



Board of Governors Meeting

<https://us02web.zoom.us/j/87662802263>

Thursday, 5/13/2021

8:30 AM - 12:30 PM CT

I. Roll Call Presented By: Governor Amy Counts

II. Approval of Minutes Presented By: Governor Amy Counts

A. Approval of Minutes of Open and Closed Meetings of February 19, 2021

II.A. Approval of Open Minutes of 2.19.2021.BOGmtg - Page 4

B. Approval of Minutes of Open and Closed Meetings of April 21, 2021

II.B. Approval of Open Minutes of 4.21.2021.BOGSpecMtg - Page 13

III. Consent Agenda Presented By: Governor Amy Counts

A. Human Resources

1. Approval of Actions Concerning Academic Employees

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

2. Approval of Actions Concerning Non-Academic Employees

III.A.2. Approval of Actions Concerning NonAcademic Employees - Page 42

B. Procurement and Financial

1. Approval of Procurement Activity Report

III.B.1. Approval of Procurement Activity Report - Page 57

C. West Plains Campus

1. Approval of Actions Concerning Academic Employees

III.C.1. Approval of Actions Concerning Academic Employees - West Plains Campus - Page 69

2. Approval of Actions Concerning Non-Academic Employees

III.C.2. Approval of Actions Concerning NonAcademic Employees - West Plains Campus - Page 74

3. Approval of the New Associate of Arts in Human Services

III.C.3. Approval of the New Associate of Arts in Human Services - Page 75

IV. Making Our Missouri Statement Moment – Lady Bears Panel Presented By: Kyle Moats, Director of Athletics

IV. WBB Summary - May BOG 2021 - Page 78

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. Legislative Summary

C. Approval of of 2021 Wall of Fame Inductees

VII. West Plains Campus (written report only)

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

VII.A. Chancellor's Report May 2021 - Page 80

VIII. Academic Affairs

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

VIII.A. Faculty Senate Report - Page 81

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

1. Approval of Resolution of Recognition for Dr. Cameron Wickham for Service as 2020-2021 Chair of the Faculty Senate

VIII.B.1. Resolution of Recognition for Dr. Cameron Wickham, Faculty Senate Chair - Page 83

2. Announcement of the Missouri State Foundation Awards in Teaching and Service

3. Approval of a Resolution to Acknowledge the 2020-2021 Excellence in Public Affairs Award Recipients Presented By: Dr. Keri Franklin, Associate Provost for Public Affairs and Assessment

VIII.B.3. 2021-22 BOG Excellence in PublicAffairs Award - Page 84

4. Spring 2021 Virtual Research Presentation Forums

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. Sponsored Research Report - Page 85

X. Diversity and Inclusion

A. Division for Diversity and Inclusion Report (written report only) - 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 Report - Page 89

B. Report on 2021 Collaborative Diversity Conference Presented By: Wes Pratt, Assistant to the President and Chief Diversity Officer

XI. Student Affairs

A. Report from the Student Body President Presented By: Tara Orr, Student Body President

XI.A. Student Body President Report - Page 95

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 97

C. Student Government Association Commendations Presented By: Dr. Dee Siscoe, Vice President for Student Affairs

1. Approval of a Resolution of Recognition of Tara Orr for Service as Student Body President

XI.C.1. Resolution of Recognition for Tara Orr, Student Body President.doc - Page 99

2. Approval of a Resolution of Recognition of Blake Haynes for Service as Student Body Vice President

XI.C.2. Resolution of Recognition for Blake Haynes, Student Body Vice President - Page 100

XII. Staff Senate

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

1. Staff Satisfaction Survey

XII.A.1. Staff Satisfaction Survey - Page 101

B. Approval of a Resolution of Recognition of Dr. Ryan Reed for Service as 2020-2021 Staff Senate Chair Presented By: Matt Morris, Vice President for Administrative Services

XII.B. Resolution of Recognition for Dr. Ryan Reed, Chair of Staff Senate - Page 104

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

A. Approval of consultant and authority to enter into an agreement for professional services in conjunction with the improvements to the pedestrian underpass at Grand Street

XIII.A. Grand Street Underpass Consultant Resolution - Page 105

B. Approval of bid and award of a contract for the tunnel lid repairs at Bear Boulevard on the Springfield Campus

XIII.B. Tunnel Lid Bids & Quotations Resolution - Page 107

XIV. Financial (written report only)

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

XIV.A. Development Report - Page 110

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. MarCom Report - Page 116

XVI. New Business

A. Major Discussion Item – Financial Aid and Student Debt Presented By: Dr. Dee Siscoe, VP for Student Affairs; Dr. Rob Hornberger, Associate VP for Enrollment Management & Services; Heather King, Director of Scholarships; & Rob Moore, Director of Financial Aid

XVI.A. Financial-Aid-Scholarships - Page 117

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 119

XVIII. Adjournment Presented By: Governor Amy Counts

**MINUTES OF THE
BOARD OF GOVERNORS
MISSOURI STATE UNIVERSITY
FRIDAY, FEBRUARY 19, 2021**

The presiding officer for the meeting was Governor Amelia “Amy” Counts, Chair of Board of Governors. She called the meeting to order at 1:00 p.m. in the Bond Learning Center Ballroom at the Missouri State University Darr Agriculture Center in Springfield, Missouri. The meeting was livestreamed via Zoom webinar.

Roll Call

Present – Amelia “Amy” Counts, Chair of the Board of Governors
Briar Douglas, Student Governor
Craig Frazier, Governor
Gabriel Gore, Governor
Lynn Parman, Governor
Carol Silvey, Governor
Carrie Tergin, Governor
Jay Wasson, Governor
Chris Waters, Governor

Absent – Beverly Miller Keltner, Governor

Also

Present – Clif Smart, President
Jim Baker, Vice President for Research and Economic Development and
International Programs
Damon Basset, Senior Instructor, Geography Geology and Planning
Jeff Coiner, Chief Information Officer
Natalie Curry, Clinical Assistant Professor, Social Work
Ryan DeBoef, Chief of Staff and Assistant to the President for
Governmental Relations
Rachael Dockery, General Counsel and Chief Compliance Officer
Brent Dunn, Vice President for University Advancement
Frank Einhellig, Provost
Steve Foucart, Chief Financial Officer
Nancy Gordon, Director of the Faculty Center for Teaching and Learning
David Hall, Director of University Safety
Algerian Hart, Associate Dean of the Graduate College
Seth Hoelscher, Assistant Professor, Finance and General Business
Dennis Lancaster, Interim Chancellor of the West Plains Campus
Kati Morgan, Student and 2021 Winner of the 3-Minute Thesis Competition
Natalie McNish, Interim Director of Internal Audit and Risk Management
Matt Morris, Vice President for Administrative Services
Tara Orr, Student Body President
Wes Pratt, Chief Diversity Officer and Assistant to the President

Suzanne Shaw, Vice President for Marketing and Communications
Dee Siscoe, Vice President for Student Affairs
Rowena Stone, Secretary to the Board of Governors
Shawn Wahl, Dean of the Reynolds College of Arts and Letters
Margaret Weaver, Professor, English

Approval of Minutes

Governor Counts called for a motion to approve the minutes of the open and closed December 10, 2020, Board of Governors meetings. Governor Carol Silvey provided a motion, receiving a second from Governor Craig Frazier.

Motion passed 8-0.

Consent Agenda

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

President

Approval of FY2021/2022 Employment Agreements for Assistant Coaches for Football (Human Resources No. 1665-21)

Approval of FY2021/2022 Employment Agreements for the Women's Tennis Head Coach (Human Resources No. 1666-21)

Academic Affairs

Approval of Academic Calendar for 2022-2023 (Curriculum No. 397-21)

Human Resources

Approval of Actions Concerning Academic Employees (Human Resources No. 1667-21)

Approval of Actions Concerning Non-Academic Employees (Human Resources No. 1668-21)

Approval of Actions Concerning Non-Academic Employee Salary Increases Effective January 2021 (Human Resources No. 1669-21)

Approval of Actions Concerning Academic Employee Salary Increases Effective February 2021 (Human Resources No. 1670-21)

Procurement and Financial

Approval of Procurement Activity Report (Purchasing Activity Report No. 498-21)

West Plains Campus

Approval of Actions Concerning Academic Employees (West Plains Campus Personnel No. 457-21)

Approval of Actions Concerning Non-Academic Employees (West Plains Campus Personnel No. 458-21).

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

Motion passed 8-0.

Making Our Missouri Statement Moment – 3-Minutes Thesis Competition

Dr. Algerian Hart, Associate Dean of the Graduate College, provided an overview of various competitions held at the university that showcase graduate student research. The 3-Minute Thesis Competition is for masters and doctoral level students to present their research in three minutes with the aid of one presentation slide. He introduced Kati Morgan, winner of the 2021 3-Minute Thesis Competition. Ms. Morgan gave her presentation.

Committee Reports

Governor Counts reported out on the January 20, 2021, Executive Committee meeting.

Governor Silvey reported out on the February 17, 2021, Risk Management and Audit Committee meeting.

Governor Chris Waters reported out on the Finance and Facilities Committee meeting that took place earlier in the day.

Governor Parman reported out on the Programs and Planning Committee meeting that took place earlier in the day.

President’s Report

President Clif Smart provided a COVID-19 update. He reviewed COVID-19 return to campus testing numbers. Of 2,864 students tested, there was a 1.67% positivity rate with 29 positive tests. He also reviewed the number of cases on campus over the past five weeks, the seven-day rolling average comparing spring 2021 to fall 2020, and spring semester numbers for testing, campus housing, and vaccinations. He reported that as of February 16, Magers Health and Wellness Center has administered a total of 2,170 COVID-19 vaccines.

President Smart asked the Board for input on planning for the fall semester. Board members were in favor of moving forward with making plans to have as close to normal of a fall semester as possible.

President Smart provided an update on the university’s state government relations work. He shared that Governor Parson’s budget recommendations were made several weeks ago that included restoring the university’s core operating appropriation to \$94 million, full funding for state scholarship programs, \$1.8 million to fund the Missouri Cybersecurity Center of Excellence at JVIC, and \$50,000 in startup funds for an associate degree in behavioral support on the West Plains campus. President Smart thanked Governor Parson for these recommendations as they are very favorable to Missouri State University.

President Smart shared the university's plans for working with the legislature on additional efforts. He stated that Missouri State is a member of the Council on Public High Education (COPHE) and that the COPHE presidents met and agreed to collectively request a 3.7% core operating appropriation increase. Last year's CPI increase was 1.4%, two years ago was 2.3%, so this request would cover inflation from the past two years. The rationale for the request is that the cost of goods and services that the university must pay has increased by inflation over the past two years. Examples of these increased costs include the university's retirement and health care plans.

President Smart shared that the university has hosted two meetings with legislators, one on the Springfield campus and one on the West Plains campus. Of the eleven legislators who attended these meetings, seven have seats on committees that directly impact the appropriations process. The university advocated for the COPHE priority, one-time funding for the cybersecurity center at JVIC, a facility expansion at Darr Agriculture Center, and startup funding for the associate degree in behavioral support program in West Plains. President Smart plans to have additional meetings with legislators in March to continue to advocate for the university's budget priorities. He shared that the next step in the budget process is for the House to develop its version of the budget and then the Senate will do the same. The House and Senate then reconcile their differences and develop a final budget to be passed in early May.

President Smart presented a resolution for approval of the FY2022 Missouri Resident Undergraduate Tuition and Student Services Fee (Fees No. 158-21). The university currently charges two tuition rates to in-state undergraduate students, \$299 per credit hour for online classes and \$228 for seated classes. In an effort to be fairer and more transparent for students, the university has developed a single blended tuition rate for these classes at a rate of \$257 per credit hour. This change allows students to enroll in the classes they need, without worrying about the cost difference. It also allows the university to schedule classes online or seated based on the subject matter. The university recognizes the line between seated and online classes has blurred with many classes having some sort of online component. President Smart shared that the change is revenue neutral for the university. He added that the resolution also updates the university's student services fee. Under the new model, students enrolling in any seated class will pay student services fees for all of the classes they enroll in at the current rate for fees. Students enrolling in only online courses will pay a lower fee because they use different services and utilize facilities less than students taking seated classes. The university will seek a Higher Education Student Funding Act (HESFA) penalty waiver from the Commissioner of Higher Education for this change. Governor Silvey provided a motion for approval, receiving a second from Governor Waters.

Motion passed 8-0.

President Smart presented a resolution for Approval of Revisions to the 2021 Meeting Schedule of the Missouri State University Board of Governors (Administration No. 48-20a). Revisions to the schedule include changing the April Executive Committee meeting to a special meeting where the full Board will attend and adjustments to the May meeting schedule to account for five commencement ceremonies, spread over two days. Governor Waters provided a motion for approval, receiving a second from Governor Parman.

Motion passed 8-0.

West Plains Campus

Dr. Dennis Lancaster, Interim Chancellor of the West Plains Campus, provided an update on happenings on the West Plains Campus. He provided an update on the advanced fabrication and welding program. He shared that the program is viewed as an enrollment enhancer and students can begin taking classes in fall 2021. The program will be in a temporary site while the campus's Broadway Building is being renovated to house the permanent lab. He added that work continues on the design of the lab and efforts are underway to arrange for full funding of the project. Governor Parson's budget allocated \$566,415 for the welding lab through the Federal Budget Stabilization Fund. The remaining funds for the project are expected to come from donations, grant funding, and available institutional funds.

Dr. Lancaster provided a West Plains Campus COVID-19 update. He shared that while Howell County continues to be a hotbed for COVID-19, campus has relatively low numbers with 10 total cases in the spring semester and only one case each week over the past four weeks. He shared that vaccination encouragement is happening on campus, but the area has been challenged with receiving vaccines to administer.

Dr. Lancaster concluded his report by asking for approval of a new program for an Associates in Applied Science in Community Behavioral Support (West Plains Curriculum 105-21). The degree is intended to provide students the necessary knowledge and skills to work in behavioral health and substance abuse settings. With a shortage of healthcare individuals in rural Missouri, the Missouri Department of Health has approved students with this type of degree for immediate employment in the field instead of the traditionally required bachelor's level degree. Governor Silvey provide a motion for approval, receiving a second from Governor Carrie Tergin.

Motion passed 8-0.

Academic Affairs

Dr. Frank Einhellig, Provost, provided an update on happenings in Academic Affairs. He presented a resolution for Approval of a New Program for a Doctorate of Occupational Therapy (Curriculum No. 398-21). He shared that the degree is designed for those who already hold professional practice licensure as occupational therapists and will be offered entirely online, allowing students to proceed on a part-time or full-time basis. Governor Frazier provided a motion for approval, receiving a second from Governor Parman.

Motion passed 8-0.

Dr. Einhellig reported on diversity and inclusion initiatives within Academic Affairs. Highlights of his report included the mentoring program to support diverse faculty, Facing Racism training for department heads, the Provost's Diversity Council, Early College Hispanic Outreach Program, and the active use of the diversity hiring program. He added that the academic units are very conscious of the need to take direct actions that can impact the campus climate regarding diversity and inclusion in a positive manner.

Dr. Einhellig concluded his report by providing an update on the tenure and promotion process. He shared that the university is nearing the finish of the annual faculty tenure and promotion cycle and he will be making recommendations to President Smart in early March. Dr. Einhellig reviewed the process for faculty applying for tenure and/or promotion. This year, there are a total of 48 applicants for promotion and 25 of those are also seeking tenure. He shared that the university has 742 full-time faculty with 557 being tenured and 333 part-time faculty.

Student Affairs

Tara Orr, Student Body President, provided an update on activities of the Student Government Association (SGA) and student body. Highlights of her report included work completed on the period poverty project, working on campus directories and wheelchair access to buildings, and passing a student security fee to increase lighting in parking lots on campus and near residence halls.

Facilities and Equipment

Matt Morris, Vice President for Administrative Services, presented a resolution for Approval of Consultant and Authority to Enter into an Agreement for Additional Professional Services in Conjunction with the Renovation of Kampeter Hall (Agreement No. 443-21). The consultant's original proposal of \$324,000 was approved at the June 19, 2020, Board of Governors meeting. With the allocation of additional maintenance and repair funds from the state, the total project budget was increased from \$5 million to \$10 million. The consultant proposed an additional professional services fee of \$347,156 that includes comprehensive design services, from schematic design through post-construction needed to complete the project based on the new total project budget and elevator improvements. Work is scheduled to begin by summer 2021 and be completed by summer of 2022. The additional professional services will be paid from the Professional Building Renovation budget funded by private donations. Governor Silvey provided a motion for approval, receiving a second from Governor Frazier.

Motion passed 8-0.

Mr. Morris presented a resolution for Approval of a Real Estate Purchase Contract for the sale of Property at 547 Drury Road, Kirbyville, Missouri (Land No. 125-21). The property is sited at Bulls Shoals as part of the Bull Shoals Field Station properties. With the additional 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 at the Ozarks Education Center. Governor Frazier provided a motion for approval, receiving a second from Governor Waters.

Motion passed 8-0.

Financial

Brent Dunn, Vice President for University Advancement, presented a resolution for 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 (Land No. 126-21). The Reynolds College of Arts and Letters will utilize the space as an art gallery. The purchase of this property provides the opportunity to consolidate university property. The new property locates the

art gallery in the IDEA Commons area, close to Brick City, which houses the Art and Design department. Governor Frazier provided a motion for approval, receiving a second from Governor Parman.

Motion passed 8-0.

Mr. Dunn also provided a development report. He shared that the Foundation is down about \$687,000 in annual gifts, up around \$1.2 million in special campaigns, and up around \$4.2 million in one-time gifts from January of last year. He shared that the university is having a good year, but has additional work to do. He concluded his report in sharing that the university is ahead of schedule in the Onward, Upward campaign with already raising more than \$216 million of its \$250 million goal by end of October 2022.

Steve Foucart, Chief Financial Officer, presented a resolution for Approval of Phase IV Student Distribution under the Coronavirus Aid, Relief, and Economic Security (CARES) Act (Miscellaneous No. 41-21). He shared that the U.S. Department of Education permits universities to use the institutional portion of their Higher Education Emergency Relief Fund (HEERF) allocations under the CARES Act to provide refunds to students resulting from significant changes to the delivery of instruction. The U.S. Department of Education guidance also permits universities to use the institutional portion of their HEERF allocations under the CARES Act to provide emergency financial aid grants to students for expenses related to disruption of campus operations due to coronavirus. 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. The Springfield campus's funds are to 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. The West Plains campus's funds are to 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. Governor Frazier provided a motion for approval, receiving a second from Governor Parman.

Motion passed 8-0.

Mr. Foucart presented a resolution for Approval of Student Distribution under the Coronavirus Response and Relief Supplemental Appropriations Act (CRRSAA) (Miscellaneous No. 42-21). He shared that in addition to the previously authorized CARES Act funds, the CRRSAA authorized \$21.2 billion in federal funding for higher education institutions through the Higher Education Emergency Relief Fund II (HEERF II). There are particular limitations and requirements with regard to the funds, including a commitment by each institution receiving an allocation to distribute a specified portion of the funds to students as emergency financial aid grants. The Springfield campus was allocated \$6,927,837 in HEERF II funds and the 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. Governor Silvey provided a motion for approval, receiving a second from Governor Waters.

Motion passed 8-0.

Mr. Foucart provided a summary of the FY2021 bond refinancing resolutions. He then presented two resolutions for approval.

Resolution for 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 (Finance No. 1091-21). The resolution confirms Hilltop Securities as the placement agent, authorizes and directs the university's General Counsel, Chief Financial Officer, Bond Counsel, Hilltop Securities, 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. The resolution is subject to the condition that any issuance of bonds will be subject to further action by the Board specifically authorizing and approving the bonds. Governor Waters provided a motion for approval, receiving a second from Governor Frazier.

Motion passed 8-0.

Resolution for the 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 (Finance No. 1092-21). This is a declaration of intent to issue auxiliary enterprise system revenue bonds of the 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 acquisition of an approximately 400-bed residential life facility adjacent to the university's Springfield campus. This allows up to 18 months after the acquisition of the new residence hall to issue tax exempt bonds in order to reimburse the university up to \$25 million of the acquisition costs. The resolution confirms Hilltop Securities as the senior managing underwriter of placement agent and 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. Governor Frazier provided a motion for approval, receiving a second from Governor Parman.

Motion passed 8-0.

New Business – Effective Leveraging of New Modalities for Learning

Dr. Einhellig and Dr. Nancy Gordon, Director for the Faculty Center for Teaching and Learning, led a panel discussion on the effective leveraging of new modalities for learning. Dr. Einhellig provided a history of the university's modalities of learning, reviewed distance learning challenges, and shared information on how the university has assisted faculty to adapt to the new learning environment due to the COVID-19 pandemic.

Dr. Gordon introduced the faculty participating on the panel: Damon Basset, Senior Instructor, Geography, Geology, and Planning; Natalie Curry, Clinical Assistant Professor and Coordinator

of the Bachelor of Social Work Program; Dr. Seth Hoelscher, Assistant Professor, Finance and General Business; and Dr. Margaret Weaver, Professor, English. The faculty members shared how they adapted their teaching methods over the past year with the coronavirus pandemic changing the landscape of higher education and answered questions from the Board.

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. Governor Counts asked if a resolution authorizing a closed meeting of the Board was prepared. Thereupon, the following resolution was presented for consideration:

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

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

Governor Gabriel Gore provided a motion for approval, receiving a second from Governor Frazier.

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

The open meeting was recessed at 3:48 p.m. to go into closed session.

The open meeting was reconvened at 4:02 p.m.

Adjournment

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

Motion passed 8-0.

Meeting adjourned at 4:02 p.m.



Rowena Stone
Secretary to the Board

**MINUTES OF THE
BOARD OF GOVERNORS SPECIAL MEETING
MISSOURI STATE UNIVERSITY
WEDNESDAY, APRIL 21, 2021**

The presiding officer for the meeting was Governor Amelia “Amy” Counts, Chair of the Board of Governors. Governor Counts called the special meeting to order at 4:01 p.m. via Zoom webinar.

Roll Call

Present –

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

Also

Present –

Clif Smart, President
Jim Baker, Vice President for Research and Economic Development and
International Programs
Jeff Coiner, Chief Information Officer
Ryan DeBoef, Chief of Staff and Assistant to the President for
Governmental Relations
Rachael Dockery, General Counsel and Chief Compliance Officer
Brent Dunn, Vice President for University Advancement
Frank Einhellig, Provost
Steve Foucart, Chief Financial Officer
David Hall, Director of University Safety
Rob Hornberger, Associate Vice President for Enrollment Management and
Services
Dennis Lancaster, Interim Chancellor of the West Plains Campus
Natalie McNish, Interim Director of Internal Audit and Risk Management
Matt Morris, Vice President for Administrative Services
Suzanne Shaw, Vice President for Marketing and Communications
Dee Siscoe, Vice President for Student Affairs
Rowena Stone, Secretary to the Board of Governors
Shawn Wahl, Dean of the Reynolds College of Arts and Letters
Mark Wheeler, University Architect and Director of Planning, Design, and
Construction

COVID-19 Update

President Smart provided a COVID-19 update of the Springfield campus. Highlights of his report included numbers for cases by week, testing, on-campus housing, and 7-day rolling averages. He reported that through April 17, a total of 14,736 COVID-19 vaccines had been administered on campus. President Smart reviewed the Springfield area community data and its recovery plan. Springfield is currently in the yellow zone of the recovery plan. He added that Springfield is expected to be in the green zone, in which masking mandates will expire, by the end of May. President Smart shared that the university's COVID-19 policies also expire at the end of May. The university will continue with the current restrictions and begin transitioning over the summer to a mostly normal plan for the fall semester. All plans are contingent upon numbers of vaccinations and cases.

Paycheck Protection Program Application

President Smart updated the Board that the university received federal funding that included funds set aside for the university's broadcasting components, Ozarks Public Television and Ozarks Public Radio. He shared that the university made the decision to withdraw its application for the forgivable paycheck protection program (PPP) loan that was approved at the March 17, 2021, Executive Committee meeting as a result of receiving these funds.

2021 Meeting Schedule Revisions

President Smart presented a resolution for Approval of Revisions to the 2021 Board of Governors Meeting Schedule (Administration No. 48-20b). Revisions included an update to the August retreat location and corrections to the meeting dates in December. Governor Carol Silvey provided a motion for approval, receiving a second from Governor Craig Frazier.

Motion passed 9-0.

Approval of 2021-2022 Fee Schedules

President Smart reviewed the 2021-2022 fee schedules for the Springfield and West Plains campuses. He thanked the Board for their help in framing and supporting the decision to move forward with a tuition waiver request to the Department of Higher Education & Workforce Development. Zora Mulligan, Commissioner of Higher Education, granted the waiver. He added that the proposed price structure keeps Missouri State University's advantage on the affordability issue.

Dr. Dennis Lancaster, Interim Chancellor of West Plains Campus, provided an overview on the fees charged for the new welding courses offered at West Plains. He shared that West Plains looked at competitor programs and based the fees accordingly, with the West Plains campus being priced below its competitors.

Steve Foucart, Chief Financial Officer, presented the following resolutions for approval:

- 2021-2022 Fee Schedule for the Springfield Campus (Fees No. 159-21). Governor Beverly Miller Keltner provided a motion for approval, receiving a second from Governor Silvey.

Motion passed 9-0.

- 2021-2022 Fee Schedule for the West Plains Campus (West Plains Fees No. 19-21). Governor Silvey provided a motion for approval, receiving a second from Governor Lynn Parman.

Motion passed 9-0.

Procurement and Financial

Mr. Foucart presented a resolution summarizing the Office of Procurement Services' activities from March 10, 2021, through April 14, 2021 (Purchasing Activity Report No. 499-21). The two items included in the resolution were:

- Recommended approval for purchase of software and maintenance for a comprehensive technology platform for Enrollment Management and Services and Orientation and Transition Programs
- Recommended approval for purchase of an x-ray photoelectron spectroscopy system for Jordan Valley Innovation Center (JVIC)

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

Motion passed 9-0.

Mr. Foucart provided a summary on the bond refinancing resolutions. He recommended approval of the following resolutions:

- Authorizing the borrowing by Missouri State University of the proceeds of an issue of educational facilities revenue bonds (Missouri State University), series 2021B, in a principal amount not to exceed \$18,000,000 of the health and educational facilities authority of the state of Missouri, to refund certain outstanding educational facilities revenue bonds; authorizing the amendment of educational facilities revenue bonds (Missouri State University), series 2019A; and authorizing and approving certain documents and actions in connection with such borrowing (Finance No. 1094-21). Governor Waters provided a motion for approval, receiving a second from Governor Miller Keltner.

Motion passed 9-0.

- Authorizing and directing the issuance of not to exceed \$35,000,000 principal amount auxiliary enterprise system revenue bonds, series 2021A, to provide funds to refund certain outstanding revenue bonds of the university relating to the auxiliary enterprise system of the university; prescribing the form and details of said bonds and the covenants and agreements made by the university to provide for the payment and security thereof; and prescribing other matters relating thereto (Finance No. 1095-21). Governor Waters provided a motion for approval, receiving a second from Governor Parman.

Motion passed 9-0.

Facilities and Equipment

Matt Morris, Vice President for Administrative Services, presented a resolution for Approval of Bids and Award of Contract for the Gymnasium Floor Replacement at the Bill R. Foster and Family Recreation Center (Bids & Quotations No. 1585-21). A low bid of \$298,031 for the base bid plus alternate 1 was received from Kenmar Construction, Inc. Total project budget is \$358,000 with work scheduled to be completed by the fall 2021 semester. Governor Frazier provided a motion for approval, receiving a second from Governor Silvey.

Motion passed 9-0.

Mr. Morris presented a resolution for Approval of Bid and Award of Contract for the First-floor Renovation for the Multicultural Resource Center of Student Engagement at Robert W. Plaster Student Union (Bids & Quotations No. 1586-21). A low bid of \$1,282,9500 for the base bid plus alternates 1, 2, 3, 4, and 5 was received from BP Builders, LLC. Total project budget is \$2,100,000 with work scheduled to be completed by the fall 2021 semester. Governor Silvey provide a motion for approval, receiving a second from Governor Frazier.

Motion passed 9-0.

Development

Brent Dunn, Vice President for University Advancement, presented a resolution for Approval for Naming the John Goodman Amphitheatre (Gift No. 176-21). Mr. Dunn shared that the naming recognizes the extraordinary interest and involvement of Mr. Goodman and his generous support of the university. Governor Miller Keltner provided a motion for approval, receiving a second from Governor Silvey.

Motion passed 9-0.

Closed Session

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

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

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

Governor Silvey provided a motion for approval, receiving a second from Governor Waters. A roll-call vote on the motion was as follows: those voting in favor – Governors Counts, Frazier, Gore, Miller Keltner, Parman, Silvey, Tergin, Wasson, and Waters; those voting against – none.

Governor Counts declared the resolution passed unanimously. The open meeting was recessed at 4:54 p.m. to go into closed session.

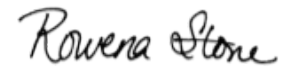
The open meeting reconvened at 5:21 p.m.

Adjournment

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

Motion passed 9-0.

Meeting adjourned at 5:22 p.m.



Rowena Stone
Secretary to the Board

III.A.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>
Luis Perez-Batres	Department Head Professor with Tenure Management (12-month appointment)	\$155,000 annually	07/01/21
Tuhina Banerjee	Assistant Professor Chemistry	\$58,500 annually	08/16/21
Benjamin Beranek	Assistant Professor Economics	\$78,000 annually	08/16/21
Mukulika Ghosh	Assistant Professor Computer Science	\$86,000 annually	08/16/21
Yen-Han Lee	Assistant Professor Public Health & Sports Medicine	\$57,000 annually	08/16/21
Ebony McCluney	Assistant Professor Kinesiology	\$60,000 annually	08/16/21
Daniel Moreno	Assistant Professor Cooperative Engineering Program	\$73,500 annually	08/16/21
Charles Myers	Associate Professor Counseling, Leadership & Special Education	\$63,000 annually	08/16/21
Linda Oakleaf	Assistant Professor Kinesiology	\$58,000 annually	08/16/21
Cristina Pippa	Assistant Professor Media, Journalism & Film	\$55,000 annually	08/16/21
Herbert Rodrigues	Assistant Professor Sociology & Anthropology	\$57,000 annually	08/16/21

Academic Personnel Board Actions, cont'd.

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Cody Smith	Assistant Professor Kinesiology	\$58,000 annually	08/16/21
Ronald Snarr	Assistant Professor Kinesiology	\$58,000 annually	08/16/21
Karrie Swan	Associate Professor Counseling, Leadership & Special Education	\$65,000 annually	08/16/21
Maureen Templeman	Assistant Professor Psychology	\$55,000 annually	08/16/21
Lu Yu	Assistant Professor Management	\$122,000 annually	08/16/21

UNRANKED FACULTY APPOINTMENTS (Term):

<u>Name</u>	<u>Position-Department</u>	<u>Salary</u>	<u>Effective</u>
James Keaton	Clinical Assistant Professor School of Nurse Anesthesia (12-month appointment)	\$150,000 annually	04/01/21 06/30/22
Salina Bollinger	Clinical Instructor School of Social Work	\$42,000 annually	08/16/21 05/20/22
Sarah Bowman	Clinical Instructor Public Health & Sports Medicine	\$42,500 annually	08/16/21 05/20/22
Emery Bryant	Instructor Kinesiology	\$42,500 annually	08/16/21 05/20/22
Jahaan Chandler	Instructor Sociology & Anthropology	\$40,000 annually	08/16/21 05/20/22
Kelly Dudley	Clinical Instructor School of Social Work	\$42,000 annually	08/16/21 05/20/22
Wendy Jackson	Clinical Instructor School of Social Work	\$42,000 annually	08/16/21 05/20/22

Academic Personnel Board Actions, cont'd.

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Sandra Meyers	Clinical Assistant Professor Finance & General Business	\$70,000 annually	08/16/21 05/20/22
Maria Sepulveda-Hinojosa	Instructor Modern & Classical Languages	\$42,000 annually	08/16/21 05/20/22

(See Addendum A for Per Course Faculty Appointments)

(See Addendum B for Summer Appointments)

(See Addendum C for Supplemental Payments)

(See Addendum D for Graduate Teaching Assistant Appointments)

RESIGNATIONS:

<u>Name</u>	<u>Position-Department</u>	<u>Effective</u>
David Rohall	Department Head Sociology & Anthropology Professor Sociology	12/31/20
Haydory Ahmed	Assistant Professor Economics	05/14/21
Jung Choi	Assistant Professor Music	05/14/21
Minju Choi	Assistant Professor Music	05/14/21
Matthew Kuiper	Assistant Professor Religious Studies	05/14/21
Maryann Mitts	Assistant Professor Kinesiology	05/14/21
Amanda Montileone	Instructor Greenwood Laboratory School	05/14/21

Academic Personnel Board Actions, cont'd.

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John Rabon	Senior Instructor Economics	05/14/21
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Sharon Zahn	Clinical Assistant Professor School of Nursing	05/14/21
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Jokima Hiller	Assistant Professor Hospitality Leadership	12/17/21
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RETIREMENTS:

<u>Name</u>	<u>Position-Department</u>	<u>Effective</u>
Miles Chris Barnhart	Distinguished Professor Biology	05/14/21

Linnea Iantria	Senior Instructor Geography, Geology & Planning	05/14/21
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John Llewellyn	Professor Religious Studies	05/14/21
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Eric Pervukhin	Professor Art & Design	05/14/21
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Carol Shoptaugh	Professor Psychology	05/14/21
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Joan Test	Associate Professor Childhood Education & Family Studies	05/14/21
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Thomas Tomasi	Professor Biology	05/14/21
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Iwona Zalewska-Duszek	Senior Instructor Art & Design	05/14/21
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Michael Hammond	Senior Instructor School of Accountancy	12/17/21
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NON-REAPPOINTMENTS:

<u>Name</u>	<u>Position-Department</u>	<u>Effective</u>
Scott Curtis	Instructor Chemistry	12/11/20
Sonia Arora	Visiting Assistant Professor Communication Sciences & Disorders	05/14/21

CHANGE OF STATUS:

<u>Name</u>	<u>Position-Department</u>	<u>Action</u>	<u>Effective</u>
Sapna Chakraborty	Department Head	Continuation of	01/01/21
	Associate Professor Occupational Therapy	Appointment	12/31/25
Kathleen Kennedy	Department Head	Continuation of	07/01/21
	Professor History	Appointment & Salary	06/30/26
	From: \$113,671 annually To: \$116,671 annually	Adjustment	
Linda Moser	From: Interim Department Head English (\$2,500 monthly supplemental) Part-time Associate Dean Reynolds College of Arts & Letters (\$2,500 monthly supplemental) Professor English \$70,483 annually	Status Change	07/01/21
	To: Department Head English \$120,000 annually		

Academic Personnel Board Actions, cont'd.

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Kevin Pybas	<p>From: Associate Professor Political Science \$64,607 annually</p> <p>To: Interim Department Head Associate Professor Political Science \$64,607 annually (\$2,000 monthly supplemental)</p>	Status Change	07/01/21
Daniel Simmons	<p>From: Associate Dean Reynolds College of Arts & Letters Associate Professor Communication \$60,895 annually (\$2,500 monthly supplemental)</p> <p>To: Associate Dean Reynolds College of Arts & Letters Associate Professor Communication \$120,000 annually</p>	Status Change & Salary Adjustment	07/01/21
Miles C. Barnhart	<p>From: Professor Biology</p> <p>To: Faculty Emeritus Biology</p>	Status Change	08/01/21
Linnea Iantria	<p>From: Senior Instructor Geography, Geology & Planning</p> <p>To: Faculty Emeritus Geography, Geology & Planning</p>	Status Change	08/01/21
John Llewellyn	<p>From: Professor Religious Studies</p> <p>To: Faculty Emeritus Religious Studies</p>	Status Change	08/01/21

Academic Personnel Board Actions, cont'd.

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Eric Pervukhin	From: Professor Art & Design To: Faculty Emeritus Art & Design	Status Change	08/01/21
Carol Shoptaugh	From: Professor Psychology To: Faculty Emeritus Psychology	Status Change	08/01/21
Jeanie Skibiski	Assistant Professor School of Anesthesia From: \$108,283 annually (9-month appointment) To: \$132,346 annually (12-month appointment)	Status Change & Salary Adjustment	08/01/21
Thomas Tomasi	From: Professor Biology To: Faculty Emeritus Biology	Status Change	08/01/21
Iwona Zalewska-Duszek	From: Senior Instructor Art & Design To: Faculty Emeritus Art & Design	Status Change	08/01/21
Zach Burt	Instructor Kinesiology From: \$42,379 annually (12-month appointment) To: \$42,379 annually (9-month appointment)	Status Change	08/16/21 05/20/22
Shouchuan Hu	Distinguished Professor Mathematics	Delayed Sabbatical	01/18/22 05/12/22
Michael Hammond	From: Senior Instructor School of Accountancy To: Faculty Emeritus School of Accountancy	Status Change	02/01/22

Vote: _____ Yea

_____ Nay

COMMENTS:

Tuhina Banerjee, Assistant Professor, Chemistry

Ph.D. Indian Institute of Technology, 2006
M.Sc. Banaras Hindu University, 2001
B.Sc. Banaras Hindu University, 1999

Experience: 2016 – Present, Adjunct Instructor & Research Scientist, Pittsburg State University, Pittsburg, Kansas; 2013 – 2016, Chemist I, Pittsburg State University, Pittsburg University, Pittsburg, Kansas; 2008 – 2013, Postdoctoral Research Associate, University of Central Florida, Orlando, Florida; 2006 – 2007, Postdoctoral Research Associate, Wayne State University, Detroit, Michigan.

Benjamin Beranek, Assistant Professor, Economics

Ph.D. University of Nottingham, 2017
MSc. University of Nottingham, 2012
M.A. Izmir University, 2010
B.A. Indiana University, 2006

Experience: 2018 – Present, Visiting Assistant Professor, Connecticut College, New London, Connecticut; 2016 – 2018, Teaching Associate, University of Nottingham, Nottingham, United Kingdom; 2014 – 2017, Research Assistant, University of Nottingham, Nottingham, United Kingdom.

Mukulika Ghosh, Assistant Professor, Computer Science

Ph.D. Texas A&M University, 2019
M.S. Texas A&M University, 2012
B.Tech. National Institute of Technology, 2007

Experience: 2019 – Present, Postdoctoral Research Scholar, Maryland Robotics Center, College Park, Maryland; 2010 – 2019, Graduate Assistant in Research, Texas A&M University, College Station, Texas; 2018, Primary Instructor of Record, Texas A&M University, College Station, Texas; 2016 – 2018, Teaching Assistant, Texas A&M University, College Station, Texas; 2016, Primary Instructor of Record, Texas A&M University, College Station, Texas; 2015, Instructor's Assistant, Texas A&M University, College Station, Texas; 2014, Teaching Assistant, Texas A&M University, College Station, Texas.

Yen-Han Lee, Assistant Professor, Public Health & Sports Medicine

Ph.D. Indiana University, 2021
M.P.H. Boston University, 2016
M.A. Iowa State University, 2013
B.S. Pennsylvania State University, 2010

Experience: 2020 – Present, Research Associate, National Tsing Hua University, Hsinchu City, Taiwan; 2020 – Present, Research Consultant, Taipei Veterans General Hospital, Taipei, Taiwan; 2019 – 2020, Assistant Social Worker, Taipei Veterans General Hospital, Taipei, Taiwan; 2017 – 2019, Associate Instructor, Indiana University, Bloomington, Indiana; 2016, Teaching Assistant, Indiana University, Bloomington, Indiana; 2015 – 2016, Research Assistant, Boston University, Boston, Massachusetts; 2015 – 2016, Research Fellow, Boston University, Boston, Massachusetts; 2015, Research Assistant, Boston University, Massachusetts; 2013, Teaching & Research Assistant, Pennsylvania State University, State College, Pennsylvania; 2011 – 2013, Research Assistant, Iowa State University, Ames, Iowa; 2012 – 2013, Teaching Assistant, Iowa State University, Ames, Iowa; 2010, Undergraduate Research Assistant, Pennsylvania State University, State College, Pennsylvania; 2009, Research & Administration Intern, Taipei City Hospital, Taipei, Taiwan; 2009, Teaching Assistant, Pennsylvania State University, State College, Pennsylvania; 2008, Assistant Lecturer, Pennsylvania State University, State College, Pennsylvania.

Ebony McCluney, Assistant Professor, Kinesiology

Ph.D. University of Georgia, 2018
M.S. Augusta State University, 2012
B.S. Lander University, 2009

Experience: 2018 – Present, Clinical Assistant Professor, Georgia State University, Atlanta, Georgia; 2017 – 2018, Managing Editor, PAADS Athlete Development Research Digest; 2014 – 2018, Graduate Teaching Assistant, University of Georgia, Athens, Georgia; 2012 – 2014, Lecturer, Lander University, Greenwood, South Carolina; 2011 – 2012, Adjunct Instructor, Lander University, Greenwood, South Carolina; 2009 – 2011, Physical Education Teaching, McCormick High School, McCormick, South Carolina; 2009 – 2010, Long Term Substitute Teacher, McCormick High School, McCormick, South Carolina; 2005 – 2006, Substitute Teacher, Union County Schools, Union, South Carolina.

Daniel Moreno, Assistant Professor, Cooperative Engineering Program

Ph.D. Georgia Institute of Technology, 2019
M.S. The Cooper Union for Advancement of Science & Art, 2015
B.Eng. The Cooper Union for Advancement of Science & Art, 2014

Experience: 2019 – Present, Post-Doctoral Scholar, University of Kentucky, Lexington, Kentucky; 2016 – 2019, Graduate Research Assistant, Georgia Institute of Technology, Atlanta, Georgia; 2018, Lecturer, Georgia Institute of Technology, Atlanta, Georgia; 2018, Graduate Teaching Assistant, Georgia Institute of Technology, Atlanta, Georgia; 2015 – 2016, Graduate Teaching Assistant, Georgia Institute of Technology, Atlanta, Georgia.

Charles Myers, Associate Professor, Counseling, Leadership & Special Education

Ph.D. University of North Texas, 2008
M.A. University of South Florida, 2001
B.A. Marietta College, 1988

Experience: 2016 – Present, Assistant Professor, Eastern Kentucky University, Richmond, Kentucky; 2014 – 2016, Associate Professor, Northern Illinois University, DeKalb, Illinois; 2008 – 2014, Assistant Professor, Northern Illinois University, DeKalb, Illinois; 2008, Instructor, Northern Illinois University, DeKalb, Illinois; 2007 – 2008, Private Practitioner, Denton, Texas; 2006 – 2008, Teaching Assistant, University of Northern Texas, Denton, Texas; 2005 – 2007, Coordinator of Training & Development, University of Northern Texas; Denton, Texas; 2001 -2005, School Counselor, School District of Hillsborough County, Tampa, Florida.

Linda Oakleaf, Assistant Professor, Kinesiology

Ph.D. North Carolina State University, 2010
M.S. University of North Carolina at Chapel Hill, 2006
B.S. Western Carolina University, 2003

Experience: 2020 – Present, Adjunct Professor, Western Carolina University, Cullowhee, North Carolina; 2015 – 2020, Assistant Professor, Missouri Western State University, St. Joseph, Missouri; 2014 – 2015, Visiting Assistant Professor, Middle Tennessee State University, Murfreesboro, Tennessee; 2011 – 2014, Assistant Professor, Benedict College, Columbia, South Carolina; 2013, Practicum Mentor, Touro University, Henderson, Nevada; 2010, Adjunct Instructor, North Carolina Central University, Durham, North Carolina; 2006 – 2009, Graduate Research/Teaching Assistant, North Carolina State University, Raleigh, North Carolina; 2004 – 2006, Graduate Research/Teaching Assistant, University of North Carolina at Chapel Hill, Chapel Hill, North Carolina.

Luis Perez-Batres, Department Head, Professor with Tenure, Management

Ph.D. Texas A&M University, 2006
M.S. University of Illinois at Urbana-Champaign, 2000
B.S. ITESM/Monterrey Tech, 1990

Experience: 2007 – Present, Administrative Liaison, Central Michigan University, Mount Pleasant, Michigan; 2017 – Present, Professor, Central Michigan University, Mount Pleasant, Michigan, Mount Pleasant, Michigan; 2019 – 2020, Senior Presidential Fellow, Central Michigan University, Mount Pleasant, Michigan; 2015 – 2018, Department Chair, Central Michigan University, Mount Pleasant, Michigan; 2012 – 2017, Associate Professor, Central Michigan University, Mount Pleasant, Michigan; 2007 – 2012, Central Michigan University, Mount Pleasant, Michigan; 2013, Visiting Scholar of Business Sustainability, University of Michigan, An Arbor, Michigan; 2006 – 2007, Assistant Professor, Appalachian State University, Boone, North Carolina.

Cristina Pippa, Assistant Professor, Media, Journalism & Film

M.F.A. University of Iowa, 2005
B.A. Columbia University, 2002

Experience: 2018 – Present, Instructor, Missouri State University, Springfield, Missouri; 2016 – 2018, Guest Teacher, University of Minnesota, Minneapolis, Minnesota; 2016 – 2018, Normandale Community College, Bloomington, Minnesota; 2015 – 2018, Community Faculty, Metropolitan State University, Saint Paul, Minnesota; 2014 – 2018, Part-time Faculty, Inver Hills Community College, Inver Grove Heights, Minnesota; 2008 – 2013, Lecturer, State University of New York College at Buffalo, Buffalo, New York; 2003 – 2005, Undergraduate Playwriting & Theatre Arts Teacher, University of Iowa, Iowa City, Iowa.

Herbert Rodrigues, Assistant Professor, Sociology & Anthropology

Ph.D. University of São Paulo, 2014
M.A. University of São Paulo, 2006
B.A. University of São Paulo, 2003

Experience: 2018, Missouri State University, Springfield, Missouri; 2008 – 2010, University Nove de Julho, São Paulo, Brazil; 2007 – 2009, Union of Educational Institutions of São Paulo, Brazil; 2005, University of São Paulo, Brazil.

Cody Smith, Assistant Professor, Kinesiology

Ph.D. North Carolina State University, 2019
M.S. University of Arkansas, 2016
B.S. University of Arkansas, 2009

Experience: 2019 – Present, Post-Doctoral Research Associate, University of Nebraska-Lincoln, Lincoln, Nebraska; 2016 – 2019, Graduate Research & Teaching Assistant, North Carolina State University, Raleigh, North Carolina; 2014 – 2016, Graduate Research & Teaching Assistant, University of Arkansas, Fayetteville, Arkansas.

Ronald Snarr, Assistant Professor, Kinesiology

Ph.D. University of Alabama, 2017
M.Ed. Auburn University, 2013
B.S. Pennsylvania State University, 2005

Experience: 2017 – Present, Assistant Professor/Director-Human Performance Lab, Georgia Southern University, Statesboro, Georgia; 2015 – 2017, Graduate Teaching Assistant, University of Alabama, Tuscaloosa, Alabama; 2015 – 2017, Adjunct Faculty, Auburn University at Montgomery, Montgomery, Alabama; 2016 – 2017, Course Developer, Faulkner University, Montgomery, Alabama; 2013 – 2014, Instructor, Arizona State University, Phoenix, Arizona; 2012 – 2013, Auburn University at Montgomery, Montgomery, Alabama; 2010 – 2011, Instructor, Remington College, Tampa, Florida.

Karrie Swan, Associate Professor, Counseling, Leadership & Special Education

Ph.D. University of North Texas, 2011
M.Ed. University of North Texas, 2006
B.S. Eastern Oregon University, 2000

Experience: 2019 – Present, Associate Professor & School Counseling Coordinator, Eastern Washington University, Cheney, Washington; 2017 – Present, Mental Health Therapist, Marimn Health, Washington; 2015 – 2019, Assistant Professor & School Counseling Coordinator, Eastern Washington University, Cheney, Washington; 2012 – 2015, Assistant Professor, Kansas State University, Manhattan, Kansas; 2011 – 2012, Adjunct Instructor, Capella University, Minneapolis, Minnesota; 2011 – 2012, Director of Field Placement & Assessment, Norwest Nazarene University, Nampa, Idaho; 2011 – 2012, Clinic Director & Counselor, Nurtured Growth Counseling & Educational Services, Spangle, Washington; 2008 – 2010, Assistant Clinic Director, University of North Texas, Dallas, Texas; 2006 – 2007, School Counselor, Austin Independent School District, Austin, Texas; 2004 – 2006, Developmental Special Education Teacher, Lewisville Independent School District, Lewisville, Texas; 2002 – 2004, Developmental Special Education Teacher, DeSoto Independent School District, DeSoto, Texas.

Maureen Templeman, Assistant Professor, Psychology

Ph.D. University of South Florida, Expected 2021
B.S. Missouri State University, 2011
M.Ed. University of Florida, 2001
B.A. University of Florida, 1998

Experience: 2016 – Present, Graduate Teaching Assistant, University of South Florida, Tampa, Florida; 2012 – 2016, Curriculum, Instruction & Program Coordinator, University of South Florida, Tampa, Florida; 2011 – 2012, Instructor, University of South Florida, Tampa, Florida; 2006 – 2011, Instructor, Missouri State University, Springfield, Missouri; 2005 – 2006, Language & Culture Consultant, Ortega y Gasset Bilingual Primary School, Madrid Spain; 2001 – 2003, Instructor, University of Alabama, Tuscaloosa, Alabama.

Lu Yu, Assistant Professor, Management

Ph.D. University of Wisconsin, 2020
M.S. Marquette University, 2014
B.S. Beijing Technology & Business University, 2011

Experience: 2021 – Present, Adjunct Professor, University of Wisconsin – Milwaukee, Milwaukee, Wisconsin; 2021 – present, University of People, Pasadena, California.

ADDENDUM A

The following have been appointed as Per Course Faculty for the spring semester: January 4, 2021 through May 14, 2021.

<u>Name</u>	<u>Department</u>	<u>Salary</u>
Anderson, Barbara	English	\$2,448.00
Barnett, Helen	Sociology & Anthropology	\$2,850.00
Broderick, Blaine	Counseling Leadership & Special Ed	\$2,595.00
Bumgardner, Samuel	Computer Science	\$1,488.00
Cox, Mikel	Public Health & Sports Medicine	\$700.00
Cutright, Joyce	College of Agriculture	\$3,000.00
DeTrani, Joseph	Defense & Strategic Studies	\$7,000.00
Hill, David	Provost Office	\$6,600.00
Holland, Joshua	Counseling Leadership & Special Ed	\$2,445.00
Hurt, Melissa	Childhood Ed & Family Studies	\$2,445.00
Lane, Deborah	Missouri State Outreach	\$2,448.00
Maddox, Jane	Missouri State Outreach	\$2,448.00
Moore, Paul	School of Nursing	\$3,000.00
Newton-Woods, Callie	Counseling Leadership & Special Ed	\$2,745.00
Northrip-Rivera, Angelia	Missouri State Outreach	\$2,550.00
Rodrigues, Herbert	Sociology & Anthropology	\$3,000.00
Simino, Megan	Childhood Ed & Family Studies	\$2,445.00
Starnes, David	Missouri State Outreach	\$2,145.00
Weiss, Kirsten	Music	\$472.00
Williamson, Julianna	LNU-College of Business	\$7,200.00
Wingfield, Carly	Music	\$236.00

The following have been appointed as Per Course Faculty for the spring semester: August 16, 2021 through December 17, 2021.

<u>Name</u>	<u>Department</u>	<u>Salary</u>
Cockrum, Leslie	Communication Sciences & Disorders	\$2,445.00
Swidey, Edward	Theatre & Dance	\$4,896.00

ADDENDUM B

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

<u>Name</u>	<u>Department</u>	<u>Salary</u>
Abernathy, Amber	Psychology	\$4,567.00
Adler, Katherine	Management	\$15,000.00
Agrawal, Deepti	Cybersecurity & Enterprise Systems	\$15,750.00
Akbar Akhgari, Paria	Philosophy	\$4,170.00
Allen, Jimmie	Art & Design	\$4,514.00
Amidon, Ethan	Criminology & Criminal Justice	\$7,247.00
Ampleman, James	Marketing	\$4,000.00
Anderson, Wayne	Finance & General Business	\$8,082.00
Argyle, Deidre	Art & Design	\$6,000.00
Artman, Amy	Religious Studies	\$5,632.00
Atkinson, Jamie	Reading Foundations & Tech	\$4,336.00
Ault-Philips, Jana	Finance & General Business	\$3,701.00
Austin, Rebekah	Cybersecurity & Enterprise Systems	\$7,128.00
Baggett, Holly	History	\$11,069.00
Bajalan, Djene	History	\$10,334.00
Barber, Marlin	History	\$4,240.00
Barffour, Antoinette	Modern & Classical Languages	\$4,182.00
Barnett, Helen	Sociology & Anthropology	\$2,850.00
Barreda, Albert	Dept of Hospitality Leadership	\$11,686.00
Bauman, Isabelle	Communication	\$7,405.00
Baumlin, James	English	\$6,000.00
Beatty, Nick	Political Science	\$6,594.00
Belkhouche, Mohammed	Computer Science	\$6,000.00
Bell, Angela	English	\$4,259.00
Benzer, Fatih	Art & Design	\$4,105.00
Berquist, Charlene	Communication	\$19,917.00
Botsford, Diana	Media Journalism & Film	\$2,754.00
Bowe, Michelle	Biology	\$4,458.00
Boyle, Michael	Philosophy	\$3,596.00
Brahnam, S. Berlin	Cybersecurity & Enterprise Systems	\$15,308.00
Brattin, Rick	Cybersecurity & Enterprise Systems	\$18,515.00
Brazeal, LeAnn	Communication	\$9,592.00
Brescia, Lisa	Theatre & Dance	\$4,105.00
Brown, Michele	School of Social Work	\$8,190.00
Burkland, Jessica	Management	\$6,666.00

Academic Personnel Board Actions, cont'd.

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Burton, Richard	Cybersecurity & Enterprise Systems	\$3,186.00
Butcher, Deana	Communication	\$6,357.00
Carden-Jessen, Melanie	Geography Geology & Planning	\$4,708.00
Carr, Judy	LNU-College of Business	\$4,800.00
Cerdas Cisneros, Maria	Modern & Classical Languages	\$4,105.00
Chang, Ching-wen	Reading Foundations & Tech	\$10,861.00
Chang, Edward	Finance & General Business	\$375.00
Christian, McCall	Public Health & Sports Med	\$4,545.00
Chuchiak, John	History	\$13,602.00
Church, Kimberly	School of Accountancy	\$1,625.00
Clark, Ronald	Marketing	\$9,533.00
Clay, Franklin	Comm Sciences & Disorders	\$13,368.00
Clayton, Michael	Psychology	\$4,914.00
Cobos, Liza	Dept of Hospitality Leadership	\$6,000.00
Coleman, Joshua	Marketing	\$11,218.00
Collins, Christopher	Communication	\$4,027.00
Cook, Sherry	Marketing	\$4,012.00
Cornelison, David	Physics Astronomy & Mat Sci	\$16,133.00
Correll, Pamela	Reading Foundations & Tech	\$8,673.00
Cox, Nora	Communication	\$3,311.00
Cranston, Chelsee	Comm Sciences & Disorders	\$2,400.00
Cui, Yue	Mathematics	\$6,000.00
Curry, Natalie	School of Social Work	\$6,862.00
Daniel, Todd	Cybersecurity & Enterprise Systems	\$3,466.00
Davies, Caitlin	Political Science	\$4,000.00
Davis, Tammi	Childhood Ed & Fam Studies	\$12,848.00
DeBode, Jason	Management	\$250.00
DeVore, Natasha	Chemistry	\$6,000.00
Dicke, Thomas	History	\$5,814.00
Dillon, Randy	Communication	\$6,566.00
Dixon, Stephanie	Psychology	\$2,445.00
Do, Ngoc	Mathematics	\$6,000.00
Dollar, Susan	School of Social Work	\$6,776.00
Dudash-Buskirk, Elizabeth	Communication	\$4,835.00
Dunn, Amy	Reading Foundations & Tech	\$5,490.00
Echols, Leslie	Psychology	\$9,668.00
Ellickson, Mark	Political Science	\$5,778.00
Fallone, Melissa	Psychology	\$4,594.00
Fernandes-Guzzo, Renata	Dept of Hospitality Leadership	\$6,000.00
Finn, Debra	Biology	\$1,588.00
Flannery, Ken	Economics	\$5,880.00

Academic Personnel Board Actions, cont'd.

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Foster, Jeffrey	Psychology	\$4,282.00
Foster, Lyle	Sociology & Anthropology	\$4,182.00
Foster, Micheal	Theatre & Dance	\$6,000.00
Frederick, Dana	Finance & General Business Management	\$3,551.00 \$7,402.00
Friske, Wes	Marketing	\$1,500.00
Frodermann, Evan	Physics Astronomy & Mat Sci	\$6,038.00
Galloway, Terrel	Economics	\$7,099.00
Goddard, Stacy	Kinesiology	\$4,259.00
Goering, Daniel	Management	\$17,239.00
Gordon, Nancy	Reading Foundations & Tech	\$3,000.00
Goss, Benjamin	Management	\$14,201.00
Gram, John	History	\$3,398.00
Greene, Brian	Biology	\$4,851.00
Greer, Olen	School of Accountancy	\$125.00
Grigsby, Jamie	Marketing	\$18,000.00
Guo, Xiang	Cybersecurity & Enterprise Systems	\$15,125.00
Haggard, Dana	Management	\$8,437.00
Haggard, K. Stephen	Finance & General Business	\$21,102.00
Hall, Lisa	Psychology	\$4,865.00
Hammond, Michael	School of Accountancy	\$7,674.00
Hammons, David	Marketing	\$3,178.00
Hard, Jennifer	Theatre & Dance	\$8,500.00
Harrison, Glenda	Sociology & Anthropology	\$2,850.00
Hart, Laura	Sociology & Anthropology	\$4,182.00
Hart, Michelle	Graduate College	\$3,500.00
Harvey, Michelle	Theatre & Dance	\$3,000.00
Hass, Aida	Criminology & Criminal Justice	\$6,441.00
Hatz, Kirsten	Kinesiology	\$1,550.00
Havlin, Tiffany	School of Social Work	\$13,724.00
Heinlein, Kurt	Theatre & Dance	\$15,397.00
Hermans, Charles	Marketing	\$17,732.00
Herr, Christopher	Theatre & Dance	\$5,760.00
Herring, Tara	Biology	\$2,983.00
Hiebert, Lindsey	Comm Sciences & Disorders	\$1,565.00
High, Brian	Chemistry	\$9,337.00
Hiller, Jokima	Dept of Hospitality Leadership	\$6,000.00
Hines, Christopher	Sociology & Anthropology	\$10,143.00
Hines, James	School of Accountancy	\$3,634.00
Hobbs, Lora	Religious Studies	\$3,800.00
Hoelscher, Carissa	Communication	\$15,000.00

Academic Personnel Board Actions, cont'd.

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Hoelscher, Seth	Finance & General Business	\$11,614.00
Hogans, Azaria	Theatre & Dance	\$6,000.00
Holland, Lydia	Physical Therapy	\$915.00
Hollibaugh, Casey	Kinesiology	\$2,730.00
Homburg, Andrew	Music	\$10,464.00
Hopper, Tina	Biology	\$3,174.00
Horton III, Leonard	Media Journalism & Film	\$1,368.00
Hudson, Mike	Public Health & Sports Med	\$2,502.00
Hughes, Joseph	Modern & Classical Languages	\$11,464.00
Hughes, Kevin	Art & Design	\$4,549.00
Iqbal, Robin	Computer Science	\$19,754.00
Jackson, Wendy	School of Social Work	\$2,445.00
Jamos, Abdullah	Comm Sciences & Disorders	\$6,087.00
Jamrose, Dennis	Marketing	\$15,000.00
Johns, Justin	School of Social Work	\$2,445.00
Johnson, David	Political Science	\$10,056.00
Johnson, Emelyn	Music	\$3,178.00
Johnson, Richard	Cybersecurity & Enterprise Systems	\$17,590.00
Jones, Jeffrey	Finance & General Business	\$375.00
Kaf, Wafaa	Comm Sciences & Disorders	\$16,695.00
Kageyama, Nancy	Dept of Hospitality Leadership	\$6,000.00
Karr, Jeffrey	Modern & Classical Languages	\$2,448.00
Kaufman, Daniel	Philosophy	\$5,780.00
Kaula, Radhika	Cybersecurity & Enterprise Systems	\$3,365.00
Kaula, Rajeev	Cybersecurity & Enterprise Systems	\$18,229.00
Keller, Carl	School of Accountancy	\$9,847.00
Kennell, Everett	Media Journalism & Film	\$2,754.00
Kenny, Erin	Sociology & Anthropology	\$4,336.00
Keys, Amanda	School of Social Work	\$14,388.00
Kim, Junyoung	Kinesiology	\$8,364.00
Kotlaja, Marijana	Criminology & Criminal Justice	\$6,560.00
Kyle, Jerri Lynn	Communication	\$6,321.00
Kyle, Michael	Criminology & Criminal Justice	\$9,840.00
Langston, Lisa	School of Social Work	\$3,195.00
LaPrade, Jennifer	Criminology & Criminal Justice	\$6,000.00
Lazic, Gordana	Communication	\$6,000.00
Lee, Kewman	Reading Foundations & Tech	\$8,673.00
Li, LinDa	Marketing	\$17,936.00
Liu, Siming	Computer Science	\$6,159.00
Livers, Stefanie	Reading Foundations & Tech	\$4,336.00
Lockenvitz, Sarah	Comm Sciences & Disorders	\$7,497.00

Academic Personnel Board Actions, cont'd.

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Lombilla, Luis	Modern & Classical Languages	\$6,953.00
Loughary, Jeffrey	Modern & Classical Languages	\$9,810.00
Luellen, Heather	Theatre & Dance	\$3,500.00
Lupfer, Christopher	Biology	\$4,421.00
Lyman, Sean	Art & Design	\$4,744.00
Mabee, Jon	Media Journalism & Film	\$1,368.00
Mainali, Raju	Cybersecurity & Enterprise Systems	\$10,590.00
Martinez, Blanca Judith	Modern & Classical Languages	\$18,552.00
Massey, Dallas	Biomedical Sciences	\$2,850.00
Masterson, Jerry	Kinesiology	\$6,479.00
Masterson, Michael	Political Science	\$6,000.00
Mbanga, Cedric	Finance & General Business	\$9,739.00
McLean, Annice	Reading Foundations & Tech	\$7,362.00
Meadows, William	Sociology & Anthropology	\$11,894.00
Mellors, Sarah	History	\$4,413.00
Meraz, Juan	Reading Foundations & Tech	\$3,600.00
Metcalf, Holly	Comm Sciences & Disorders	\$5,794.00
Metzger, Helena	Chemistry	\$8,363.00
Miao, Xin	Geography Geology & Planning	\$6,000.00
Miller, Carol	Finance & General Business	\$250.00
Miller, F. Thornton	History	\$11,594.00
Mills, Bradley	Physics Astronomy & Mat Sci	\$10,260.00
Mirza, Babur	Biology	\$8,806.00
Mitchell, D. Wayne	Psychology	\$5,227.00
Mitra, Mahua	Economics	\$7,168.00
Mitra, Saibal	Physics Astronomy & Mat Sci	\$6,000.00
Morgan, Michelle	History	\$10,793.00
Morris, Eric	Communication	\$6,853.00
Morris, Taleyna	Communication	\$3,243.00
Morrison, Sarah	Physics Astronomy & Mat Sci	\$6,000.00
Mowrey, Sascha	Childhood Ed & Fam Studies	\$6,000.00
Naegle, John	School of Accountancy	\$17,625.00
Neely, Jeremy	History	\$4,413.00
Nelson, Walt	Finance & General Business	\$7,634.00
Newman, Mary	Psychology	\$4,903.00
Nixon, Sarah	Reading Foundations & Tech	\$5,440.00
Novakowski, Julia	Reading Foundations & Tech	\$8,340.00
Novik, Melinda	Public Health & Sports Med	\$9,754.00
Olsen, Reed	Economics	\$7,316.00
Ondetti, Gabriel	Political Science	\$5,371.00
Panzer, Sarah	History	\$4,259.00

Academic Personnel Board Actions, cont'd.

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Parke, Nicole	Reading Foundations & Tech	\$4,890.00
Payne, Ashley	Psychology	\$4,170.00
Pearman, Cathy	Reading Foundations & Tech	\$13,167.00
Penkalski, Melissa	School of Social Work	\$3,837.00
Perryman, Amber	Reading Foundations & Tech	\$4,890.00
Peterson II, James	Tech & Construction Mgmt	\$10,000.00
Pham, Courtney	Marketing	\$6,986.00
Phelps, Quinton	Biology	\$20,534.00
Philpot, James	Finance & General Business	\$9,633.00
Piccolo, Diana	Childhood Ed & Fam Studies	\$10,716.00
Pierson, Carly	Marketing	\$6,480.00
Pierson, Matthew	Cooperative Engineering Program	\$7,078.00
Powell, Sara	Kinesiology	\$7,098.00
Prakash, Puneet	Finance & General Business	\$10,875.00
Prescott, John	Music	\$4,386.00
Price, Joseph	Theatre & Dance	\$5,000.00
Priya Tapis, Kanu	Management	\$1,625.00
Rast, Rebecca	Marketing	\$24,218.00
Ravenscraft, Julie	School of Accountancy	\$750.00
Rector, Paula	Criminology & Criminal Justice	\$24,218.00
Reed, Michael	Physics Astronomy & Mat Sci	\$6,427.00
Rodriguez de la Vega, Vanessa	Modern & Classical Languages	\$4,717.00
Rost, Ann	Psychology	\$7,437.00
Rothschild, Philip	Management	\$8,313.00
Rozell, Elizabeth	Management	\$375.00
Russell, Regina	School of Social Work	\$3,636.00
Sakidja, Ridwan	Physics Astronomy & Mat Sci	\$6,786.00
Sandel, William	Criminology & Criminal Justice	\$9,840.00
Saquer, Jamil	Computer Science	\$16,128.00
Saunders, Georgianna	Biology	\$10,014.00
Saxon, Caryn	Criminology & Criminal Justice	\$7,268.00
Scales, Megan	Sociology & Anthropology	\$2,850.00
Schekorra, Jonathan	Marketing	\$3,300.00
Schmalzbauer, John	Religious Studies	\$15,521.00
Schmelzle, George	School of Accountancy	\$9,896.00
Scott, Patrick	Political Science	\$6,326.00
Scroggins, Wesley	Management	\$16,683.00
Seay, Travis	History	\$6,000.00
Sexton, Randall	Cybersecurity & Enterprise Systems	\$18,418.00
Shao, Feibo	Management	\$18,085.00
Shepard, Jason	Sociology & Anthropology	\$3,235.00

Academic Personnel Board Actions, cont'd.

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Sherman-Wilkins, Kyler	Sociology & Anthropology	\$4,336.00
Shirley, Corinne	Modern & Classical Languages	\$2,318.00
Siebert, Matthew	Chemistry	\$4,946.00
Simmers, Christina	Marketing	\$19,367.00
Simmons, Jake	Communication	\$13,701.00
Skiba, Jenifer	Marketing	\$1,125.00
Skibinski, Jeanie	School of Anesthesia	\$8,121.00
Slone, Allison	Comm Sciences & Disorders	\$2,445.00
Spates, Steven	Communication	\$12,081.00
Stalnaker, Jo Lynne	Cybersecurity & Enterprise Systems	\$3,240.00
Stanbrough, CaSandra	Psychology	\$8,364.00
Stulce, Tara	Public Health & Sports Med	\$3,240.00
Suttmoeller, Michael	Criminology & Criminal Justice	\$10,885.00
Swearingen, Rebecca	Reading Foundations & Tech	\$9,926.00
Tapis, Gregory	School of Accountancy	\$18,125.00
Tapis, Kanu Priya	Management	\$17,936.00
Templeton, Mark	Theatre & Dance	\$11,025.00
Thambusamy, Ravi	Cybersecurity & Enterprise Systems	\$15,750.00
Thomas, Kyle	Theatre & Dance	\$7,740.00
Thomas, Matthew	Art & Design	\$2,448.00
Thomas-Tate, Shurita	Comm Sciences & Disorders	\$10,602.00
Thompson, Chris	Music	\$6,681.00
Thompson, Kip	Public Health & Sports Med	\$4,697.00
Triola, Matthew	Dept of Hospitality Leadership	\$2,544.00
Troche, Julia	History	\$8,518.00
Van Landuyt, Cathryn	Cybersecurity & Enterprise Systems	\$3,479.00
Van Ornum, Kimberly	Mathematics	\$6,681.00
Visio, Michelle	Psychology	\$11,004.00
Carr, W. David	Public Health & Sports Med	\$907.00
Wait, D. Alexander	Biology	\$9,788.00
Walker, Amy	Modern & Classical Languages	\$2,448.00
Walters, Heather	Communication	\$14,238.00
Wang, Wieyan	Media Journalism & Film	\$1,568.00
Watson, Margaret	Sociology & Anthropology	\$4,259.00
Wehrman, Erin	Communication	\$4,027.00
Westenberg, Robert	Theatre & Dance	\$1,500.00
Whipple, Tanya	Psychology	\$7,469.00
Whisenhunt, Brooke	Psychology	\$12,189.00
White, Timothy	Media Journalism & Film	\$6,348.00
White, Wajeana	Dept of Hospitality Leadership	\$7,433.00
Wiggin, Sarah	Theatre & Dance	\$13,000.00

Academic Personnel Board Actions, cont'd.

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Wilcoxon, Sarah	Theatre & Dance	\$2,000.00
Wilson, Dan	Kinesiology	\$9,751.00
Winstead, Cynthia	Theatre & Dance	\$3,000.00
Wisdom, Barry	College of Business	\$6,281.00
Witte, Doug	Finance & General Business	\$19,891.00
Woodard, Rebecca	Kinesiology	\$9,325.00
Xie, Xiuye	Kinesiology	\$2,780.00
Yadon, Carly	Psychology	\$4,715.00
Yang, Zhiguo	Cybersecurity & Enterprise Systems	\$19,020.00
Yarckow-Brown, Ivy	Criminology & Criminal Justice	\$8,503.00
Yoshimatsu, Keiichi	Chemistry	\$4,500.00
Young-Jones, Adena	Psychology	\$5,093.00
Yun, Gawon	Marketing	\$15,000.00
Zastoupil, John	Music	\$1,266.00
Zimmerman, David	Psychology	\$4,459.00

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

<u>Name</u>	<u>Department</u>	<u>Salary</u>
Anderson, Wayne	Finance & General Business	\$2,694.00
Argyle, Deidre	Art & Design	\$1,452.00
Bell, Angela	English	\$1,420.00
Bonebrake, Tara	Greenwood Lab School	\$500.00
Daehn, Ann Marie	Music	\$2,535.00
Foster, Michael	Theatre & Dance	\$5,033.00
Franklin, Thomas	Comm Sciences & Disorders	\$1,910.00
Haggard, Dana	Management	\$8,033.00
Hard, Jennifer	Theatre & Dance	\$1,340.00
Hines, James	School of Accountancy	\$3,634.00
Hoelscher, Seth	Finance & General Business	\$9,739.00
Kane, Thomas	Graduate College	\$6,037.00
Kyle, Michael	Criminology & Criminal Justice	\$4,920.00
Langston, Lisa	School of Social Work	\$3,195.00
Leas, Brian	Kinesiology	\$2,367.00
Martin, Judith	Modern & Classical Languages	\$10,433.00
Nugent, Pauline	Modern & Classical Languages	\$3,798.00
Pettijohn, Catherine	English Language Institute	\$2,400.00
Saxon, Caryn	Criminology & Criminal Justice	\$3,634.00
Shao, Feibo	Management	\$8,968.00
Smith, Michele	Counseling Leadership & Special Ed	\$3,600.00
Templeton, Mark	Theatre & Dance	\$7,050.00
Thompson, Chris	Music	\$6,621.00
Turner, John	English	\$2,178.00
Wiggin, Sarah	Theatre & Dance	\$1,667.00

ADDENDUM D

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

<u>Name</u>	<u>Department</u>	<u>Salary</u>
Darko, Jeffery	Chemistry	\$2,235.00
Gant, Honesty	College of Arts & Letters	\$2,235.00
Greene, Benjamin	College of Business	\$2,235.00
Hatch, Leslie	Biology	\$2,235.00
Kirwa, Naum	Chemistry	\$2,235.00
Moist, Justin	Marketing	\$2,235.00
Nelson, Constance	College of Arts & Letters	\$2,235.00
Onken, Willow	College of Arts & Letters	\$2,235.00
Rector, Lauren	Counseling, Leadership & Special Ed	\$2,235.00
Sack, Samantha	Accounting	\$2,235.00
Stiffler, Joshua	Information Tech & Cybersecurity	\$2,235.00
Whaley, Hannah	Biology	\$2,235.00
Wilson, Jessica	Childhood Ed & Family Studies	\$2,235.00
Worsley, Jensen	Finance & General Business	\$2,235.00

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

<u>Name</u>	<u>Department</u>	<u>Salary</u>
Afolabi, Temitayo	Mathematics	\$8,940.00
Bartel, Rachel	Media, Journalism & Film	\$10,880.00
Cannon, Jacob	Media, Journalism & Film	\$10,880.00
Herbert, Jonathan	Media, Journalism & Film	\$10,880.00
Isituah, Shallom	Mathematics	\$8,940.00
Malisos, Joshua	Media, Journalism & Film	\$10,880.00
Montgomery, Emily	Media, Journalism & Film	\$10,880.00
Neff, Matthew	Media, Journalism & Film	\$10,880.00
Nelson, Constance	Media, Journalism & Film	\$10,880.00
Nyambariga, Naom	Mathematics	\$8,940.00
Onken, Willow	Media, Journalism & Film	\$10,880.00
Tate, Emily	Mathematics	\$8,940.00
Wilson, Jessica	Childhood Ed & Family Studies	\$8,940.00
Zageris, Larissa	Media, Journalism & Film	\$10,880.00

III.A.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>
Jing Chen	Accountant Financial Services	42	\$36,000 annually	02/01/21
Rachael Garrett	Data Analyst – Student Success Computer Services	35	\$57,382 annually	02/08/21 09/30/25
Billie Jones	Custodian I Residence Life, Housing & Dining Services	21	\$23,941 annually	02/08/21
Jennifer Davis	Administrative Assistant II Graduate College	12	\$31,990 annually	02/16/21
Maxwell Halpin	Assistant Coach Intercollegiate Athletics	UN	\$70,000 annually	02/16/21
Nabila Abid	Administrative Assistant II Graduate College	12	\$31,990 annually	02/22/21
Kristin Arnette	Enrollment Management Analyst Enrollment Management & Services	35	\$60,000 annually	02/22/21
Christie Fletcher	Mental Health Clinician – Victim Services & Advocacy Specialist Counseling Center (10-month position)	44	\$35,833 annually	02/22/21 09/30/23
Kelly Smulczenski	Administrative Assistant II Development Office	12	\$38,480 annually	02/22/21
Brian Haynes	Maintenance Painter Facilities Maintenance	25	\$36,608 annually	03/01/21

Non-academic Personnel Board Actions, cont'd.

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Brittney Thornton	Administrative Specialist II Magers Health & Wellness Center	12	\$29,037 annually	03/01/21
Thomas Barker	Field & Maintenance Worker Mountain Grove Campus Agriculture – Mountain Grove Campus	23	\$26,029 annually	03/08/21
Paxton Long	Custodian I Custodial Services	21	\$23,941 annually	03/08/21
Ronnie Long	Campus Safety Specialist University Safety	25	\$35,048 annually	03/16/21
Travis Barton	Custodian I Residence Life, Housing & Dining Services	21	\$23,941 annually	03/17/21
Jesse Boyd	Campus Safety Specialist University Safety	25	\$30,680 annually	03/22/21
Hae Kim	Research Specialist II Biology	42	\$35,568 annually	03/22/21
Andrew Oliver	Director Disability Resource Center	45	\$62,000 annually	03/29/21
John Plybon	Maintenance Electrician Facilities Maintenance	26	\$38,480 annually	03/29/21
Scott Curtis	Laboratory & Stores Supervisor Chemistry	26	\$40,997 annually	04/01/21
Teresa Frazure	Custodian I Residence Life, Housing & Dining Services	21	\$23,941 annually	04/05/21
Daniel Harris	Campus Safety Specialist-Lead University Safety	25	\$35,048 annually	04/05/21

Non-academic Personnel Board Actions, cont'd.

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Paula Jean	Custodial Supervisor Residence Life, Housing & Dining Services	25	\$37,000 annually	04/05/21
Mayabb Orba	Custodian I Residence Life, Housing & Dining Services	21	\$23,941 annually	04/05/21
William Westbrook	Campus Safety Specialist University Safety	24	\$30,680 annually	04/07/21
Christopher Kempke	Recovery Coordinator Center for Resource Planning & Management	42	\$47,000 annually	04/12/21
Joshua Walker	Custodian I Residence Life, Housing & Dining Services	21	\$23,941 annually	04/12/21
Penny Bassen	Custodian Apprentice Custodial Services	20	\$21,840 annually	04/14/21
Michael Cramer	Custodian Apprentice Custodial Services	20	\$21,840 annually	04/19/21
Sherri Cloyd	Executive Assistant III Public Affairs & Assessment	15	\$37,877 annually	04/26/21
Shelly LaChance	Assistant Teacher Child Development Center	40	\$22,747 annually	04/26/21
Tianyu Zhou	Systems Analyst Computer Services	35	\$57,382 annually	04/26/21
Stephanie Van Rhein	Associate Director, Dual Credit Program Missouri State Outreach	44	\$61,000 annually	05/17/21

Non-academic Personnel Board Actions, cont'd.

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Grey Garris	Assistant Director, Multicultural Programs/LGBTQ+ Student Services Multicultural Programs & Student Diversity	42	\$38,000 annually	05/24/21
Mohammad AlHamad	E-Resource Strategist Library	42	\$45,500 annually	06/01/21
Kevin Cupka Head	Director, Center for Archaeological Research College of Humanities & Public Affairs	46	\$80,000 annually	07/01/21

RESIGNATIONS:

<u>Name</u>	<u>Position-Department</u>	<u>Effective</u>
Kimberly Swearingen	Administrative Specialist II Magers Health & Wellness Center	01/15/21
Joshua Owen	Campus Safety Specialist University Safety	01/27/21
Tiffany Smith	Custodian I Residence Life, Housing & Dining Services	02/12/21
David Ciferri	Campus Safety Specialist University Safety	02/14/21
Daniela Donaldson	Systems Analyst Computer Services	02/17/21
Virginia Morris	Custodian I Custodial Services	02/23/21
Joel Loera	Graphic Designer Residence Life, Housing & Dining Services	02/26/21
Jessica Silverberg	Receptionist Residence Life, Housing & Dining Services	03/09/21
Jason Slack	Custodian I Facilities Maintenance – Mountain Grove	03/10/21

Non-academic Personnel Board Actions, cont'd.

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Stephanie Evans	Custodian I Custodial Services	03/12/21
Brian Henry	Maintenance Foreman Facilities Maintenance	03/17/21
Ryan Owrey	Director, Upward Bound TRIO	04/16/21
Leah Walcott	Residence Hall Night Host/Hostess Residence Life, Housing & Dining Services	04/21/21
Tamara Anthony	Administrative Assistant II Agency for Teaching, Leading & Learning	04/22/21
Brenda Fisher	Admission Counselor for Diversity Outreach & Recruitment Office of Admissions	05/07/21
Bradley Balsters	Study Away Accounting Specialist Study Away	05/12/21
Jeff Gettys	Coordinator Business Management, Darr School of Agriculture College of Agriculture	06/03/21
Glendola Flake	Diversity Transition & Support Multicultural Services	07/02/21
RETIREMENTS:		
<u>Name</u>	<u>Position-Department</u>	<u>Effective</u>
Stacey Funderburk	Director Editorial & Design Services	03/31/21
Julie Moore	Assistant Director Plaster Student Union – Building Services & Student Training Plaster Student Union Administration	03/31/21
Sandra Jones	Dispatch Specialist University Safety	04/14/21
Bill Bingham	Custodial Specialist Residence Life, Housing & Dining Services	04/30/21

Non-academic Personnel Board Actions, cont'd.

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Billy Tharp	Safety & Transportation Technician University Safety	04/30/21
Vernon Baumgartner	Custodian I Plaster Student Union – Custodial	05/31/21
Robert Heath	Physician Medical Staff Magers Health & Wellness Center	05/31/21
Loren McManus	Enterprise System Administrator Cybersecurity & Enterprise Systems	05/31/21
Clara Walker	Business Office & Financial Coordinator Magers Health & Wellness Center	05/31/21
Marcia Dowdy	Career Advisor/Career Pathway Regional Consultant Agency for Teaching, Leading & Learning	06/30/21
Geralyn McKenzie	Assistant Director of Human Resources – Compensation & Information Management Office of Human Resources	06/30/21
Jane Robison	Executive Director English Language Institute	06/30/21
Cheryl Wrinkle	Special Education Improvement Consultant Agency for Teaching, Leading & Learning	06/30/21
Lori Fan	Executive Director Alumni Relations	07/31/21

LEAVE WITHOUT PAY:

<u>Name</u>	<u>Position-Department</u>	<u>Effective</u>
Holly Calkins	Maintenance Electrician	02/24/21
	Facilities Maintenance	04/06/21

SEPARATION FROM EMPLOYMENT:

<u>Name</u>	<u>Position-Department</u>	<u>Effective</u>
Aundrea Tindle	Custodian I Residence Life, Housing & Dining Services	12/17/20

William Westbrook	Campus Safety Specialist University Safety	04/15/21
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CHANGE OF STATUS:

<u>Name</u>	<u>Position-Department</u>	<u>Action</u>	<u>Effective</u>
Marian Green	From: Administrative Specialist II College of Education To: Administrative Specialist II Counseling, Leadership & Special Education	Transfer	07/01/20
Scott Jones	From: Assistant Director, Dual Credit Program Dual Credit GR 42, \$48,408 annually To: Director, Dual Credit Program Dual Credit GR 46, \$66,000 annually	Promotion	02/01/21
Aleacia Bahler	From: Campus Safety Specialist University Safety GR 24, \$28,991 annually To: Campus Safety Specialist-Lead University Safety GR 25, \$35,048 annually	Promotion	02/04/21
James Black	Campus Safety Specialist - Lead University Safety From: GR 25, \$35,298 annually To: GR 25, \$35,922 annually	Salary Adjustment	02/04/21
Benjamin Utne	From: Enterprise System Administrator Computer Services GR 35, \$57,982 annually To: Senior Enterprise Systems Administrator Computer Services GR 36, \$67,338 annually	Promotion	02/08/21

Non-academic Personnel Board Actions, cont'd.

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Zhongsong Qiu	China Program Coordinator Reynolds College of Arts & Letters From: GR 42, \$34,069 annually To: GR 42, \$35,568 annually	Salary Adjustment	02/16/21
Jeffery Crockett	Campus Safety Specialist University Safety From: GR 24, \$30,064 annually To: GR 24, \$31,719 annually	Salary Adjustment	02/22/21
Ruth Davis	Campus Safety Specialist University Safety From: GR 24, \$30,064 annually To: GR 24, \$31,719 annually	Salary Adjustment	02/22/21
Robert Penner	Campus Safety Specialist University Safety From: GR 24, \$29,833 annually To: GR 24, \$31,491 annually	Salary Adjustment	02/22/21
Jordan Shalla	Campus Safety Specialist University Safety From: GR 24, \$28,391 annually To: GR 24, \$30,679 annually	Salary Adjustment	02/22/21
Jason Smith	Campus Safety Specialist University Safety From: GR 24, \$28,991 annually To: GR 24, \$30,679 annually	Salary Adjustment	02/22/21
Kimberly Strobe	From: Campus Safety Specialist – Lead University Safety GR 25, \$34,399 annually To: Financial Aid Counselor Financial Aid Counselor GR 42, \$35,568 annually	Promotion	02/22/21

Non-academic Personnel Board Actions, cont'd.

Page 9

Evan Wantland	From: Custodian I Custodial Services GR 21, \$24,540 annually To: Groundskeeper Grounds Services GR 22, \$29,099 annually	Promotion	02/22/21
Brandan Wright	Campus Safety Specialist University Safety From: GR 24, \$28,991 annually To: GR 24, \$30,679 annually	Salary Adjustment	02/22/21
Jeff Chambers	From: Grounds Foreman Grounds Services GR 24, \$36,146 annually To: Assistant Director, Facilities Management, Grounds Grounds Services GR 46, \$58,500 annually	Promotion	03/01/21
Jill Murphy	From: Employment Specialist Office of Human Resources GR 42, \$48,166 annually To; Assistant Director, Human Resources – Talent Acquisition Office of Human Resources GR 45, \$63,000 annually	Promotion	03/01/21
James Pitts	From: Custodial Supervisor Custodial Services GR 25, \$36,579 annually To: Maintenance Painter Facilities Maintenance GR 25, \$36,579 annually	Change of Status	03/02/21

Non-academic Personnel Board Actions, cont'd.

Page 10

Stacie Reeves	<p>From: Residence Hall Receptionist Residence Life Housing & Dining Services GR 10, \$21,379 annually (10-month appointment)</p> <p>To: Residence Hall Receptionist Residence Life Housing & Dining Services GR 10, \$25,646 annually (12-month appointment)</p>	<p>Status Change & Salary Adjustment</p>	03/15/21
Frederick Netzer	<p>From: Groundskeeper Grounds Services GR 22, \$29,101 annually</p> <p>To: Grounds Equipment Mechanic Grounds Services GR 25, \$37,440 annually</p>	Promotion	03/16/21
Amy Schuldt	<p>From: Assistant Director Editorial & Design Services Editorial Design & Services GR 43, \$50,098 annually</p> <p>To: Interim Director Editorial Design & Services GR 43, \$50,0980 annually (\$500 monthly supplemental)</p>	Status Change	03/22/21
Dustin Braddish	<p>From: Financial Aid Counselor Financial Aid GR 42, \$36,168 annually</p> <p>To: Career Resources Specialist Career Center GR 42, \$37,500 annually</p>	<p>Status Change & Salary Adjustment</p>	03/29/21
Kimberly Benton	<p>From: Accounting Technician Bursar's Office GR 13, \$36,876 annually</p> <p>To: Lead Cashier Bursar's Office GR 14, \$39,276 annually</p>	<p>Reclassification & Salary Increase</p>	04/01/21

Non-academic Personnel Board Actions, cont'd.

Page 11

Nannan Dong	Business Intelligence & Database Analyst Institutional Research From: GR 44, \$50,600 annually To: GR 36, \$67,338 annually	Reclassification & Salary Increase	04/01/21
Stacey Funderburk	From: Director Editorial & Design Services To: Staff Emeritus Editorial & Design Services	Status Change	04/01/21
Pascal Hamon	From: English Language Institute Academic Director English Language Institute To: English for Academic Purposes Program Director English Language Institute	Title Change	04/01/21
Tamara Hernandez	From: Human Resources Records Technician Office of Human Resources GR 14, \$33,038 annually To: Senior Human Resources Records Technician Office of Human Resources GR 15, \$35,531 annually	Reclassification & Salary Increase	04/01/21
Paige Oxendine	From: Business Incubator Program Coordinator efactory GR 42, \$56,600 annually To: Assistant Director, Business Incubator efactory GR 45, \$65,000 annually	Reclassification & Salary Adjustment	04/01/21
Phillip Secca	From: Senior Graphic Designer Access & Outreach To: Staff Emeritus Access & Outreach	Status Change	04/01/21

Non-academic Personnel Board Actions, cont'd.

Page 12

Matthew Allen	From: Information Security Analyst Information Security To: Cybersecurity Analyst Cybersecurity & Enterprise Systems	Title Change & Department Change	04/05/21
Jeremy Beach	Dispatch Specialist University Safety From: GR 24, \$30,618 annually To: GR 24, \$32,282 annually	Salary Adjustment	04/05/21
Tiffany Bowden	Dispatch Specialist University Safety From: GR 24, \$28,995 annually To: GR 24, \$30,680 annually	Salary Adjustment	04/05/21
Vera Clemmons	Dispatch Specialist University Safety From: GR 24, \$28,995 annually To: GR 24, \$30,680 annually	Salary Adjustment	04/05/21
Susan Dugan	From: Event & Meeting Services Coordinator Plaster Student Union – Event & Meeting Services GR 12, \$29,128 annually To: Residence Hall Receptionist Residence Life, Housing & Dining Services GR 10, \$24,544 annually	Status Change	04/05/21
Brad Hannum	From: Information Security Analyst Information Security To: Cybersecurity Analyst Cybersecurity & Enterprise Systems	Title Change & Department Change	04/05/21
Sandra Jones	Dispatch Specialist University Safety From: GR 24, \$32,448 annually To: GR 24, \$34,112 annually	Salary Adjustment	04/05/21

Non-academic Personnel Board Actions, cont'd.

Page 13

Robert Martin	From: Information Security Officer Information Security To: Director Cybersecurity & Enterprise Systems	Title Change & Department Change	04/05/21
Michael Rogers	From: Information Security Specialist Information Security To: Cybersecurity Specialist Cybersecurity & Enterprise Systems	Title Change & Department Change	04/05/21
Stacey Tune	From: Coordinator of Operations & Systems Information Services To: Coordinator of Operations & Systems Cybersecurity & Enterprise Systems	Department Change	04/05/21
Robert Petrino	Head Athletics Coach Intercollegiate Athletics From: \$250,600 annually To: \$275,600 annually	Salary Adjustment	04/25/21
Michael Williams	From: Custodian I Custodial Services To: Custodian I Residence Life, Housing & Dining Services	Transfer	04/26/21
Bill Bingham	From: Custodial Specialist Residence Life, Housing & Dining Services To: Staff Emeritus Residence Life, Housing & Dining Services	Status Change	05/01/21
Sandra Jones	From: Dispatch Specialist University Safety To: Staff Emeritus University Safety	Status Change	05/01/21

Non-academic Personnel Board Actions, cont'd.

Page 14

Billy Tharp	From: Safety & Transportation Technician University Safety To: Staff Emeritus University Safety	Status Change	05/01/21
Vernon Baumgartner	From: Custodian I Plaster Student Union – Custodial To: Staff Emeritus Plaster Student Union – Custodial	Status Change	06/01/21
Robert Heath	From: Physician Medical Staff Magers Health & Wellness Center To: Staff Emeritus Magers Health & Wellness Center	Status Change	06/01/21
Loren McManus	From: Enterprise System Administrator Cybersecurity & Enterprise Systems To: Staff Emeritus Cybersecurity & Enterprise Systems	Status Change	06/01/21
Clara Walker	From: Business Office & Financial Coordinator Magers Health & Wellness Center To: Staff Emeritus Magers Health & Wellness Center	Status Change	06/01/21
Timmarie Hamilton	Missouri Mentoring Partnership Program Coordinator School of Social Work	Continuation of Appointment	07/01/21 06/30/22
Geralyn McKenzie	From: Assistant Director of Human Resources – Compensation & Information Management Office of Human Resources To: Staff Emeritus Office of Human Resources	Status Change	07/01/21
Charles Miller	English Language Institute Instruction Specialist English Language Institute	Continuation of Appointment	07/01/21 06/30/22

Non-academic Personnel Board Actions, cont'd.

Page 15

Jane Robison	From: Executive Director English Language Institute To: Staff Emeritus English Language Institute	Status Change	07/01/21
Hope Suffelette	Missouri Mentoring Partnership Program Resource Coordinator School of Social Work	Continuation of Appointment	07/01/21 06/30/22

Vote: _____ Yea
_____ Nay

III.B.1.

RECOMMENDED ACTION - Approval of Procurement Activity Report

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

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

VOTE: **AYE** _____
 NAY _____

COMMENTS:

Recommend the attached report summarizing all reportable Office of Procurement Services activity from February 9, 2021 through May 4, 2021 be approved.

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

FOR INFORMATIONAL PURPOSES ONLY

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

**Pouring and Vending Rights
Campus wide**

Revenue Contract

Request approval to issue Contract Renewal One (1) for Contract C6502-1 Pouring and Vending Rights for the Springfield campus.

Review of the existing contract terms and conditions has shown that beverage best value is maximized by the University exercising its pre-negotiated right to renew the agreement with Ozarks Coca-Cola/Dr Pepper Bottling Company. The contract term is July 1, 2014 through June 30, 2021, with one optional four-year renewal through June 30, 2025.

Consideration was given to factors including the global pandemic impact, current economic conditions, and strong local service partnership by a significant Coca-Cola North America bottler.

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

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

**Furniture – Multicultural Resource Center/Student Engagement
Plaster Student Union**

**\$120,000.00
(Estimated)**

Pursuant to University policy, which allows for participation in contract agreements established by other public entities, utilization is recommended for E & I Cooperative Contract 21Z01406 for the procurement of furniture for the Multicultural Resource Center and the Office of Student Engagement through the Plaster Student Union.

Scott Rice is the contractor and will supply furniture to include lounging systems, tables, and chairs for the entire area.

February 9, 2021 through May 4, 2021

**ACTIVITY REPORT
PAGE TWO**

Note: Funding to be from Multicultural Resource Center and the Office of Student Engagement operational budget PSU X02257 302024 095.

Single Feasible Source > \$100,000

**Welding Equipment \$120,058.40
Office of Workforce Development – West Plains**

Pursuant to University policy, which addresses justification for making awards on a single feasible source basis, the University West Plains Office of Workforce Development is requesting the procurement of welding equipment for the purpose of a teaching aide for the welding, fabrication, and manufacturing programs.

Equipment will be used for hands-on training in order for students to have a realistic experience of working and trouble-shooting with robotics before entering a workplace environment. Being trained to use this equipment will allow for a minimal transition from a classroom to a workplace.

The 300C Advanced Education Welder and the Statiflex 200-M Fume Extractor, both sold by Lincoln Electric, would be the major components of the welding/fabrication program that is beginning in August 2021. As a member of the Lincoln Electric Educational Partner Schools (LEEPS) program, the University is required to purchase 80% of the welding equipment through a Lincoln Electric distributor.

Lincoln Electric brand welders are specific to educational programs. Welders are fully integrated to work along with other products purchased for the welding laboratory and are approved by the department's NC3 program and industry partners. These welders are the hands-on-training component of the program and are industry recognized. Students would have hands on welding experience, which would provide them less on-the-job training when hired. The system would be used by staff, faculty, and students.

As the West Plains Greater Ozarks Center for Advanced Technology (GOCAT) continues to grow its welding and fabrication program, the University has partnered with the National Coalition of Certification Centers (NC3) to provide a complete suite of national welding fabrication certifications that are portable and stackable. Lincoln Electric is the welding partner.

Note: Funding to be from Workforce Opportunity for Rural Communities Grant (WP-WORC2-DRA I92041 PI9014 75001 013).

February 9, 2021 through May 4, 2021

**ACTIVITY REPORT
PAGE THREE**

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

**Audio and Visual Equipment \$125,726.35
West Plains Campus**

Pursuant to University policy, which allows for participation in contract agreements established by other public entities, utilization is recommended of Sourcewell Cooperative Contract 081419-CDW for the procurement of audio and visual equipment for Zoom technology enhancements for the West Plains campus.

CDW-G is the contractor supplying equipment to be used to upgrade existing classrooms to provide for a better experience for students who are joining via Zoom.

Students will have a better perspective of the classroom in that cameras will allow more freedom of instructor movement. Projectors will provide a better quality image to students of the instructor, Microsoft Office presentations, or videos being shown as part of a class.

Note: Funding to be from the CARES Act through the West Plains - COVID 2021 Instruction Capital Equipment Budget B99918 042064 75000 011.

Single purchase > \$100,000 that was not competitively bid

**Basketball Officiating Fees for Missouri Valley Conference \$139,025.00
Intercollegiate Athletics**

Payments to be processed to the Missouri Valley Conference for annual men's and women's home game officiating fees totaling \$139,025.00 for the 2020 - 2021 season.

Fees for Intercollegiate Athletics, such as conference membership dues, game guarantees, and officiating fees are considered to be impossible to compete, and thus are considered to be a single feasible source per University policy.

Fee, Home Game Officiating, Men's	\$ 96,700.00
Fee, Home Game Officiating, Women's	\$ 42,325.00
Total	\$139,025.00

Note: Funding to be from ongoing operational budgets.

February 9, 2021 through May 4, 2021

**ACTIVITY REPORT
PAGE FOUR**

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

Elevator Repair **\$143,368.92**
Plaster Student Union

Pursuant to University policy, which allows for participation in contract agreements established by other public entities, recommend utilization of OMNIA Partners Cooperative Contract EV2516 for Kone Elevator.

Elevator repairs are needed at the Plaster Student Union due to damage caused by water pipe breaks during the severe cold weather in February 2021. The Student Union currently only has one functioning passenger elevator, and work will restore all passenger elevators in the building to a safe working condition.

Repairs include replacement of the car operating panels in three of the elevators; replacement of the lobby panel; and replacement of the door operator and clutch, door rollers, car leveling system, and top of car inspection system on two of the elevators.

Note: Funding to be from proceeds from the University insurance claim relating to the damage resulting from the severe cold weather.

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

Furniture **\$150,000.00**
Residence Life, Housing and Dining Services **(Estimated)**

Pursuant to University policy, which allows for participation in contract agreements established by other public entities, recommend approval to utilize E & I Educational Cooperative Contract CNR01445/CNR01445 for the procurement of furniture for dining center and retail space for the new residence hall. The source is Falcon Products, through KW Design Resource.

Furnishings for dining center and retail space in the new residence hall include tables and chairs originally estimated, and Board approved, at \$200,000.00. This action was previously included in the BOG Executive Committee Procurement Services Activity Report, March 2020, as *For Approval*, within the estimated \$1,443,671.00 budget.

As stated in the original approval entry, actual purchases will be submitted, and presented through future Procurement Services Activity Reports as *For Informational Purposes Only*.

February 9, 2021 through May 4, 2021

**ACTIVITY REPORT
PAGE FIVE**

Note: Funding to be from Residence Hall Reserves X06025 192018 73202 201.

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

Window Treatments	\$150,000.00
Residence Life, Housing and Dining Services	(Estimated)

Pursuant to University policy, which allow for participation in contract agreements established by other public entities, recommend approval to utilize E & I Cooperative Contract CNR01400 Project Number 3137-1843-9 with Sherwin Williams for the procurement of window treatments for student rooms and common spaces in the New Residence Hall.

Window treatments are to include all windows originally estimated as \$240,000.00 in the BOG Executive Committee Procurement Services Activity Report, March 2020, as *For Approval*, within the estimated \$1,443,671.00 budget.

As stated in the original approval entry, actual purchases will be submitted and presented through future Procurement Services Activity Reports as *For Informational Purposes Only*.

Note: Funding through operational budget X06025 192018 095.

Single feasible source > \$100,000

Furniture	\$230,511.05
Residence Life, Housing and Dining Services	

Pursuant to University policy, which allows for participation in contract agreements established by other public entities, recommend approval to utilize cooperative contract for purchasing of furniture for common area for new residence hall. E & I/ Steelcase cooperative contract CDA 07Z0080 CNR01146 is to be utilized through Scott Rice Office Works.

Furnishings for common areas in the new residence hall include offices, study lounges, meeting rooms, computer laboratory, and recreation areas were originally estimated, and Board approved, at \$229,000.00. This action was previously included in the BOG Executive Committee Procurement Services Activity Report, March 2020, as *For Approval*, within the estimated \$1,443,671.00 budget.

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**ACTIVITY REPORT
PAGE SIX**

As stated in the original approval entry, actual purchases will be submitted, as presented, through future Procurement Services Activity Reports as *For Informational Purposes Only*.

Note: Funding to be from Residence Hall Reserves X06025 192018 73202 201.

Property Lease

Lease of Classroom Space Theatre and Dance	\$177,792.00 (Two Years)
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Recommend exercising the first of three optional two-year renewals of a classroom lease utilized to meet specialized space needs for Theatre and Dance students. The first renewal period is August 1, 2021 through July 31, 2023.

The original term of the lease is from August 1, 2019 through July 31, 2021, with three optional two-year renewals through July 31, 2027. Renewals may be exercised by the

University providing written notice to the lessor of its intent to exercise an option to extend, on or before sixty (60) days prior to a then expiring term.

At the end of the first two years, the University also had the option to purchase the property at fair market value by giving notice of its election to purchase to lessor during the six (6) months prior to the conclusion of the lease agreement. The University has the right of first refusal during the term of the lease if the purchase option is not exercised.

If the agreement is extended beyond the initial term expiring July 31, 2021, the rental amount can be adjusted for each extended period by the most recently available annual Midwest Region, Consumer Price Index, as compared to the immediately preceding year.

Lease payments remain at \$7,408.00 per month for 24 months, for a total of \$177,792.00. As consideration to the University, the lessor is not exercising the increase for the first renewal period, which currently would be 0.7%, resulting in a savings to the University of \$51.86 monthly, \$622.27 annually, or \$1,244.54 for the two-year renewal period.

Subject to need and continued satisfactory service, the optional lease extensions will be made as specified in the agreement.

Building location is in the area of National Avenue and Grand Street at 931 South Kickapoo.

Note: Funding to be from ongoing operational budgets.

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**ACTIVITY REPORT
PAGE SEVEN**

Revenue contract > \$100,000 from established cooperative contract

Transcript Request System **\$179,167.00**
Office of the Registrar **(Estimated Annual Revenue)**

Pursuant to University policy, which allows for participation in contract agreements established by other public entities, approval through the Midwest Higher Education Compact (MHEC) is being sought for a vendor-provided transcript request system. The solution would allow current and former students to continue to request transcripts online and add the mechanism for them to be more broadly distributed in a secure, electronic format.

There is no fee to the University for the service. A fee of \$10.00 per transcript would be charged each year, and the vendor would retain a fee of \$2.75 per transcript for the first year. Fees retained by the vendor for the transcripts would incrementally increase for the following two years to \$2.80 for year two and \$2.95 for year three of the contract. The remaining \$7.25 for year one, \$7.20 for year two, and \$7.05 for year three per transcript would be revenue to the University.

Approximately 25,000 transcripts are purchased annually at a current fee of \$10.00 per transcript, generating approximately \$181,250.00 in total revenue for the first year. The increased amount retained by the vendor would result in estimated total revenue, if total requests remain the same, at approximately \$180,000.00 for the second year, and \$176,250.00 for the third year, averaging \$179,167.00 for all three years.

Year of Contract	Volume of Requests	Student Charge	Parchment Charge	Revenue Each	Revenue Annual
One	25,000	\$10.00	\$2.75	\$7.25	\$181,250.00
Two	25,000	\$10.00	\$2.80	\$7.20	\$180,000.00
Three	25,000	\$10.00	\$2.95	\$7.05	\$176,250.00
Average	25,000	\$10.00	\$2.83	\$7.17	\$179,167.00

**ACTIVITY REPORT
PAGE EIGHT**

Single Feasible Source > \$100,000

**Credit Card and E-Check Processing \$187,397.28
ERP Maintenance**

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

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

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

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

Note: Funding to be from ongoing operational budgets.

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

**Audit and Related Accounting Services \$205,014.00
Financial Services (Estimated Core Services One Year)**

Recommend renewal of Contract 6102-1-AMD 1 with BKD to provide Audit and Related Accounting Services for the period of July 1, 2021 through June 30, 2022. This renewal is the third of four contract renewal options, and per the contract terms and conditions it will allow for a 1.90% increase in fees from the previous year.

Subject to ongoing satisfactory performance, the University will continue to exercise remaining available annual renewable options as needed.

Auditing services were quoted at a fixed rate for each year. Other services, such as tax and management consulting, foundation audits, and/or advisory services may also be requested

February 9, 2021 through May 4, 2021

**ACTIVITY REPORT
PAGE NINE**

on an as-needed basis throughout the effective period of the contract and will be billed under the terms of the proposal.

Note: Funding to be from ongoing operational budgets.

Single Feasible Source > \$100,000

On-Line Training Courses **\$205,860.00**
Computer Services

Pursuant to University policy, which addresses justification for making awards on a single feasible source basis, recommend extension of the LinkedIn Learning September 1, 2020 through June 30, 2021 pilot agreement, which provides online professional development course access for all faculty, staff, and students.

Term	Expenditure
Pilot, Ten Months	\$ 27,500.00
Extension, Three Years	
Year One	\$ 65,800.00
Year Two	\$ 68,620.00
Year Three	\$ 71,440.00
Total Extension	\$205,860.00

LinkedIn Learning provides high-value learning opportunities via a library of over 16,000 courses in seven languages. Online courses include technical training for software, such as Microsoft 365, leadership, diversity, and supervision. Core content is constantly updated based on in-demand skills data, with custom course content delivery also available through the platform.

Note: Funding to be from Information Systems operational budget A02000 097202 73422 063.

**ACTIVITY REPORT
PAGE TEN**

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

**Cashiering System Upgrade \$218,841.10
BearPass Card Office**

Recommend implementation services, point-of-sale hardware, and point-of-sale software required to upgrade the cashiering system provided by the BearPass Card Office.

Utilized by the Chartwells Division of Compass Group USA, Incorporated, the cashiering system is a requirement of Chartwells' contract with the University to provide food services. It is also available to University departments that require a cashiering solution that integrates with the University's campus card system.

The current cashiering system was purchased in 2011 under Contract C5227-1 Identification Debit and Access Control System with Blackboard, Incorporated. This upgrade is required because the existing point-of-sale hardware has reached end-of-life, and the existing point-of-sale software does not have the features required by Chartwells to meet its contractual obligations with franchisors.

Equipment/Services	Cost One-Time/Yearly
Implementation Services (One-Time Cost):	\$ 25,616.60
Point-of-Sale Hardware (One-Time Cost):	\$ 149,114.50
Point-of-Sale Software (Yearly Cost):	\$ 44,110.00
Total	\$ 218,841.10

Note: Funding of \$150,000.00 to be from Contract C5132-1 Food Services and Retail Food Operation Services from Chartwells, remainder from Financial Services Reserves.

February 9, 2021 through May 4, 2021

**ACTIVITY REPORT
PAGE ELEVEN**

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

Collection Agency Services **\$248,030.90**
Financial Services **(Estimated Two Years)**

Pursuant to existing procurement policy which allows for reasonable modifications and extensions of existing or expired contracts with the approval of the Board of Governors or University official with proper contracting authority, the University seeks approval to extend the contracts that provide Collection Agency Services for Accounts Receivable.

Contract C5275-2 with National Credit Management, and Contract C5275-3 with Recovery Management Services both expire May 17, 2021. Extensions would be for two (2) years, from May 18, 2021 through May 17, 2023, plus up to three (3) one-year optional renewal periods.

Contractor	Spend* One-Year	Spend* Two-Year
National Credit Management	\$ 74,791.75	\$149,583.50
Recovery Management Services	\$ 49,223.70	\$ 98,447.40
Total	\$124,015.45	\$248,030.90

*Estimate based on collections.

Both of the current contract holders are utilized by other public universities within Missouri, and each has provided positive service performance and competitive commission rates.

The average commission rate for all three contracts for collection services will remain at 21%, and the average rate for second placements will remain at 24%. Random checking of the market indicated average commission rates for collection services was approximately 28%, and for second placements was approximately 50%.

Note: Funding to be from collection fees charged to the students' accounts.

III.C.1.

RECOMMENDED ACTION - Approval of Actions Concerning Academic Employees.

The following resolution was moved by

_____ and seconded by
_____:

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

FACULTY APPOINTMENTS:

<u>Name</u>	<u>Rank</u>	<u>Salary</u>	<u>Effective</u>
Lisa Wade	Clinical Assistant Professor	\$52,000 Annually	8/16/2021 5/27/2022

FACULTY REAPPOINTMENTS:

Non-tenured Faculty, effective August 16, 2021 through May 27, 2022

<u>Name</u>	<u>Rank</u>	<u>Salary</u>	<u>Effective</u>
Jessica Barton	Instructor	\$47,100 Annually	8/16/2021 5/27/2022
Lacey Campbell	Instructor	\$50,600 Annually	8/16/2021 5/27/2022
Kirsten Cotter	Instructor	\$49,818 Annually	8/16/2021 5/27/2022
Carla Neff	Lecturer	\$44,468 Annually	8/16/2021 5/27/2022
Sharath Rongali	Assistant Professor	\$48,451 Annually	8/16/2021 5/27/2022
Sheila Rather	Instructor	\$46,500 Annually	8/16/2021 5/27/2022

PROMOTION:
(Change of Academic Rank effective August 16, 2021)

<u>Name</u>	<u>Rank</u>	<u>Salary</u>	<u>Effective</u>
Barbara Caton	From: Assistant Professor To: Associate Professor	\$69,756 Annually	8/16/2021
Brenda Smith	From: Assistant Professor To: Associate Professor	\$55,108 Annually	8/16/2021

(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>
Craig Jennings	AGR	\$ 612.56
Tera Smith	CGP	\$ 3,804.00

ADDENDUM B

Supplemental payments for the spring 2021 semester:

<u>Name</u>	<u>Department</u>	<u>Salary</u>
McCollom, Jason	HST/Dept. Head	\$ 5,307.98
Orf, Michael	PLS/PSY	\$18,691.99
Poulette, Jacob	CGP/CIS	\$ 1,765.58
Smith, Brenda M	CFD	\$ 4,266.83
Trick, Jerry	MTH/IDS Coord.	\$ 2,456.36
Wheeler, Benjamin	BMS/Dept. Head	\$ 5,372.42
White, David J	CRM/EPR/FIN/LWE/MGT/Internships/ Dept. Head/ Dist. Learning Coord.	\$ 5,692.64
Wulff-Risner, Linda	AGR/Dept. Head/Internships	\$ 7,347.87

COMMENTS:

Lisa Wade

MSN, Nurse Educator Specialty, Missouri State University, Springfield, MO

BSN, South Dakota State University, Brookings, SD

2012 – Present	Division Chair for Nursing and Allied Health, Missouri State University-West Plains
2008 – Present	Nursing Faculty for Missouri State University-West Plains
2005 – Present	Clinical Faculty for Missouri State University-West Plains
1998 – Present	Registered Nurse for Various Health Care Settings in Illinois and Missouri

III.C.2.

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

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

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

APPOINTMENT:

<u>Name</u>	<u>Position-Department</u>	<u>Grade</u>	<u>Salary</u>	<u>Effective</u>
Krista Lair	Online Course Coordinator/ Instructional Designer WP Academic Administration	43	\$50,000 Annually	03/01/2021
Vickie F. Petkovic	Academic Success Coach WP AACCESS	42	\$35,568 Annually	03/08/2021
Charles Rietman	Custodial Foreman WP WP Physical Plant	23	\$28,704 Annually	04/01/2021

RESIGNATION:

<u>Name</u>	<u>Position-Department</u>	<u>Effective</u>
Darrell R. Hampsten	Coordinator Small Business Dev. Center – WP WP University/Community Programs	05/31/2021

RETIREMENT:

<u>Name</u>	<u>Position-Department</u>	<u>Effective</u>
Cheryl M. Caldwell	Director, University Communications WP University Communications	08/01/2021

VOTE: **AYE** _____
 NAY _____

III.C.3.

RECOMMENDED ACTION – Approval of the new Associate of Arts in Human Services

BE IT RESOLVED by the Board of Governors for the Missouri State University of the new Associate of Arts in Human Services be approved for submission to the Coordinating Board of Higher Education.

VOTE: **AYE** _____

NAY _____

COMMENTS:

1. The program provides the first two years of study for a Bachelor of Social Work degree at Missouri State University.
2. Program designed in collaboration with Missouri State University Outreach and the Missouri State University School of Social Work.
3. The program contains the CORE 42 general education requirements.
4. Projected growth for child, family, and school social workers is more than twice the national average, or 12% (careeronestop.org)
5. MERIC projects growth rate in all social work fields for the next 10 years

Associate of Arts in Human Services

Written Communications	Credit Hours
ENG 110 Writing I	3
Writing II: Select three (3) credit hours	
ENG 210 Writing II: Academic Writing OR	3
ENG 221 Writing II: Writing for the Professions	
Oral Communications	Credit Hours
COM 115 Fundamentals of Public Speaking	3
Mathematical Sciences	Credit Hours
MTH 130 Contemporary Mathematics	3
Natural World Requirements	Credit Hours
Students must choose one life science course and one physical science course and one lab component. (Courses with † have a lab component.)	
Life and Physical Sciences	
Life Sciences	
BIO 101 Biological Concepts	
BIO 111† Understanding Biological Systems Through Inquiry (lab)	
BIO 121† General Biology I	
BMS 110† Introduction to the Biomedical Sciences	7
ENV 105† Environmental Science	
Physical Sciences	
CHM 116 Fundamentals of Chemistry	
CHM 117† Fundamentals of Chemistry Lab	
CHM 160 General Chemistry I	
CHM 161† General Chemistry I Laboratory	
GLG 110† Principles of Geology	
Social and Behavioral Science	Credit Hours
PSY 121 Introductory Psychology	3
SOC 150 Principles of Sociology	3
Civics	Credit Hours
HST 121 Survey of US History to 1877 OR	3
HST 122 US History Since 1877	
PLS 101 American Democracy and Citizenship	3
Humanities and Fine Arts	Credit Hours
ART 200 Art in Context	3
PHI 115 Introduction to Ethics	3
SPN 101 Elementary Spanish I	3
Institutional Requirements	Credit Hours
CIS 101 Computers for Learning	3
IDS 110 Student Success	2

Degree Requirements	Credit Hours
SWK 200 Introduction to Social Work	3
SWK 213 Social Welfare Policy and Services	3
SWK 219 Human Diversity	3
PSY 200 Psychological Statistical Methods	3
PSY 274 Abnormal Psychology	3
Total Hours	60

IV.

Two-Year Success of the Lady Bears Under Head Coach Amaka Agugua-Hamilton

April 17, 2019 - Amaka Agugua-Hamilton is named Missouri State's eighth women's basketball coach.

Nov. 5, 2019 - Missouri State wins its season opener at No. 23 Minnesota, 77-69.

Nov. 14, 2019 - MSU overcomes a 20-point deficit for a 96-90 victory at Oklahoma.

Nov. 17, 2019 - The Lady Bears lose a hard-fought game at No. 7 Oregon State in the nationally televised WNIT championship game.

Nov. 18, 2019 - Entered the USA Today Coaches Poll with a No. 22 ranking, beginning a streak of 35 consecutive appearances in the poll, a school record streak that remains active.

Dec. 2, 2019 - Joined the Associated Press poll, where the team was ranked in 28 of the next 33 publications of the poll through the 2020-21 season.

Jan. 11, 2020 - Rose to No. 1 in the NCAA RPI, becoming the first MVC school ever to do so, and stayed in that spot for seven consecutive days.

March 5, 2020 - Secured school's 13th regular season Missouri Valley Conference championship with an 85-70 win against Valparaiso.

March 7, 2020 - Defeated Loyola to complete a 15-0 home season, the school's first perfect home record since 2003-04 as one of 10 Division I teams to finish the 2019-20 season undefeated at home. The victory also marked MSU's 26th win of the regular season, a school record.

March 9, 2020 - What turned out to be the final polls of the 2019-20 season were released, with the Lady Bears ranked 19th by the coaches, 23rd by the AP and 8th in the final RPI.

March 31, 2020 - Amaka Agugua-Hamilton is named the Women's Basketball Coaches Association's Spalding Maggie Dixon NCAA Division I Rookie Coach of the Year.

Nov. 10, 2020 - Missouri State secures its first preseason ranking since 2000 at 24th in the AP Poll. The Lady Bears would appear at No. 25 in the preseason Coaches Poll nine days later.

Nov. 28, 2020 - The Lady Bears overcome a 16-point deficit to beat No. 12/11 Maryland, 81-72, in Fort Myers, Fla. The Terrapins were the highest-ranked opponent Missouri State defeated since No. 5 Duke in the 2001 NCAA Tournament.

Feb. 24, 2021 – MSU clinches the MVC regular season title with a 67-55 win at Southern Illinois.

March 6, 2021 - Missouri State wins 85-44 at Evansville to complete the first unbeaten conference (16-0) and road (11-0) seasons in school history.

March 11, 2021 - MVC specialty awards are announced, with Brice Calip earning Player of the Year, Jasmine Franklin named Defensive Player of the Year, and Amaka Agugua-Hamilton picking up her second consecutive Coach of the Year award. It is the first time that Missouri State won all three awards in the same season.

March 15, 2021 - The Lady Bears earn a No. 5 seed in the NCAA Tournament, matching the 2000-01 team for the best seed in program history.

March 22, 2021 - MSU defeats UC Davis 70-51 in the first round of the NCAA Tournament.

March 24, 2021 - The Lady Bears top Wright State by a 64-39 final to advance to their second consecutive Sweet Sixteen.

March 28, 2021 - Missouri State falls to eventual national champion Stanford in the Sweet Sixteen, ending a 19-game win streak that ranked as the second-longest in school history.

April 5, 2021 - Missouri State is ranked 14th in the final Coaches Poll, the program's highest ranking since 2001.

Off the Court

Team GPA above 3.40 each semester with Coach Agugua-Hamilton, with a cumulative average above 3.50 through Fall 2020 semester.

Community service team activities

- Taught virtual lessons to McGregor Elementary students
- Visited children's hospital
- Sent videos to Mercy Kids
- Read to students at Disney Elementary
- Volunteered at Help Give Hope in Springfield
- Additional service projects completed by student-athlete representatives on Student-Athlete Advisory Committee (SAAC)

Team invites guests to Life After Ball (LAB) sessions to teach on life topics such as skin care, cooking, sleep health, and two female Springfield Police Department officers spoke to the team in the summer of 2020.

Players gave presentations to their teammates during Black History Month about relevant historical figures and current people who have made impacts on society.

VII.A.

**Missouri State University Board of Governors
May 13, 2021 meeting**

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

Phi Beta Lambda (PBL): Four MSU-WP students received a total of eight medals at the PBL State Leadership Conference. The conference took place virtually due to COVID-19. These students qualified to compete at the PBL National Leadership Conference scheduled for June 24-27 in a virtual setting.

Grizzlies take 9th place in national volleyball tourney: The Grizzly Volleyball team swept Northeastern Junior College 3-0 on the final day of the NJCAA Division I National Volleyball Championship Tournament to win ninth place. The 13th-seeded Grizzlies (20-6) downed the 10th-seeded Plainswomen (22-10) from Sterling, Colorado, 25-18, 25-13, 25-15 on their home court at the West Plains Civic Center, site of this year's three-day tournament.

Additional honors the Grizzly Volleyball team received the tournament's Sportsmanship Award and sophomore outside attacker Maju Loureiro was named to the all-tournament team.

Hall of fame recognition for Coach Wiedemann: Athletic Director and Grizzly Volleyball Head Coach Paula Wiedemann received personal honors during the NJCAA Division I National Volleyball Championship Tournament when NJCAA officials recognized her as one of two people selected to the NJCAA Volleyball Coaches Hall of Fame in 2020-2021.

Over the past 23 seasons, Wiedemann helped guide the Grizzlies to 16 Region 16 Championships, four district championships, and 16 NJCAA national championship tournament appearances. Six of those teams finished in the final four.

In addition, she helped develop 35 NJCAA All-Americans, 122 All-Region 16 players, 31 NJCAA Academic All-Americans, and 13 NJCAA Academic Team Award winners. Wiedemann has an overall record of 775-271 with the team as an assistant coach and head coach.

Grizzly Basketball: The Grizzly Basketball team, under the first-year head coach Jared Phay, finished 13-10 while showing promise for future campaigns. Two Missouri State University-West Plains (MSU-WP) Grizzly Basketball team members were selected to the NJCAA All-Region 16 team for the 2020-2021 season. Sophomore point guard Martaveon Jones and freshman guard James "Scooter" Williams received first-team All-Region 16 honors in recent balloting by region coaches.

VIII.A.

Missouri State University Faculty Senate Report to MSU Board of Governors May, 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 met three times under my time as chair since the last report. At these meetings the Senate approved 6 new certificate programs along with 3 other curricular actions. David Hall, Director of Safety for MSU updated the Senate on Covid-19 policies at each meeting, with President Clif Smart joining him in April.

At the February meeting, Kelly Wood, Associate Provost for Student Success, and Dan Raines, Director of Academic and Student Services-Athletics presented a report on Blackboard access for advisors. This is a pilot program aimed at retention. The program enables advisors to monitor the gradebook of their advisees in hopes of identifying academically at-risk students in a timely fashion. Additionally, Dr. Jason Jolley from the Reynolds College of Arts and Letters and Dr. Sarah Morrison from the College of Natural and Applied Science gave the PowerPoint presentations outlining some of the DEI activities and actions their respective college's diversity committees are doing. For more information, see <https://rcoal.missouristate.edu/diversity.htm>.

At the March meeting, the Senate approved [changes to the Senate bylaws](#), including language clarifying who may challenge a Senate Action, and allowing the Faculty Senate Executive Committee (FSEC) to temporarily adopt special rules to conduct business when the Senate meets virtually. The Senate also approved adding language to the Faculty Handbook detailing the method of voting for members of the University Hearing Committee.

The Faculty Concerns Committee chair Dr. Ximena Uribe-Zarain presented the results of the biennial [Faculty Morale Survey](#). The FSEC and President and the Provost have engaged in discussions of the results of the survey, and I encourage the Governors to read the survey. Major findings of the Committee include

- The majority of respondents reported that they are satisfied being a faculty member at MSU, but believe faculty salaries are inadequate.
- Many faculty members indicated their beliefs that the university spends more than necessary in administration and athletic services and not enough in academic support and custodial services.
- Most faculty responded that they were satisfied at some level with computer support, library facilities, and with the Faculty Center for Teaching and Learning. However, many respondents indicated their dissatisfaction with university support for faculty research, reimbursements for conferences and travel, and faculty development through sabbaticals and educational leaves.
- Generally, most faculty reported being satisfied with how university administrators follow policies, how tenure and promotion guidelines are communicated, and how tenure and promotion decisions are made.
- Regarding compensation and workload, the most salient issues were that the prospects for faculty salary increases within the next 12 months do not look promising, the compensation for per-course faculty is not appropriate, and the compensation for those who teach an overload is inconsistent.

- In the benefits section of the survey, the issues most commonly mentioned by respondents were limited access to recreational services at campus facilities and to mental health services for faculty.
- Regarding the changes and adjustment due to the pandemic, faculty reacted favorably to their flexibility in choosing teaching modalities and their ability to conduct remote learning.

At the April meeting, the Senate heard from Dr. Christopher Herr, candidate for Chair-Elect for 2021-2022 and Dr. Lanya Lamouria, candidate for Secretary of the Faculty Senate during the Candidate Forum. Both were elected by acclamation. Dr. Catherine Jolivette, Chair-Elect for 2020-2021 then announced her resignation due to medical reasons. According to the Senate bylaws, Dr. Herr then becomes the Chair of the Senate for 2021-2022. The Senate then elected Dr. Mike Hudson for the Chair-Elect position for 2021.

The Senate also heard about the Long Range Plan from Suzanne Shaw, Vice President for Marketing and Communications and cochair of the Long Range Planning Committee, and heard a [report on personnel proportions](#) from the Budget and Priorities Committee chair Dr. Subhasree Basu Roy. The Senate approved [changes to the bylaws](#) to change the structure of the Council on General Education and Interdisciplinary Programs (CGEIP) in order to help the committee better manage their workload reviewing general education courses.

VIII.B.1.

RECOMMENDED ACTION: Approval of Resolution of Appreciation for Dr. Cameron Wickham

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

WHEREAS, Dr. Cameron Wickham, Professor in the Department of Mathematics, served as Chair of the Faculty Senate for the 2020-2021 academic year; and

WHEREAS, Dr. Wickham has worked tirelessly to promote the best interests of the institution and been an outstanding advocate on behalf of the faculty and curriculum development;

NOW, THEREFORE, BE IT RESOLVED, that the Board of Governors of Missouri State University expresses its sincere appreciation to Dr. Wickham for his exemplary service as Chair of the Faculty Senate for the 2020-2021 academic year.

VOTE: AYE _____

 NAY _____

VIII.B.3.

RECOMMENDED ACTION – Approval of a resolution to acknowledge the 2021-2022 Board of Governors Excellence in Public Affairs for Faculty and Staff award recipients.

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

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

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

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

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

Judith Martinez
Gary Meints and
Caryn Saxon

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

Tara Benson
David Hall and
Travis Schilla

And that each awardee receives a \$1,500 grant to be used for research, travel or projects related to their public affairs activities.

VOTE: **AYE** _____

NAY _____

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



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

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 March.

PROJECT HIGHLIGHTS

- **Dalen Duitsman**, Director of the Ozarks Public Health Institute, received **\$296,088** from the **Missouri Department of Health and Senior Services**. Funding will be used to develop and implement a five-year surveillance and evaluation plan that will build on and advance previous evaluation efforts and lessons learned consistent with the evolution of the Missouri Department of health and senior Service’s Tobacco Prevention and Control Program and the tobacco control environment in Missouri.
- **Jeanie Skibiski**, Assistant Professor of the School of Anesthesia, received **\$80,500** from the **American Association of Nurse Anesthetists Foundation** to create a database of CRNAs that will be used for further studies of billing and reimbursement practices. The data collected will be used for comparative and thematic analysis of patterns of CRNA reimbursement by geo
- **Jason Ray**, Director of the Center for Resource Planning and Management, received a **\$380,311** grant from the **US Department of Homeland Security** through the **Missouri Office of Homeland Security**. This projects continues the Missouri Office of Homeland Security grant program for regional allocation of federal funds that ensure regional needs are addressed and enhance the state’s collective preparedness.

RESULTS

As of the end of March, the University has submitted 276 proposals for support of University-based projects. To date, 236 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 \$62.7 million which includes approximately \$40.2 million in CARES Act grants. Some of these awards are for projects that extend over more than one year, but the full commitment for funds is allocated to the first year.

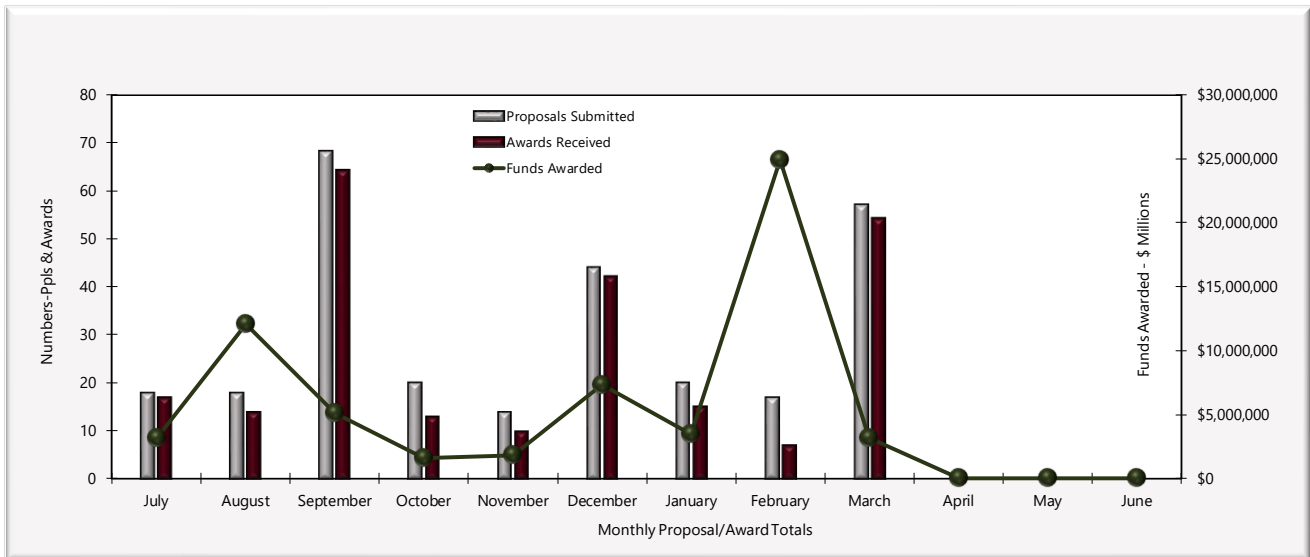
Key Indicators	Activity for FY 2021	% Change from FY 2020
Proposals Submitted	276	5%
Funds Requested	\$87,842,662	82%
Named Investigators	109	25%
Grants & Contracts Awarded	236	8%
Funds Awarded	\$62,707,042	142%

*Funds awarded includes \$40.2 million from CARES Act funding

External funding activity so far in FY 2021:

Sponsored Program Activity FY 2021

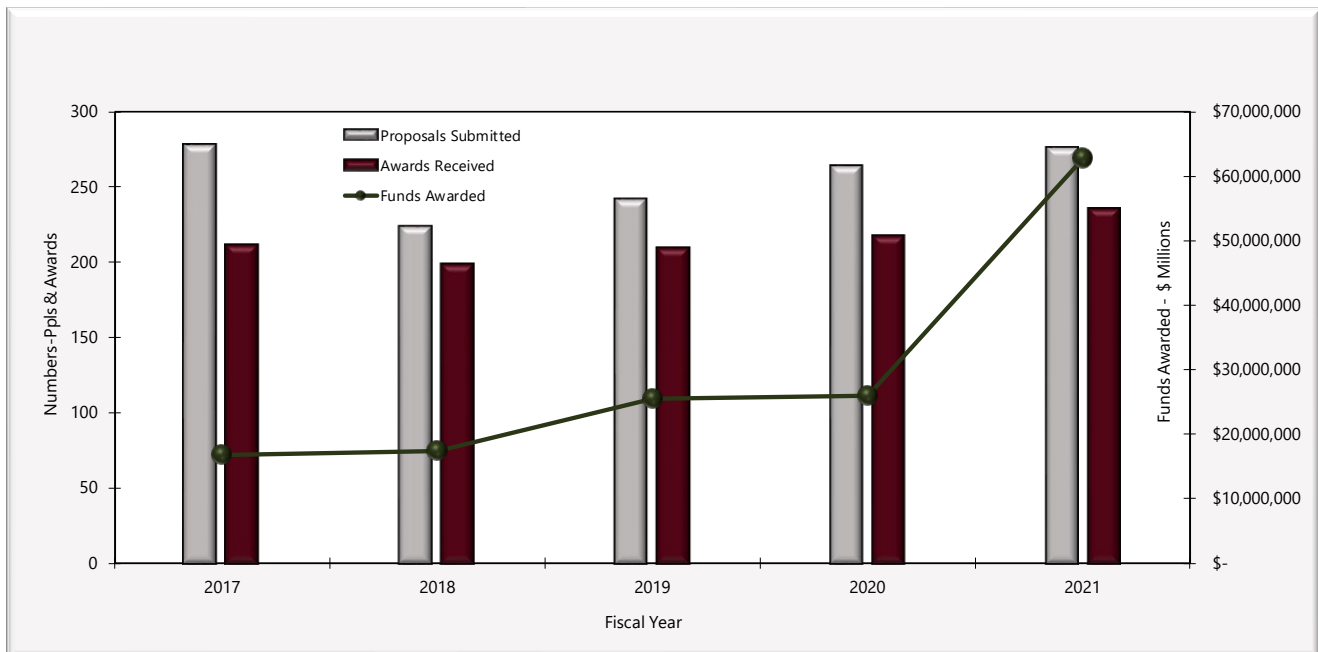
Month	Proposals Submitted	Total Awards	Dollars Awarded
July	18	17	\$3,204,415
August	18	14	\$12,100,887
September	68	64	\$5,093,808
October	20	13	\$1,582,253
November	14	10	\$1,848,019
December	44	42	\$7,350,894
January	20	15	\$3,437,630
February	17	7	\$24,902,299
March	57	54	\$3,186,837
April	0	0	\$0
May	0	0	\$0
June	0	0	\$0
	276	236	\$62,707,042



A comparison of activity over the last five years:

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

Fiscal Year	Proposals Submitted	Number of Awards						\$Millions	
		Education	Equipment	Facilities & Infrastructure	Research	Service	Ttl Awds	Requested	Awarded
2017	278	44	0	3	38	127	212	\$ 34,241,442	\$ 16,822,195
2018	224	41	0	7	33	118	199	\$ 30,369,812	\$ 17,402,534
2019	242	27	0	1	31	151	210	\$ 34,199,601	\$ 25,479,167
2020	264	27	0	3	36	152	218	\$ 48,317,794	\$ 25,958,186
2021	276	36	0	2	33	164	236	\$ 87,842,662	\$ 62,707,042



Grant and contract activity for FY 2021, through March:

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	2	3	\$ 926,244	2	3	\$ 926,244
The William H. Darr College of Agriculture	0	4	1	4	13	13	\$ 144,450	13	12	\$ 144,450
Center for Grapevine Biotechnology	0	1	0	0	1	0	\$ -	1	0	\$ -
Mid-America Viticulture & Enology Center	2	2	2	2	6	7	\$ 439,173	5	6	\$ 439,173
Judith Enyeart Reynolds College of Arts & Letters	0	7	0	8	10	11	\$ 2,112,510	5	6	\$ 393,908
Center for Dispute Resolution	0	1	0	1	3	3	\$ 45,180	3	3	\$ 45,180
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	17	1	8	30	13	\$ 1,916,564	21	11	\$ 797,475
Agency for Teaching, Leading and Learning	1	0	1	1	4	7	\$ 1,877,364	4	6	\$ 1,877,364
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	22	2	16	41	32	\$ 1,208,585	33	31	\$ 1,224,178
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	12	18	\$ 505,269	9	11	\$ 500,281
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	4	24	87	46	\$ 2,776,384	53	33	\$ 2,016,688
Bull Shoals Field Station	0	1	0	1	2	2	\$ 2,256	1	2	\$ 2,256
Center for Resource Planning & Management	2	0	2	0	9	6	\$ 463,417	8	5	\$ 463,417
Ozark Environmental Water Research Institute	1	1	1	1	3	6	\$ 164,375	2	3	\$ 159,400
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	8	8	\$ 31,416,087	8	8	\$ 31,416,087
Provost	1	2	1	3	10	10	\$ 652,355	10	10	\$ 652,355
Ozarks Public Health Institute	0	1	0	1	3	3	\$ 309,233	2	2	\$ 301,917
Southwest Missouri Area Health Education Center	1	0	1	0	8	8	\$ 314,571	8	8	\$ 314,571
Research & Economic Development	5	0	4	0	37	30	\$ 3,017,532	37	30	\$ 3,167,532
Center for Applied Science & Engineering	2	0	1	0	5	6	\$ 3,399,490	4	6	\$ 3,399,490
Center for Biomedical & Life Sciences	0	1	0	1	8	7	\$ 117,792	8	7	\$ 117,792
International Leadership & Training Center	1	0	1	0	2	2	\$ 79,950	2	2	\$ 79,950
Jordan Valley Innovation Center	1	0	1	0	12	11	\$ 717,334	10	10	\$ 567,334
Small Business Development Center	1	0	1	0	9	6	\$ 101,132	7	6	\$ 101,132
Student Affairs	2	0	3	0	2	3	\$ 7,225,766	2	3	\$ 7,225,766
West Plains	3	3	3	1	13	8	\$ 2,361,753	13	8	\$ 2,361,753
TOTAL	40	100	37	77	348	275	\$ 62,707,042	276	236	\$ 62,707,042

* 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 May 13, 2021

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

Virtual Collaborative Diversity Council (CDC):

CDC held April 21-22, 2021 and due to sponsorships from local and statewide partners was held free of charge for participants. The first virtual CDC began with “Facing Racism in 2021 and beyond” daylong workshop attended by 45 participants.

The second day featured plenary address by Irshad Manji, Creator of the Moral Courage Project, entitled, “How to revive dialogue in a time of deep division” as well as three additional well-viewed sessions during the day.

Student African-American Brotherhood (SAAB):

VISION: **SAAB** is recognized as a national leader and movement established to set the standard for organizational excellence. Through leadership, mentoring, advocacy, and action, **SAAB** removes educational/academic barriers for under resourced 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 efforts continuing in development of Ambassadors Council and meetings with local leaders in education, business, corporate, public and non-profit sectors. Missouri State University and Evangel developed two college chapters. Two SAAB chapters developed at Central and Glendale high schools in Springfield Public School District. The first SAAB “Meet & Greet” held April 27, 2021 at Central High School to introduce SAAB leaders and students to the community. The first MSU/SAAB Scholarship Program was awarded to Glendale High School senior, Damion Jamere Morris, who plans to attend Missouri State University in the Fall 2021 semester (FTNC).

Bear Bridge Faculty Mentoring Program: Program completed successful first year with celebration ceremony at Meyer Library on May 4, 2021. President Smart, Deputy Provost Chris Craig, and CDO Wes Pratt spoke to group regarding positive impact on creating “sense of community, connectivity, and collaboration” among new faculty. Dr. Judith Martinez, Provost Fellow for Diversity/DDI Director of Special Programming, developed and coordinated 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. Program sessions held January 28-29, February 11-12; February 18-19; March 11-12; and was completed March 18-19, 202.

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 was 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. Legal Department session on February 26, 2021.

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

Sessions completed with College Department Heads during 2021 Spring semester.

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

Student Enrollment Management (SEM):

CDO participating as member of SEM Steering Committee and AVPDI, Juan Meraz participating as member of SEM Outreach and Recruitment Committee.

Giving Voice:

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

Faculty Diversity Coordinator:

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

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 2020-2021 campus sessions were 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 Director of Special Programming.

Education Preparation Provider (EPP) Committee on Diversity:

CDO and AVPDI for 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 January 21st and first cohort completed this semester.

President Councils on Diversity:

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

Scholar 2 Scholar Program (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 collaborating with DDI in promoting networking, capacity building and advocacy for MBE/WBE/DBE/ and emerging businesses. Executive Director resigned and search for interim ED underway.

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 Tamaría 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 meetings 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:

On-going professional development with teachers and staff and diversity dialogues with students 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 (\$20k):

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

Submitted: May 5, 2021

XI.A.

BOG Report

Hello!

This past year as Student Body President has probably been one of the hardest years I've experienced yet. This year has been difficult, but it has also been incredibly rewarding. I wouldn't have been able to get through this year if it wasn't for my incredible cabinet. These 23 students have gone above and beyond and are the reason SGA was able to accomplish everything we did. We warned our cabinet going into this year that we had absolutely no idea what this year was going to look like, we didn't know if we were going to be shut down again or what we could get accomplished this year with all of the restrictions and setbacks. I am happy to announce that this past year we have passed 45 resolutions. I just want to brag on a few members of my team and what they were able to accomplish this year.

Allison, our Senior Class President was able to use the Senior Class Gift to create a mural in the new MRC

Colin Weber, helped us to basically create SGA from the ground up this past year. Like I mentioned, we didn't know how to prepare for this year and he was a major help in getting our meetings to succeed.

Chrissy is an all-star. She was in charge of our social media and promoting all of the events we threw her way. She was eager to help in any way she could and continued to blow us away day after day.

Maddie was able to navigate student body elections and help to create the signatures to fit into a virtual platform to better protect students and our potential tickets.

Emily Taylor was able to host a walk to stand against human trafficking and work within the university to create resources for students in regard to Title IX. She also helped to add a promise in syllabi to tell students if they come to any faculty or staff with an issue, that we will believe them and help them.

Mack helped to supply feminine products to those who were in need. These were placed in woman's bathrooms as well as donated to the bear pantry. She was also able to help pass numerous sustainability proposals.

Drew helped to supply our Springfield public schools with masks reusable masks. He also donated them to the bear pantry as well.

Anna just recently passed resolutions to increase bike safety on campus by having students register their bikes as well as increased lighting in areas to improve safety.

Niyati helped to design and create the new OSE and MRC space. She was able to gather student input and bring their ideas to life.

Jarett worked on improving Missouri State's mobile app to be a better and greater utilized resource for students.

And before I move on to one more incredible person, I wanted to take the time to thank you all for everything you have done. This past year has brought challenges and tough calls that you all handled with such grace. It has been an honor to serve as the Student Body President this past year and having your support has meant the world to me. As my term ends, let me tell you that this role is going to be in great hands.

Michael Chapman who not only has worked closely with students, organizations, faculty, and staff has gone above and beyond his position. He was able to create a position in SGA for a member from the Graduate Student Senate to sit on. This helps us to give a voice to graduate students. This gives graduate students an avenue to promote what they're doing and provide opportunities and for those who are interested in joining Missouri State's Graduate College. I have the honor of introducing you all to your new Student Body President, Michael Chapman.

Thank you all for everything!

XI.B.

Student Affairs Report Missouri State University Board of Governors May 2021

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

Enrollment Management:

- Admission began training for and implementation of our customer relationship management system. This replaces an existing CRM system, both adding and enhancing features such as:
 - Provides a customized, user-friendly application for admission.
 - Communicates with and tracks interactions with prospective students.
 - Leverages information in our database to maximize targeted messages to these students.
 - Develops and maintains email/texting communication campaigns to prospective students.
 - Houses all events hosted by Admissions or Orientation (e.g., recruitment events, SOAR registration, URSA) – invitations, registration forms, check-in, reminders, follow-up communications, etc.
 - Used by our campus visit program to schedule visits and communicate with visitors.
 - Provides admission and enrollment indicator reports.
- We have launched a 12 week digital ad campaign that targets our admitted students with the goal of increasing yield.
- Staff in the Career Center presented a webinar through our national organization, the National Association of Colleges and Employers (NACE), titled “Prioritizing DEI: Intentional Action Planning.” In this they shared the DEI training plan they developed and are implementing for our Career Center.
- Staff in the Career Center presented a session at the Gateway Career Services Association virtual conference highlighting our Instagram Live series, Diversity in the Workplace.
- The Office of the Registrar created a partnership with a company to provide digital diplomas to students. This allows students to submit their diploma directly to companies electronically and to social media sites such as LinkedIn Learning.

Campus Recreation:

- Campus Recreation staff has obtained certification and is offering American Red Cross Lifeguard Instructor Training. The Foster Recreation Center is one of two training facilities in all of Southwest Missouri.
- The Foster Recreation Center had over 94,000 visits for Spring 2021.
- Campus Recreation completed a successful Student Recreation Leadership Team Seminar. Students increased all outcomes by 10%-21% in the following areas (Communication, Global Fluency, Professionalism, Career Management, Digital Technology, Leadership, Teamwork, and Critical Thinking)
- Programming has been successful despite COVID for Outdoor trips, American Red Cross Certification, Recreation Sports, Group Exercise, and even special events such as Powerlifting.

Residence Life, Housing and Dining Services:

- Residence Life, Housing and Dining Services has recently celebrated and recognized students and staff that have went above and beyond to provide an engaging and meaningful residential experience this past year, despite COVID! They also are gearing up for Summer 21 to provide for Summer School, Camp and Conferences, and SOAR Leader housing.

Plaster Student Union:

- Construction has started for the new Multicultural Resource Center and the Office of Student Engagement (MRC/OSE) projects
- The Office of Student Engagement hosted its annual STAR Awards, which honor the accomplishments of individuals and student organizations.

University Bookstore:

- The 10th Annual Tent Sale was back and open to in-person shopping. There were great deals on BearWear, Souvenirs, Clinique and Electronics/video games.
- The Spring 2021 Grad Fair event in March was very successful. Over 700 students visited during the 2-day event. University depts included: Financial Services, Career Center, Alumni Association, Registrar, Financial Aid, along with our vendor partners; Herff Jones and Lifetouch Photo.
- The Madison Avenue Boutique remodel and grand re-opening was held in March with a fresh look and new merchandise ... sales and traffic to the store have increased as a result.
- The bookstore supported our Missouri State championship teams by providing t-shirts to celebrate our 2021 champions (Lady Bears, Football, Men's Soccer and Women's Swimming & Diving)
- The Bookstore held a successful Clinique Bonus Week with over \$1,000 in make-up sales, along with 17 bonus gifts earned thru customer purchases.

Dean of Students Area:

- Student Government Association held their annual transition ceremony which gave us all the opportunity to thank the outgoing Student Body President, Tara Orr, outgoing Student Body Vice-President Blake Haynes and the outgoing Chief of Staff Apryl Myers for their hard work for the students of Missouri State. We also got the opportunity to congratulate the incoming Student Body President Michael Chapman, Student Body Vice President Abby Falgout and Chief of Staff Colin Weber as they are sworn in and began their administration.

Magers Health and Wellness Center:

- Through the end of April, Magers Family Health and Wellness Center has given 10,148 Covid-19 vaccinations to faculty, staff, students and dependents.
- Dr. Jennifer McNay has joined the Magers Medical Staff. Dr. McNay is a Board-Certified Internal Medicine specialist. She has served 25+ years as an Internist in the Mercy system, with her final year as President of the Mercy Clinic, Springfield Community.

Multicultural Services:

- Our Access Programs office signed a partnership with Student African-American Brotherhood (SAAB)
- A new MOU was orchestrated with KIPP St. Louis
- The Multicultural Graduation Ceremony was held on-campus to recognize and celebrate our students who have been involved in TRIO, Multicultural Programming, the Disability Resource Center and BearsLead.

Respectfully submitted by,



Dr. Dee Siscoe

XI.C.1.

RECOMMENDED ACTION – Offer of commendation to Tara Orr for service as Student Body President.

WHEREAS, Tara Orr served as Student Body President at Missouri State University from May 2020 through May 2021, has been actively involved in student government throughout her collegiate career, and has been faithful and competent in the performance of her duties; and

WHEREAS, Tara Orr has provided exceptional leadership which has resulted in a high level of respect for the Student Government Association among students, faculty, staff, and administration; and

WHEREAS, Tara Orr has pursued a fully participatory form of student governance by working energetically to keep students informed of issues affecting the University and soliciting student input and ideas; and

WHEREAS, Tara Orr has continually demonstrated her dedication to the University and her fellow students through many leadership and service roles in extracurricular activities and has represented the interest of students and effectively communicated their views to the University administration and to the Board of Governors; and

WHEREAS, Tara Orr has conducted herself in a manner appropriately befitting the President of the Student Body of a major state university.

NOW, THEREFORE, BE IT RESOLVED, by the Board of Governors for Missouri State University, that we commend Tara Orr for outstanding service as Student Body President of Missouri State University from May 2020 through May 2021.

VOTE: AYE _____

 NAY _____

XI.C.2.

RECOMMENDED ACTION – Offer of commendation to Blake Haynes for service as Student Body Vice President.

WHEREAS, Blake Haynes served as Student Body Vice President of Missouri State University from May 2020 through May 2021, and has been faithful and competent in the performance of his duties; and

WHEREAS, Blake Haynes has presided over the Student Government Association with considerable parliamentary skill, leadership, and motivation; and

WHEREAS, Blake Haynes has provided exceptional leadership which has resulted in a high level of respect for the Student Government Association among students, faculty, staff, and administration; and

WHEREAS, Blake Haynes has continually demonstrated his dedication to the University and his fellow students through many leadership and service roles in extracurricular activities; and

WHEREAS, Blake Haynes has conducted himself in a manner appropriately befitting the Vice President of the Student Body of a major state university.

NOW, THEREFORE, BE IT RESOLVED, by the Board of Governors for Missouri State University, that we commend Blake Haynes for outstanding service as Student Body Vice President of Missouri State University from May 2020 through May 2021.

VOTE: AYE _____

 NAY _____

XII.A.1.

Staff Satisfaction Survey 2020-2021 Overview

The survey was sent to 1,130 Springfield-campus staff in Job Families 1-4. For the first time, the Office of Assessment helped with administration and the survey was placed in Evaluation Kit, with an invitation and two reminders sent to work email addresses. Response rate is below, compared to previous administrations.

Staff satisfaction response rates by year

Year of Survey	Number of Respondents	Response rate
2021	621	55%
2019	501	39%
2017	552	44%

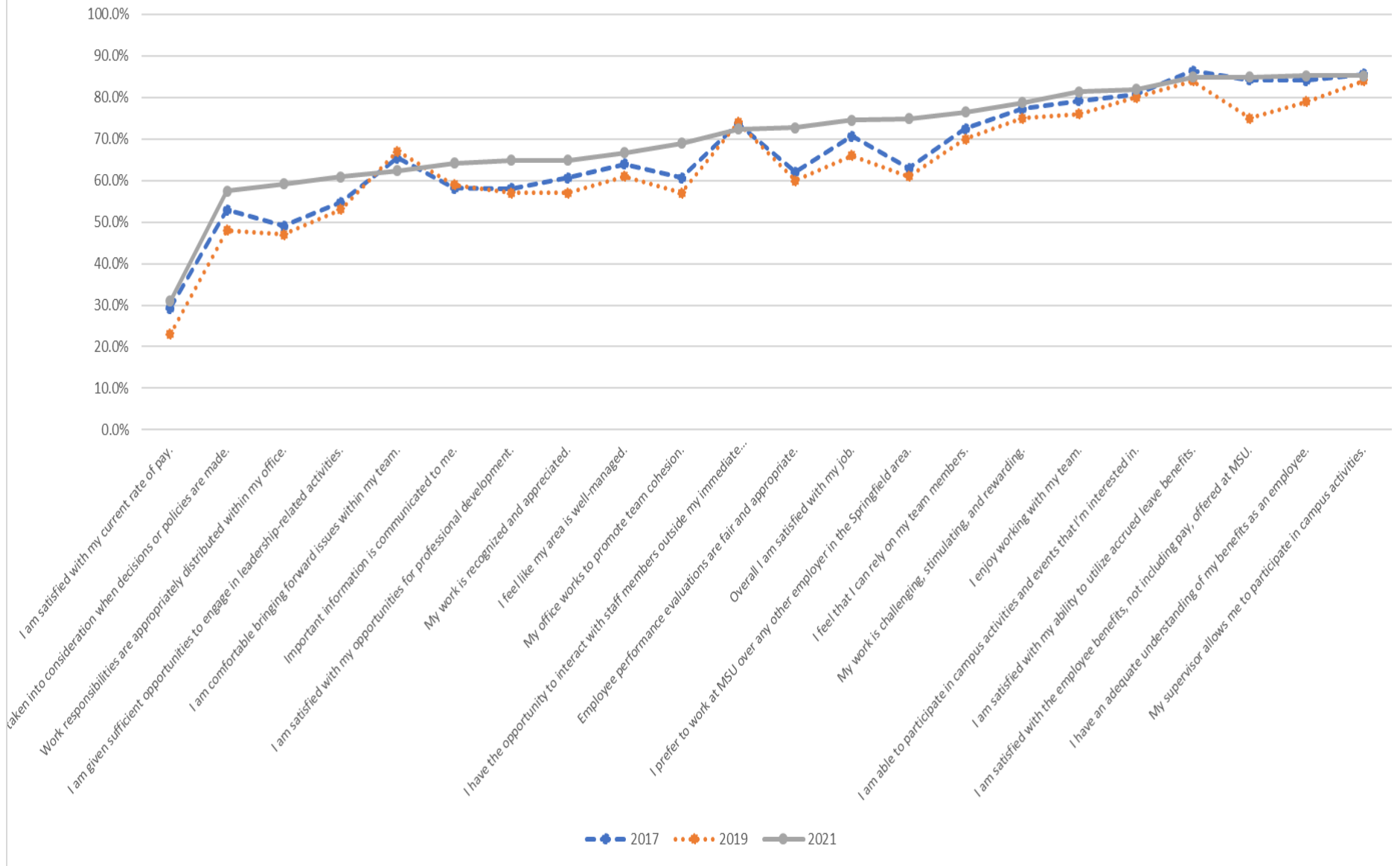
A look at the items with the most positive responses (agree and strongly agree) shows some common themes at the aggregate level: appreciation of job benefits, involvement in campus events, and the feeling of being part of a team engaged in worthwhile work.

Highest Ranked Items		
Rank	Item	All Staff
1	My supervisor allows me to participate in campus activities.	85.3%
2	I have an adequate understanding of my benefits as an employee.	85.2%
3	I am satisfied with the employee benefits, not including pay, offered at MSU.	84.9%
4	I am satisfied with my ability to utilize accrued leave benefits.	84.9%
5	I am able to participate in campus activities and events that I'm interested in.	81.9%
6	I enjoy working with my team.	81.3%
7	My work is challenging, stimulating, and rewarding.	78.7%

Lowest Ranked items		
Rank	Item	All Staff
16	I am satisfied with my opportunities for professional development.	64.8%
17	Important information is communicated to me.	64.2%
18	I am comfortable bringing forward issues within my team.	62.3%
19	I am given sufficient opportunities to engage in leadership-related activities.	60.9%
20	Work responsibilities are appropriately distributed within my office.	59.2%
21	I feel my input is taken into consideration when decisions or policies are made.	57.5%
22	I am satisfied with my current rate of pay.	31.0%

The following line graph shows trends in responses over time, while the final table shows a complete breakdown of responses to each item in the 2021 survey.

Favorable Staff Responses by Year



Staff Satisfaction Survey Results 2021

All Staff (55% Completion)	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Abstain	Verification
I am satisfied with my current rate of pay.	5%	27%	17%	31%	20%	0%	100%
My work is recognized and appreciated.	21%	44%	16%	13%	5%	1%	100%
My work is challenging, stimulating, and rewarding.	30%	49%	14%	4%	2%	1%	100%
I am satisfied with my opportunities for professional development.	20%	44%	19%	9%	6%	1%	100%
I am given sufficient opportunities to engage in leadership-related activities.	21%	40%	20%	11%	6%	2%	100%
Work responsibilities are appropriately distributed within my office.	19%	40%	17%	15%	7%	2%	100%
My office works to promote team cohesion.	31%	37%	15%	8%	7%	2%	100%
I feel that I can rely on my team members.	35%	40%	14%	6%	3%	2%	100%
I am comfortable bringing forward issues within my team.	31%	40%	12%	9%	6%	1%	100%
I enjoy working with my team.	41%	39%	14%	2%	2%	2%	100%
Important information is communicated to me.	22%	43%	17%	11%	7%	0%	100%
I feel my input is taken into consideration when decisions or policies are made.	22%	36%	21%	11%	8%	1%	100%
My supervisor allows me to participate in campus activities.	47%	37%	11%	1%	2%	2%	100%
Employee performance evaluations are fair and appropriate.	34%	37%	15%	8%	3%	3%	100%
I feel like my area is well-managed.	32%	35%	15%	9%	7%	1%	100%
I have an adequate understanding of my benefits as an employee.	28%	56%	9%	6%	0%	0%	100%
I am satisfied with my ability to utilize accrued leave benefits.	36%	48%	8%	5%	2%	1%	100%
I am able to participate in campus activities and events that I'm interested in.	34%	48%	12%	3%	2%	1%	100%
I have the opportunity to interact with staff members outside my immediate department.	28%	43%	16%	8%	3%	2%	100%
I am satisfied with the employee benefits, not including pay, offered at MSU.	32%	51%	9%	5%	1%	1%	100%
I prefer to work at MSU over any other employer in the Springfield area.	35%	38%	18%	3%	2%	3%	100%
Overall I am satisfied with my job.	23%	51%	17%	5%	2%	1%	100%

XII.B.

RECOMMENDED ACTION - Offer of commendation to Ryan Reed for service as Staff Senate Chair.

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

Whereas Ryan Reed has served as Chair of the Staff Senate at Missouri State University for fiscal year 2020-2021; and

Whereas Ryan Reed has provided outstanding leadership which has resulted in a high level of respect for the Staff Senate among the University's staff, faculty, students, and administration; and

Whereas Ryan Reed has pursued a fully participatory form of Staff Senate governance by working energetically to keep staff informed of issues affecting the University and soliciting staff input and ideas; and

Whereas Ryan Reed has continually demonstrated his dedication to the University and his fellow staff, and has represented the interests of staff and effectively communicated their views to the University administration and to the Board of Governors; and

Whereas Ryan Reed has conducted himself in a manner appropriately befitting the Chair of the Staff Senate of a major state university;

Be It Now Resolved, by the Board of Governors for Missouri State University, that we commend Ryan Reed for his outstanding service as Staff Senate Chair at Missouri State University for 2020-2021.

VOTE: AYE _____

 NAY _____

XIII.A.

RECOMMENDED ACTION - Approval of consultant and authority to enter into an agreement for professional services in conjunction with the improvements to the pedestrian underpass at Grand Street.

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

BE IT RESOLVED by the Board of Governors of Missouri State University that the professional services of Olsson, Inc. in conjunction with the improvements to the pedestrian underpass at Grand Street be accepted, approved, and awarded.

BE IT FURTHER RESOLVED that Olsson, Inc. perform this work for a fixed fee of Three Hundred Twenty-three Thousand One Hundred Sixty and 00/100ths dollars (\$323,160.00) plus reimbursable expenses.

BE IT FURTHER RESOLVED that this be paid from the Grand Street Underpass budget funded by the Federal Budget Stabilization Fund, President's Program Enhancement Fund, and Maintenance and Repair – Operating budget.

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:

Grand Street is a main east-west corridor through Springfield. MSU's main campus is on the north side of Grand Street, and construction is underway to construct the John Goodman Amphitheatre on this portion of campus. Three large parking lots (containing more than 1,350 parking spaces) are across Grand Street to the south.

To avoid conflicts between pedestrians and vehicles, a tunnel was constructed in the 1980s. This tunnel has steep access steps on each side and is not accessible by persons with disabilities. Pedestrian crossings between the parking lots and the campus have increased significantly due to the growth of the campus, and traffic counts have risen due to the growth in the area.

To address these issues, the City plans to widen Grand Street based on a corridor study. Before a widening project can take place, the tunnel needs to be extended to the south.

The university desires to facilitate the evaluation and design of the improvements to the pedestrian underpass at Grand Street. An ADA accessible ramp system will need to be designed on lot 22 down to the existing underpass. A new elevator will need to be designed on the north end of the underpass in front of the Art Annex.

All work will be coordinated with the City of Springfield's future plans to widen Grand Street at this location. Design will occur this summer and continue into the fall semester. Work is scheduled to be completed by the summer 2022 semester.

Olsson, Inc. was the firm selected for this project due to past knowledge and experience with the university. The consultant will provide comprehensive design services, from schematic design through post-construction. Olsson is currently working on the Grand Street widening project with the City of Springfield which will tie into this project.

In conjunction with this project Missouri State University intends to pursue Construction Manager At-Risk (CMAR) as the construction delivery method. The CMAR will be selected by a qualifications-based selection process and submitted for Board of Governors approval at a future meeting.

This project will be paid from the Grand Street Underpass budget funded by the Federal Budget Stabilization Fund, President's Program Enhancement Fund, and Maintenance and Repair – Operating budget.

XIII.B.

RECOMMENDED ACTION – Approval of bid and award of a contract for the tunnel lid repairs at Bear Boulevard on the Springfield Campus.

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

BE IT RESOLVED by the Board of Governors for Missouri State University that the low bid of Carson-Mitchell, Inc. in the amount of Four Hundred Seven Thousand Seven Hundred Forty-three and 00/100ths dollars (\$407,743.00) for the base bid plus alternates 1A, 1B, and 2 for the tunnel lid repairs at Bear Boulevard on the Springfield Campus be accepted, approved, and awarded.

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

Project Budget	
Consultant Fees	\$41,500.00
Construction Costs	\$407,743.00
Project Administration	\$20,387.15
Construction Contingency	\$115,369.85
Furniture, Fixtures, and Equipment	\$0.00
Telecommunications	\$0.00
Relocation Costs	\$0.00
Total Project Budget	\$585,000.00
Funding Source	
Tunnel Lid Renovation budget	\$585,000.00
Total Funding Source	\$585,000.00

BE IT FURTHER RESOLVED that this be paid from the Tunnel Lid Renovation budget funded by the Maintenance and Repair – Operating budget.

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

VOTE: AYE _____

NAY _____

COMMENTS:

The bid received on this project is as follows:

Contractor	Carson-Mitchell, Inc.
Base Bid	\$275,616.00
Alternate 1A	\$53,285.00
Alternate 1B	\$76,192.00
Alternate 2	\$2,650.00
Unit Price 1	\$40.00 per ft.
Unit Price 2	\$120.00 per sq. ft.
Unit Price 3	\$7.00 per ft.
Total (Base Bid + Alt. 1A, 1B, & 2)	\$407,743.00

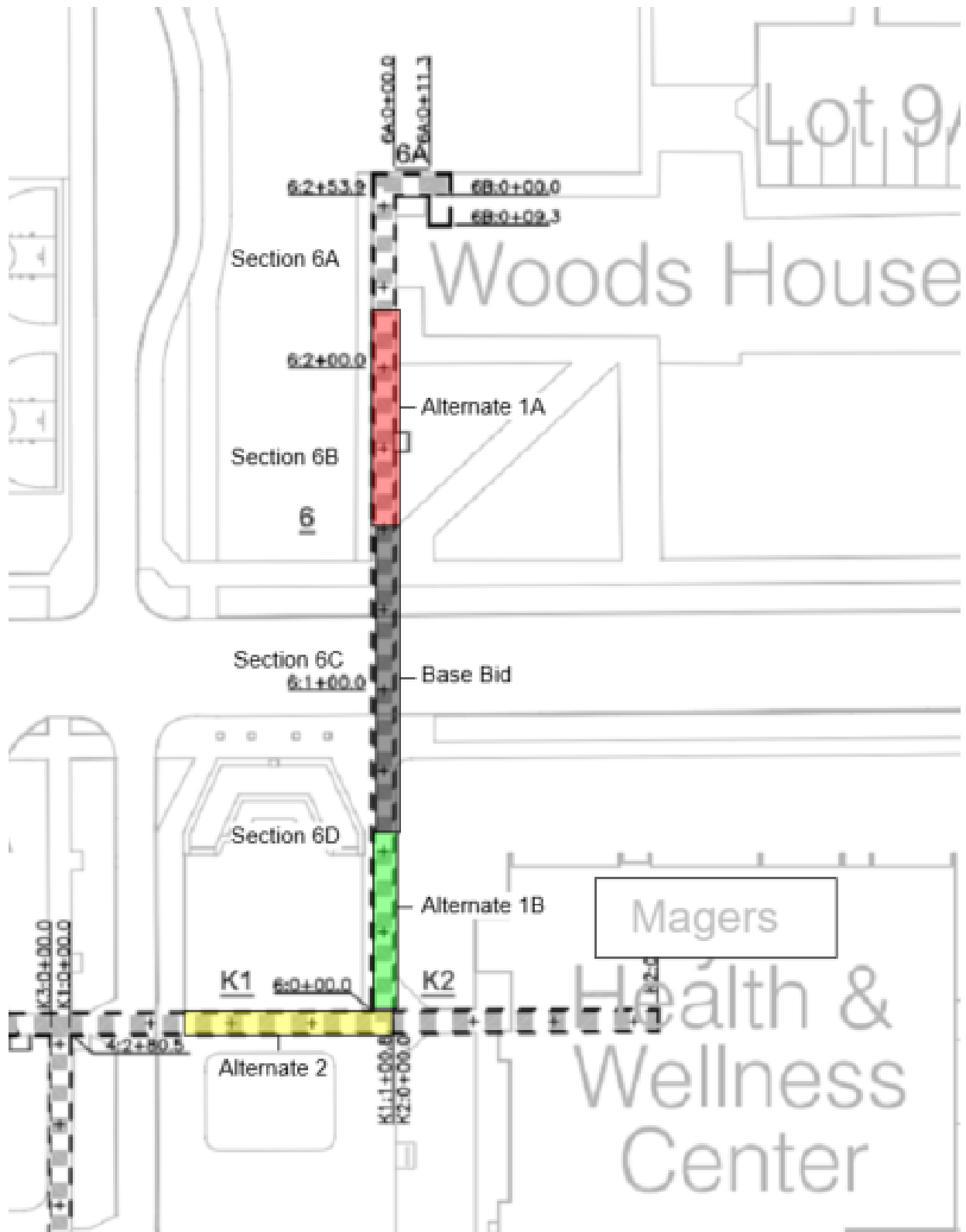
This project consists of repairs and replacement of 300 linear feet of utility tunnel structure at sections 6B, 6C and 6D and associated electrical work. The tunnel sections start at Woods House on the sidewalk, cross under Bear Boulevard, and continue toward Magers Health and Wellness Center. Work is scheduled to be completed by the fall 2021 semester.

Alternate 1A removes and replaces the north portion of the tunnel lid. Alternate 1B removes and replaces the south portion of the tunnel lid. Alternate 2 repairs post bases in tunnel section K1. It is recommended that these alternates be accepted.

Unit prices were received during bidding, as additional site work may be addressed as needs and funding are identified. The contingency for this project is larger than normal to allow for the additional site work by using unit prices.

While only one bid was received for this project, it is in line with the anticipated costs.

This project will be paid from the Tunnel Lid Renovation budget funded by Maintenance and Repair - Operating (\$585,000.00) budget.



XIV.A.

**MISSOURI STATE UNIVERSITY FOUNDATION
INCOME SUMMARY TOTALS BY TYPE AND SOURCE
7/01/2020 TO 4/30/2021**

SOURCE	UNRESTRICTED CURRENT	RESTRICTED CURRENT	ENDOWMENT	GIFTS OF PROPERTY	NON-GIFT INCOME*	TOTAL 7/01/2020 TO 4/30/2021	TOTAL 7/01/2019 TO 4/30/2020
ALUMNI	\$73,928	\$2,178,638	\$1,617,007	\$5,997	\$261,310	\$4,136,880	\$6,245,853
FRIENDS	8,689	1,479,125	206,427	1,987,247	232,576	\$3,914,064	3,228,764
PARENTS	3,896	109,794	41,930	10	14,500	\$170,130	155,390
FOUNDATIONS	5,050	3,445,738	58,371	0	5,650	\$3,514,809	1,932,718
ORGANIZATIONS	15,630	701,888	4,260,081	37,785	3,300	\$5,018,684	4,547,278
BUSINESSES	19,824	1,622,684	73,741	3,391,838	1,254,133	\$6,362,220	4,128,835
GIFT TOTAL	\$127,017	\$9,537,867	\$6,257,557	\$5,422,877	\$1,771,469	\$23,116,787	\$20,238,838

*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 7/01/2020 TO 4/30/2021	TOTAL 7/01/2019 TO 4/30/2020
DEFERRED GIFTS	0	0	3,333,501	0	\$ 3,333,501	\$ 24,781,061

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

	NUMBER OF DONORS 7/1/2020 TO 4/30/2021	NUMBER OF DONORS 7/1/2019 TO 4/30/2020
ALUMNI	5,577	5,282
FRIENDS	10,352	10,193
PARENTS	1,115	1,164
FOUNDATIONS	53	48
ORGANIZATIONS	209	253
BUSINESSES	537	758
TOTAL	17,843	17,698

**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 April		Running Totals		Year
		No.	Amount	No.	Amount	No.	Amount	No.	Amount	
Annual Gifts	FY 20	5,478	\$134,576	29	\$58,332	5,507	\$192,908	57,967	\$5,639,427	FY 20
	FY 21	6,237	\$155,999	53	\$458,693	6,290	\$614,692	62,319	\$7,276,499	FY 21
Special Campaigns	FY 20	14	\$2,859	5	\$565,215	19	\$568,074	826	\$6,769,766	FY 20
	FY 21	27	\$14,408	13	\$283,000	40	\$297,408	693	\$6,548,448	FY 21
One Time Gifts	FY 20	0	\$0	14	\$2,295,775	14	\$2,295,775	84	\$7,829,645	FY 20
	FY 21	0	\$0	5	\$153,918	5	\$153,918	97	\$9,291,840	FY 21
TOTALS	FY 20	5,492	\$137,435	48	\$2,919,322	5,540	\$3,056,757	58,877	\$20,238,838	FY 20
	FY 21	6,264	\$170,407	71	\$895,611	6,335	\$1,066,018	63,109	\$23,116,787	FY 21

**MISSOURI STATE UNIVERSITY FOUNDATION
INCOME SUMMARY TOTALS BY TYPE AND SOURCE
7/01/2020 TO 3/31/2021**

SOURCE	UNRESTRICTED CURRENT	RESTRICTED CURRENT	ENDOWMENT	GIFTS OF PROPERTY	NON-GIFT INCOME*	TOTAL 7/01/2020 TO 3/31/2021	TOTAL 7/01/2019 TO 3/31/2020
ALUMNI	\$71,145	\$2,106,478	\$1,485,567	\$5,997	\$260,287	\$3,929,474	\$6,131,473
FRIENDS	8,377	1,363,895	203,704	1,986,665	232,393	\$3,795,034	2,590,198
PARENTS	3,471	99,545	41,590	10	14,500	\$159,116	147,158
FOUNDATIONS	4,850	2,852,768	58,371	0	5,650	\$2,921,639	1,930,198
ORGANIZATIONS	15,530	643,240	4,212,115	37,785	3,300	\$4,911,970	2,267,686
BUSINESSES	17,949	1,598,148	72,069	3,391,830	1,254,133	\$6,334,129	4,116,051
GIFT TOTAL	\$121,322	\$8,664,074	\$6,073,416	\$5,422,287	\$1,770,263	\$22,051,362	\$17,182,764

**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 7/01/2020 TO 3/31/2021	TOTAL 7/01/2019 TO 3/31/2020
DEFERRED GIFTS	0	0	3,333,501	0	\$ 3,333,501	\$ 24,781,061

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

	NUMBER OF DONORS 7/1/2020 TO 3/31/2021	NUMBER OF DONORS 7/1/2019 TO 3/31/2020
ALUMNI	5,260	5,106
FRIENDS	9,969	9,834
PARENTS	1,053	1,148
FOUNDATIONS	50	48
ORGANIZATIONS	191	245
BUSINESSES	522	707
TOTAL	17,045	17,088

**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 March		Running Totals		Year
		No.	Amount	No.	Amount	No.	Amount	No.	Amount	
Annual Gifts	FY 20	6,040	\$205,215	27	\$61,937	6,067	\$267,152	52,460	\$5,446,519	FY 20
	FY 21	6,637	\$219,263	76	\$408,462	6,713	\$627,725	56,035	\$6,662,400	FY 21
Special Campaigns	FY 20	15	\$3,009	10	\$390,569	25	\$393,578	807	\$6,201,692	FY 20
	FY 21	18	\$3,912	6	\$142,450	24	\$146,362	653	\$6,251,040	FY 21
One Time Gifts	FY 20	0	\$0	1	\$30,775	1	\$30,775	70	\$5,533,870	FY 20
	FY 21	0	\$0	3	\$113,281	3	\$113,281	91	\$9,137,922	FY 21
TOTALS	FY 20	6,055	\$208,224	38	\$483,281	6,093	\$691,505	53,337	\$17,182,081	FY 20
	FY 21	6,655	\$223,175	85	\$664,193	6,740	\$887,368	56,779	\$22,051,362	FY 21

**MISSOURI STATE UNIVERSITY FOUNDATION
INCOME SUMMARY TOTALS BY TYPE AND SOURCE
7/01/2020 TO 2/28/2021**

SOURCE	UNRESTRICTED CURRENT	RESTRICTED CURRENT	ENDOWMENT	GIFTS OF PROPERTY	NON-GIFT INCOME*	TOTAL 7/01/2020 TO 2/28/2021	TOTAL 7/01/2019 TO 2/28/2020
ALUMNI	\$66,648	\$1,930,019	\$1,465,551	\$5,997	\$249,263	\$3,717,478	\$6,050,589
FRIENDS	8,012	1,176,708	180,019	1,983,166	230,460	\$3,578,365	2,445,156
PARENTS	2,846	86,570	41,370	10	14,500	\$145,296	131,801
FOUNDATIONS	4,850	2,706,472	53,371	0	5,650	\$2,770,343	1,892,461
ORGANIZATIONS	15,477	471,781	4,204,260	37,785	2,700	\$4,732,003	2,195,395
BUSINESSES	15,668	1,504,281	67,918	1,955,674	1,238,133	\$4,781,674	3,775,774
GIFT TOTAL	\$113,501	\$7,875,831	\$6,012,489	\$3,982,632	\$1,740,706	\$19,725,159	\$16,491,176

**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 7/01/2020 TO 2/28/2021	TOTAL 7/01/2019 TO 2/28/2020
DEFERRED GIFTS	0	0	2,618,501	0	\$ 2,618,501	\$ 24,781,061

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

	NUMBER OF DONORS 7/1/2020 TO 2/28/2021	NUMBER OF DONORS 7/1/2019 TO 2/28/2020
ALUMNI	4,932	4,837
FRIENDS	9,312	9,124
PARENTS	987	1,064
FOUNDATIONS	47	42
ORGANIZATIONS	165	229
BUSINESSES	500	690
TOTAL	15,943	15,986

**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 February		Running Totals		
		No.	Amount	No.	Amount	No.	Amount	No.	Amount	Year
Annual Gifts	FY 20	6,051	\$198,854	42	\$111,857	6,093	\$310,711	46,394	\$5,179,967	FY 20
	FY 21	6,296	\$182,422	59	\$277,264	6,355	\$459,686	49,322	\$4,640,315	FY 21
Special Campaigns	FY 20	14	\$3,511	4	\$1,005,500	18	\$1,009,011	782	\$5,808,114	FY 20
	FY 21	15	\$3,352	7	\$57,667	22	\$61,019	629	\$6,104,678	FY 21
One Time Gifts	FY 20	0	\$0	11	\$2,502,079	11	\$2,502,079	69	\$5,503,095	FY 20
	FY 21	0	\$0	4	\$1,741,740	4	\$1,741,740	88	\$8,980,166	FY 21
TOTALS	FY 20	6,065	\$202,365	57	\$3,619,436	6,122	\$3,821,801	47,245	\$16,491,176	FY 20
	FY 21	6,311	\$185,774	70	\$2,076,671	6,381	\$2,262,445	50,039	\$19,725,159	FY 21

MarCom updates since the February 19, 2021 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.

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.

The WSD team has also been an integral part of the long-range plan (LRP) process as they update and maintain the LRP site on a regular basis.

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.

Andrea Mostyn has played a critical role in the development of the LRP – turning discussion in meetings and notes into documents that form the basis of the plan.

Visual Media

The team continues work on new high-production-value videos and photography for Mind’s Eye. They created several “Clifstagram” and other videos for the Spring semester.

Photographers have been busy all semester documenting athletics as 17 sports teams have been in action.

Editorial and Design Services (EDS)

Sadly, Stacey Funderburk, Director of EDS, retired on April 1 after serving the university for 29 years. A national search has been launched and the search committee is busy narrowing down the prospective candidates. We hope to have the new director identified by June. Amy Schuldt is serving as interim director.

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

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

Veronica Adinegara, senior designer, has been transforming the LRP into a graphical presentation that will be the published document when finalized.

Financial Aid and Scholarships

Student Financial Aid and Scholarships are two offices within Enrollment Management and Services that oversee programs, functions, and services essential to the entrance, persistence, and graduation of our students. Below is an introduction to these areas.

Student Eligibility, Financial Need, Cost of Attendance

To qualify for most forms of financial aid, students must complete the **Free Application for Federal Student Aid (FAFSA)**, which is a comprehensive application used to determine a student's financial need. A new FAFSA is required every year a student wishes to qualify for financial assistance.

Completion of the FAFSA generates an **Expected Family Contribution (EFC)** for each student. Every year, Student Financial Aid calculates a **Cost of Attendance (COA)**. COA is the amount, on average, it costs to be a student for 9 months. Components in the calculation include both direct and indirect costs (e.g., tuition & fees, housing & meals, books & supplies, direct loan fees, personal expenses, transportation). The 2020-2021 COA is \$22,720. **Financial need** is determined by subtraction the University's determined COA from the federally calculated EFC. Financial aid offers are packaged according to this calculation.

Types of Financial Aid

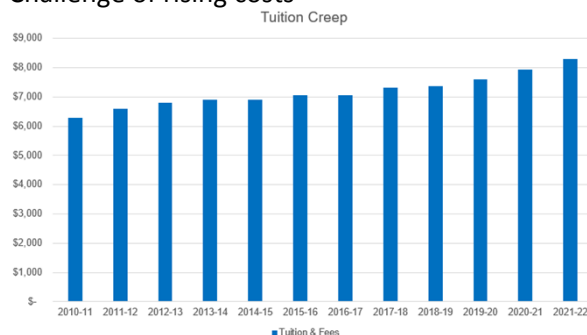
- 1. Grants (no repayment)
- 2. Loans (repayment required)
- 3. Student Employment
- 4. Scholarships

Types of Scholarships

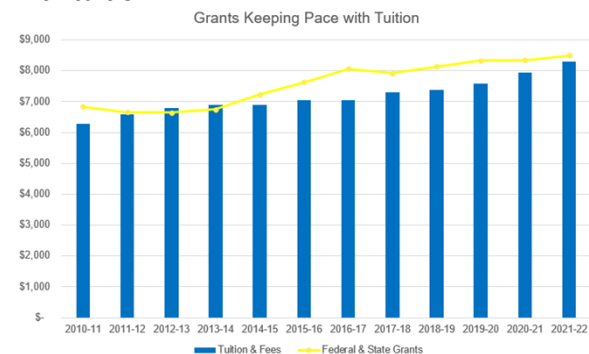
- 1. Institutional
Freshman, Transfer,
Automatic, Competitive
- 2. Foundation
- 3. State
- 4. Private

Costs and Loan Debt

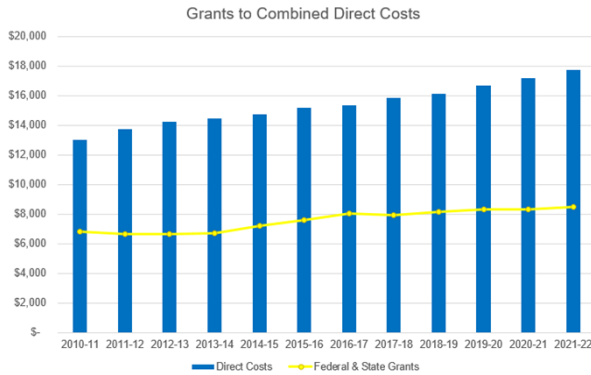
Challenge of rising costs



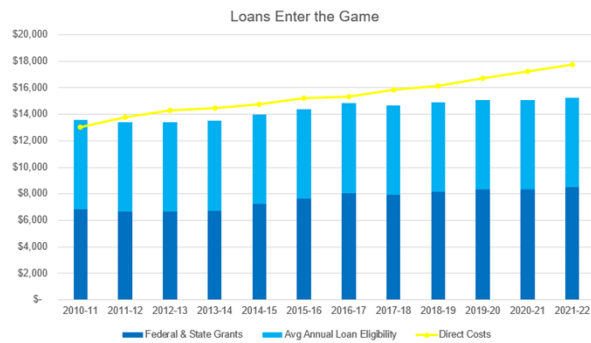
State and federal grants have generally kept pace with tuition



But grants alone are insufficient to cover all direct costs (tuition and housing)



To address this funding deficit, students turn to borrowing



Average Loan Debt of MSU Undergraduate Degree Recipients (2018-19)

All	Caucasian	African American	Hispanic/Latinx	1st Gen	Non-1st Gen
* \$25,109	\$23,175	\$32,498	\$20,612	\$26,457	\$23,504

* Missouri Four-Year Public Average: \$27,840, National Four-Year Public Average: \$27,539

Communication to Students

How do students become aware of financial aid and scholarship opportunities? Many strategies and tactics are in place to meet this important component of the financial aid and scholarship programs.

- Coordination of communication campaigns to current and prospective students with other offices (e.g., Admissions, Office of the Registrar, Center for Academic Success and Transition)
- Targeted text messages, post cards, and emails to prospective students
- Comprehensive financial aid and scholarship guide
- Marketing-oriented award letters
- Online system for viewing and accepting offers
- Mobile friendly display of information, including detailed and intuitive scholarship website

Connection to SEM

Goal #4: Financial Preparedness

By 2025, decrease the average loan debt of undergraduate degree recipients by 5% after inflation.

Goal #4	AY 2019-20 Baseline	AY 2025-26 Goal	Diff	Diff %
AVG UG loan debt	\$24,893	*\$23,648	-\$1,245	-5%

*Assuming CPI remains the same

SEM Initiatives Related to Student Debt

- Direct outreach to loan over-borrowers with offer to cancel surplus funds
- GEP 101 multimedia financial literacy training modules
- Financial aid and financial management video library
- Data informed outreach to target student populations
- Expanded scholarship and aid notifications to potential applicants

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