The following resolution was moved by

_____ and seconded by
_____:

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

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

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

VOTE: **AYE** _____

NAY _____

ADDENDUM A

Per Course payments for the spring 2021 semester:

| <u>Name</u> | <u>Department</u> | <u>Salary</u> |
|-------------------------|-------------------|---------------|
| Aguero, Valda | ART | \$2,412.00 |
| Anderson, Elliott | REL | \$3,600.00 |
| Bishop, Beverly | MTH | \$ 891.00 |
| Blackburn, Paula | COM | \$1,800.00 |
| Bynum, Sharon | HST | \$1,800.00 |
| Chalfant, Patricia | VIN | \$ 890.99 |
| Cobb, Rachel | PSY | \$1,800.00 |
| Cozza, Anna | HIT | \$1,670.61 |
| Davis, Lillard | GRY | \$1,670.61 |
| Dechow, Frederick | PHY | \$1,670.61 |
| Emslie-Drummond, Dennis | VIN | \$ 890.99 |
| Fenske, John | CGP | \$1,670.00 |
| Fisher, Kathryn | PLS | \$4,200.00 |
| Fox, Emily Raegan | SOC | \$3,600.00 |
| Fugitt, Stephen | REL | \$2,100.00 |
| Fugitt, Mark | REL | \$3,102.37 |
| Geller, Joseph | VIN | \$3,000.00 |
| Giannini, John | VIN | \$1,800.00 |
| Hall, Lesa | CIS | \$3,674.61 |
| Hansen, John | ENG | \$2,700.00 |
| Hass, William | LAW | \$2,100.00 |
| Hobbs, Danny | PSY/SOC | \$3,600.00 |
| Hobbs, Linda | MTH | \$4,008.00 |
| Holman, Rebecca | SOC | \$1,800.00 |
| Hutsell, Victoria | THE | \$1,002.37 |
| Jennings, Craig | AGR | \$ 936.00 |
| Johnson, Esme | ART | \$1,800.00 |
| Killian, Candace | HST | \$4,200.00 |
| Kimble, Louis | CRM/EPR | \$2,338.85 |
| Kitt, Robert | ART | \$1,800.00 |
| Lancaster, Seth | ENG | \$3,600.00 |
| Luna, Barbara | CIS | \$2,004.00 |
| Mahan, Darrell | SOC | \$1,800.00 |
| Mahan, Elizabeth | PSY | \$1,800.00 |
| Mayers, David | ENV | \$2,604.00 |
| McCully, Angela | CIS | \$1,670.61 |
| McWilliams, Scott | AGR | \$1,800.00 |

Academic Personnel Board Actions, cont'd.
Page 3

| <u>Name</u> | <u>Department</u> | <u>Salary</u> |
|---------------------|-------------------|---------------|
| Michaels, Darren | VIN | \$1,500.00 |
| Nigliazzo, Michele | CRM/LWE | \$4,104.73 |
| Pendergrass, R | PLS | \$4,104.73 |
| Peterson, Bonnie | PHY | \$2,808.00 |
| Poindexter, Heather | HST | \$1,800.00 |
| Priest, Shelia | REL | \$3,600.00 |
| Roylance, Laurette | BIO/BMS | \$6,222.00 |
| Seay, Unity | SOC | \$1,800.00 |
| Self, Jason | CHM | \$7,476.00 |
| Smith, Tera | CGP | \$3,804.00 |
| Sperry, Janice | MUS | \$1,800.00 |
| Story, Randy | COM/THE | \$3,600.00 |
| Stumpff, Marcia | IDS | \$ 890.99 |
| Suggs, Hannah | COM | \$5,400.00 |
| Tate, Krista | HST | \$3,436.49 |
| Teeter, Bethany | CRM/LWE | \$2,468.24 |
| Thakur, Patricia | PSY | \$4,200.00 |
| Trowbridge, Susan | SPN | \$2,802.37 |
| Vandergriff, Alice | ART | \$3,600.00 |
| Westman, Anna | ENG | \$3,600.00 |
| Whetstine, Debra | ENG | \$3,470.61 |
| Williams, Julie | EDU | \$2,100.00 |

ADDENDUM B

Supplemental payments for the spring 2021 semester:

| <u>Name</u> | <u>Department</u> | <u>Salary</u> |
|---------------------|---|---------------|
| Adams, Leigh | ENG | \$ 220.70 |
| Boys, Cathy | CIS/EGR/QBA | \$ 7,902.33 |
| Cavitt, Anyta | EDU | \$ 600.00 |
| Cavitt, Bruce | IDS | \$ 1,000.00 |
| Denton, Melinda | MTH | \$ 588.53 |
| Estrella, Ana I | BMS | \$ 739.80 |
| Hart, James J | TEC/Dept. Head/Internships | \$ 7,664.58 |
| Hensley, Ronald | TEC | \$ 1,103.49 |
| Howerton, Phillip | ENG | \$ 1,765.58 |
| Huddleston, Carla J | NUR | \$ 9,112.80 |
| Keith, Renee | CFD | \$ 2,133.41 |
| McCullom, Jason | HST/Dept. Head | \$ 4,932.98 |
| Orf, Michael | PLS/PSY | \$17,429.89 |
| Phillips, Gary | Dept. Head | \$ 1,500.00 |
| Poulette, Jacob | CGP/CIS | \$ 1,544.89 |
| Rongali, Sharath | BIO/BMS | \$ 2,206.98 |
| Rugutt, Joseph | CHM | \$ 2,574.81 |
| Russell, Dasha L | ACC/CIS | \$ 4,649.00 |
| Ryan, Tresa L | HIT/Dept. Head | \$ 2,603.49 |
| Smith, Brenda M | CFD | \$ 4,266.83 |
| Thakur, Rajiv | GRY | \$ 514.96 |
| Towell, Jay | MTH/Dept. Head | \$ 6,245.01 |
| Trick, Jerry | MTH/IDS Coord. | \$ 2,309.23 |
| Ward, V. Jane | EDU | \$ 6,538.00 |
| Wheeler, Benjamin | BMS/Dept. Head | \$ 4,752.57 |
| White, David J | CRM/FIN/LWE/MGT/Internships/ Dept. Head/ Dist. Learning Coord. | \$ 5,251.24 |
| White, John M. | IDS | \$ 1,200.00 |
| Wulff-Risner, Linda | AGR/Dept. Head/Internships | \$ 7,163.96 |

III.E.2.

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

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

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

RETIREMENT:

| <u>Name</u> | <u>Position-Department</u> | <u>Effective</u> |
|-------------------|--|------------------|
| Stephen M. Harris | Custodial Foreman WP Physical Plant | 04/01/2021 |

VOTE: **AYE** _____
 NAY _____

VI.C.

RECOMMENDED ACTION – Approval of FY2022 Missouri Resident Undergraduate Tuition and Student Services Fee Resolution.

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

WHEREAS, Missouri State University currently charges two in-state undergraduate tuition rates: \$228 per credit hour for seated and other classes and \$299 for online classes; and

WHEREAS, charging in-state undergraduate students a single tuition rate for all classes would be more transparent and equitable, would eliminate the need to consider the financial impact when making decisions about the format of a class, and recognizes that the line between “online” and “seated” classes has blurred; and

WHEREAS, charging the current online tuition rate (\$299) for all in-state undergraduate classes would be unduly burdensome on students; and

WHEREAS, charging the current seated tuition rate (\$228) for all in-state undergraduate classes would result in an unsustainable revenue loss for the university that would significantly impact the education and services provided to students; and

WHEREAS, the Board of Governors and administration have developed a new tuition model for FY2022 that charges a single tuition rate for all courses taken by in-state undergraduate students; and

WHEREAS, the new tuition model is revenue neutral for the university and will have minimal financial impact on most students; and

WHEREAS, the university has also developed a new model for student service fees that charges a lower fee to students enrolled only in online classes when compared to the fee charged to students enrolled in one or more seated class; and

WHEREAS, administration has met with multiple student groups and leaders about the new tuition and fee model and, while not unanimous, the overwhelming majority have supported the new model for the reasons set forth above.

NOW, THEREFORE, BE IT RESOLVED by the Board of Governors of Missouri State University that, effective July 1, 2021, the tuition for Missouri resident undergraduate courses and student service fees be set as set forth in the attached document titled Springfield Campus Required Student Fees.

BE IT FURTHER RESOLVED that the university pursue a Higher Education Student Funding Act penalty waiver through Commissioner Zora Mulligan and the Missouri Department of Higher Education and Workforce Development for the tuition rate set by this resolution.

VOTE: **AYE** _____

NAY _____

SPRINGFIELD CAMPUS REQUIRED STUDENT FEES

I. Tuition (Fall 2021, Spring 2022, and Summer 2022)*

| | Missouri Resident |
|---|--------------------------|
| Regular Instruction (per credit hour) | |
| Courses numbered 1-599 | \$257.00 |
| Internet-Based Instruction (per credit hour) | |
| Courses numbered 1-599 | \$257.00 |

II. Student Services Fees (assessed in addition to Tuition)

Student Services Fees are based on the total credit hours for which a student enrolls, excluding credit hours associated with sections identified as Intersession and high school dual credit. **Student Service Fees for students enrolled in at least one Regular Instruction Course will be charged as follows on all credit hours:**

Fall 2021 and Spring 2022

| | Credit Hours | | | | | | |
|---|---------------------|---------------|---------------|---------------|---------------|---------------|----------------------|
| | 1 hr | 2 hrs | 3 hrs | 4 hrs | 5 hrs | 6 hrs | 7 hrs or more |
| Student Initiatives | | | | | | | |
| Capital Projects – Wyrick | 3.00 | 3.00 | 3.00 | 3.00 | 3.00 | 3.00 | 3.00 |
| Student Art Gallery | 1.00 | 1.00 | 1.00 | 1.00 | 1.00 | 1.00 | 1.00 |
| Student Involvement | 7.00 | 10.00 | 13.00 | 16.00 | 19.00 | 22.00 | 25.00 |
| Student Security | 5.00 | 5.00 | 5.00 | 5.00 | 5.00 | 5.00 | 5.00 |
| Centennial Leaders | 3.00 | 3.00 | 3.00 | 3.00 | 3.00 | 3.00 | 3.00 |
| Student Government Association | 1.00 | 1.00 | 1.00 | 1.00 | 1.00 | 1.00 | 1.00 |
| Student Initiatives Excluded Under the Higher Education Student Funding Act (SB 389) | | | | | | | |
| Bill R. Foster and Family Recreation Center * | 30.00 | 38.00 | 46.00 | 54.00 | 62.00 | 70.00 | 80.00 |
| Student Initiative Fund | 3.00 | 3.00 | 3.00 | 3.00 | 3.00 | 3.00 | 3.00 |
| Sustainability Fee | 2.00 | 2.00 | 2.00 | 2.00 | 2.00 | 2.00 | 2.00 |
| Flu Shot & Services Fee* | 2.00 | 2.00 | 2.00 | 2.00 | 2.00 | 2.00 | 2.00 |
| Mental Health Fee | 8.00 | 8.00 | 8.00 | 8.00 | 8.00 | 8.00 | 8.00 |
| B.E.A.R. Fee* | 19.00 | 24.00 | 29.00 | 34.00 | 39.00 | 44.00 | 50.00 |
| Capital Improvement Fee Auxiliary Enterprise System* | 11.00 | 14.00 | 17.00 | 20.00 | 23.00 | 26.00 | 29.00 |
| Equipment & Facilities | | | | | | | |
| Operating & Designated Funds | | | | | | | |
| Computer Usage | 15.28 | 21.83 | 27.94 | 34.05 | 40.60 | 46.72 | 65.45 |
| JK Hammons Hall for the Performing Arts | 0.25 | 0.36 | 0.45 | 0.55 | 0.66 | 0.76 | 1.06 |
| Educational Fee | 20.00 | 26.00 | 33.00 | 39.00 | 44.00 | 52.00 | 57.00 |
| Auxiliary Enterprise System Funds | | | | | | | |
| Auxiliary System Operational Fee* | 63.47 | 84.81 | 104.61 | 125.40 | 145.74 | 166.52 | 213.49 |
| Total | 194.00 | 247.00 | 299.00 | 351.00 | 402.00 | 456.00 | 549.00 |

*Net revenues from these fees are pledged as security for outstanding Auxiliary Enterprise System Bonds.

Summer 2022

| | Credit Hours | | | |
|----------------------------|---------------------|--------------|--------------|----------------------|
| | 1 hr | 2 hrs | 3 hrs | 4 hrs or more |
| Student Initiatives | | | | |
| Capital Projects - Wyrick | 3.00 | 3.00 | 3.00 | 3.00 |
| Student Art Gallery | 0.00 | 0.00 | 0.00 | 0.00 |

| | | | | |
|--|---------------|---------------|---------------|---------------|
| Student Involvement | 7.00 | 10.00 | 13.00 | 16.00 |
| Student Security | 5.00 | 5.00 | 5.00 | 5.00 |
| Centennial Leaders | 3.00 | 3.00 | 3.00 | 3.00 |
| Student Government Association | 0.00 | 0.00 | 0.00 | 0.00 |
| Student Initiatives Excluded Under SB 389 | | | | |
| Bill R. Foster and Family Recreation Center * | 17.00 | 27.00 | 35.00 | 45.00 |
| Student Initiative Fund | 0.00 | 0.00 | 0.00 | 0.00 |
| Sustainability Fee | 0.00 | 0.00 | 0.00 | 0.00 |
| Flu Shot & Services Fee* | 2.00 | 2.00 | 2.00 | 2.00 |
| Mental Health Fee | 0.00 | 0.00 | 0.00 | 0.00 |
| B.E.A.R. Fee* | 0.00 | 0.00 | 0.00 | 0.00 |
| Capital Improvement Fee Auxiliary Enterprise System* | 7.00 | 9.00 | 12.00 | 15.00 |
| Equipment & Facilities | | | | |
| Operating – Designated | | | | |
| Computer Usage | 7.85 | 12.24 | 16.63 | 20.99 |
| JK Hammons Hall for the Performing Arts | 0.17 | 0.27 | 0.37 | 0.46 |
| Educational Fee | 13.00 | 17.00 | 24.00 | 28.00 |
| Auxiliary Enterprise System Funds | | | | |
| Auxiliary Operational Fee* | 55.98 | 76.49 | 98.00 | 121.55 |
| Total | 121.00 | 165.00 | 212.00 | 260.00 |

*Net revenues from these fees are pledged as security for outstanding Auxiliary Enterprise System Bonds.

Students enrolled only in courses identified as iCourses, internet, or taught in any location other than the Springfield Campus and not enrolled in any Regular Instruction Course will be charged as follows:

Fall 2021 and Spring 2022

| | Credit Hours | | | | | | |
|-------|--------------|-------|-------|--------|--------|--------|---------------|
| | 1 hr | 2 hrs | 3 hrs | 4 hrs | 5 hrs | 6 hrs | 7 hrs or more |
| Total | 30.00 | 60.00 | 90.00 | 120.00 | 150.00 | 180.00 | 210.00 |

Summer 2022

| | Credit Hours | | | |
|-------|--------------|-------|-------|---------------|
| | 1 hr | 2 hrs | 3 hrs | 4 hrs or more |
| Total | 30.00 | 60.00 | 90.00 | 120.00 |

VI.D.

RECOMMENDED ACTION – Approval of Revisions to the 2021 Meeting Schedule of the Missouri State University Board of Governors

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

WHEREAS, the Bylaws of the Board of Governors provide that the Board may establish a regular meeting schedule as it deems appropriate; and

WHEREAS, the Board of Governors previously approved a meeting schedule for calendar year 2021 on June 19, 2020 (Administration No. 48-20); and

WHEREAS, it has been determined that the previously approved meeting schedule needs to be revised;

THEREFORE, BE IT RESOLVED that the Board of Governors for Missouri State University approve the attached revised schedule of meetings for calendar year 2021.

VOTE: **AYE** _____

NAY _____

Comments:

Revisions to the schedule include the addition of a meeting on Wednesday, April 21, 2021, and changes to the May 13, 2021, meeting. Changes to the May meeting are due to the May 2021 commencement schedule. In order to facilitate commencement ceremonies in a safe, socially distanced manner due to the Coronavirus pandemic, five commencement ceremonies will be held over two days, May 13 and 14, 2021. The Thursday, May 13, 2021, Board of Governors meeting will now take place in the morning with committee meetings occurring the afternoon of Wednesday, May 12, 2021.

**MISSOURI STATE UNIVERSITY
BOARD OF GOVERNORS
2021 MEETING SCHEDULE**

Friday, February 19, 2021, 1:00 p.m. Springfield

- Board Committee Meetings the morning of February 19

Wednesday, April 21, 2021, 4:00 p.m. Virtual

Thursday, May 13, 2021, 8:30 a.m. Springfield

- Board Committee Meetings the afternoon of May 12 and Commencement ceremonies on May 13 and 14 in Springfield and May 15 in West Plains

Friday, June 18, 2021, 1:00 p.m. West Plains

- Board Committee Meetings the morning of June 18

Thursday and Friday, August 5-6, 2021 TBD

- 2-day retreat

Friday, October 15, 2021, 1:00 p.m. Springfield

- Board Committee Meetings the morning of October 15 with Homecoming festivities to be held this weekend

Thursday, December 9, 2021, 1:00 p.m. Springfield

- Board Committee Meetings the morning of December 9 and Commencement ceremonies on December 10

**Missouri State University Board of Governors
Feb. 19, 2021 meeting**

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

Spring 2021 Enrollment: The census report for the spring semester shows student enrollment down 5% with 1,512 students enrolled compared to 1,585 last spring. There was an increase in the number of students taking dual credit (15%), and enrollment in online courses increased 6%. The COVID-19 pandemic continues to impact our enrollment, and we anticipated a slight dip in enrollment for the spring semester. With the move to the eight-week block sessions for the spring semester, we may pick up some additional students for the second eight-week session.

Grizzly Athletics: The Grizzly basketball and volleyball teams finally took to the court in January to start their season after a decision last July by NJCAA officials to shift nearly all competition to the 2021 spring semester. The Grizzlies' basketball season started Jan. 20, and the volleyball season started Jan. 22.

Grizzly Ambassadors: Starting with the Fall 2021 semester, faculty and staff will be able to participate in the Grizzly Ambassadors Program (GAP). The program is designed to foster increased communication across the campus, enhance the awareness of all divisions and campuses within the system, and promote a better understanding by staff and faculty as to their role within the university and their contribution toward our mission. The University Staff Ambassadors program on the Springfield campus served as a model for the GAP.

Advanced Fabrication and Welding Program Update: Work progresses on two fronts in getting the welding program operational and enrolling students for the Fall 2021 semester.

On one front, faculty and staff are implementing the activities associated with the U.S. Department of Labor/Delta Regional Authority WORC grant, including the purchase of all needed equipment and the hiring of personnel as scheduled. A temporary site for the advanced fabrication and welding lab is being arranged, where the program can be delivered this fall while the campus' Broadway Building is being renovated to house the permanent lab.

On the second front, work continues on the design of the new lab and efforts are underway to arrange for full funding of the project. In January, Governor Mike Parson announced that the weld lab received \$566,415 through the Federal Budget Stabilization Fund. The remaining portion of the \$1.5 to \$2 million project is expected to come from donations, grant funding, and available institutional funds.

Request for New Degree Approval: The Missouri State-West Plains faculty and administration request approval of a new degree program, the Associate of Applied Science in Community Behavioral Health Support. The 61-credit hour program is needed due to the growing number of individuals who exhibit behavioral health issues, including substance abuse, in south-central Missouri and throughout the state and nation. In recent years, the prescription opioid crisis has dramatically increased the number of individuals seeking help in southern Missouri, either from outpatient services or inpatient homes. Additionally, because of the stress individuals in this field are under, there is a high turnover rate of mental health personnel, with some estimates putting it as high as 40%.

Our primary partners in the development and delivery of the program are Ozarks Healthcare of West Plains and the Missouri Behavioral Health Coalition. Under the guidance of the Missouri Behavioral Health Coalition, we are looking for other partners in southern Missouri. These partners will most likely be where our students will be employed after completion of the program.

In his budget proposal to the Missouri legislature, Governor Parson included \$50,000 in one-time startup funding for the program. If approved, the funding will allow us to hire a program coordinator to work with local providers for clinical placements and to oversee the launch and growth of the program. We expect 10 students to start the program in Fall 2021.

VII.A.3.

RECOMMENDED ACTION – Approval of the Associate of Applied Sciences in Community Behavioral Health Support.

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

BE IT RESOLVED by the Board of Governors for the Missouri State University that the Associate of Applied Sciences in Community Behavioral Health Support be approved for submission to the Coordinating Board of Higher Education.

VOTE: AYE _____
 NAY _____

COMMENTS:

1. The proposed program is for the Associate of Applied Science in Community Behavioral Health Support. This degree is intended to provide students the necessary knowledge and skills to work in behavioral health and substance abuse settings.
2. According to Missouri Health Matters, nearly all of rural Missouri has a shortage of professional mental health workers which leads to patients not receiving need care and ending up in emergency rooms and inpatient care.
3. Students at Missouri State University-West Plains and in area high schools indicated strong interest in pursuing degrees related to mental healthcare.
4. There are no other comparable Associate degrees offered in the West Plains and surrounding area at this time.
5. The proposed Associate of Applied Science in Community Behavioral Health Support was developed in collaboration with Missouri Coalition for Community Behavioral Healthcare. Thus, this degree is specifically designed for students that intend to work in community mental healthcare settings.
6. The state is in such need, that the Missouri Department of Mental Health has approved students with this type of degree for immediate employment in the field instead of the traditionally required bachelor’s level degree.

Associate of Applied Science in Community Behavioral Health Support

General Education

| | |
|---|-------|
| ENG 110 Writing 1 | 3 hrs |
| ENG 221 Writing II: Writing for the Professions | 3 hrs |
| PSY 121 Introductory Psychology | 3 hrs |
| CFD 155 Principles of Human Development | 3 hrs |
| PLS 101 American Democracy and Citizenship | 3 hrs |
| MTH 100 (or higher) Intermediate Applied Mathematics | 2 hrs |
| CIS 101 Computers for Learning | 3 hrs |
| COM 205 Interpersonal Communication Theory and Skills | 3 hrs |
| PSY 274 Abnormal Psychology | 3 hrs |

Degree Requirement

| | |
|---|--------|
| BHS 210 Legal and Ethical Issues in Behavioral Health | 3 hrs |
| BHS 220 Systems of Care in Behavioral Health Clients | 3 hrs |
| BHS 230 Substance Abuse Disorders | 3 hrs |
| BHS 240 Client Interactions 1 | 3 hrs |
| BHS 291 Field Practicum 1 | 2 hrs |
| BHS 200 Introduction to Behavioral Community Health Support | 2 hrs |
| BHS 250 Chronic Health Care Issues | 3 hrs |
| BHS 260 Family and Youth Issues | 3 hrs |
| BHS 270 Client Interactions II | 3 hrs |
| BHS 292 Field Practicum II | 3 hrs |
| BHS 280 Evidence Based Treatments | 4 hrs |
| BHS 293 Field Practicum III | 3 hrs |
| Total Credit Hours | 61 hrs |

VIII.A.

Missouri State University Faculty Senate Report to MSU Board of Governors

February 2021

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

Faculty Senate Activity Since Last Report

As of this writing, the Faculty Senate has met only once since the last report. At that January meeting, Cindy MacGregor, chair of the Committee on Policy Review, [gave a report on their activities during the fall of 2020](#).

Membership of the Committee on Policy Review (from Bylaws): The Chair of the Faculty Senate, the Chair-Elect of the Faculty Senate, and the Chair of the Faculty Handbook Revision Committee shall be members of the Policy Review Committee. A minimum of three additional faculty members will be appointed by the Chair of the Faculty Senate, so as to provide representation from various academic colleges. These additional faculty members will serve a two year term and may be reappointed for up to two consecutive terms. One of these faculty members will be appointed by the Chair of the Faculty Senate to serve as committee chair. The Student Government Association shall provide a representative to the committee who will be *ex officio* without vote. The Director of Human Resources, the Provost, a representative from the Registrar's office, and General Counsel will be *ex officio* members without vote.

Purpose of the Committee on Policy Review (from Bylaws) Shall meet up to twice monthly to discuss pending policies under consideration by university leadership and to review current content in the university Policy Library. Shall identify current and emerging content in the university Policy Library (excluding the Faculty Handbook) that should be reviewed by the Faculty Handbook Revision Committee or warrants further review by the faculty. Shall prepare and present periodic reports with recommendations to the Faculty Senate regarding policies being referred to the Faculty Handbook Revision Committee, pending operating policies (OP) under consideration by university leadership, and other Policy Library content that should be further reviewed by the faculty.

The report details the various policies reviewed. Of particular note were the committee's involvement in the feedback and review process for the substantial changes to the Study Away policy and a vigorous discussion about changes to the Faculty Handbook required by law when faculty are generally not available (such as summer session). The Committee on Policy Review serves as an additional source of review for the Faculty Handbook Revision Committee; any revisions brought forward to Faculty Senate by FHRC have been previously discussed by CPR.

VIII.B.1.

RECOMMENDED ACTION: New Program: Doctorate in Occupational Therapy

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

WHEREAS, the Department of Occupational Therapy has a successful graduate program leading to a Master's of Occupational Therapy; and

WHEREAS, there are indications that adding a clinical doctorate in Occupational Therapy will build on this success by addressing a significant demand for additional training, as well as a more advanced degree among practicing occupational therapists; and

WHEREAS, this new degree will address the growing market demand for well-trained occupational therapists with advanced degrees; and

WHEREAS, this proposed degree is closely aligned with the five key goals and strategies presented in the Missouri Department of Higher Education's Blueprint for Higher Education; and

WHEREAS, the Department of Occupational Therapy can add this new program with minimal increased net costs once a full cohort of students is enrolled;

NOW, THEREFORE, BE IT RESOLVED by the Board of Governors for Missouri State University that the Doctorate in Occupational Therapy be added to the programs of the Department of Occupational Therapy in the McQueary College of Health and Human Services.

VOTE: AYE _____

 NAY _____

EXECUTIVE SUMMARY:

The Doctor of Occupational Therapy (OTD) will be a program designed for individuals who already hold certification and licensure as occupational therapists. The OTD program will provide post-professional graduate education opportunities to currently practicing occupational therapists with a bachelor or master's degree. The new program is designed to allow these OT's to advance their professional careers by focusing on several areas including: clinical practice, research, administration, program and policy development, advocacy, education and theory development.

Because the OTD program will be offered entirely online, it will be possible for the students to proceed on a part-time or full-time basis while maintaining their employment. Those entering the program with a bachelor's degree will be expected to complete 55

hours consisting of 15 hours of Foundation courses, 28 hours of Core courses, and 12 hours from one of two Specialty Tracks, either College Teaching or Health Care Administration. As part of the Core courses, each student will complete a Capstone Experience and Project.

Those entering the program with a master's degree in occupational therapy will be expected to complete 40 hours: 28 hours of Core courses and 12 hours of the same Specialty Tracks mentioned above. These students will also complete a Capstone Experience and Project.

The department projects that they will have 6 majors during the first year: 2 full-time and 4 part-time. It is anticipated that this number will grow to 16 students, 4 full-time and 12 part-time by the fifth year.



**THE OFFICE OF RESEARCH ADMINISTRATION
ACTIVITY REPORT – FISCAL YEAR 2021 THROUGH JANUARY**

Missouri State University faculty, staff, and students are involved in research, education, and service projects through the support of governmental, business, and philanthropic entities. This report summarizes key aspects of this activity and highlights awards received in FY 2021 through the month of January.

PROJECT HIGHLIGHTS

- **Rachel Knight**, General Manager of KSMU & Ozark Public Television, received **\$895,981** from the **Corporation for Public Broadcasting**. Continued funding from the Corporation for Public Broadcasting to aid Ozarks Public Television with its annual operating costs.
- **Deborah Piland**, Assistant Professor of Biomedical Sciences, received **\$10,000** from the **Missouri Department of Health and Senior Services** to develop online training modules which will assist local public health agencies in improving their capacity to assist worksites with implementing food service guidelines therefore increasing the availability of healthy foods. Additional segments will be developed to educate on Behavioral Design concepts which would facilitate and encourage the consumption of healthier food options at worksites. Audit, checklists, and assessment tools will also be developed.
- **Quinton Phelps**, Assistant Professor of Biology, received a **\$190,810** grant from the **Kansas Department of Wildlife, Parks and Tourism**. This project will identify locations of presence and upstream extent of Bighead Carp population within the Neosho River, Grand Lake system.

RESULTS

As of the end of January, the University has submitted 204 proposals for support of University-based projects. To date, 176 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 \$34.6 million which includes approximately \$14.7 million in CARES Act grants. Some of these awards are for projects that extend over more than one year, but the full commitment for funds is allocated to the first year.

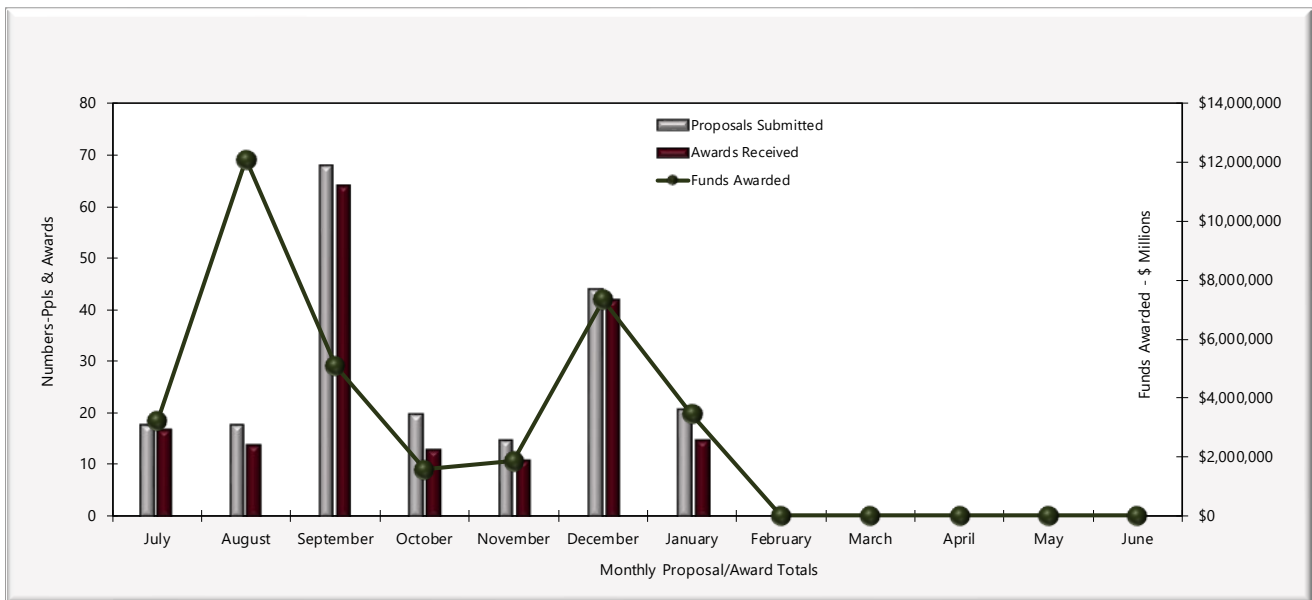
| Key Indicators | Activity for | % Change from FY |
|----------------------------|--------------|------------------|
| | FY 2021 | 2020 |
| Proposals Submitted | 204 | 8% |
| Funds Requested | \$50,504,717 | 27% |
| Named Investigators | 100 | 27% |
| Grants & Contracts Awarded | 176 | 10% |
| Funds Awarded | \$34,624,722 | 51% |

*Funds awarded includes \$14.7 million from CARES Act funding

External funding activity so far in FY 2021:

Sponsored Program Activity FY 2021

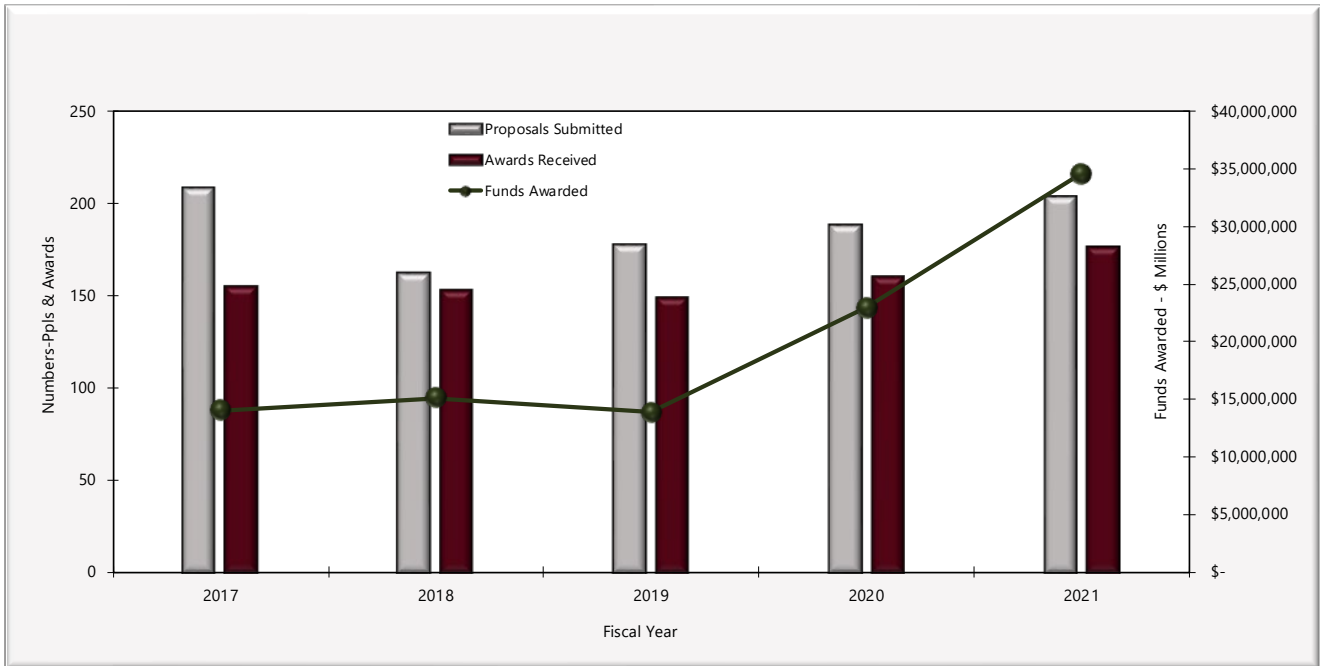
| Month | Proposals Submitted | Total Awards | Dollars Awarded |
|-----------|---------------------|--------------|-----------------|
| July | 18 | 17 | \$3,204,415 |
| August | 18 | 14 | \$12,100,887 |
| September | 68 | 64 | \$5,093,808 |
| October | 20 | 13 | \$1,582,253 |
| November | 15 | 11 | \$1,854,835 |
| December | 44 | 42 | \$7,350,894 |
| January | 21 | 15 | \$3,437,630 |
| February | 0 | 0 | \$0 |
| March | 0 | 0 | \$0 |
| April | 0 | 0 | \$0 |
| May | 0 | 0 | \$0 |
| June | 0 | 0 | \$0 |
| | 204 | 176 | \$34,624,722 |



A comparison of activity over the last five years:

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

| Fiscal Year | Proposals Submitted | Number of Awards | | | | | | \$Millions | |
|-------------|---------------------|------------------|-----------|-----------------------------|----------|---------|----------|---------------|---------------|
| | | Education | Equipment | Facilities & Infrastructure | Research | Service | Ttl Awds | Requested | Awarded |
| 2017 | 209 | 35 | 0 | 3 | 31 | 86 | 155 | \$ 26,162,556 | \$ 14,038,077 |
| 2018 | 163 | 35 | 0 | 5 | 30 | 83 | 153 | \$ 26,448,118 | \$ 15,112,534 |
| 2019 | 178 | 25 | 0 | 1 | 24 | 99 | 149 | \$ 24,278,766 | \$ 13,860,177 |
| 2020 | 189 | 24 | 0 | 3 | 28 | 105 | 160 | \$ 39,715,673 | \$ 22,968,166 |
| 2021 | 204 | 33 | 0 | 2 | 29 | 111 | 176 | \$ 50,504,717 | \$ 34,624,722 |



Grant and contract activity for FY 2021, through January:

**Missouri State University
FY 21 Grant/Contract Activity by Unit**

| Unit | # Applying | | # Awarded | | Credit Share* | | | Actual** | | |
|--|------------|-----------|-----------|-----------|--------------------|------------|----------------------|--------------------|------------|----------------------|
| | Staff | Faculty | Staff | Faculty | Grants / Contracts | | Award | Grants / Contracts | | Award |
| | | | | | Submit | Awards | \$ | Submit | Awards | \$ |
| Administrative Services | 1 | 0 | 2 | 0 | 1 | 2 | \$ 867,771 | 1 | 2 | \$ 867,771 |
| The William H. Darr College of Agriculture | 0 | 4 | 1 | 4 | 11 | 11 | \$ 141,656 | 11 | 10 | \$ 141,656 |
| Center for Grapevine Biotechnology | 0 | 1 | 0 | 0 | 1 | 0 | \$ - | 1 | 0 | \$ - |
| Mid-America Viticulture & Enology Center | 2 | 2 | 2 | 2 | 5 | 6 | \$ 462,915 | 4 | 5 | \$ 462,915 |
| Judith Enyeart Reynolds College of Arts & Letters | 0 | 6 | 0 | 7 | 8 | 9 | \$ 2,109,810 | 3 | 4 | \$ 391,208 |
| Center for Dispute Resolution | 0 | 1 | 0 | 1 | 2 | 2 | \$ 36,740 | 2 | 2 | \$ 36,740 |
| Center for Writing in College, Career, & Community | 1 | 1 | 1 | 1 | 2 | 2 | \$ 399,676 | 1 | 1 | \$ 3,996,749 |
| College of Business | 0 | 1 | 0 | 1 | 1 | 1 | \$ 8,000 | 1 | 1 | \$ 10,000 |
| Center for Project Innovation & Management | 0 | 0 | 0 | 0 | 0 | 0 | \$ - | 0 | 0 | \$ - |
| College of Education | 4 | 12 | 1 | 8 | 22 | 11 | \$ 1,700,734 | 16 | 9 | \$ 581,645 |
| Agency for Teaching, Leading and Learning | 1 | 0 | 1 | 1 | 3 | 6 | \$ 1,864,331 | 3 | 5 | \$ 1,864,331 |
| Institute for Play Therapy | 0 | 0 | 0 | 0 | 0 | 0 | \$ - | 0 | 0 | \$ - |
| Institute for School Improvement | 0 | 0 | 0 | 0 | 0 | 0 | \$ - | 0 | 0 | \$ - |
| The McQueary College of Health & Human Services | 2 | 14 | 2 | 13 | 25 | 22 | \$ 848,709 | 21 | 21 | \$ 851,998 |
| Center for Research & Service | 0 | 0 | 0 | 0 | 0 | 0 | \$ - | 0 | 0 | \$ - |
| College of Humanities & Public Affairs | 0 | 0 | 0 | 0 | 0 | 0 | \$ - | 0 | 0 | \$ - |
| Center for Archaeological Research | 1 | 1 | 1 | 1 | 10 | 14 | \$ 353,908 | 7 | 9 | \$ 353,908 |
| Center for Community Engagement | 0 | 0 | 0 | 0 | 0 | 0 | \$ - | 0 | 0 | \$ - |
| Center for Economic Research | 0 | 0 | 0 | 0 | 0 | 0 | \$ - | 0 | 0 | \$ - |
| Center for Social Science & Public Policy Research | 0 | 0 | 0 | 0 | 0 | 0 | \$ - | 0 | 0 | \$ - |
| College of Natural & Applied Sciences | 4 | 31 | 3 | 24 | 75 | 40 | \$ 2,670,245 | 46 | 29 | \$ 1,910,549 |
| Bull Shoals Field Station | 0 | 1 | 0 | 1 | 1 | 1 | \$ 1,751 | 1 | 1 | \$ 1,751 |
| Center for Resource Planning & Management | 1 | 0 | 1 | 0 | 3 | 2 | \$ 53,495 | 3 | 2 | \$ 53,495 |
| Ozark Environmental Water Research Institute | 1 | 1 | 2 | 2 | 2 | 5 | \$ 144,975 | 1 | 2 | \$ 140,000 |
| Diversity & Inclusion | 0 | 0 | 0 | 0 | 0 | 0 | \$ - | 0 | 0 | \$ - |
| Graduate College | 0 | 0 | 0 | 0 | 0 | 0 | \$ - | 0 | 0 | \$ - |
| Information Services | 0 | 0 | 0 | 0 | 0 | 0 | \$ - | 0 | 0 | \$ - |
| Library | 2 | 3 | 1 | 2 | 5 | 3 | \$ 4,600 | 3 | 2 | \$ 4,600 |
| President | 2 | 0 | 2 | 0 | 6 | 6 | \$ 13,898,507 | 6 | 6 | \$ 13,898,507 |
| Provost | 1 | 2 | 0 | 3 | 7 | 7 | \$ 611,785 | 7 | 7 | \$ 611,785 |
| Ozarks Public Health Institute | 0 | 0 | 0 | 0 | 0 | 0 | \$ - | 0 | 0 | \$ - |
| Southwest Missouri Area Health Education Center | 1 | 0 | 1 | 0 | 6 | 6 | \$ 278,248 | 6 | 6 | \$ 278,248 |
| Research & Economic Development | 5 | 0 | 4 | 0 | 27 | 22 | \$ 2,586,212 | 27 | 22 | \$ 2,736,212 |
| Center for Applied Science & Engineering | 1 | 0 | 1 | 0 | 1 | 3 | \$ 3,173,950 | 1 | 3 | \$ 3,173,950 |
| Center for Biomedical & Life Sciences | 0 | 1 | 0 | 1 | 8 | 7 | \$ 122,242 | 8 | 7 | \$ 122,242 |
| International Leadership & Training Center | 1 | 0 | 1 | 0 | 1 | 1 | \$ 40,000 | 1 | 1 | \$ 40,000 |
| Jordan Valley Innovation Center | 1 | 0 | 1 | 0 | 9 | 8 | \$ 533,095 | 7 | 7 | \$ 383,095 |
| Small Business Development Center | 1 | 0 | 1 | 0 | 6 | 5 | \$ 97,793 | 6 | 5 | \$ 97,793 |
| Student Affairs | 1 | 0 | 2 | 0 | 1 | 2 | \$ 297,929 | 1 | 2 | \$ 297,929 |
| West Plains | 2 | 3 | 3 | 1 | 9 | 5 | \$ 1,315,646 | 9 | 5 | \$ 1,315,646 |
| TOTAL | 36 | 85 | 34 | 73 | 258 | 209 | \$ 34,624,722 | 204 | 176 | \$ 34,624,722 |

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

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

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

Board of Governors Meeting February 19, 2021

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

Student African-American Brotherhood (SAAB):

SAAB efforts continuing in development of Ambassadors Council and meetings with local leaders in education, business, corporate, public and non-profit sectors. SAAB chapters developing in high schools in Springfield Public School District. Brand and website refreshed this year to reflect SAAB dedication to brotherhood, community and inclusion.

VISION: **SAAB** is recognized as a national leader and movement organized to set the standard for organizational excellence. Through leadership, mentoring, advocacy, and action, **SAAB** removes educational barriers for at-risk youth thereby ensuring significantly more Black and Latino men graduate from college. **SAAB** empowers those graduates with the ethics and networks necessary to set a higher standard of achievement for men of color by fostering a spirit to care about themselves and others- resulting in ***Saving Lives and Salvaging Dreams*** of all people.

SAAB administrators, students and guests Councilmember A. McGull, Simmons Bank Regional President Christian Lewis, Plaza Tower owner Marco Denis, and Steve Dooley, Bass Pro Director of AfterMarket Parts & Accessories attended January 31st Men's Basketball Game as guests of the Missouri State University and the CDO.

SAAB Scholarship Program being developed for high school students (FTNC).

Bear Bridge Faculty Mentoring Program: Dr. Judith Martinez, DDI Diversity Fellow, developed and coordinates program with faculty mentors and mentees that continues to get good reviews from mentees and mentors. Dr. Martinez continues to meet with mentees/mentors regularly.

United Academy for Inclusion and Belonging- AVPDI Dr. Juan Meraz developed professional DEI program for United Way of the Ozarks member non-profit organizations and SPD that he facilitated beginning January 28-29, 2021. Forty participants in first session and two-day sessions to be held February 11-12; February 18-19; March 11-12; and March 18-19, 2021.

Missouri Bicentennial Project- "Missouri and MSU: A shared past. A vision for the future" webinar featuring CBHE Commissioner Zora Mulligan, BOG Chairperson Amelia Counts, and CDO H.W. Pratt discussing valuing the inclusion of diversity particularly in higher education as well as history of MSU and MO. Panel moderated by Dr. Lyle Q. Foster to be held in March, 2021.

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

Postsecondary Equity Network (PEN)- established as a statewide coalition after the Advancing Racial Equity Institute Network meeting held November 2019. CDO Pratt is point of contact for MSU team that includes Dr. Dee Siscoe, Rob Hornberger, Heather King, Dr. Ryan Reed, Dr. Kim Martin, Dr. Michele Smith, Dr. Kelly Wood, and Dr. Juan Meraz. PEN institutions are Fontbonne, Harris-Stowe, Maryville, Missouri State University, University of Missouri, SEMO, SLU, StLCC, UCM, UMKC, UMSL, and Webster University.

Facing Racism Institute (FRI) -- One-day sessions with Administrative/Academic Leadership Council; Athletics and the West Plains campus Administrative Council held in Fall Semester. Board members Chairman Frazier, Counts, Miller, and Silvey attended sessions with AC and West Plains AC.

Dr. Leslie Anderson and Dr. Lyle Foster facilitate FR training in partnership with DDI and at the annual Collaborative Diversity Conference.

Sessions currently being scheduled with College Department Heads during Spring semester. Legal Department session on February 26, 2021.

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

Missouri Bar Special Committee on Lawyers of Color in the Profession- CDO appointed member by Missouri Bar President Tom Bender to legal and judicial professionals charged with presenting recommendations to the Missouri Bar to increase diversity and inclusion in the state bar. Recommendations being finalized.

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

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

Giving Voice -- student theatrical organization sponsored by a collaboration that includes the Office of the President, DDI, and the Dept. of Dance & Theatre the College of Arts and Letters represents the challenges of underrepresented group students, employees and faculty. Auditions being held currently.

<https://givingvoice.missouristate.edu/>

Faculty Diversity Coordinator – Dr. Lyle Q. Foster, Sociology, and Faculty Diversity Coordinator in the DDI, continues new and existing faculty Cultural Consciousness professional development sessions during 2019-2020 academic year; facilitates campus Tough Talks for students, faculty & staff; and developed Diversity Champions program for GEP classes.

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

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

Tough Talks--The 2019-2020 campus sessions are facilitated by Dr. Lyle Q. Foster regarding national public health & racial crises. Three virtual sessions held this semester already with one session collaboration with Office of Multicultural Services “Reflections on Dr. Martin Luther King, Jr. Community Tough Talks initiated by community partners and facilitators Dr. Foster; Dr. Anderson and Francine Pratt.

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

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

Diversity 101 for Supervisors- The DDI and HR department professional development collaboration designed for supervisors was facilitated by AVP for DDI, Dr. Juan Meraz. Subject matter includes: Ensuring workforce is culturally conscious/competent; values diversity; Managing and motivating multicultural workforce; skills for building trust and cross-cultural communication; valuing differing perspectives/experiences; Promoting staff participation in developing opportunities improving cultural competencies.

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

Cultural Consciousness in the Community Workplace- Workforce Diversity--

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

Student Diversity Leadership Training Program-- DDI and Division of Student Affairs Multicultural Student Services developed D & I training model for student organizations' leaders utilizing student peer trainers to be initiated this Fall semester. Program began this semester on January 21st. CDO and Dr. Judith Martinez facilitated first 2 sessions.

President Councils on Diversity:

- **President's Community Diversity Council--**The Spring meeting being planned for the Community Diversity Council to provide update DEI activities on and off-campus.
- **President's Student Diversity Council—**Meetings continuing regarding expansion plans for Multicultural Resource Center. Students meet and engage in conceptual planning with design team and consultants
- **President's Faculty and Staff Diversity Council--**Conceptual planning with DDI and HR Department being considered with expected implementation in Spring 2021 semester.

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

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

Minorities in Business (MIB): MIB is local non-profit corporation partnering with DDI in promoting networking, capacity building and advocacy for MBE/WBE/DBE/ and emerging businesses. Retreat held November 7, 2020.

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

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

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

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

Globally Responsive Education and Teaching (GREAT)- AVPDI and Dr. Judith Martinez participated in planning meeting for the April 2022 Great Conference.

Diversity Executive Leadership Academy (DELA)- AVPDI participated in Board meeting and DDI staff being engaged in certified diversity professional sessions.

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

Waynesville School District Leadership Team Diversity Training on Diversity Dialogues- facilitated by Dr. Juan Meraz.

Missouri State University Long Range Planning Committee- Dr. Lyle Foster participating in weekly planning sessions.

Institutional Racial Equity Initiative Grant- Dr. Lyle Foster collaborating with ad hoc group preparing application for grant funding offered by the Missouri Scholarship & Loan Foundation (MSLF) and is intended to promote education institutions working to implement equity-minded strategies designed to advance racial equity and increase degree completion for students of color.

Facing Racism Institute (FRI) –Preparing for a series of training days for Colleges of the university. The first session scheduled is with the Legal Department on Friday, February 26.

Submitted: February 5, 2021

XI.A.

Board of Governors Report | February 19, 2021

This semester felt like we hit the ground running. I have seen a newfound confidence in students as they approached this semester. I have seen higher motivation to get things accomplished, students working harder in their classes and students willing to get more involved. I think last semester, students had a fear that we could go all online at any moment there was a sense of hesitancy. Knowing that we accomplished an entire semester amidst the pandemic, I feel has brought forth this newfound confidence.

SGA has already gone above and beyond working on projects and we are only a month in. We are set to do a trial run of our period poverty project to see if students will utilize our resources before we go out and buy more. We are hosting an in-person senator retreat for our members. Day at the Capitol was cancelled but Cam is working on transforming the event in order to cater to our students and still provide them the opportunity to meet with legislatures just in a different platform. We are continuing working on improving our campus directories as well as getting wheelchairs in certain buildings on campus to be more accessible. We were able to buy the Bear Pantry school supplies and there has been great feedback from them that they are getting used because they were much needed, and we are in the process of getting more supplies for them. We are passing a resolution to renew the student security fee, this is reviewed every 5 years and passed through senate and then we are looking to increase lighting in another parking lot on campus by a residence hall. We are having a safety even right before Spring Break with the Springfield Police Department to educate students on how to be safe during the break. We are furthering our work into getting electronic bear passes. We are celebrating our 100 years of SGA the first week of March by doing another plastic bag exchange, giveaways, and an alumni networking event. We are helping the Foster Rec by using our SIF funds to get them more intermural jerseys to be more COVID friendly. We have been working alongside the career center to help promote those amazing opportunities to students. We are also hosting a drug and alcohol awareness event during our health and wellness week.

As you can tell Cabinet has been working tirelessly for our students and continue to impress me time and time again. I hope you are all taking care of yourselves and having an incredible 2021 so far. Are there any questions?

XI.B.

Student Affairs Report Missouri State University Board of Governors February 19, 2021

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

Enrollment Management & Services:

- A new GPA-only (test optional) scholarship program was developed for first-time new in college students entering fall 2021. The three new scholarships are automatically awarded to those students who meet the GPA requirement and applied for admission by February 1. Those who apply after February 1 will still be considered on an individual basis if funding is available. These scholarships have already been retroactively awarded to 1,995 admitted students. Below are the scholarships.
 - Academic Excellence. Value of \$2,000 per year. Criteria: HS GPA of 3.9 or higher.
 - Academic Distinction. Value of \$1,500 per year. Criteria: HS GPA of 3.8 to 3.89.
 - Academic Achievement. Value of \$1,000 per year. Criteria: HS GPA of 3.7 to 3.79.
- Fall 2021 point in time applications and admissions of first-time new in college students (as of January 30)
 - Applications: 10,213, up 91 (1%)
 - Admissions: 7,345, up 810 (12%)

Magers Health and Wellness Center:

- Magers Family Health and Wellness Center administered 1,294 First-dose Covid-19 vaccinations during January 19 through January 25. Second-dose vaccinations for these 1,294 patients were administered during February 9 through February 16.
- Magers Family Health and Wellness Center was honored by Congressman Long's request to visit with us on February 2, as part of his COVID Listening Tour of major healthcare facilities in southwest Missouri.

Campus Recreation:

- Campus Recreation obtained proper certification to host and provide American Red Cross Instructor Trainer courses. There is a need for this in the community as the closest non-medical location is Fayetteville, Arkansas.
- In Fall of 2020 Campus Recreation had 9,476 downloads of the MSU CR mobile application. Over 8,000 of those are still active and receiving push notification in addition to being utilized for FRC access and program registration.
- To kick-off the new year, Campus Recreation offered free fitness classes (Pilates, HIIT, Stretching, and Beginner Weight Training) through March.

Bookstore:

- The Bookstore held 2 Faculty/Staff Appreciation Days of special 25% off discounts, and also offered a free gift with purchase. They also offered special Apple technology pricing on previous-generation iPads and accessories. In total, they sold over 1,000 clothing and gift items, totaling 16k in sales, and sold 70 Apple products with sales exceeding 20k. Overall this promotion provided great savings and benefit to the faculty and staff, as well as generating additional bookstore revenue at the end of the calendar year.

- Spring StreamlinED program – For the spring 2021 semester, the bookstore was able to grow the StreamlinED program by 135% over our Spring 20 semester. We had a total of 77 titles in the program for this semester, and that equated to over 11,000 students participating. StreamlinED is designed to offer affordability and accessibility by utilizing Blackboard for the delivery of the course materials, and we are proud to report that this program has continued to grow each semester since inception.
- Spring Back-to-School Sales – The move-in weekend/back-- to school week went extremely well for the bookstore. Overall sales, with StreamlinED totals included, were equivalent to our Spring 2020 sales. We adjusted the physical layout of the store to benefit the students with quick and efficient service, as well as safe social distancing. Online order pick-up was separated from the check-out locations, and students were able to get in and out of the store quickly with minimal wait time. Curb-side pick-up was again available for students, and we serviced 10k worth of orders picked up at our multiple curb-side locations outside the dock area of the bookstore.

Plaster Student Union:

- Office of Student Engagement hosted its annual Winter Organization Festival, where student organizations recruited new and returning students.
- Fraternity/Sorority Life held its retreat for new council and chapter officers. Content was focused on diversity, equity and inclusion as well as leadership development.
- Transition plans have begun for OSE/MRC projects to allow for existing/new staff to relocate, in anticipation of the upcoming construction projects related to the proposed new spaces.

Multicultural Services

- This spring, there are over 100 students currently involved in an Access Program here at MSU
- Jamira Burley, the keynote speaker for MLK Day was well received with approximately 65 virtual attendees.
- “What Would King Say Now?”, the Tough Talk for January was well attended with 134 registered faculty, staff and students.
- Student Diversity in Leadership Institute started on January 14th. All participants hold leadership roles within their student organizations. The group meets every Thursday evening from 7:30 to 9 for 10 weeks. The final presentation and closing is scheduled for 6pm on March 29th.

Residence Life, Housing and Dining:

- The RA Selection Carousel was held on Saturday, February 6, for Fall 21. 90 Applicants participated.
- Residence Life, Housing and Dining Services is hosting a month – long initiative “Dig ThisBlack Excellence Media” to celebrate Black History month. This can be found at the [blog tagged with “Dig This”](#)

Dean of Students:

- SGA is Celebrating its 100th year anniversary at MSU. The students and many alumni are planning activities in conjunction with this celebration.
- The Counseling Center continues to serve our students (snapshot of period 1/1-1/26)-these number have increased in the areas of anxiety & depression
 - 2018-19 153 total visits, 2019-20 238 total visits, 2020-21 255 total visits

- SOAR (Student Orientation, Advisement and Registration) opened its sign-up for summer dates on February 1st. New students and family members are now able to schedule their date for orientation as a new BEAR.
- BIT continue to support students in distress - numbers at the end of fall (a snapshot). At a 10,000 look attribute the decline to not as many students living on campus and seeking counseling services in their home communities and in the Springfield community.
 - 2019 292 total students on the BIT agenda
 - 2020 183 total students on the BIT agenda
- The Impact Summit is poised to lead the discussion of college student mental health via the 2021 Virtual Conference on Wednesday, April 28, 2021

Respectfully submitted by,

Dr. Dee Siscoe
Vice President for Student Affairs



Staff Senate Report to MSU Board of Governors

February 19, 2021

Ryan Reed, Chair of Staff Senate 2020-2021; RyanReed@missouristate.edu

Staff Senate Current Initiatives

New Chair-Elect. Former Chair-Elect, Jenay Divin, has accepted a new job. The Senate has elected Kathleen Hains as the new Chair-Elect.

Staff Satisfaction Survey. Staff Senate conducted a satisfaction survey in January. The return rate was around 55%. The results will be presented at the May Board of Governors meeting.

Staff Emergency Fund. We are looking into developing a staff emergency fund through the Foundation.

Public Affairs Committee. “The Hidden Rules of Race: Barriers to an Inclusive Economy” book club will take place on February 24th.

Memorial Fund for Jason Rhea. Staff Senate is raising money to create a memorial for Jason Rhea on campus. We have a goal of \$5000. Currently have raised \$3725



His Story Will Live On Forever

Jason Rhea
1969-2020

There is still time to donate towards Jason's memorial, which will be incorporated into the area of the new outdoor Performing Arts Pavilion.

His family would like this to be a place where you can spend time thinking of Jason in one of the first areas he maintained when he began working for MSU.

Thanks to the generosity of others, we are close to the halfway mark. Donate what you can to reach the goal of \$5,000.

Donate at the link below to create a campus memorial for Jason.

www.missouristate.edu/RheaMemorial

XIII.A.

RECOMMENDED ACTION - Approval of consultant and authority to enter into an agreement for additional professional services in conjunction with the renovation of the Kampeter Health Sciences Hall.

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

WHEREAS, professional services of Hood-Rich Architecture were approved by the Board of Governors in June 2020; and

WHEREAS, following Governor Parson's release of \$8,400,000.00 in withheld funds to be allocated to maintenance and repair projects, in January 2021, the Board of Governors adjusted the fiscal year 2021 budget to allocate \$7,866,679.00 for maintenance and repair on the Springfield campus to include increasing the scope of the Kampeter Hall renovation; and

WHEREAS, due to increase in project scope, the professional services fee has increased by \$347,156.00 from the initial \$324,000.00, thereby necessitating that the resulting amendment be approved by the Board, consistent with G1.18 Contract Authorization Policy.

BE IT RESOLVED by the Board of Governors of Missouri State University that the additional professional services of Hood-Rich Architecture in conjunction with the renovation of the Kampeter Health Sciences Hall be accepted, approved, and awarded.

BE IT FURTHER RESOLVED that Hood-Rich Architecture perform this work for a fixed fee of Three Hundred Forty-seven Thousand One Hundred Fifty-six and 00/100ths dollars (\$347,156.00) plus reimbursable expenses.

BE IT FURTHER RESOLVED that this be paid from the Professional Building Renovation budget funded by private donations.

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

VOTE: **AYE** _____

NAY _____

COMMENTS:

The university hired Hood-Rich Architecture in June 2020 to facilitate the design of the renovation for the Kampeter Health Sciences Hall. The consultant's original proposal of \$324,000.00 was approved at the June 19, 2020 Board of Governors' meeting. With the allocation of additional maintenance and repair funds as approved by the Board of Governors in January 2021, the total project budget was increased from \$5,000,000.00 to \$10,000,000.00. The consultant proposed an additional professional services fee of \$347,156.00, which will include comprehensive design services, from schematic design through post-construction needed to complete the project based on the new total project budget and elevator improvements. Upon approval, the consultant's new agreement amount would be as follows:

| | |
|--|---------------------|
| Architect/Engineer Basic Services (June 2020 approved scope): | \$324,000.00 |
| Additional Professional Services: | <u>\$347,156.00</u> |
| Additional Architect/Engineer Basic Services: \$324,000.00 | |
| Elevator Consultant and Architect/Engineer Services: \$23,156.00 | |
| New Agreement Total: | \$671,156.00 |

The scope for these additional professional services will focus on maintenance and repair projects throughout the building. The finishes within the public corridors on the second, third, and fourth floors will be upgraded with new flooring, ceilings, LED lighting, and painting. The restrooms on the second and third floors will be renovated to meet current ADA standards along with new plumbing fixtures and finishes. The mechanical, electrical, and plumbing systems will be upgraded throughout the building, including the HVAC system. The planned exterior envelope improvements will be expanded to all sides of the building and will also include a new roof and upgraded finishes at highly visible building elevations. There will also be site improvements including additional landscaping on the south, east, and west sides of the building. Work is scheduled to begin by the summer of 2021 and be completed by the summer of 2022.

The additional professional services will be paid from the Professional Building Renovation budget funded by private donations (\$347,156.00).

G1.18 Contract Authorization requires additional approval by the Board of Governors of any proposed contractual amendment that would cause the estimated value of the already-approved agreement to be exceeded by 25% or \$50,000, whichever is less.

XIII.B.

RECOMMENDED ACTION – Approval of Real Estate Purchase Contract for the sale of Property at 547 Drury Road, Kirbyville, Missouri.

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

BE IT RESOLVED by the Board of Governors for Missouri State University that the University enter into the attached Real Estate Purchase Contract (Purchase Contract) for the sale, in fee simple absolute title, of certain real estate located at 547 Drury Road, Kirbyville, Missouri for the amount of One Hundred Eighty Five Thousand and 00/100ths Dollars (\$185,000.00)

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

VOTE: **AYE**_____

NAY_____

COMMENTS:

The property is sited at Bull Shoals as part of the Bull Shoals Field Station properties, near existing Missouri State University leased property within the Drury Conservation Area.

With the addition of the Ozarks Education Center at the Bull Shoals Field Station, the College of Natural and Applied Sciences has ample facilities for research and overnight accommodations. Proceeds from the sale of the property will be repurposed to fund internet to the Ozarks Education Center.

This property was appraised for \$185,000.00 on August 12, 2020 by Jackson Appraisal Services, LLC. The Purchase Contract has been reviewed and approved by University General Counsel.

REAL ESTATE PURCHASE CONTRACT

THIS REAL ESTATE PURCHASE CONTRACT ("Contract") is entered into by and between the Board of Governors of Missouri State University, a Missouri public institution of higher education ("Seller") whose address is 901 S. National, Springfield, MO 65897, and Mark and Sarana Rogers ("Buyer") whose address is 500 Drury Road, Kirbyville, MO 65679, as of the Effective Date indicated in Section 3, below.

WITNESSETH THAT:

A. Seller owns the improved real property, including land and buildings located at 547 Drury Road in Kirbyville, Taney County, Missouri, as further described in the legal description set forth on Exhibit A, which is attached hereto and incorporated herein by reference. The real property and all improvements and fixtures are collectively referred to as the "Property."

B. Buyer desires to purchase, and Seller desires to sell the Property on the terms and conditions set forth in this Contract.

Now, Therefore, in consideration of the mutual promises contained in this Agreement, which incorporate the above recitals herein by reference, and other valuable consideration, Buyer and Seller agree to the as follows:

1. **Purchase Price.** Subject to the modifications contained herein, the Seller agrees to sell, and Buyer agrees to buy the Property for the sum of \$185,000.00 (One Hundred Eighty Five Thousand and No/100 Dollars)("Purchase Price") to be paid by Buyer to Seller as follows:

(a) Within ten (10) business days after the Effective Date, as hereinafter defined, Buyer shall deposit with Hogan Land Title Company ("Title Company"), an earnest deposit of \$5,000.00 ("Earnest Deposit") to be held applied and disbursed according to this Contract. At the Closing, as hereinafter defined, the Earnest Deposit shall be credited to Buyer against the Purchase Price.

(b) At Closing, Buyer shall deposit with the Title Company the balance of the Purchase Price, subject to adjustments provided in this Contract, by certified check, wire transfer of funds, or other instrument reasonable or feasible for Buyer, adjusted at Closing for prorations, closing costs, and other agreed expenses. This is a cash transaction and Buyer will have no lender involved.

2. **Effective Date of Contract.** The "Effective Date" of this Contract shall be the date of its approval by the Board of Governors of Missouri State University, anticipated to be February 19, 2021. If Board of Directors approval does not occur by February 19, 2021, Seller must agree to any extension of the approval period.

3. **Closing Date.** Closing shall be on or before April 1, 2021 ("Closing Date"), and possession of the Property shall be delivered to Buyer on such date.

4. **Access/Reports and Delivery of Documents.** Seller hereby grants to Buyer, its agents, and representatives, the full right of access to the Property during the Inspection Period

(as hereinafter defined). Buyer, its agents and representatives shall not interfere with any work being performed on the Property, if any, or on any of the Seller's adjacent property, if any, or unreasonably interfere with any tenant use or occupancy of the Property. Buyer, its agents and representatives, may perform any investigation, surveys, tests or inspections of the Property desired by Buyer. Buyer shall be responsible for and pay any claims, or damages arising from Buyer's inspection of the Property or failure to comply with local, state or federal environmental laws and regulations.

Within ten (10) days after the Effective Date, Seller shall deliver the following to Buyer (to the extent that the same are in possession of or control of Seller):

- (a) A copy of the most recent survey of the Property; and
- (b) A copy of the most recent title policy or commitment covering the Property.

5. Buyer Conditions and Inspection Period. All of Buyer's duties and obligations under this Contract shall be conditioned upon and subject to the complete satisfaction of the following conditions precedent, each of which is for the sole benefit of Buyer, and any of which may be waived by Buyer at Buyer's sole discretion. Buyer shall have thirty (30) days ("Inspection Period") from the Effective Date to complete its investigation of the Property. If, prior to the expiration of the Inspection Period, each and every one of the conditions precedent are not completely satisfied or waived by Buyer, or for any other reason within the Buyer's sole discretion, Buyer may terminate this Contract as set forth below. If Buyer fails to notify Seller of its waiver or satisfaction of each of the conditions precedent within the designated Inspection Period, such conditions shall be deemed waived. During the Inspection Period, Buyer shall complete the following to its satisfaction:

(a) **Title.** Buyer shall obtain, and Seller shall pay for on or before the Closing Date, a title insurance commitment and/or title search issued by the Title Company, which is licensed to issue and write title insurance policies in the State of Missouri. Buyer shall notify Seller in writing of any objections or defects to the title. If Buyer delivers notice of any such objections or defects, then Seller, within ten (10) days after receipt of such notice, shall either elect: (i) not to cure any such defects or (ii) to promptly attempt to cure any such defects before Closing. Seller's failure to send written notice to Buyer within such ten (10) day period electing to either not cure or attempt to cure such defects shall be deemed an election by Seller not to cure such defects. If Seller refuses to cure such defects Buyer shall elect as its sole remedy to either: (i) terminate this Contract by giving written notice thereof to Seller, in which event: (a) no party hereto shall have any further rights, duties or obligations hereunder; and (b) Seller shall instruct the Title Company to return the Earnest Deposit to Buyer; or (ii) accept the title to the Property subject to the defects without adjustment to the Purchase Price and proceed to Closing as set forth herein. At closing, the Buyer is to pay all premiums necessary to convert the title insurance commitment to a Buyer's title insurance policy in the full amount of the purchase price.

(b) **Environmental Investigation.** During the Inspection Period, Buyer shall, at its own expense, perform such environmental audits, testing and sampling of the Property as it, in its sole discretion, deems necessary to determine the environmental condition of the Property. If Buyer's environmental investigation reveals a condition or conditions requiring additional testing, remediation,

abatement or reporting to local, state or federal governmental entities (Environmental Conditions), Buyer will provide, at a minimum, the executive summary of its report to Seller. If, following receipt of Buyer's identified Environmental Conditions, Seller fails to take reasonable steps to address the Environmental Conditions, Buyer may terminate this Contract. If any underground storage tanks, petroleum product lines, asbestos or asbestos containing materials, septic tanks or other like containers or pipes are discovered at the Property, Seller shall have the option of removing the discovered items and any associated contamination, or terminating this Contract. In the event this Contract is terminated pursuant to the provisions of this subparagraph during the Inspection Period, Buyer shall be entitled to a return of its Earnest Deposit.

(c) **Utilities.** Seller shall pay for all utility services (e.g., water, electricity, and/or gas) furnished to the Property for the period of time up to and including the date on which Seller vacates the Property, and Buyer shall pay for such utility expenses thereafter. In the event meter readings are not made pertaining to the utility services furnished to the Property on precisely the date on which Seller vacates the Property, the cost of such utility service shall be appropriately prorated between the parties. In no event shall Seller cause or permit the following utility services to be shut off or discontinued, as doing so could result in physical damage to the Property.

(d) **Property at Closing.** Seller shall remove from the Property obvious debris and other related items to include rolled up metal roofing, five piles of wood, steel trailer frame and remaining flooring/underlayment, sixteen cinderblocks from eight trailer supports, three other blocks, two tires/rims, and miscellaneous wire fencing from the trailer site to the north of the Property prior to the Closing Date. See Exhibit B for photograph of trailer site. Otherwise Seller will leave the Property as it deems reasonable including appliances and other associated items.

6. Insurance and Risk of Loss. Seller shall maintain Property insurance until delivery of the Property to the Buyer, in accordance with its existing insurance policy. The risk of loss shall be upon Seller until the passage of title to Buyer. In the event of any material damage or destruction to the Property prior to the closing, this transaction may either be terminated or consummated upon the agreement of Buyer and Seller. In the event this transaction is consummated, Buyer and Seller shall agree to either an assignment of the proceeds of insurance to Buyer or to a reduction in the purchase price to the extent of the damage or destruction so long as a final non-disputed determination of insurance proceeds has been made by the insurer and such proceeds are sufficient to pay off Seller's mortgage financing associated with the Property. Buyer acknowledges that prior to any assignment of insurance proceeds from Seller to Buyer, Seller must first obtain the written consent of any applicable mortgage lender.

7. Escrow Procedures. The Earnest Deposit shall be held in escrow by the Title Company to be applied to the Purchase Price at Closing or, if Closing does not occur, to be disbursed as otherwise set forth herein. If the parties are in disagreement, the Title Company shall give written notice to Seller and Buyer indicating the Title Company's intended disposition of the Earnest Deposit. Seller and Buyer hereby agree that if neither party objects in writing to the proposed disposition of the Earnest Deposit within three (3) business days after the date of

mailing of such notice, the Title Company shall proceed to dispose of the Earnest Deposit as it had previously indicated.

8. Closing Procedures.

- (a) At Closing, Seller shall deliver the following to the Title Company:
- (i) A Special Warranty Deed in recordable form, and which is acceptable to Buyer, conveying fee simple title to the Property to Buyer, free and clear of all liens (including mechanics' liens), easements, leases, encumbrances, restrictions or defects, except Zoning restrictions, and detailing:
 - Current general taxes and current special assessments (if any);
 - Legal roadways and utility easements (if any);
 - Such other matters affecting title (if any) as have been approved by Buyer;
 - (ii) Exclusive possession of the Property;
 - (iii) A closing statement reflecting the Purchase Price and all adjustments thereto;
 - (iv) A properly executed tax proration agreement;
 - (i) Any such other documents as might be reasonably requested by the Title Company and Buyer to consummate the purchase of the Property.
- (b) At Closing, Buyer shall deliver to the Title Company the following:
- (i) The balance due of the Purchase Price subject to the adjustments and prorations set forth in this Contract;
 - (ii) A closing statement reflecting the Purchase Price and all adjustments thereto;
 - (iii) Any such other documents as might be reasonably requested by the Title Company and Seller to consummate the purchase of the Property.

9. Transaction Charges and Expenses. The Title Company shall serve both as escrow and closing agent for this transaction. Buyer and Seller shall pay equally the Title Company's fee for closing this transaction. Real property taxes on the Property for the year in which the transaction closes shall be prorated to date of closing, with the parties executing a tax proration agreement as set forth in Section 9(a)(iv). Seller shall pay any transfer taxes and recording fees or taxes.

10. Liability for Default.

(a) **Default by Seller.** If Buyer has performed all of the obligations of Buyer hereunder, and Seller shall breach this Contract or fail to perform any of Seller's obligations hereunder or fail to otherwise close this transaction, then Buyer, may elect,

as its remedy, to either:

- (i) treat this Contract as terminated, in which case all payments and things of value received hereunder, including the Earnest Deposit described in Section 1, above, shall be returned to Buyer, Seller agrees to sign any necessary documents as required by the Title Company to release said Earnest Deposit to Buyer, and to reimburse Buyer for all of its expenses incurred for its investigation of the Property under Section 5, herein, as evidenced by paid invoices to third parties; or
 - (ii) treat this Contract as being in full force and effect and Buyer shall have the right to an action for specific performance. Seller shall reimburse Buyer for any expenses in connection with such enforcement, including, but not limited to, all reasonable attorneys' fees, court costs and related expenses.
- (b) **Default by Buyer.** If the Seller has performed Seller's obligations under this Contract, and after the satisfaction of all conditions stated herein to the benefit of the Buyer, Buyer fails to make the payments herein or fails to otherwise close this transaction, then Seller, as its remedy to either:
- (i) treat this Contract as terminated, in which case the Earnest Deposit described in Section 1, above, shall be retained by Seller and, Buyer agrees to sign any necessary documents as required by the Title Company to release said Earnest Deposit; or
 - (ii) treat this contract as being in full force and effect and Seller shall have the right to an action for specific performance. Buyer shall reimburse Seller for any expenses in connection with such enforcement, including, but not limited to, all reasonable attorneys' fees, court costs and related expenses.

11. **First Right of Refusal Options.** The seller warrants and represents that there is no existing first right of refusal option to allow a third party to purchase the Property.

12. **Miscellaneous.**

(a) **Authority and Binding Effect.** Both the individual signing this Contract on behalf of Seller and the individual signing this Contract on behalf of Buyer have the authority to bind the respective party to the agreements set forth herein. This Contract shall be binding upon and inures to the benefit of the parties hereto and their respective successors and assigns. The representations and agreements contained herein shall extend to and be obligatory upon the heirs, executors, administrators, successors and assigns of the parties hereto

(b) **Attorneys' Fees.** In connection with any litigation arising out of this Contract, the prevailing party shall be entitled to recover all costs incurred, including reasonable attorneys' fees.

(c) **Time is of the Essence.** Time shall be considered of the essence for this contract.

(d) **Waiver.** No waiver by Seller or Buyer of any default or breach under this Contract shall operate as a waiver of any future default, whether of like or different nature.

(e) **Entire Contract Modification.** This Contract contains the entire agreement of the terms and conditions agreed upon by the parties herein. This Contract supersedes any and all previous agreements, whether oral or written, regarding the subject matter of this Contract.

(f) **Counterparts, Facsimile Signatures and Electronic Transfer.** This Contract may be executed in multiple counterparts, each of which shall be considered to be an original document. "Facsimile signatures," as that term is commonly used with reference to facsimile machines used in transmitting documents, signatures, photocopies, etc., will be and are hereby declared by all parties to this Contract to be the same as an original signature to this Contract. A facsimile of this Contract, including the signature portion thereof, will be treated and relied upon by all parties hereto as an original Contract and an authentic signature with the same legal effect as though the facsimile were an original document to which a genuine signature has been affixed. "Electronic transfer" (i.e.: pdf, tif, etc.) as that term is commonly used with reference to electronic scanning and transmission via the Internet. Documents, signatures, photocopies, etc. will be and hereby are declared by all parties to this Contract to be the same as an original signature to this Contract. An Electronic Transfer of this Contract, including the signature portion thereof, will be treated and relied upon by all parties hereto as an original Contract and an authentic signature with the same legal effect as though the Electronic Transfer were an original document to which a genuine signature has been affixed.

(g) **Construction.** This Contract and all provisions contained herein have been jointly drafted (or reviewed and negotiated) and agreed to, and shall be deemed to have been prepared jointly, by the parties hereto, each being sophisticated in transactions such as the one contemplated by this Contract and each having the benefit and advice of legal counsel (or the opportunity to seek such counsel), and shall not be construed in favor of or against any party to this Contract. All headings contained in this Contract are inserted only as a matter of convenience and in no way define, limit or extend the scope or intent of this Contract or any provisions hereof and should not be considered in interpreting this Contract. The term "Seller" may either be singular or plural according to whichever is evidenced by the signatures below.

(h) **Severability.** Should any provision of this Contract be held to be illegal, invalid or unenforceable, such a finding shall have no effect on any other provisions of this Contract.

(i) **Controlling Law.** This Contract shall be construed and interpreted according to the laws of the State of Missouri.

(j) **Computation of Time.** If any date for the occurrence of an event or act under this Contract falls on a Saturday, Sunday or legal holiday in the State of Missouri, then the time for the occurrence of such event or act shall be extended to the next succeeding business day. All time computations under this Contract shall be based on

Central Time Zone.

13. Notices. All notices and other communications required or permitted to be given hereunder shall be in writing and shall be effective as of (i) the date of delivery, if served in person, (ii) two (2) days after the date of mailing, if served by certified or registered mail, postage prepaid and return receipt requested, (iii) the next succeeding business day after deposit with a responsible overnight delivery service similar to UPS and/or Federal Express, or (iv) upon receipt, if delivered by facsimile with confirmed transmittal. If the last day for giving notice or performing any act hereunder falls on a Saturday, Sunday, or day on which the main post office at Springfield, Missouri, is not open for the regular transaction of business, the time shall be extended to the next day that is not a Saturday, Sunday, or post office holiday.

Notice shall be sent to the following:

For Buyer:

Mark and Sarana Rogers
500 Drury Road
Kirbyville, MO 65679

For Seller:

Matthew D. Morris, Vice President for Administrative Services
Missouri State University
901 S. National Ave.
Springfield, MO 65897

IN WITNESS WHEREOF, the parties hereto have executed this Contract, intending to be bound by the terms of same, as of the last date indicated below.

SELLER

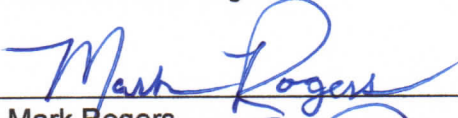
Board of Governors of Missouri State University

By: Matthew D. Morris, Vice President for Administrative Services

Executed _____ o'clock ____ . M. CT on _____, 2021

BUYER

Mark and Sarana Rogers



By: Mark Rogers



By: Sarana Rogers

Executed 6:30 o'clock P . M. CT on Jan 28, 2021

Title Company Acknowledgement of Receipt of Executed Contract:

I, _____ (representative) of _____ (Title Company) hereby
acknowledge receipt of the fully executed Contract this _____ day of _____, 20____.

By:

EXHIBIT A

LEGAL DESCRIPTION

E2 SW4 SESE4: PT E2 NW4 NENE4 N OF CR J-30, ACCORDING TO THE DEED RECORDED IN DEED BOOK 426 AT PAGE 4842 IN THE RECORDER'S OFFICE IN TANEY COUNTY, MISSOURI.

EXHIBIT B
TRAILER SITE



XIV.A.

RECOMMENDED ACTION – Approval of transfer and transfer of Property located at 326 North Boonville, Springfield, Missouri from the MSU Foundation to the Board of Governors of Missouri State University.

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

BE IT RESOLVED by the Board of Governors of Missouri State University that the purchase of Property located at 326 North Boonville in Springfield, Missouri for the amount of Four Hundred Twelve Thousand Five Hundred Forty-Seven and 98/100ths Dollars (\$412,547.98), further described in the attached Exhibit, be funded from the Student Art Exhibition Fee endowment fund.

BE IT FURTHER RESOLVED that the Board of Governors of Missouri State University accepts the transfer of ownership of the Property from the Board of Trustees of the Missouri State University Foundation.

VOTE: AYE _____

NAY _____

February 19, 2021

EXHIBIT

ALL OF CONDOMINIUM UNITS 101 AND B01 IN QUINN LOFT CONDOMINIUMS, PHASE 2, ACCORDING TO DECLARATIONS RECORDED IN BOOK 2006, PAGE 032062-06 AND AMENDED IN BOOK 2006, PAGE 42075-06 AND BOOK 2011, PAGE 23374-11 AND QUINN LOFT CONDOMINIUM ASSOCIATIONS, LLC ACCORDING TO THE PLAT RECORDED IN PLAT BOOK AAA, PAGE 198 AND THE AMENDED DECLARATION IN BOOK 2006, PAGE 55886-06, AND BOOK 2011, PAGE 23374-11, IN GREENE COUNTY, MISSOURI, AND ANY AMENDMENTS AND/OR ADDENDUMS THEREOF, TOGETHER WITH THE UNDIVIDED INTEREST IN THE COMMON ELEMENTS APPURTENANT THERETO.

COMMENTS:

The Judith Enyeart Reynolds College of Arts and Letters will utilize the space as an art gallery. The purchase of this property provides the opportunity to consolidate property and locates the art gallery in the IDEA Commons area, close to Brick City, which houses the Art and Design department. With the art gallery relocation, the Student Exhibition Center at 838 East Walnut Street will be marketed for sale.

The property consists of 7,112 square feet including exhibition space and restrooms. The property includes all of the basement and first floor, within the four-story building. Loft apartments under separate ownership are on the third and fourth floors.

The Student Art Exhibition Fee endowment fund was established by the Board on June 19, 1987 and has a current market value of \$1.2 million dollars.

XIV.B.

**MISSOURI STATE UNIVERSITY FOUNDATION
INCOME SUMMARY TOTALS BY TYPE AND SOURCE
07/01/2020 TO 12/31/2020**

| SOURCE | UNRESTRICTED CURRENT | RESTRICTED CURRENT | ENDOWMENT | GIFTS OF PROPERTY | NON-GIFT INCOME* | TOTAL 07/01/2020 TO 12/31/2020 | TOTAL 07/01/2019 TO 12/31/2019 |
|-------------------|-------------------------|-----------------------|--------------------|----------------------|---------------------|-----------------------------------|-----------------------------------|
| ALUMNI | \$59,831 | \$1,812,931 | \$1,098,756 | \$1,785 | \$217,772 | \$3,191,075 | \$4,822,784 |
| FRIENDS | 6,855 | 944,174 | 155,873 | 1,969,346 | 220,493 | \$3,296,741 | 1,607,341 |
| PARENTS | 2,200 | 48,335 | 40,815 | 10 | 14,500 | \$105,860 | 94,916 |
| FOUNDATIONS | 4,350 | 2,412,041 | 40,350 | 0 | 5,650 | \$2,462,391 | 617,432 |
| ORGANIZATIONS | 12,817 | 208,592 | 2,623,210 | 37,785 | 2,700 | \$2,885,104 | 2,001,673 |
| BUSINESSES | 15,360 | 1,432,261 | 66,684 | 291,009 | 1,147,300 | \$2,952,614 | 1,730,471 |
| GIFT TOTAL | \$101,413 | \$6,858,334 | \$4,025,688 | \$2,299,935 | \$1,608,415 | \$14,893,785 | \$10,874,617 |

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

** Amount also includes Tax credit for JVIC*

DEFERRED GIFT COMMITMENTS

| | UNRESTRICTED CURRENT | RESTRICTED CURRENT | ENDOWMENT | GIFTS OF PROPERTY | TOTAL 07/01/2020 TO 12/31/2020 | TOTAL 07/01/2019 TO 12/31/2019 |
|----------------|-------------------------|-----------------------|-----------|----------------------|-----------------------------------|-----------------------------------|
| DEFERRED GIFTS | 0 | 0 | 2,538,501 | 0 | \$ 2,538,501 | \$ 18,281,061 |

GRAND TOTAL FOR TESTAMENTARY GIFTS YET TO BE RECEIVED: \$67M

| | NUMBER OF DONORS 7/1/2020 TO 12/31/2020 | NUMBER OF DONORS 7/1/2019 TO 12/31/2019 |
|---------------|--|--|
| ALUMNI | 4,280 | 4,284 |
| FRIENDS | 8,197 | 8,129 |
| PARENTS | 691 | 854 |
| FOUNDATIONS | 39 | 30 |
| ORGANIZATIONS | 133 | 186 |
| BUSINESSES | 457 | 560 |
| TOTAL | 13,797 | 14,043 |

**MISSOURI STATE UNIVERSITY FOUNDATION
INCOME SUMMARY TOTALS BY TYPE AND SOURCE
07/01/2020 TO 1/31/2021**

| SOURCE | UNRESTRICTED CURRENT | RESTRICTED CURRENT | ENDOWMENT | GIFTS OF PROPERTY | NON-GIFT INCOME* | TOTAL 07/01/2020 TO 1/31/2021 | TOTAL 07/01/2019 TO 1/31/2020 |
|-------------------|-------------------------|-----------------------|--------------------|----------------------|---------------------|----------------------------------|----------------------------------|
| ALUMNI | \$63,331 | \$1,860,136 | \$1,402,342 | \$5,997 | \$243,240 | \$3,575,046 | \$4,918,820 |
| FRIENDS | 7,717 | 1,043,808 | 174,142 | 1,982,646 | 230,276 | \$3,438,589 | 1,766,659 |
| PARENTS | 2,275 | 54,658 | 41,330 | 10 | 15,700 | \$113,973 | 104,882 |
| FOUNDATIONS | 4,850 | 2,664,911 | 40,871 | 0 | 5,650 | \$2,716,282 | 1,856,461 |
| ORGANIZATIONS | 13,442 | 325,513 | 4,199,260 | 37,785 | 1,500 | \$4,577,500 | 2,126,696 |
| BUSINESSES | 15,638 | 1,469,650 | 66,856 | 301,912 | 1,187,800 | \$3,041,856 | 1,895,856 |
| GIFT TOTAL | \$107,253 | \$7,418,676 | \$5,924,801 | \$2,328,350 | \$1,684,166 | \$17,463,246 | \$12,669,374 |

**Per the Tax Cuts and Jobs Act, the US Tax reform bill signed into law effective in 2019, income recieved from athletics seat assessments and suites are no longer tax deductible.
* Amount also includes Tax credit for JVIC*

DEFERRED GIFT COMMITMENTS

| | UNRESTRICTED CURRENT | RESTRICTED CURRENT | ENDOWMENT | GIFTS OF PROPERTY | TOTAL 07/01/2020 TO 1/31/2021 | TOTAL 07/01/2019 TO 1/31/2020 |
|----------------|-------------------------|-----------------------|-----------|----------------------|----------------------------------|----------------------------------|
| DEFERRED GIFTS | 0 | 0 | 2,618,501 | 0 | \$ 2,618,501 | \$ 18,281,061 |

GRAND TOTAL FOR TESTAMENTARY GIFTS YET TO BE RECEIVED. \$67M

| | NUMBER OF DONORS 7/1/2020 TO 1/31/2021 | NUMBER OF DONORS 7/1/2019 TO 1/31/2020 |
|---------------|---|---|
| ALUMNI | 4,539 | 4,501 |
| FRIENDS | 8,747 | 8,517 |
| PARENTS | 791 | 917 |
| FOUNDATIONS | 42 | 35 |
| ORGANIZATIONS | 153 | 201 |
| BUSINESSES | 484 | 587 |
| TOTAL | 14,756 | 14,758 |

**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 December | | Running Totals | | Year |
| | | No. | Amount | No. | Amount | No. | Amount | No. | Amount | |
| Annual Gifts | FY 20 | 7,489 | \$261,011 | 238 | \$1,179,948 | 7,727 | \$1,440,959 | 35,042 | \$4,431,692 | FY 20 |
| | FY 21 | 7,018 | \$292,271 | 194 | \$730,130 | 7,212 | \$1,022,401 | 37,025 | \$3,816,072 | FY 21 |
| Special Campaigns | FY 20 | 42 | \$11,185 | 18 | \$3,161,309 | 60 | \$3,172,494 | 714 | \$4,459,051 | FY 20 |
| | FY 21 | 20 | \$3,763 | 17 | \$3,766,466 | 37 | \$3,770,229 | 531 | \$5,758,004 | FY 21 |
| One Time Gifts | FY 20 | 0 | \$0 | 14 | \$438,244 | 14 | \$438,244 | 53 | \$1,983,874 | FY 20 |
| | FY 21 | 0 | \$0 | 23 | \$243,588 | 23 | \$243,588 | 74 | \$5,319,709 | FY 21 |
| TOTALS | FY 20 | 7,531 | \$272,196 | 270 | \$4,779,501 | 7,801 | \$5,051,697 | 35,809 | \$10,874,617 | FY 20 |
| | FY 21 | 7,038 | \$296,034 | 234 | \$4,740,184 | 7,272 | \$5,036,218 | 37,630 | \$14,893,785 | FY 21 |

**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 January | | Running Totals | | |
| | | No. | Amount | No. | Amount | No. | Amount | No. | Amount | Year |
| Annual Gifts | FY 20 | 5,199 | \$119,554 | 60 | \$318,009 | 5,259 | \$437,563 | 40,301 | \$4,869,255 | FY 20 |
| | FY 21 | 5,913 | \$149,335 | 50 | \$217,020 | 5,963 | \$366,355 | 42,979 | \$4,181,836 | FY 21 |
| Special Campaigns | FY 20 | 39 | \$7,208 | 11 | \$332,844 | 50 | \$340,052 | 764 | \$4,799,103 | FY 20 |
| | FY 21 | 17 | \$4,480 | 4 | \$280,500 | 21 | \$284,980 | 552 | \$6,042,984 | FY 21 |
| One Time Gifts | FY 20 | 0 | \$0 | 5 | \$1,017,142 | 5 | \$1,017,142 | 58 | \$3,001,016 | FY 20 |
| | FY 21 | 0 | \$0 | 6 | \$1,890,302 | 6 | \$1,890,302 | 84 | \$7,238,426 | FY 21 |
| TOTALS | FY 20 | 5,238 | \$126,762 | 76 | \$1,667,995 | 5,314 | \$1,794,757 | 41,123 | \$12,669,374 | FY 20 |
| | FY 21 | 5,930 | \$153,815 | 60 | \$2,387,822 | 5,990 | \$2,541,637 | 43,615 | \$17,463,246 | FY 21 |

XIV.C.

RECOMMENDED ACTION – Approval of Phase IV Student Distribution under the Coronavirus Aid, Relief, and Economic Security (CARES) Act.

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

WHEREAS, Missouri State University students experienced significant changes to the delivery of instruction during the fall 2020 semester; and

WHEREAS, these changes include an increase in the number of online classes as well as moving several classes to an online format during or immediately before the registration period, often resulting in students on the Springfield campus paying more tuition under the university’s existing tuition model than they would have paid had classes been delivered in a seated format; and

WHEREAS, U.S. Department of Education guidance permits universities to use the institutional portion of their Higher Education Emergency Relief Fund (HEERF) allocations under the Coronavirus Aid, Relief, and Economic Security (CARES) Act to provide refunds to students resulting from significant changes to the delivery of instruction; and

WHEREAS, U.S. Department of Education guidance also permits universities to use the institutional portion of their Higher Education Emergency Relief Fund (HEERF) allocations under the Coronavirus Aid, Relief, and Economic Security (CARES) Act to provide emergency financial aid grants to students for expenses related to disruption of campus operations due to coronavirus (including eligible expenses under a student’s cost of attendance such as food, housing, course materials, technology, health care, and child care); and

WHEREAS, the Springfield campus has approximately \$1.9 million and the West Plains campus has approximately \$418,000 remaining in the institutional portions of their HEERF allocations under the CARES Act.

NOW, THEREFORE, BE IT RESOLVED by the Board of Governors of Missouri State University that, due to significant changes to the delivery of instruction, the remainder of the institutional portion of the Springfield campus’s HEERF allocation under the CARES Act be used to provide a ratable tuition refund to students based on the number of undergraduate online credit hours in which they enrolled on the Springfield campus during the fall 2020 semester.

BE IT FURTHER RESOLVED that, to reimburse for expenses related to disruption of campus operations due to coronavirus, the remainder of the institutional portion of the West Plains campus’s HEERF allocation under the CARES Act be used to provide emergency financial aid grants to students for the fall 2020 semester, the specific amounts and parameters of which will be determined based on applicable U.S. Department of Education guidance.

VOTE: **AYE** _____

NAY _____

XIV.D.

RECOMMENDED ACTION – Approval of Student Distribution under the Coronavirus Response and Relief Supplemental Appropriations Act (CRRSAA).

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

WHEREAS, the Coronavirus Response and Relief Supplemental Appropriations Act (CRRSAA) went into effect on December 27, 2020; and

WHEREAS, in addition to the funds previously authorized by Coronavirus, Aid, Recovery, and Economic Security (CARES) Act, the CRRSAA authorized \$21.2 billion in federal funding for higher education institutions through the Higher Education Emergency Relief Fund II (HEERF II); and

WHEREAS, particular limitations and requirements exist with regard to the funds, including a commitment by each institution receiving an allocation of the HEERF II funds to distribute a specified portion of the funds to students as emergency financial aid grants; and

WHEREAS, the university’s Springfield campus was allocated \$6,927,837 in HEERF II funds under the CRRSAA that must be distributed to students as emergency financial aid grants; and

WHEREAS, the university’s West Plains campus was allocated \$480,083 in HEERF II funds under the CRRSAA that must be distributed to students as emergency financial aid grants.

NOW, THEREFORE, BE IT RESOLVED by the Board of Governors of Missouri State University that the university distribute each campus’s HEERF II allocation that has been designated for distribution to students as emergency financial aid grants as set forth in the attached HEERF II Student Allocation Distribution Plan, with the exact amounts of such distributions to be determined by the University President after students have had a reasonable time to meet the qualifications to receive a distribution and calculations can be made to assure a complete distribution of all funds so designated.

VOTE: **AYE** _____

NAY _____

HEERF II STUDENT ALLOCATION DISTRIBUTION PLAN

Tier 1: Pell Grant Eligible Students (Prioritizing Students with “Exceptional Need”)

The High Need Emergency Assistance Grant is designed to provide immediate relief to our students with exceptional financial need for expenses related to the coronavirus. High Need Emergency Assistance Grants will be automatically awarded and distributed to students who meet the following criteria:

- Currently enrolled spring 2021 as an undergraduate, degree-seeking student at MSU,
AND
- Have an expected family contribution (EFC) between 0 – 5,711.

Tier 2: All Remaining Eligible Students

The Emergency Assistance Grant is designed to provide immediate relief to our currently enrolled students for expenses related to the coronavirus. Emergency Assistance Grants will be automatically awarded and distributed to students who meet the following criteria:

- Currently enrolled spring 2021 as a graduate or undergraduate, degree-seeking student at MSU,
AND
- Has not been awarded a High Need Emergency Assistance Grant,
AND
- Has a valid FAFSA on file with MSU.

XIV.E.

Summary of FY2021 Bond Refinancing Resolutions

| Financing | Original Projects Funded | Term sheet Summary |
|--|--|---|
| 1. Series 2015 Aux Ent Sys Bond Refinancing | JQH Arena Matures 4/1/2032 | UMB Term Sheet Summary: Estimated Bond Issue \$33.9 million Taxable Rate 2.04% Tax Exempt Rate 1.61% Call provision 4/1/2026 No prepayment penalty if using university funds to reduce outstanding bonds. Present Value Savings \$2.0 million Redeems public bond issues |
| 2. Series 2014 MOHEFA Bond Refinancing | O'Reilly Clinical Health Sciences Center; the Davis-Harrington Welcome Center Matures 10/1 2039 | Capital One Term Sheet Summary Estimated Bond Issue \$17.9 million Tax Exempt Rate 2.69% Call provision 10/1/2031 Present Value Savings \$1.0 million Redeems public bond issues |
| 3. Series 2019 MOHEFA Bond Amendment | Purchase of Brick City buildings 1, 3, 4 and 5 | Capital One Term Sheet Summary Estimated Bond Issue \$14.1 million Tax Exempt Rate 2.15% Call provision 10/1/2031 Present Value Savings \$1.1 million Amends existing Capital One bonds |

**RESOLUTION OF THE
BOARD OF GOVERNORS
OF MISSOURI STATE UNIVERSITY**

RECOMMENDED ACTION – PRELIMINARY APPROVAL OF TERMS OF (a) EDUCATIONAL FACILITIES REVENUE BONDS, SERIES 2021A, (b) AUXILIARY ENTERPRISE SYSTEM REVENUE BONDS, SERIES 2021A, AND (c) AN AMENDMENT TO THE EDUCATIONAL FACILITIES REVENUE BONDS, SERIES 2019A

WHEREAS, the Health and Educational Facilities Authority of the State of Missouri (the “Authority”) has been created by and is authorized and empowered pursuant to the provisions of the Missouri Health and Educational Facilities Authority Act, Chapter 360 of the Revised Statutes of Missouri, as amended (the “MOHEFA Act”), to issue revenue bonds for the purpose of making loans to certain “health institutions” or “educational institutions,” as defined in the MOHEFA Act, to provide funds (a) to pay the costs of acquiring, constructing, reconstructing, repairing, altering, improving and extending “health facilities” or “educational facilities,” as defined in the MOHEFA Act, (b) to refinance outstanding obligations, mortgages or advances of “health institutions” and “educational institutions”, and (c) to refund bonds of the Authority, said revenue bonds to be payable solely out of the revenues of the Authority pledged in favor of the holders of said bonds; and

WHEREAS, Missouri State University, a state educational institution (the “University”), is an “educational institution,” as defined in the MOHEFA Act, and intends to request the Authority (a) to assist the University in providing funds out of issuance of Educational Facilities Revenue Bonds (Missouri State University) Series 2021A (the “Series 2021A MOHEFA Bonds”) (i) to defease and refund all or a portion of the Authority’s Educational Facilities Revenue Bonds (Missouri State University) Series 2014 (the “Series 2014 Bonds”) and (ii) to pay associated costs of issuance, as permitted under the MOHEFA Act, and (b) to amend the terms of the Authority’s Educational Facilities Revenue Bonds (Missouri State University) Series 2019A (the “Series 2019 Bonds”), to reduce the interest rate on the Series 2019 Bonds; and

WHEREAS, the University is authorized under the provisions of Chapter 176 of the Revised Statutes of Missouri, as amended (the “Act”), acting through the Board of Governors of the University (the “Board”), to acquire, construct, erect, equip, furnish, operate, control, manage and regulate certain defined projects, including housing, dining, social, recreational, athletic, health and parking facilities serving the University and its students, is authorized to issue and sell revenue bonds as defined in the Act in order to provide funds for the aforesaid purpose, and is authorized under the provisions of Sections 108.140(2) and 176.060 of the Revised Statutes of Missouri, as amended (the “Refunding Law”), to refund, defease, and pay such revenue bonds; and

WHEREAS, the University intends to issue its Auxiliary Enterprise System Revenue Bonds, Series 2021A (the “Series 2021A Auxiliary Bonds,” and together with the Series 2021A MOHEFA Bonds, the “Bonds”) to (i) defease and refund all or a portion of the University’s Auxiliary Enterprise System Revenue Bonds, Series 2015A (the “Series 2015 Bonds”) and (ii) to pay associated costs of issuance, as permitted under the Act and the Refunding Law; and

WHEREAS, the University has received a proposal from Capital One Public Funding, LLC (“Capital One”) (a) to purchase the Series 2021A MOHEFA Bonds in the principal amount of approximately \$17,900,000 upon certain terms set forth in the term sheet from Capital One, all subject to

approval of bond financing documents by the Authority, the University, and Capital One in forms acceptable to each and (b) to amend the terms of the Series 2019 Bonds, currently held by Capital One, to reduce the interest rate on the Series 2019 Bonds, all subject to approval of documents amending the terms of the Series 2019 Bonds by the Authority, the University and Capital One in forms acceptable to each; and

WHEREAS, the University has received a proposal from UMB Bank, n.a., acting through its affiliate Kansas City Financial Corporation (“UMB Bank”), to purchase the Series 2021A Auxiliary Bonds in the principal amount of approximately \$33,900,000 upon certain terms set forth in the term sheet from UMB Bank, all subject to approval of bond financing documents by the University and UMB Bank in forms acceptable to each; and

WHEREAS, this Resolution shall take effect and be in full force immediately after its adoption by the Board of Governors;

NOW, THEREFORE, BE IT RESOLVED BY THE BOARD OF GOVERNORS OF MISSOURI STATE UNIVERSITY AS FOLLOWS:

Section 1. Declaration of Intent. The Board hereby declares the intent of the University:

- to have the Authority (a) issue the Series 2021A MOHEFA Bonds to defease and refund the Series 2014 Bonds and (b) amend the terms of the Series 2019 Bonds, each upon the terms set forth in the Capital One term sheet presented to the Board; and
- to issue the Series 2021A Auxiliary Bonds to defease and refund the Series 2015 Bonds and upon the terms set forth in the UMB Bank term sheet presented to the Board.

Section 2. Confirmation of Placement Agent. The University hereby confirms the prior selection of Hilltop Securities Inc. (“Hilltop”) to act as placement agent for the Bonds, upon the terms set forth in the existing contract between the University and Hilltop.

Section 3. Further Authorization and Direction. The Board hereby authorizes and directs the University’s General Counsel, Chief Financial Officer, Bond Counsel, Hilltop, as placement agent for the Bonds, and other officers and representatives of the University, to execute the term sheets and prepare, for submission to and final action by the Board, all appropriate legal and financing documents necessary to effect the authorization, issuance and sale of the Bonds upon the terms set forth in the term sheets presented to the Board and any other actions contemplated hereunder in connection with the issuance thereof.

Section 4. Conditions. This Resolution is subject to the condition that any issuance of Bonds will be subject to the further action by the Board specifically authorizing and approving the Bonds and the manner or sale thereof.

Section 5. Effective Date. This Resolution shall take effect and be in full force immediately after its adoption by the Board.

ADOPTED by the Board of Governors of Missouri State University this 19th day of February, 2021.



February 1, 2021

Mr. Stephen C. Foucart
Chief Financial Officer
Missouri State University
901 S. National Ave.
Springfield, MO 65897
sfoucart@missouristate.edu

Re: Direct Purchase Proposal to Missouri State University for the Issuance of Auxiliary Enterprise System Revenue Refunding Bonds, Series 2021A

Dear Mr. Foucart:

UMB Bank, n.a. or an affiliate thereof (the "Bank", the "Purchaser" or "UMB") is pleased to provide the following revenue bonds direct purchase proposal (the "Proposal") to Missouri State University, a public institution of higher education of the State of Missouri (the "University" or "Issuer"), for the issuance of approximately \$33,900,000 Taxable Auxiliary Enterprise System Revenue Refunding Bonds, Series 2021A (the "Bonds"). The Bonds will be issued for the purpose of (i) advance refunding the University's callable Auxiliary Enterprise System Revenue Bonds, Series 2015A outstanding in the amount of \$32,430,000 (the "Refunded Bonds") and (ii) funding the costs of issuance. UMB's affiliate, Kansas City Financial Corporation ("KCFC"), is anticipated to directly purchase the Bonds.

The terms presented below have been formally approved by UMB's Senior Loan Committee and are subject to UMB's conduct of acceptable final due diligence including but not limited to execution of financing agreements and related documents in form acceptable to UMB. This Proposal is not meant to be, nor should it be construed as, an attempt to define all the terms, conditions and corresponding provisions contained within the final documents.

Closing Date: Thursday, April 29, 2021 (est.)

Type of Facility: Direct purchase of the Bonds.

Purpose: 1. Advance refund the University's callable Series 2015A Auxiliary Enterprise System Revenue Bonds, currently outstanding in the amount of \$32,430,000.
2. Pay costs of issuance associated with the issuance of the Bonds.

Issuer: Missouri State University.

Purchaser: UMB Bank, n.a. through its affiliate, Kansas City Financial Corporation ("KCFC").

Issue: Up to \$33,900,000 Taxable Auxiliary Enterprise System Revenue Refunding Bonds, Series 2021A (the "Bonds").

**Issue name subject to change during documentation drafting by counsel.*



Type of Bond: Taxable to tax-exempt converter bonds whereby the Bonds are initially issued as taxable obligations and are reissued as tax-exempt on or about April 1, 2022 (the first available optional redemption date for the Refunded Bonds). Colloquially known as a “Cinderella” bond structure. Described more fully in “Tax Treatment” and related sections below.

Application of Bond Funds: Bond proceeds used for advance refunding shall be wired to and applied by the Escrow Agent at closing and costs of issuance shall be paid by requisition in accordance with invoices received by financing team members. Bond counsel shall conduct customary tax due diligence with the Issuer associated with the use of bond proceeds.

Maturity: Eleven (11) years through April 1, 2032.

Interest Payments: Semi-annual payments due April 1 and October 1, beginning October 1, 2021.

Principal Payments: Annual payments due April 1, beginning April 1, 2023.

Principal Amortization: Estimated principal amortization is presented below. The principal amortization is established by solving for equal annual debt service savings. The Purchaser expects to set the final amortization with input from the Issuer and Hilltop Securities Inc. (the “Placement Agent”).

| Date | Principal |
|------------|-----------------|
| 04/01/2022 | - |
| 04/01/2023 | 3,150,000.00 |
| 04/01/2024 | 3,200,000.00 |
| 04/01/2025 | 3,255,000.00 |
| 04/01/2026 | 3,305,000.00 |
| 04/01/2027 | 3,360,000.00 |
| 04/01/2028 | 3,415,000.00 |
| 04/01/2029 | 3,470,000.00 |
| 04/01/2030 | 3,525,000.00 |
| 04/01/2031 | 3,580,000.00 |
| 04/01/2032 | 3,640,000.00 |
| Total | \$33,900,000.00 |

Interest Rate per Annum: Taxable fixed rate of 2.04% effective through bond conversion and reissuance on or about April 1, 2022 (the “Taxable Rate Period”). Upon reissuance of the Bonds, the tax-exempt fixed rate shall be set at 1.61% through maturity of the Bonds. The initial taxable interest rate (“Taxable Rate”) and the subsequent tax-exempt interest rate (“Tax-Exempt Rate”) are currently locked through closing (refer to Interest Rate Lock section below).

Interest Rate Lock: Upon acceptance of this Proposal by the Issuer by the date requested herein, UMB shall hold the Taxable Rate (as well as the Tax-Exempt Rate) through closing



of the Bonds which is anticipated to occur no later than Thursday, April 29, 2021. The Issuer and UMB anticipate an efficient financing process that shall commence soon after execution of this Proposal. Should the closing of the Bonds extend beyond Thursday, April 29, 2021, UMB reserves the right to adjust the Taxable Rate (and corresponding Tax-Exempt Rate) with the Issuer.

Interest Daycount
Method:

Interest on the Bonds shall be calculated based on a 360-day year and twelve (12) thirty (30) day months, i.e. 30/360 daycount.

Optional
Redemption:

The Bonds may be prepaid in full or in part on any date at the redemption price plus accrued interest according to the following redemption schedule:

*Closing through March 31, 2026 the Bonds shall be non-callable.
On or after April 1, 2026 @ 100%.*

UMB shall also allow prepayment of the Bonds, on any date in full or in part, at a redemption price of par plus accrued interest if the Issuer chooses to utilize any of the following sources, eligible for such purpose, to pay down the Bonds: (i) excess revenues of the System, (ii) University funds on hand, (iii) funds provided by the Missouri State University Foundation (the "Foundation"), or (iv) proceeds of naming rights of the University's Arena. The Issuer shall not prepay the Bonds under this provision should such prepayment cause the Issuer to be out of compliance with any financial, tax or other covenant on the Bonds.

In any event the University redeems the Bonds in part, the amortization schedule shall be adjusted to provide level annual debt service through April 1, 2032.

Parity Bonds:

Yes, the Bonds shall be issued on a parity basis with the Issuer's outstanding Auxiliary Enterprise System Revenue Bonds (at the time of issuance) as listed below (the "Parity Bonds"):

- Series 2016A – \$11,295,000
- Series 2017A – \$30,815,000
- Series 2018A – \$17,330,000
- Series 2019A – \$15,980,000
- TOTAL \$75,420,000

The University is authorized under Chapter 176 of the Revised Statutes of Missouri, as amended, to issue revenue bonds without voter approval for the purpose of acquiring, constructing, erecting, equipping and furnishing one or more dormitories, dining room facilities, social or recreational projects or any other revenue producing facilities, or combinations thereof.

Security:

The Bonds shall be special, limited obligations of the University, payable solely from, and secured on a parity basis with, the Parity Bonds as to the payment of principal and interest by a first lien on and pledge of the net income and revenues



derived by the University from the operation of the Auxiliary Enterprise System (the “System”), and other income made available to the University with respect to the System from sources other than the proceeds of taxation (except to the extent payable out of the proceeds of the Bonds or income from the temporary investment thereof and, under certain circumstances, the net proceeds of insurance and other funds held under the Bond Resolution), after payment of expenses of operation and maintenance of the System.

The Bonds will not be or constitute a general obligation of the University, nor will they constitute an indebtedness of the University within the meaning of any constitutional, statutory or charter provision, limited or restriction, and no taxing power is pledged to the payment of the Bonds either as to principal or interest. The University has no taxing power.

Debt Service Reserve Fund: Not required.

Deed of Trust / Mortgage: Not required.

Financial Covenants: Rate Covenant
 The University agrees to fix, establish, maintain and collect such reasonable rates, fees and charges for the use and services furnished by or through the System as, in the judgement of the University, will produce revenues sufficient to (1) pay the reasonable costs of the operation and maintenance of the System; (2) pay the principal of and interest on the Bonds as and when the same become due at the maturity thereof or any interest payment date; (3) enable the University to have in each fiscal year Revenues in excess of Expenses for the System in an amount that will be not less than 110% of the amount required to be paid by the University in such fiscal year on account of both principal and interest on all Parity Bonds of the System (or other parity indebtedness) at the time outstanding; and (4) provide reasonable and adequate reserves for the payment of the Bonds and the interest thereon and for the protection and benefit of the System as provided in the Bond Resolution. “Revenues” and “Expenses” are used herein with reference to the defined terms in the Bond Resolution.

Additional Covenants of the University

UMB understands and shall accept the “Covenants of the University” as further described and defined in the Bond Resolution (reference to “Appendix C – Summary of the Bond Resolution” within the official statement of the Series 2019A Bonds) and will not impose additional or more onerous financial covenants than those existing for the Parity Bonds. This includes, but is not limited to, the following provisions:

- Restrictions on Mortgage or Sale of Auxiliary Enterprise System.
- Operation of the Auxiliary Enterprise System.
- Rules and Regulations.
- Insurance.



- Books, Records and Accounts.
- Annual Budget.
- Annual Audit.
- Bondowner’s Right of Inspection.
- Tax Covenants.

Additional Bonds: UMB understands and shall accept the “Additional Bonds” provision as set forth in the Bond Resolution (reference to “Appendix C – Additional Bonds” within the official statement of the Series 2019A Bonds).

Financial Reporting: UMB shall accept financial reporting requirements as set forth under the section “CONTINUING DISCLOSURE” within the official statement of the Series 2019A Bonds. UMB requests the University make its best efforts to provide directly the financial and operating information as contained in the “Annual Report”, as defined in the Continuing Disclosure Agreement.

UMB reserves the right to request in writing additional, reasonable financial or operating reports from the University.

Other Covenants: Customary bond covenants shall be established by the Purchaser with the Issuer consistent with the Parity Bonds. The Issuer will covenant to observe all applicable provisions of the US Tax Code applicable to the upfront and ongoing qualification for tax exemption of the interest on the Bonds.

Direct Purchase Fee: 40 basis points (0.40%) of the total par amount of the Bonds, payable at closing.

Delivery: Physical delivery with no CUSIPs or DTC.

Bond Rating: Non-rated.

Tax Treatment: Interest on the Bonds will be subject to federal and State of Missouri income taxation. Upon conversion and reissuance as tax-exempt, the Bonds will be exempt from federal and State of Missouri income taxation. The Bonds will not be designated as Bank Qualified pursuant to Section 265(b)3 of the IRC. At conversion and reissuance of the Bonds, the Purchaser shall receive an unqualified opinion from Bond Counsel prior to closing.

Event of Taxability: As applicable, the Issuer shall maintain the tax-exempt status of the Bonds. Upon an event of taxability, the tax-exempt interest rate will convert to a taxable rate determined pursuant to the Margin Rate Factor multiple (adjustment) of 1.27. The taxable rate shall apply retroactivity to the date of determination of taxability.

Bond Denomination: \$100,000 and any integral multiple of \$1,000 in excess thereof.

Lender Letter: The Purchaser shall execute a Lender Letter to be prepared by bond counsel and acceptable to the Purchaser and its counsel.



- Default Rate:** Interest rate on the Bonds plus 3.00%.
- Documentation:** All loan or bond documentation and financial reporting must be acceptable in form and format to the Purchaser and its counsel.
- Bond Counsel:** Consistent with the prior issuance of Parity Bonds, the Purchaser recommends using Gilmore & Bell, P.C. as bond counsel (“Bond Counsel”).
- Purchaser’s Counsel:** UMB shall engage Bryan Cave Leighton Paisner LLP to serve as counsel to the Purchaser (“Purchaser’s Counsel”). Purchaser’s Counsel proposes a not-to-exceed fee of \$22,500.
- Fees and Expenses:** The Issuer shall be responsible for all reasonable and customary out-of-pocket expenses (as described herein, as applicable) incurred including, but not limited to, Purchaser’s upfront fee, Purchaser’s Counsel fees, Bond Counsel fees, Issuer’s counsel fees, Paying Agent & Registrar fees, Escrow Agent fees, and any other customary out-of-pocket fees upfront or ongoing.
- The University may pay costs of issuance, as described above (“COI”), from bond proceeds and/or through a cash equity contribution. The Purchaser’s refunding cash flow analysis assumes all COI are paid with bond proceeds and the savings results are net of COI.
- Paying Agent & Registrar:** UMB Bank, n.a. The Paying Agent & Registrar proposes the following fees: (i) acceptance fee of \$400 payable at closing, and (ii) annual ongoing fee of \$400 payable in advance at closing.
- Escrow Agent:** UMB Bank, n.a. The Escrow Agent proposes the following one-time fee: \$400 payable at closing.
- Conditions Precedent:** At closing, the Purchaser shall receive an unqualified bond opinion from Bond Counsel opining among other matters as to the legal, valid and binding nature of the Bonds. Additionally, the following shall have occurred subject to receipt, review and approval of UMB:
- All applicable financing documents and legal opinions.
 - Acceptable insurance certification (Accord).
- Adverse Change:** The extension of any credit as described above is conditioned upon there being no material adverse change in the Purchaser’s reasonable judgement of the financial condition and business prospects of the University between the date of this Proposal and the date of closing on the Bonds.



Other: UMB has secured final credit approval according to the term, conditions and provisions contained herein.

In addition to the terms outlined herein other normal and customary terms and conditions satisfactory to UMB will be included in the final financing documents.

[Remainder of Page Intentionally Left Blank, Signature Page to Follow]



For Missouri: THIS SECTION IS MADE IN COMPLIANCE WITH MO. REV. STAT. SECTION 432.047. Oral or unexecuted agreements or commitments to loan money, extend credit or to forbear from enforcing repayment of a debt including promises to extend or renew such debt are not enforceable, regardless of the legal theory upon which it is based that is in any way related to the debt. To protect you, the Issuer and UMB from misunderstanding or disappointment, any agreements we reach covering such matters must be contained in a writing, which is the complete and exclusive statement of the agreement between us, except as we may later agree in writing to modify it.

Signatures of the Issuer and UMB transmitted by facsimile (or other electronic means) shall be deemed to be original signatures for all purposes. This Proposal may be executed in two or more counterparts, each of which shall constitute an original but when taken together shall constitute but one agreement.

If the Issuer agrees with the terms stated above please so acknowledge in the space provided below and return your signed copy to the undersigned not later than Tuesday, February 23, 2021. If your signed copy is not received on or before such date the offer made herein will automatically expire.

Best regards,

UMB Bank, n.a.

Ann Marie Baker
Executive Vice President

The undersigned hereby accepts the terms and conditions stated above.

Missouri State University

Dated: _____

By: _____

Title: _____

XIV.F.2.



January 28, 2021

Reagan Holliday
reagan.holliday@hilltopsecurities.com

Subject: Health and Educational Facilities Authority of the State of Missouri (Missouri State University)
Educational Facilities Revenue Bonds (the "Loan")

Dear Reagan:

This term sheet is presented in connection with our discussions regarding the above-referenced potential Loan transaction. Capital One Public Funding, LLC ("COPF") is very interested in working with Missouri State University ("Borrower") in connection with the above-described potential Loan transaction and we are pleased to present the following summary terms:

| | | |
|--|--|---|
| Structure | Directly purchased Educational Facilities Revenue Bond issued through the Health and Educational Facilities Authority of the State of Missouri. | |
| Estimated Amount | \$14,080,000 | \$17,940,000 |
| Use of Proceeds | The Series 2019A Bonds held by COPF issued through the Health and Educational Facilities Authority of the State of Missouri will be amended to allow for a special prepayment. | Currently refund Series 2014 Bonds issued through the Health and Educational Facilities Authority of the State of Missouri. |
| Security Provisions / Repayment Sources | Full faith and credit, general obligations of the Borrower. | |
| Fixed Interest Rate | 2.15% | 2.69% |
| Payment Assumptions | Payments of principal due annually and interest due semi-annually; approximate average life of 7.1 years; final maturity 10/01/33. The Loan will be payable in installments on the dates and in the amounts set forth on the payment schedule identifying payment dates, principal, interest and total payment due, which shall be attached to the bond. | Payments of principal due annually and interest due semi-annually; approximate average life of 10.7 years; final maturity 10/01/39. The Loan will be payable in installments on the dates and in the amounts set forth on the payment schedule identifying payment dates, principal, interest and total payment due, which shall be attached to the bond. |
| Call Provisions | No call until 10/01/31, then in whole at par on any interest payment date. | No call until 10/01/31, then in whole at par on any interest payment date. |
| Tax Treatment | Tax-exempt | |

Interest Rate Assumptions

The above-quoted interest rates are based upon the assumptions set forth above regarding average life and final maturity. Any changes from the assumptions may require an adjustment to the quoted rates. The rates may also be subject to change if the contemplated Loan is not closed by July 3, 2021.

Documentation

Loan documentation shall be prepared by qualified bond counsel subject to review by COPF and its counsel. Borrower shall provide, at its expense, an opinion of legal counsel (acceptable to COPF) attesting to the legal, valid, and binding nature of the transaction and the tax-exempt nature of the interest component of the Loan payments. Upon selection of COPF, the Borrower shall provide COPF the draft authorizing document for its review and comment.



Costs of Issuance

The Borrower shall be responsible for normal borrower costs of issuance including a financial advisor, placement agent and bond counsel and \$7,500 (capped) of COPF's legal fees.

Direct Purchase

The Loan shall be directly funded/purchased by (and registered in the name of) COPF and delivered in physical, non-book-entry, certificated form. The Loan shall not be (i) assigned a separate rating by any rating agency; (ii) registered with the Depository Trust Company or any other securities depository; (iii) issued pursuant to any type of official statement, private placement memorandum or other offering document; or (iv) assigned a CUSIP number.

Audited Financial Statements

Upon request, as soon as available, the Borrower shall send COPF a copy of its audited financial statements as of the end of the fiscal year.

Municipal Advisor Rules

This term sheet is provided to the Lessee pursuant to and in reliance upon the "bank exemption" provided under the municipal advisor rules of the Securities and Exchange Commission, Rule 15Ba1-1 seq.

Role of Capital One Public Funding, LLC

The Borrower acknowledges and agrees that: (i) the information contained in this term sheet is for discussion purposes only and sets forth certain proposed terms and conditions of an arm's-length commercial transaction between the Borrower and COPF and does not constitute advice, an opinion or a recommendation by COPF; (ii) the Borrower will make its own determination regarding whether to enter into the proposed transaction and the terms thereof, and will consult with and rely on the advice of its own financial, accounting, tax, legal and other advisors; (iii) COPF is acting solely for its own account in connection with the proposed transaction, and is not acting as a municipal advisor, financial advisor, agent or fiduciary to the Borrower or any other person or entity (including to any financial advisor or placement agent engaged by the Borrower) and the Borrower, its financial advisor and placement agent are free to retain the services of such advisors (including as it relates to structure, timing, terms and similar matters and compliance with legal requirements applicable to such parties) as it deems necessary or appropriate; (iv) COPF has no fiduciary duty pursuant to Section 15B of the Securities Exchange Act of 1934 to the Borrower with respect to the transaction contemplated hereby and the discussions, undertakings and procedures leading thereto; (v) neither COPF nor any of its affiliates is acting as a broker, dealer, underwriter or placement agent with respect to the transactions contemplated hereby; (vi) the only obligations COPF has to the Borrower with respect to the transaction contemplated hereby expressly are set forth in this term sheet; and (vii) COPF is not recommending that the Borrower take an action with respect to the transaction contemplated by this term sheet. Before taking any action with respect to the Loan, the Borrower should discuss the information contained herein with the Borrower's own legal, accounting, tax, financial and other advisors, as it deems appropriate. If the Borrower would like a municipal advisor in this transaction that has legal fiduciary duties to it, Borrower is free to engage a municipal advisor to serve in that capacity.

Other Information

To the extent that updated financial and other credit materials have not already been provided to COPF or are not available through public resources, COPF may require and request the following: audited and unaudited financial statements; budgets; information on outstanding bond issues, lease transactions, and contingent/material liabilities; tax base details; and other reasonable and customary information relevant to the Borrower's credit quality and the source of repayment.

Confidentiality



The information contained herein is strictly confidential and is intended for review by the parties, their advisors and legal counsel only and may not be disclosed to any other person or entity, except as required by law or otherwise consented to by COPF.

Forward Provisions

From the date hereof to the closing date, there shall not have occurred any (i) material adverse change in the financial condition or general affairs of the Borrower, (ii) event, court decision, proposed law or rule or any pronouncement of the Internal Revenue Service that may have the effect of changing the federal income tax nature of the contemplated Loan (iii) international or national crisis or banking moratorium materially affecting, in the reasonable opinion of COPF, the market value of the Loan or (iv) new restrictions on the extension of credit by banks or other lending institutions by any federal or state agency.

Receipt of a closing certificate of the Borrower in form and substance satisfactory to COPF, in which the Borrower shall (i) represent and warrant as of the closing date that all financial statements and other information delivered to COPF relating to the Borrower are correct and complete and that no material adverse changes have occurred since the date of this term sheet, (ii) since the last audit date the Borrower has not entered into direct or contingent bond debt, lease, or loan obligations (or list the debt entered into since last audit date), and (iii) represent, warrant and covenant that neither the authorization, execution and delivery of the Loan, nor compliance with the provisions thereof by the Borrower, conflicts in any material respect with or will result in a material breach of any of the terms, conditions or provisions of any resolution or of any agreement, instrument, statute, regulation, court order or decree to which the Borrower is a party or by which it or any of its property is bound, or constitutes a material default under any of the foregoing.

Closing

Closing is anticipated to take place on July 3, 2021. This is not a commitment, rather, the funding of the Loan will occur only after, among other things, COPF, the Borrower, and their respective counsels are fully satisfied with the terms of the Loan documents and all of the terms and conditions contained herein and in the Loan documents have been met.

Term Sheet Expiration

This term sheet shall expire if not accepted by the Borrower by February 23, 2021. Once accepted, this Term Sheet shall expire if the transaction has not closed by July 3, 2021, unless extended by COPF at its sole discretion.

Subject to Final Credit Approval

Specifically, but without limitation, this Term Sheet has not yet received all necessary internal and committee approvals of COPF. Any obligation of COPF to provide financing or otherwise shall arise only upon the execution of final Loan documents signed by authorized signatories of COPF and not from statements (oral or written) made during the course of discussions among the parties (whether or not prior to or after the date hereof).

Should the above-stated terms be acceptable to you, formal approval through COPF's internal credit process will be pursued as quickly as possible.

Thank you for the opportunity to offer this term sheet. Should you have any questions, please do not hesitate to contact me at 505.503.7629 or jeffrey.sharp@capitalone.com.



Sincerely,

A handwritten signature in black ink that reads "Jeffrey D. Sharp".

Jeffrey D. Sharp
Senior Vice President, Director of Business Development
Capital One Public Funding, LLC

cc: Jonathan Lewis, Capital One Public Funding, LLC
Brenda Barnes, Capital One Public Funding, LLC

ACCEPTED BY: Missouri State University

By

Name

Title

XIV.G.

RECOMMENDED ACTION – DECLARATION OF OFFICIAL INTENT TOWARD THE ISSUANCE OF AUXILIARY ENTERPRISE SYSTEM REVENUE BONDS, AND REIMBURSEMENT OF EXPENDITURES FOR AUXILIARY ENTERPRISE FACILITIES FROM PROCEEDS OF BONDS

WHEREAS, Missouri State University, a state educational institution duly created, organized and existing under the laws of the State of Missouri (the “University”), is authorized under the provisions of Chapter 176 of the Revised Statutes of Missouri, as amended (the “Act”), acting through the Board of Governors of the University (the “Board”), to acquire, construct, erect, equip, furnish, operate, control, manage and regulate certain defined projects, including dormitory, dining room, social and recreational facilities serving the University and its students, and is authorized to issue and sell revenue bonds as defined in the Act in order to provide funds for the aforesaid purpose; and

WHEREAS, the University has made certain expenditures for equipment, construction, improvements and renovations to its auxiliary enterprise facilities on its campus in Springfield, Missouri, and expects to make additional similar expenditures after the date of this Resolution, and the University desires and intends to reimburse itself for such expenditures made not earlier than 60 days before the date of this Resolution from the proceeds of tax-exempt bonds or securities issued or incurred by the University or other governmental issuer of tax-exempt obligations; and

WHEREAS, the estimated maximum principal amount of bonds expected to be issued for the auxiliary enterprise facilities projects is \$25,000,000; and

WHEREAS, this Resolution shall take effect and be in full force immediately after its adoption by the Board of Governors.

NOW, THEREFORE, BE IT RESOLVED BY THE BOARD OF GOVERNORS OF MISSOURI STATE UNIVERSITY AS FOLLOWS:

Section 1. Declaration of Intent. The Board hereby declares the intent of the University to issue auxiliary enterprise system revenue bonds of the University pursuant to the Act in a principal amount not to exceed \$25,000,000, such principal amount to be determined by subsequent resolution of the Board, to provide funds to finance the costs of improvements to and expansions and renovations of auxiliary enterprise facilities and ancillary projects of the University, including (i) acquisition of an approximately 400-bed residential life facility adjacent to the University’s Springfield campus and (ii) miscellaneous capital improvements to the auxiliary enterprise facilities of the University, such bonds to be payable as to principal and interest solely from, and secured by a lien on and pledge of, the net income and revenues derived by the University from the operation of the Auxiliary Enterprise System, after providing for the costs of operation and maintenance thereof.

Section 2. Reimbursement of Expenditures. The University has made certain expenditures in connection with the purchase, construction, renovation, improvement and equipping of the projects referenced above, and expects to make additional similar expenditures after the date of this Resolution and before the issuance of the bonds or other securities, and the University desires and intends to reimburse itself, from proceeds of the bonds or other securities, in one or more series, for such expenditures made not earlier than 60 days before the date of this Resolution.

Section 3. Confirmation of Underwriter. The University hereby confirms the prior selection of Hilltop Securities Inc. to act as senior managing underwriter or placement agent with respect

to the bonds in one or more series, upon the terms set forth in the existing contract for underwriting services with the University.

Section 4. Further Authorization and Direction. The Board hereby authorizes and directs the University's General Counsel, Chief Financial Officer, Bond Counsel, Underwriter, and other officers and representatives of the University, to prepare, for submission to and final action by the University, all appropriate legal and financing documents necessary to effect the authorization, issuance and sale of the bonds or other securities, in one or more series, and any other actions contemplated hereunder in connection with the issuance and sale thereof.

Section 5. Conditions. This Resolution is subject to the condition that any issuance of bonds or other tax-exempt or taxable securities will be subject to the further action by the Board specifically authorizing and approving the bonds or other securities and the marketing and any programs relative to such bonds or other securities.

Section 6. Effective Date. This Resolution shall take effect and be in full force immediately after its adoption by the Board.

ADOPTED by the Board of Governors of Missouri State University this 19th day of February, 2021.

XV.A.

MarCom updates since the December 10, 2020 meeting

COVID-19

Communication and messaging needs associated with COVID-19 continues to be an on-going action but has become part of the routine. This includes website, vaccine update page, positive results page and dashboard, videos, social media, letters to the campus community, etc.

Integrated Marketing

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

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

Web Strategy and Development (WSD)

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

University Communications (UC)

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

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

Visual Media

The team continues work on new high-production-value videos and photography for Mind's Eye. They have completed a legislative update video along with planning "Clifstagrams" and other videos for the Spring semester.

Onward, Upward: The Campaign for Missouri State University video was awarded a Grand Gold by CASE. The script was developed by Kevin Agee from the UC team.

From the judges: *Excellent use of famous alum. Script was really good. Inspiring use of "Here come the Bears" & Transition to today's campus.*

There were several other CASE awards for videos associated with Mind's Eye and Onward/Upward.

Editorial and Design Services (EDS)

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

They were recently awarded the CASE Grand Gold award for the Variable Data Viewbook. EDS worked very closely with Printing Services and Admissions on this project.

From the judges: *This is a fantastic example of customizing an experience based on a user. We applaud the level of customizations based on whether the prospective student has visited campus, what the prospective student is interested in studying, etc. The writing and photography are also excellent. This is a game-changing concept with measurable outcomes, since the team can show a direct correlation to increase in web traffic when these publications were mailed.*

The team also received several other awards from CASE for the Mind's Eye publication, and the Onward/Upward Master Case Statement.

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

Kennedy Englert joined the team on January 4 as a graphic designer. She is a recent graduate of Pennsylvania College of Technology and already has 3 years of experience working in higher education as an intern and part-time employee. She replaces Abby Isaacson, who left the university for another position in March 2020.

New Business Major Discussion Effective Leveraging of New Modalities for Learning

Background and History

Prior to the Covid-19 pandemic Missouri State University along with much of higher education had a component of classes that were delivered asynchronously through internet communications. That process of online classes at MSU has a twenty-year history of yearly, incremental growth which was driven by student demand. Also, a small fraction of distance-delivered courses was provided through synchronous Interactive Video (ITV) as well as some classes referred to as i-Courses with lectures accessed through Apple i-Tunes.

The pandemic of the last year resulted in a significant expansion of online courses, use of Zoom communication, and a major increase in blended (hybrid) courses. A blended course has about half of the class in a traditional seated format and the other portion of the class in one or more distance-learning modalities. Facilitation of instruction through technology is not only a common denominator for these modalities, it is also a factor that has led to changes in the seated classroom.

Distance Learning Challenges

Applying technology to enhance learning opportunities and the learning environment has meant that teachers have had to re-think how students will engage, re-design courses, modify evaluation procedures, and make many adjustments in a short period of time. Through the Faculty Center for Teaching and Learning (FCTL), MSU has sought to assist faculty professional development in ways such as one-on-one assistance, department workshops, boot-camps (in-person and virtual), how-to tutorials, topic-focused workshops, writing retreats, and arranging for external-instruction (Gardner Institute; Magna Classes). Equally important, faculty with specific skills and experience have been generous in assisting their colleagues on the learning-curve of adjusting to new methods and new technologies. Each year some of these faculty have presented at our annual Showcase on Teaching and Learning, and this past year those presentations were done virtually.

MSU has always provided curricular-improvement grants to help in the upgrading of courses. However, part of the challenge of effective use of technology is how it can be applied to the teaching of a specific discipline. This past year we developed a successful mini-grant application process that solicited ideas and proposals from faculty to be funded for new instrumentation, software, or other technology applications in teaching their discipline.

Panel Discussion

The common challenge faced in every instructional setting is to gain student engagement with the topic. Most often that also means engagement with their fellow students. The 742 full-time MSU faculty along with the several hundred part-time faculty and graduate teaching assistants are all unique in their teaching styles and what works for one does not always work for others. Personality and differences in teaching approaches are a wonderful part of the higher education experience. The fourteen faculty that are featured in the following spotlight provide examples of how faculty are active in engaging students in newer ways of delivering classes. Four of these faculty will be part of a panel discussion of this topic: Damon Basset, Natalie Curry, Seth Hoelscher, and Margaret Weaver.

Effective Leveraging of New Modalities for Learning



Nicole West - CLSE; COE

I am using Zoom to provide students in my SAE 767 Assessment and Evaluation class the opportunity to work with students in the Student Affairs in Higher Education master's program at Texas State (TXST) University. Collaborating with a TXST faculty, we held a joint class via Zoom where MSU and TXST students worked in small mixed groups to design and administer several data collection instruments. Students consistently mentioned this joint session as one of their favorite class activities. On the mid-semester evaluation, one student commented, *"I really enjoyed meeting up with the Texas State class. It was cool to meet other SAHE students from another university and compare and contrast our experiences. Also doing the breakout rooms and facilitating our instrument was good practice."*



Jonathan Newman - ENG; COAL

Microsoft Teams allowed multimodal real-time and asynchronous collaboration in seated, blended, and hybrid formats through persistent learning teams and self-directed learning projects. In my 500/600 level Chaucer class, students worked in teams to investigate and present on specific medieval manuscripts of the Canterbury tales. In ENG 599 (Advanced Seminar in English), a Public Affairs capstone course, students developed advanced research skills to create multimedia guides to group-created topics (including race, video games and culture, courtship narratives, etc.).



Jessica L. Burkland - MGT; COB

In my MGT 340, Principles of Management blended Zoom class, it is important for students to be able to apply and explore the management theories that they are learning. I accomplish this using the Zoom breakout room, whiteboard, and survey features to create a sense of group collaboration. This type of discussion, reflection, and collaboration is also a way of validating the range of backgrounds students bring and creating a more inclusive practice for a diverse population of students. Making sure that every student is participating by talking during each class period with a small group of their peers and taking part in a general class survey or whiteboard project, helps me to keep students engaged and excited about the subject while they are learning remotely.



Joseph Williams - BMS; MCHHS

In BMS 110: Introduction to Human Biology, with the aid of a FCTL Curriculum Innovation Grant, we have begun to incorporate deliberate techniques to help students learn how to learn (also known as student metacognition). Having purposeful assignments guided through Bloom's taxonomy paired with a focused student study design has put a focus on student success in BMS 110 while building transferable skills for future courses. It is a high priority to instill these practices and skills into our students to increase student engagement, success, and retention. We also believe these skills will increase the equitable power of education by providing lasting and applicable tools which will increase their academic autonomy.



Damon Basset - GGP; CNAS

Traditionally the geosciences have relied on field-based activities for engaging students and helping them to visualize the abstract concepts taught in the classroom. While virtual experiences have played a minor role in this area, the onset of the Covid-19 pandemic exposed the untapped potential for using newly available technology to help students better connect with and understand the world around them. The geology department is currently developing virtual field experiences using 360° 3D cameras, drones, LiDAR, 3D printers, and virtual reality headsets. While the initial interest for developing these resources was rooted in our desire to provide better online experiences for students, we quickly realized that these tools could be used to make the geosciences more accessible, as well.



Ching-Wen Chang - RFT; COE

To meet the challenges of the new environment, I utilize the Zoom web conferencing system to meet with students. Blackboard is my primary platform for the delivery of course materials. I engage learners and help create a sense of community by having students share ideas and learn from each other through the use of numerous educational technology tools such as Flipgrid, Screencast-O-Matic, and Loom. I integrate discussion forums and wikis in order to facilitate student participation in peer-review and reflective activities also for student engagement.



Holly Holladay - MJF; COAL

Since the onset of the COVID-19 pandemic in March 2020, I have learned that engagement, especially in asynchronous courses, is facilitated by student knowledge that someone is still on the other end of the line. I use Zoom to meet virtually with each student during the first two weeks of the semester, and through a generous grant from the Faculty Center for Teaching and Learning, I was able to purchase a license for the recording/editing software Camtasia to create video lectures. Students also receive video updates from me each Monday in which I offer insight about the class' work the previous week and share announcements and upcoming deadlines. My fall course evaluations and informal comments made throughout the semester indicate that students view this approach as an investment in the class and in their education.



Natalie Curry - SW; MHHS

I want my students to know I care about them as people in addition to caring about their academic success and professional goals. But I found this more challenging in online courses when I cannot rely on face-to-face interactions. Last spring, I began incorporating activities that promoted student wellbeing and fostered positive student-instructor relationships. I added extra credit questions on exams that focused on how students were doing outside of the classroom, I created an "assignment" where students earned points for completing a self-care activity, held introductory and wrap-up Discussion Forums where students discussed their lives outside of the classroom, and proactively reached out to students through email, phone or text when it seemed like they were not fully engaged in the course. Through a variety of engagement strategies, my goal is to ensure that my students are not just learning the course content but also learning that I care about them and want them to be healthy and successful.



Jon S. Turner - CLSE; COE

One unexpected "silver lining" of using Zoom technology in our classes since the start of the pandemic is that it has become the "new normal" to have exceptional guest speakers live streaming into classes regularly. Our students can engage with experts to better understand our content and the complex nature of school/community partnerships. Since the start of the pandemic, we've been able to invite state legislators, county-level elected officials, superintendents of schools, experts in building construction and design, certified public accountants, and leaders of professional support organizations to have live Zoom sessions with our students. These live interactions with critical stakeholders have made our courses more engaging and enriching.



Kayla Lewis - RFT; COE

I am currently teaching my face-to-face classes via Zoom. To create engagement in this online environment, I use a variety of strategies. Students breakout into assigned breakout groups several times during each class period to delve deeper into topics they are learning about in class. Working with the same groups each discussion allows students to get to know each other better and helps them feel comfortable sharing. In addition, we use online tools like shared Google excel spreadsheets and documents or Google Jamboard so everyone can be sharing written ideas simultaneously. Feedback from students indicates that the small group discussions and shared online collaboration have helped maintain a high level of engagement during class sessions.



Seth Hoelscher - FGB; COB

Teaching finance courses requires heavy use of formulas and calculator work modeled by a professor on a white/chalkboard while students follow along, ask questions, and operationalizing theory into practice in the moment. In the online environment, I utilize an app called Screencast-O-Matic, which allows me to move beyond a simple PowerPoint lecture with a voiceover. I am able to record videos that closely simulate my face-to-face teaching style and work problems with distant students by writing on a tablet to capture the formulaic process and use a financial calculator emulator on the screen when necessary. By uploading short videos to YouTube, I provide students the option to replay a certain problem or component of lecture as many times as they like. They are able to slow or speed the material to their preference, take better notes, and ultimately retain the information more successfully. Students who are non-native English speakers are also able to utilize closed captioning in their native language. This process also translates well to other student interactions, including office hours, emailed questions, and assessment feedback.



Margaret Weaver - ENG; COAL

ENG 110: Writing I was offered as a blended course (50% online and 50% seated), using ZOOM options for sick and/or quarantined students to continue a sense of community in the course. A blended model supports safe classroom practices by splitting each class in half so that half the students attend seated class on Monday or Tuesday and the other half attend Wednesday or Thursday. Flipped instruction allows us to move 100% online should the need arise for health safety reasons. The online activities are carefully designed to assist students in learning new material and seated class time is used to enrich students' online experience through class discussion of assignments and reading, conferences about papers, peer response groups, and additional practice using the research and writing strategies. We are discovering is the blended, flipped class structure has created a smaller, more intimate learning environment that allows us to better individualize writing instruction for students and increase student engagement. What was prompted by a devastating pandemic has turned into a fortuitous opportunity to improve our delivery of ENG 110.



Helena Metzker - CHEM; CNAS

Can students do chemistry labs online? Yes. In the online Chemistry courses, student engage with new content through min-lecture videos and demonstrations before conducting their own at home lab work. 360 interactive videos are used to enhance online laboratories and serve a great purpose to engage and increase students' interactivity in the online setting. This is also beneficial for students that may be quarantined because of the Coronavirus pandemic. Students become familiar with the physical laboratory and they feel immersed in the space as if they were taking a seated version of the lab. The equipment needed to produce these lab videos is not extremely expensive and will allow affordability for different classes to incorporate this type of teaching aid not only into online classes but also seated classes.



Amanda Keys - SW; MHHS

The MSW Program went completely online last year. Because of this, we felt it was extremely important to figure out ways to enhance student engagement. The two most effective things I have done include: flipping the online classroom and utilizing old school communication methods (e.g., calling all my students to check-in). Flipping the classroom increased student-to-student communication. Taking the time to check-in with students by calling them was the extra step to show students that I was also engaged.

XVII.

RECOMMENDED ACTION - Resolution authorizing closed meeting

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

BE IT RESOLVED by the Board of Governors for the Missouri State University that a closed meeting, with closed records and closed vote, be held during a recess of 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