



## **Board of Governors Meeting**

**Robert W. Plaster Student Union, Traywick Parliamentary Room 313**

**Thursday, 5/19/2022**

**1:00 - 5:00 PM CT**

### **I. Roll Call Presented By: Governor Carol Silvey**

### **II. Approval of Minutes Presented By: Governor Carol Silvey**

#### **A. Approval of the minutes of the open and closed meetings of February 18, 2022**

*II.A. Minutes of the February 18, 2022 Meeting - Page 5*

#### **B. Approval of the minutes of the open and closed special meetings of March 31, 2022**

*II.B. Minutes of the March 31, 2022 Special Meeting - Page 11*

#### **C. Approval of the minutes of the Board Development Workshop of April 7-8, 2022**

*II.C. Minutes of the April 7-8, 2022 Board Development Workshop - Page 13*

### **III. Consent Agenda Presented By: Governor Carol Silvey**

#### **A. President**

##### **1. Approval of Appointment of Brad Bodenhausen as Vice President for Community and Global Partnerships**

*III.A.1. Approval of Appointment of Brad Bodenhausen as Vice President for Community and Global Partnerships - Page 15*

##### **2. Approval of Employment Agreement(s) for Athletics**

*III.A.2. Approval of FY22-FY23 Employment Agreements for Athletics Administrators and Assistant Coaches - Page 17*

#### **B. Facilities and Equipment**

##### **1. Approval of Activity Report for the month of February 2022**

*III.B.1. Approval of Activity Report for the month of February 2022 - Page 28*

##### **2. Approval of Activity Report for the month of March 2022**

*III.B.2. Approval of Activity Report for the month of March 2022 - Page 30*

##### **3. Approval of Activity Report for the month of April 2022**

*III.B.3. Approval of Activity Report for the month of April 2022 - Page 33*

##### **4. Approval of consultant and authority to enter into an agreement for professional services in conjunction with the nursing simulation lab addition at Looney Hall on the West Plains Campus**

*III.B.4. Approval of consultant and authority to enter into an agreement for professional services in conjunction with the Nursing Sim Lab addition at Looney Hall - West Plains - Page 36*

#### **C. Human Resources**

##### **1. Approval of Actions Concerning Academic Employees**

*III.C.1. AcadboardMay2022 - Page 37*

##### **2. Approval of Actions Concerning Non-Academic Employees**

*III.C.2. NonacadMay2022 - Page 61*

#### **D. Procurement and Financial**

##### **1. Approval of Procurement Activity Report**

*III.D.1. Approval of Procurement Activity Report - Page 76*

## **E. West Plains Campus**

### **1. Approval of Actions Concerning Academic Employees**

*III.E.1. Academic personnel action(s) West Plains Campus May 2022 - Page 87*

### **2. Approval of Actions Concerning Non-Academic Employees**

*III.E.2. Non-academic personnel action(s) West Plains Campus May 2022 - Page 93*

### **3. Approval of the New Academic Program for the Associate of Applied Science in Information Technology**

*III.E.3. New Program AAS in Information Technology - Page 94*

### **4. Approval of Mike Ennis as the recipient of an Honorary Associate of Applied Science degree from Missouri State University-West Plains**

*III.E.4. Honorary Degree 2022 Ennis - Page 96*

## **IV. 2021-2022 Excellence in Public Affairs Award Recipients Presented By: Dr. Keri Franklin, Associate Provost for Public Affairs and Assessment**

### **A. Approval of a resolution to acknowledge the 2022-2023 Board of Governors Excellence in Public Affairs for Faculty and Staff award recipients**

*IV.A. Approval of 2022-23 BOG Excellence in Public Affairs Award Recipients - Page 99*

## **V. Committee Reports**

### **A. Executive Committee Presented By: Governor Carol Silvey**

### **B. Risk Management and Audit Committee Presented By: Governor Chris Waters**

### **C. Finance and Facilities Committee Presented By: Governor Lynn Parman**

### **D. Programs and Planning Committee Presented By: Governor Amy Counts**

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

### **A. Commencement Preview**

### **B. Board Development Workshop Recap**

### **C. Legislative Wrap-Up**

*VI.C. Report on 2022 Legislative Session - Page 100*

### **D. Approval of 2022 Wall of Fame Inductees**

## **VII. West Plains Campus (written report only)**

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

*VII.A. West Plains Chancellor Report - Page 102*

## **VIII. Academic Affairs**

### **A. Faculty Senate Report Presented By: Dr. Christopher Herr, Past Chair of Faculty Senate and Dr. Mike Hudson, Chair of Faculty Senate**

*VIII.A. Faculty Senate Report - Page 104*

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

#### **1. Approval of Resolution of Recognition for Dr. Chris Herr for Service as 2021-2022 Chair of the Faculty Senate**

*VIII.B.1. Resolution Honoring 2021-2022 Faculty Senate Chair Chris Herr - Page 107*

#### **2. Announcement of the Missouri State Foundation Awards in Teaching, Research, and Service**

#### **3. Spring 2022 Research Presentation Forums**

#### **4. Resolution for approval of a new Undergraduate Major: Geography and Sustainability Comprehensive Bachelor of Science**

*VIII.B.4. New Undergraduate Major - Geography and Sustainability - Page 108*

## **IX. Community and Global Partnerships (written report only)**

**A. Report from the Vice President for Community and Global Partnerships – Vice President Jim Baker will provide a written report on Sponsored Research**

*IX.A. Sponsored Research Report - Page 110*

**X. Diversity, Equity, and Inclusion**

**A. Report on 2022 Collaborative Diversity Conference Presented By: Wes Pratt, Assistant to the President and Chief Diversity Officer**

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

*X.B. DEI Report - Page 114*

**XI. Student Affairs**

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

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

*XI.B. Student Affairs Report May 19 2022 - Page 121*

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

**1. Approval of a Resolution of Recognition of Michael Chapman for Service as Student Body President**

*XI.C.1. Resolution of Recognition - Michael Chapman - Page 124*

**2. Approval of a Resolution of Recognition of Abigail Falgout for Service as Student Body Vice President**

*XI.C.2. Resolution of Recognition - Abigail Falgout - Page 125*

**D. Approval of Wyrick Fund Expenditures Presented By: Dr. Dee Siscoe, Vice President for Student Affairs**

*XI.D. Approval of Resolution for 2022 Wyrick Fund Expenditures - Page 126*

**XII. Staff Senate**

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

*XII.A.1. Staff Senate Report - Page 127*

*XII.A.2. Staff Senate Newsletter Spring 2022 - Page 129*

**B. Approval of a Resolution of Recognition of Kathleen Haines for Service as 2021-2022 Staff Senate Chair Presented By: Jen Cox, University Space Manager - Director of Support Services**

*XII.B. Resolution of Recognition of Staff Senate Chair Kathleen Hains - Page 137*

**XIII. Facilities and Equipment Presented By: Mark Wheeler, University Architect and Director of Planning, Design, and Construction**

**A. Approval of an agreement for the construction and use of a Throwing Field at Parkview High School in Springfield, Missouri**

*XIII.A. Approval of an agreement for the construction and use of a Throwing Field at Parkview High School in Springfield, Missouri - Page 138*

**B. Approval of bids and award of a contract for the Small Animal Education Center at Darr Agricultural Center**

*XIII.B. Approval of bids and award of a contract for the Small Animal Education Center at Darr Agricultural Center - Page 146*

**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 148*

**XV. Marketing and Communications (written report only)**

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

*XV.A. Marketing and Communication Report - Page 152*

**XVI. New Business**

**A. Major Discussion Item – Information Technology & Cybersecurity Update Presented By: Jeff  
Coiner, Chief Information Officer**

*XVI.A. Technology and Cybersecurity Update - Page 153*

**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 156*

**XVIII. Adjournment Presented By: Governor Carol Silvey**



II.A.

**MINUTES OF THE  
BOARD OF GOVERNORS  
MISSOURI STATE UNIVERSITY  
FRIDAY, FEBRUARY 18, 2022**

The Board of Governors for Missouri State University held a meeting in the Robert W. Plaster Student Union, Traywick Parliamentary Room 313 on the Missouri State University campus in Springfield, Missouri on Friday, February 18, 2022, with Governor Carol Silvey, Chair of the Board of Governors, presiding. Governor Silvey called the meeting to order at 8:30 a.m.

**Roll Call**

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

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

**Approval of Minutes**

Governor Silvey called for a motion to approve the open and closed minutes of the December 16, 2021, meeting. Governor Lynn Parman provided a motion, receiving a second from Governor Jay Wasson.

Motion passed 9-0.

## **Consent Agenda**

Governor Silvey noted that the next item of business on the agenda was the approval of the consent agenda with one correction to the Human Resources report for non-academic personnel. Items included in the consent agenda:

### President

Approval of FY22-23 Employment Agreement for Assistant Coaches (Human Resources No. 1694-22)

### Facilities and Equipment

Approval of Activity Report for the month of December 2021 (Activity Report No. 320-22)

Approval of Activity Report for the month of January 2022 (Activity Report No. 321-22)

Approval of Real Estate Contract for the purchase of a 0.09 acre parcel of land directly north of Property at 530 North Boonville in Springfield, Missouri (Land No. 131-22)

Approval to Increase the Total Annual Expenditure for the Remaining Renewal Available for the Job Order Contracting Services – Mechanical, Electrical, and Plumbing Repair and Replacements Contracts (Bids & Quotations No. 1595-22)

### Human Resources

Approval of Actions Concerning Academic Employees (Human Resources No. 1695-22)

Approval of Actions Concerning Non-Academic Employees (Human Resources No. 1696-22). Correction of removing the status change entry for Lyle Foster who will remain in his role as Assistant Professor, Sociology & Anthropology.

### Procurement and Financial

Approval of Procurement Activity Report (Purchasing Activity Report No. 508-22)

### West Plains Campus

Approval of Actions Concerning Academic Employees (West Plains Personnel No. 469-22)

Approval of Actions Concerning Non-Academic Employees (West Plains Personnel No. 470-22)

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

Motion passed 9-0.

## **Making Our Missouri Statement – Smithsonian Folklife Festival**

Tom Peters, Dean of Libraries, provided a presentation on the Smithsonian Folklife Festival. Missouri State University is the lead organization in the Ozarks for this national program on the National Mall. Highlights of his report included the history, themes, and details of the event.

### **Committee Reports**

Governor Waters reported out on the February 14, 2022, Risk Management and Audit Committee meeting.

Governor Parman reported out on the February 17, 2022, Finance and Facilities Committee meeting.

Governor Counts reported out on the February 17, 2022, Programs and Planning Committee meeting.

### **President's Report**

President Smart provided a government relations update. He stated that Governor Parson released his budget recommendations in January and that they were favorable to higher education in general and to Missouri State University in particular. Governor Parson was on campus last week and President Smart thanked him for his support. The university is working with legislators to advocate that they include Governor Parson's recommendations in the approved budget.

President Smart provided an enrollment update and preliminary data was reviewed. Both the Springfield and West Plains campuses are up more than 1% in headcount, but Springfield is down almost 4% in credit hours while West Plains is down around 5%. He shared that in America, there are 1.1 million fewer students enrolled in college than two years ago, pre-pandemic. This has impacted colleges and universities everywhere. Missouri State is working on strategies to reduce the financial impact of enrollment declines and to put the university back on trend for a modest growth year-over-year as it emerges from the pandemic.

President Smart provided an update on the search for the Executive Vice President and Provost position. He reviewed the search committee and timeline.

President Smart provided an update on the progress of the Springfield Daily Citizen, a new non-profit news organization located on campus. The webpage launched earlier in the week and content will be free for several weeks.

### **West Plains Campus**

Dr. Dennis Lancaster, Chancellor of the West Plains Campus, provided a report on happenings on the West Plains Campus. Highlights of his report included enrollment projections and an update on new sports. There are plans to start a NJCAA Division II women's softball team and an eSports team.

### **Academic Affairs**

Dr. Chris Herr, Chair of Faculty Senate, provided a report on happenings of Faculty Senate. Highlights of his report covered updates from the January and February Faculty Senate sessions. In January, Faculty Senate received a report from President Smart and Provost Einhellig on the university's plans to deal with the rise in cases from the COVID-19 omicron variant and continued discussion of diversity, equity, and inclusion changes to the faculty handbook. In February, Faculty

Senate received a report from the Rules Committee, approved four new certificates, and continued discussion of diversity, equity, and inclusions changes to the faculty handbook.

Dr. Frank Einhellig, Provost, presented a resolution for Approval of Revisions to the Academic Calendar for 2022-2023 (Curriculum No. 391-21a). Governor Ann Kampeter provided a motion for approval, receiving a second from Governor Counts.

Motion passed 9-0.

Dr. Einhellig presented a resolution for Approval of Academic Calendar for 2023-2024 (Curriculum No. 400-22). Governor Waters provided a motion for approval, receiving a second from Governor Wasson.

Motion passed 9-0.

Dr. Einhellig presented a resolution for Approval of New Program: Doctor of Psychology (PsyD) (Curriculum No. 401-22). President Smart commented that if approved, this will be the university's seventh doctoral program. Governor Counts provided a motion for approval, receiving a second from Governor Craig Frazier.

Motion passed 9-0.

Dr. Einhellig concluded his report by providing an academic administration hiring update. He introduced Dr. Barri Tinkler who was recently hired as Dean of the College of Education from a national search.

### **Diversity and Inclusion**

Wes Pratt, Chief Diversity Officer and Assistant to the President, and Dr. Rabekah Stewart, Assistant Vice President for Student Affairs – Multicultural Services, provided a report on Black History Month activities taking place on campus. Highlights of their report included information on events throughout the month, the President's Diversity Council meeting, Tuesday Talks, submitting a proposal for funding of the TRIO Upward Bound program, and the Bears LEAD program.

### **Student Affairs**

Abigail Falgout, Student Body Vice President, provided a report on happenings of the Student Government Association and the student body. Highlights of her report included updates on a Wyrick project proposal, sustainability efforts, student body elections, and various events.

Dr. Dee Siscoe, Vice President for Students Affairs, provided a report on happenings in the Division of Student Affairs. Highlights of her report included Magers Health and Wellness Center administering over 16,542 COVID-19 vaccinations and 9,214 tests. Magers completed a reaccreditation review in which the surveyor described Magers as a "culture of quality" and will recommend full reaccreditation for the next 3-year cycle. She shared several personnel updates that included Dr. Muegge, Director of Magers Health and Wellness Center, announcing his retirement, Briar Douglas accepting the position of Coordinator of Co-Curricular Involvement in

the Office of Student Engagement, and Teresa Frederick accepting the position of Director of Residence Life, Housing, and Dining.

### **Staff Senate**

Kathleen Hains, Chair of Staff Senate, provided a report on happenings of Staff Senate. Highlights of her report included reports on the activities, Public Affairs, administrative professional, and communications committees.

### **Financial**

Steve Foucart, Chief Financial Officer, presented a resolution for Approval to Refinance the MOHEFA 2015 Bonds (Finance 1101-22). Governor Wasson provided a motion, receiving a second from Governor Waters.

Motion passed 9-0.

### **Old Business**

Mr. Foucart presented a resolution for Approval of Distribution of Remaining HEERF III Student Grant Funds for the Spring Semester Plan (Finance No. 1102-22). Governor Counts provided a motion, receiving a second from Governor Parman.

Motion passed 9-0.

President Smart provided a COVID-19 update. Highlights of his report included Greene County data, number of university cases and COVID-19 housing numbers by week and semester. He reviewed the current masking requirement policy, mitigation strategies to return to more “normal” operations by Spring Break, and a revised masking requirements policy. The proposed policy included:

- Masks no longer required in academic buildings and classrooms
- Masks no longer required at Greenwood Lab School
- Masks required in:
  - Child Development Center
  - Bear Line
  - Campus health clinics
- Employees may require visitors to wear a mask in their private, individual office
- University reserves the right to require masks for other activities and events
- N95 or KN95 masks available for employees

The Board thanked President Smart and the university team for navigating the university through the COVID-19 pandemic by keeping campus open in a safe way. The Board was in support of revising the masking policy as proposed.

### **Closed Session**

It was determined that the Board of Governors needed to meet in a closed session to consider items of business provided in the Revised Statutes of Missouri. Governor Silvey asked if a resolution

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

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

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

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

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

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

A roll call vote was taken. Those voting in favor – Governors Counts, Elliott, Frazier, Gore, Kampeter, Parman, Silvey, Wasson, and Waters; those voting against – none.

The open meeting recessed at 10:58 a.m. to go into closed session.

The open meeting reconvened at 12:05 p.m.

**Adjournment**

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

Motion passed 9-0.

Meeting adjourned at 12:05 p.m.

---

Carol Silvey  
Board Chair

Approved at the meeting of  
May 19, 2022

---

Rowena Stone  
Secretary to the Board

II.B.

**MINUTES OF THE  
BOARD OF GOVERNORS EXECUTIVE COMMITTEE  
MISSOURI STATE UNIVERSITY  
WEDNESDAY, MARCH 31, 2022, 7:30 A.M.**

The Board of Governors for Missouri State University held a special meeting via Zoom webinar on Wednesday, March 31, 2022, with Governor Carol Silvey, Chair of the Board of Governors, presiding. Governor Silvey called the special meeting to order at 7:34 a.m.

**Roll Call**

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

Also present – Clif Smart, President  
Rachael Dockery, General Counsel and Chief Compliance Officer  
Natalie McNish, Director of Internal Audit and Risk Management  
Kyle Moats, Director of Athletics  
Suzanne Shaw, Vice President for Marketing and Communications  
Rowena Stone, Secretary to the Board of Governors

**Closed Session**

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

BE IT RESOLVED by the Board of Governors for 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...

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

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

Governor Lynn Parman provided a motion for approval, receiving a second from Governor Ann Kampeter.

A roll call vote was taken. Those voting in favor – Governors Counts, Elliott, Frazier, Gore, Kampeter, Parman, Silvey, Wasson, and Waters; those voting against – none.

The open meeting recessed at 7:36 a.m. to go into closed session.

The open meeting reconvened at 8:00 a.m. Governor Frazier left the meeting during closed session.

**Adjournment**

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

Motion passed 8-0.

Meeting adjourned at 8:01 a.m.

---

Carol Silvey  
Board Chair

Passed at the meeting of  
May 19, 2022

---

Rowena Stone  
Secretary to the Board



II.C.

**MINUTES OF THE  
BOARD OF GOVERNORS DEVELOPMENT WORKSHOP  
MISSOURI STATE UNIVERSITY  
APRIL 7, 2022, 1:00 P.M. – APRIL 8, 2022, 12:00 P.M.**

The Board of Governors for Missouri State University held a development workshop on April 7 and 8, 2022, at the Moonrise Hotel, Apollo 11 in St. Louis, Missouri, with Governor Carol Silvey, Chair of the Board of Governors, presiding. Governor Silvey called the workshop to order at 12:45 p.m.

**Roll Call**

Present – Carol Silvey, Chair of the Board  
Amelia “Amy” Counts, Governor  
Briar Douglas, Student Governor  
Anson Elliott, Governor  
Gabriel Gore, Governor  
Ann Kampeter, Governor  
Lynn Parman, Governor  
Chris Waters, Governor

Absent – Craig Frazier, Governor  
Jay Wasson, Governor

Also present – Clif Smart, President  
David Attis, EAB Consultant (via Zoom)  
Ryan DeBoef, Chief of Staff and Assistant to the President for Governmental Relations  
Rachael Dockery, General Counsel and Chief Compliance Officer  
Frank Einhellig, Provost  
Steve Foucart, Chief Financial Officer  
Paul Gunther, EAB Consultant  
Rob Hornberger, Associate Vice President for Enrollment Management and Services  
Dennis Lancaster, Chancellor of the West Plains Campus  
Natalie McNish, Director of Internal Audit and Risk Management  
Joye Norris, Associate Provost for Access and Outreach  
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  
David Vuletich, EAB Consultant  
Shawn Wahl, Dean of the Reynolds College of Arts and Letters  
Kelly Wood, Associate Provost for Student Success

**Higher Education State of the Union: Key Trends and Analysis of the Forces Shaping the Higher Ed Landscape**

President Smart provided an overview of the workshop agenda and welcomed Paul Gunther, Dr. David Vuletich, and Dr. David Attis (via Zoom), consultants from EAB. Dr. Attis provided a Higher

Education State of the Union presentation, focusing on key trends and an analysis of the forces shaping the higher ed landscape.

**The Student Experience: Supporting Students to Achieve Critical Outcomes Amidst Escalating Costs**

Dr. Vuletich provided a presentation on The Student Experience: Supporting Students to Achieve Critical Outcomes Amidst Escalating Costs. Attendees participated in small breakout groups.

Governor Silvey called for a motion to recess the meeting until the next morning. Governor Ann Kampeter provided a motion, receiving a second from Governor Chris Waters.

Motion passed 7-0.

The meeting recessed at 4:25 p.m. with the plan to reconvene at 8:30 a.m. the following morning.

Governor Silvey called the meeting back to order at 8:30 a.m. on Friday, April 8, 2022.

**Demographics are not Destiny**

Dr. Rob Hornberger, Associate Vice President for Enrollment Management and Services, provided an enrollment update for the university.

Dr. Vuletich provided a presentation on Strategic Growth in Employer Partnerships, Alternative Credentials, and Adult Learners. Attendees participated in small breakout groups.

Student Governor Briar Douglas left the meeting during the breakout session.

The Board discussed takeaways from the workshop.

**Adjournment**

With no additional business needing to be discussed, Governor Silvey called for a motion to adjourn the meeting. Governor Lynn Parman made a motion, receiving a second from Governor Amy Counts.

Motion passed 7-0.

The workshop adjourned at 12:14 p.m.

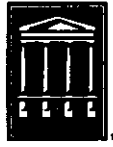
---

Carol Silvey  
Board Chair

Passed at the meeting of  
May 19, 2022

---

Rowena Stone  
Secretary to the Board



**Missouri State**  
U N I V E R S I T Y

April 27, 2022

Brad Bodenhausen  
4321 South Elmview Avenue  
Springfield, MO 65804

Dear Brad:

I am writing to offer you the position of Vice President for Community and Global Partnerships at Missouri State University. This letter will summarize and commemorate the terms and conditions of this appointment, which is subject to formal approval by the University's Board of Governors.

Your employment will be effective beginning on July 1, 2022. This position is a full-time regular, administrative staff position. Salary will be paid monthly by direct deposit at an annual base of \$156,000 after the July 1 across the board raise is implemented. Your salary will be subject to annual increases at a level consistent with the overall staff raise pool budgeted for each year. If you would rather start on an earlier date, please let me know.

You will be entitled to benefits and subject to policies applicable to University administrators as set forth in the *Employee Handbook*:

[https://www.missouristate.edu/policy/G7\\_02\\_EmployeeHandbook.htm](https://www.missouristate.edu/policy/G7_02_EmployeeHandbook.htm). Included in these benefits are 1) MOSERS retirement in the current amount of approximately 23.51%, which will be adjusted annually by MOSERS policy; 2) twenty days of annual vacation leave; 3) medical and dental benefits under the University's health care plan; and 4) other benefits included by the University for its employees.

As Vice President for Community and Global Partnerships, you will be responsible for advising the President on all matters pertaining to the operation and management of university research, economic development activities, broadcast services, and international programs. The Vice President for Community and Global Partnerships is responsible for all university-wide, externally generated grants and contracts and provides the administrative leadership to the University community in supporting the University's mission for enhancement of research and economic development through technology transfer, intellectual property, regulatory compliance, and federal relations.

In order to confirm your understanding and acceptance of this offer, I request that you sign below at the space indicated, note the date of your signature, and return the original document to me prior to May 10, 2022. Appointments to the staff of Missouri State University must have final approval of the Board of Governors.

OFFICE OF THE PRESIDENT

901 South National Avenue, Springfield, MO 65897 • Phone: (417) 836-8500 • Fax: (417) 836-7669

[www.missouristate.edu](http://www.missouristate.edu) • [President@missouristate.edu](mailto:President@missouristate.edu)

An Equal Opportunity/Affirmative Action/Minority/Female/Veterans/Disability/Sexual Orientation/Gender Identity Employer and Institution

Brad Bodenhausen  
Page 2  
April 27, 2022

I am looking forward to working with you on our administrative team and know you will be a great addition to that team. Please do not hesitate to contact me if you have any questions.

Yours very truly,



Clifton M. Smart III  
President

sc

cc: Office of Human Resources

---

I wish to be recommended for appointment as Vice President for Community and Global Partnerships of Missouri State University on the terms as set forth in this letter.

Brad Bodenhausen 5/2/2022  
Name Date

III.A.2.

**RECOMMENDED ACTION – Approval of FY22-FY23 Employment Agreements for Athletics Administrators and Assistant Coaches.**

The following resolution was moved by \_\_\_\_\_  
and seconded by \_\_\_\_\_

WHEREAS, the University desires to employ Brian Armelli, Katelyn Christian and Nicole Jimenez as administrators within the Department of Athletics, as referenced in the attached Exhibit A, and subject to the terms and conditions as set forth in the attached Exhibit B.

WHEREAS, the University further desires to employ Bertram “Buzzy” Caruthers, III, Mackenzie Kostas, Darren Guensch, Hailey Diestelkamp, and Christopher Lowery as Assistant Coaches, as set forth in the attached Exhibit C, and subject to the terms and conditions as set forth in the attached Exhibit D.

**NOW, THEREFORE, BE IT RESOLVED** that the Board of Governors of Missouri State University approves and authorizes the President to execute the attached FY22-2023 Employment Agreements.

**VOTE:**      **AYE** \_\_\_\_\_  
                  **NAY** \_\_\_\_\_

Comments:

The salaries will be paid for from the salaries of previous employees who have left the University or through donations to the University, such that these hires do not represent a new expense to the Athletics Department.

The Administrators and Coaches will also be eligible to earn achievement payments contingent upon the athletic success of certain athletics teams.



# Missouri State UNIVERSITY

## ATHLETICS EMPLOYMENT AGREEMENT – ASSISTANT COACH

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

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

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

**Name of Coach:** Bertram "Buzzy" Caruthers III

**Position:** Assistant Coach

**Sport:** Men's Basketball

**Term:** April 14, 2022-June 30, 2023

**Compensation:** \$100,000 annually

**Achievement Payments:**

- \$2,500 - Missouri Valley Conference (MVC) Regular Season Championship or \$1,400 MVC Regular Season Co-Championship; and
- \$2,000 - MVC Conference Tournament Championship; and
- \$750 - Per game appearance in the Post-Season NIT; or
- \$1,500 - At Large Bid to the NCAA Tournament; and
- \$1,500 - Per win in the NCAA Tournament; and
- \$2,500 - Win the Sweet 16 NCAA; and
- \$2,500 - Win the Elite 8; and
- \$5,000 - Win a Game in the Final Four; and
- \$7,500 -NCAA Championship Game

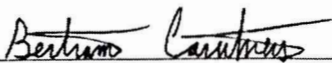
**Moving Expenses:** The University agrees to reimburse Mr. Caruthers for documented expenses associated with the relocation to Springfield, Missouri, including but not limited to packing, unpacking, and moving expenses/fees for household items. Storage and car towing are excluded. Additionally, the University agrees to pay for 4 weeks of temporary housing.

**Other Benefits and Incentives:**

- Coach may participate in camps and/or clinics
- Use of one (1) automobile

COACH

MISSOURI STATE UNIVERSITY

  
\_\_\_\_\_  
Bertram "Buzzy" Caruthers III

\_\_\_\_\_  
Clifton M. Smart III  
President

04/13/2022  
\_\_\_\_\_  
Date

\_\_\_\_\_  
Date

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



**Missouri State**  
UNIVERSITY

**ATHLETICS EMPLOYMENT AGREEMENT – ASSISTANT COACH**

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

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

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

**Name of Coach: Makenzie Kostas**

**Position: Assistant Coach**

**Sport: Women’s Basketball**

**Term: April 25, 2022 - June 30, 2023**

**Compensation: \$70,000 annually**

- \$2,500 - Missouri Valley Conference (MVC) Regular Season Championship or \$1,400 MVC Regular Season Co-Championship; and
- \$2,000 - MVC Conference Tournament Championship; and
- \$750 - Per game appearance in the Post-Season WNIT; or
- \$1,500 - At Large Bid to the NCAA Tournament; and
- \$1,500 – Per win in the NCAA Tournament; or
- \$2,500 - Win the Sweet 16 NCAA; and
- \$2,500 – Win the Elite 8; and
- \$5,000 – Win a Game in the Final Four; and
- \$7,500 –NCAA Championship Game.

**Other Benefits and Incentives:**

The University agrees to reimburse Ms. Kostas for any documented expenses associated with Ms. Kostas relocation to Springfield, Missouri, including but not limited to packing, unpacking and moving expenses/fees for household items. Storage and car towing are excluded.

Coach may participate in camps and/or clinics.  
Use of one (1) automobile.

COACH

Makenzie Kostas  
Makenzie Kostas, Assistant Coach

MISSOURI STATE UNIVERSITY

Clifton M. Smart III  
President

4/21/22  
Date

\_\_\_\_\_  
Date

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





**Missouri State**  
UNIVERSITY

**ATHLETICS EMPLOYMENT AGREEMENT – ASSISTANT COACH**

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

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

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

**Name of Coach: Darren Guensch**

**Position: Associate Head Coach**

**Sport: Women’s Basketball**

**Term: April 4, 2022 - June 30, 2023**

**Compensation: \$120,000 annually**

- \$2,500 - Missouri Valley Conference (MVC) Regular Season Championship or \$1,400 MVC Regular Season Co-Championship; and
- \$2,000 - MVC Conference Tournament Championship; and
- \$750 - Per game appearance in the Post-Season WNIT; or
- \$1,500 - At Large Bid to the NCAA Tournament; and
- \$1,500 – Per win in the NCAA Tournament; or
- \$2,500 - Win the Sweet 16 NCAA; and
- \$2,500 – Win the Elite 8; and
- \$5,000 – Win a Game in the Final Four; and
- \$7,500 –NCAA Championship Game.

**Other Benefits and Incentives:**

The University agrees to reimburse Mr. Guensch for any documented expenses associated with Mr. Guensch’s relocation to Springfield, Missouri, including but not limited to packing, unpacking and moving expenses/fees for household items. Storage and car towing are excluded.

Coach may participate in camps and/or clinics.  
Use of one (1) automobile.

COACH

MISSOURI STATE UNIVERSITY

  
\_\_\_\_\_  
Darren P. Guensch, Associate Head Coach

\_\_\_\_\_  
Clifton M. Smart III  
President

4/4/22  
\_\_\_\_\_  
Date

\_\_\_\_\_  
Date

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





**Missouri State.**  
U N I V E R S I T Y

**ATHLETICS EMPLOYMENT AGREEMENT – OPERATIONS ASSISTANT, WOMEN’S BASKETBALL**

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

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

The parties further agree to be bound by, and that the terms set forth herein are subject to, the Athletics Employment Agreement Terms and Conditions – Operations Assistant, Women’s Basketball (5/1/13), which is incorporated herein by this reference.

**Name of Coach:** Hailey Diestelkamp  
**Position:** Operations Assistant, Athletics  
**Sport:** Women’s Basketball  
**Term:** May 9, 2022 - June 30, 2023  
**Compensation:** \$15.05 hourly

**Achievement Payments:**

- \$2,500 - Missouri Valley Conference (MVC) Regular Season Championship or \$1,400 MVC Conference Co-Championship; and
- \$2,000 - MVC Conference Tournament Championship; and
- \$750 - Per game appearance in the Post-Season WNIT; or
- \$1,500 - At Large Bid to the NCAA Tournament; and
- \$1,500 – For wins in Round 1 and Round 2 of the NCAA Tournament; and
- \$2,500 - Win the Sweet 16 NCAA; and
- \$2,500 – Win the Elite 8; and
- \$5,000 – Win a Game in the Final Four; and
- \$5,000 – NCAA Championship Game.

**Other Benefits and Incentives:**

**Moving Expenses:** The University agrees to reimburse Ms. Diestelkamp for documented expenses associated with the relocation to Springfield, Missouri, including but not limited to packing, unpacking and moving expenses/fees for household items.

ASSISTANT COACH

BOARD OF GOVERNORS  
MISSOURI STATE UNIVERSITY

*Hailey Diestelkamp*  
\_\_\_\_\_  
Hailey Diestelkamp, Operations Assistant-WBB

\_\_\_\_\_  
Clifton M. Smart II, President

*5/5/2022*  
\_\_\_\_\_  
Date

\_\_\_\_\_  
Date



# Missouri State

U N I V E R S I T Y

## ATHLETICS EMPLOYMENT AGREEMENT – ASSISTANT COACH

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

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

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

**Name of Coach:** Christopher Lowery

**Position:** Special Assistant to the Head Coach

**Sport:** Men’s Basketball

**Term:** May 1, 2022-June 30, 2023

**Compensation:** \$42,000 annually

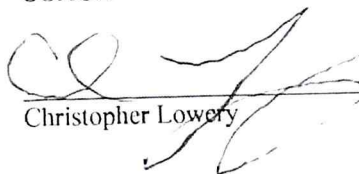
**Achievement Payments:**

- \$2,500 - Missouri Valley Conference (MVC) Regular Season Championship or \$1,400 MVC Regular Season Co-Championship; and
- \$2,000 - MVC Conference Tournament Championship; and
- \$750 - Per game appearance in the Post-Season NIT; or
- \$1,500 - At Large Bid to the NCAA Tournament; and
- \$1,500 – Per win in the NCAA Tournament; and
- \$2,500 - Win the Sweet 16 NCAA; and
- \$2,500 – Win the Elite 8; and
- \$5,000 – Win a Game in the Final Four; and
- \$7,500 -NCAA Championship Game

**Other Benefits and Incentives:**

COACH

MISSOURI STATE UNIVERSITY

  
 \_\_\_\_\_  
 Christopher Lowery

\_\_\_\_\_  
 Clifton M. Smart III  
 President

5/1/2022  
 \_\_\_\_\_  
 Date

\_\_\_\_\_  
 Date

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



## Exhibit B

### ATHLETICS EMPLOYMENT AGREEMENT TERMS AND CONDITIONS – ASSISTANT/ASSOCIATE COACH (2/28/2013)

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

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

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

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

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

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

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

**Employee Handbook and University Policies.** Coach’s employment shall be subject to and governed by the Employee Handbook for Administrative, Professional, and Support Staff Employees (“Employee Handbook”) and all other applicable University policies, practices, and protocols. Coach understands and agrees that policies, practices, protocols, and Employee Handbook provisions may be adopted, revoked, and changed at any time with or without notice. Coach’s

employment is not subject to the Faculty Handbook, and Coach is not entitled to tenure or any other rights, privileges, or protections afforded to faculty.

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

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

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



# Missouri State UNIVERSITY

## ATHLETICS EMPLOYMENT AGREEMENT – ADMINISTRATOR

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

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

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

**Name of Administrator: Brian Armelli**

**Position: Academic Advisor, Dr. Mary Jo Wynn Achievement Center for Intercollegiate Athletics**

**Term: May 18, 2022 – June 30, 2023**


**Compensation: \$40,170**

**Achievement Payment(s):**

**\$750** should the athletics department for all teams NCAA average academic program rate (APR) meet or exceed the NCAA APR score of 985 or meet the multi-year requirement of 930; or Graduation Success Rate for most recently available year is equal to or greater than 90 percent; or difference between student-athlete and student body percentages in the most recently published Federal Graduation Rate is equal to or greater than 13 percentage points.

ADMINISTRATOR

MISSOURI STATE UNIVERSITY

  
\_\_\_\_\_  
Brian Armelli

\_\_\_\_\_  
Clifton M. Smart III  
President

April 25, 2022  
Date

\_\_\_\_\_  
Date

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





**Missouri State**  
UNIVERSITY

**ATHLETICS EMPLOYMENT AGREEMENT – ADMINISTRATOR**

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

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

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

**Name of Administrator: Katelynn Christian**

**Position: Academic Advisor, Dr. Mary Jo Wynn Achievement Center for Intercollegiate Athletics**

**Term: July 1, 2022 – June 30, 2023**

**Compensation: \$38,000**

**Achievement Payment(s):**

**\$750** should the athletics department for all teams NCAA average academic program rate (APR) meet or exceed the NCAA APR score of 985.

ADMINISTRATOR

MISSOURI STATE UNIVERSITY

Katelynn Christian  
Katelynn Christian

\_\_\_\_\_  
Clifton M. Smart III  
President

4/18/2022  
Date

\_\_\_\_\_  
Date

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



**Missouri State**  
UNIVERSITY

**ATHLETICS EMPLOYMENT AGREEMENT – ADMINISTRATOR**

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

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

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

**Name of Administrator:** Nicole Jimenez

**Position:** Assistant Strength and Conditioning Coach, W Basketball and Women’s Golf

**Term:** April 15, 2022 – June 30, 2023

**Compensation:** \$42,000 annually

**Achievement Payments:**

\$500 Regular Season Championship in Women’s Basketball, and  
\$250 for each MVC Championship or MVC Co-Championship in Women’s Basketball or W. Golf and;  
\$250 should W. basketball be selected for an at large bid to the NCAA Tournament  
\$250 if Women’s Basketball or W. Golf wins a game/match in the NCAA Tournament (excludes WNIT and NIT)

**Moving Expenses:** **Moving Expenses:** The University agrees to reimburse Ms. Jimenez for any documented expenses associated with Ms. Jimenez’s relocation to Springfield, Missouri, including but not limited to packing, unpacking and moving expenses/fees for household items.

**Other Benefits and Incentives:**

ADMINISTRATOR

MISSOURI STATE UNIVERSITY

  
\_\_\_\_\_  
Nicole Jimenez

\_\_\_\_\_  
Clifton M. Smart III  
President

4/18/22  
\_\_\_\_\_  
Date

\_\_\_\_\_  
Date

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



## Exhibit D

### ATHLETICS EMPLOYMENT AGREEMENT TERMS AND CONDITIONS – ADMINISTRATOR

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

March 18, 2013

III.B.1.

**RECOMMENDED ACTION** - Approval of Activity Report for the month of February 2022.

The following resolution was moved by \_\_\_\_\_ and seconded by \_\_\_\_\_:

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

**VOTE:**        **AYE** \_\_\_\_\_

**NAY** \_\_\_\_\_

**COMMENTS:**

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

It is recommended that the attached report be accepted.



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

**February 2022**

This report documents activities managed by Planning, Design and Construction for the month of February 2022. The projects listed here are greater than or equal to \$100,000.00 and did not exceed a project budget of \$250,000.00. Those project bids, notices to proceed, and activity on consultant contracts are listed on this activity report.

**February 22, 2022**

**Renovate Room 124 for Esports,  
Plaster Student Union** **Project Budget  
\$210,000.00**

A bid was received to renovate room 124 for Esports at Plaster Student Union. Upon approval, a notice to proceed was issued to Kenmar Construction, Inc. in the amount of \$110,847.30.

The bid received on this project is as follows:

<b>Contractor</b>	<b>Base Bid</b>
Kenmar Construction, Inc.	\$110,847.30

The project budget has been established as follows:

<b>Project Budget</b>	
Consulting Fees	\$10,000.00
Construction Contracts	\$128,876.14
Project Administration	\$3,348.63
Construction Contingency	\$25,775.23
Furniture, Fixtures, and Equipment	\$42,000.00
Telecommunications	\$0.00
Relocation Costs	<u>\$0.00</u>
<b>Total Project Budget</b>	<b>\$210,000.00</b>

This project is being paid from the Esports Complex, Plaster Student Union budget funded by the Vice President of Student Affairs One Time Funding (\$210,000.00) budget.

III.B.2.

**RECOMMENDED ACTION** - Approval of Activity Report for the month of March 2022.

The following resolution was moved by \_\_\_\_\_ and seconded by \_\_\_\_\_:

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

**VOTE:**        **AYE** \_\_\_\_\_

**NAY** \_\_\_\_\_

**COMMENTS:**

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

It is recommended that the attached report be accepted.

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

**March 2022**

This report documents activities managed by Planning, Design and Construction for the month of March 2022. The projects listed here are greater than or equal to \$100,000.00 and did not exceed a project budget of \$250,000.00. Those project bids, notices to proceed, and activity on consultant contracts are listed on this activity report.

**March 7, 2022**

**FY21 Chiller Repairs,  
Campus Utilities, Springfield Campus**

**Project Budget  
\$125,000.00**

A change order proposal was received to repair the Strong Hall chiller to operating condition prior to warm weather. The cost of these repairs caused the total project budget to exceed the previously approved project budget of \$95,000.00. Upon approval, a change order was issued to Trane U.S., Inc. in the amount of \$23,340.00.

The change order proposal received on this project is as follows:

<b>Contractor</b>	<b>Proposal</b>
Trane U.S., Inc.	\$23,340.00

The revised project budget has been established as follows:

<b>Project Budget</b>	
Consulting Fees	\$0.00
Construction Contracts	\$105,337.00
Project Administration	\$0.00
Construction Contingency	\$19,663.00
Furniture, Fixtures, and Equipment	\$0.00
Telecommunications	\$0.00
Relocation Costs	<u>\$0.00</u>
<b>Total Project Budget</b>	<b>\$125,000.00</b>

Pursuant to RSMo 34.046, which allows Missouri State University to participate in contract agreements established by other public entities, the University is utilizing the U.S. Communities Government Purchasing Alliance Cooperative Contract 15-JLP-023 with Trane U.S., Inc. to perform the work under this contract.

This project will be funded by the Chilled Water Maintenance (\$125,000.00) budget.

**March 21, 2022**

**Addition and Renovation,  
Temple Hall**

With approval, a contract will be signed with The Whiting-Turner Contracting Company for Construction Manager at Risk (CMAR) preconstruction services in conjunction with the addition and renovation of Temple Hall. The Whiting-Turner Contracting Company was the firm selected by a qualifications-based selection process. The contractor will provide preconstruction services, including cost estimating prior to the establishment of a Guaranteed Maximum Price (GMP). In conjunction with this project Missouri State University intends to pursue a CMAR agreement with The Whiting-Turner Contracting Company as the construction manager. The CMAR's GMP construction contract will be submitted for Board of Governors approval at a future meeting.

The not-to-exceed fee for the preconstruction services is \$121,006.00. This project is being paid from the Temple Hall Phase I Renovation budget funded by the College of Natural and Applied Sciences Supplemental Course Fee (\$121,006.00) budget.

III.B.3.

**RECOMMENDED ACTION** - Approval of Activity Report for the month of April 2022.

The following resolution was moved by \_\_\_\_\_ and seconded by \_\_\_\_\_:

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

**VOTE:**        **AYE** \_\_\_\_\_

**NAY** \_\_\_\_\_

**COMMENTS:**

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

It is recommended that the attached report be accepted.

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

**April 2022**

This report documents activities managed by Planning, Design and Construction for the month of April 2022. The projects listed here are greater than or equal to \$100,000.00 and did not exceed a project budget of \$250,000.00. Those project bids, notices to proceed, and activity on consultant contracts are listed on this activity report.

**April 4, 2022**

**Replace Flooring in Free Weight Area,  
Foster Recreation Center**

**Project Budget  
\$218,000.00**

A bid was received to replace the flooring in the free weight area at Foster Recreation Center. Upon approval, a notice to proceed was issued to Kenmar Construction, Inc. in the amount of \$188,307.20.

The bid received on this project is as follows:

<b>Contractor</b>	<b>Base Bid</b>
Kenmar Construction, Inc.	\$188,307.20

The project budget has been established as follows:

<b>Project Budget</b>	
Consulting Fees	\$0.00
Construction Contracts	\$188,307.20
Project Administration	\$1,500.00
Construction Contingency	\$28,192.80
Furniture, Fixtures, and Equipment	\$0.00
Telecommunications	\$0.00
Relocation Costs	<u>\$0.00</u>
<b>Total Project Budget</b>	<b>\$218,000.00</b>

This project is being funded by the University Recreation Center Reserves (\$218,000.00) budget.

**April 25, 2022**

**Addition and Renovation,  
Temple Hall**

With the increase in federal appropriations for the addition and renovation of Temple Hall, the preconstruction services fee of \$121,006.00 approved at the March 21, 2022 Administrative Council Meeting for The Whiting-Turner Contracting Company will increase by Thirty-nine Thousand Six Hundred Fifty-four and 00/100ths dollars (\$39,654.00). The new not-to-exceed fee for preconstruction services is therefore \$160,660.00.

This increase for preconstruction services will be paid from the Temple Hall Phase I Renovation budget funded by the College of Natural and Applied Sciences Supplemental Course Fee (\$39,654.00) budget.

With approval, an Agreement for Construction Manager at Risk will be signed with The Whiting-Turner Contracting Company for preconstruction services in conjunction with the addition and renovation of Temple Hall for \$160,660.00. The Whiting-Turner Contracting Company was the firm selected by a qualifications-based selection process. The Construction Manager will provide preconstruction services, including cost estimating prior to the establishment of a Guaranteed Maximum Price (GMP). A Guaranteed Maximum Price Amendment for construction services will be submitted for Board of Governors approval at a future meeting.

III.B.4.

**RECOMMENDED ACTION** - Approval of consultant and authority to enter into an agreement for professional services in conjunction with the nursing simulation lab addition at Looney Hall on the West Plains campus.

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 Esterly Schneider & Associates, Inc. in conjunction with the nursing simulation lab addition at Looney Hall on the West Plains campus be accepted, approved, and awarded.

**BE IT FURTHER RESOLVED** that Esterly Schneider & Associates, Inc. perform this work for a fixed fee of Two Hundred Seventy-three Thousand Two Hundred and 00/100ths dollars (\$273,200.00) plus reimbursable expenses.

**BE IT FURTHER RESOLVED** that this be paid from the West Plains - Looney, Nursing Simulation Laboratory budget funded by the West Plains - Transcript Designated budget, West Plains - General Testing fund, West Plains - Online Course Enhancement Fee budget, and West Plains private donations.

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

**VOTE:**        **AYE** \_\_\_\_\_

**NAY** \_\_\_\_\_

**COMMENTS:**

The university desires to facilitate the design for the new nursing simulation lab addition, new elevator, and interior renovations in Looney Hall on the West Plains campus. The addition will be approximately 2,600 square feet located on the north end of the existing building. A new elevator is necessary to connect all four levels of the building and accommodate hospital beds. Additional available funding will be used for interior renovations. This will include modifications to the existing nursing simulation lab space and main lobby on the first floor.

Design will occur through summer 2022. Work is scheduled to be completed during the spring 2023 semester.

Esterly Schneider & Associates, Inc. was the firm selected for this project due to experience and knowledge specific to the West Plains campus. The consultant will provide comprehensive design services, from schematic design through post-construction.

This project will be paid from the West Plains - Looney, Nursing Simulation Laboratory budget funded by the West Plains - Transcript Designated budget (\$40,000.00), West Plains - General Testing fund (\$60,000.00), West Plains - Online Course Enhancement Fee budget (\$73,200.00), and West Plains private donations (\$100,000.00).



III.C.1.

MISSOURI STATE UNIVERSITY

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

**RANKED FACULTY APPOINTMENT:**

<u>Name</u>	<u>Position-Department</u>	<u>Salary</u>	<u>Effective</u>
Kara Wolfe	Department Head Professor with Tenure Hospitality Leadership (12-month appointment)	\$120,000 annually	07/01/22
Mary Willis	Department Head Professor with Tenure Sociology and Anthropology (12-month appointment)	\$115,000 annually	08/01/22
Rebekah Austin	Assistant Professor Information Technology & Cybersecurity	\$95,000 annually	08/15/22
Giorgianna Auteri	Assistant Professor Biology	\$63,000 annually	08/15/22
Kenneth Bedell	Assistant Professor School of Social Work	\$59,000 annually	08/15/22
Chelsea Davis	Assistant Professor History	\$58,000 annually	08/15/22
Emily Frazier	Assistant Professor Geography, Geology & Planning	\$65,000 annually	08/15/22
Asif Ishtiaque	Assistant Professor Geography, Geology & Planning	\$65,000 annually	08/15/22
Monika Islam	Assistant Professor Economics	\$80,000 annually	08/15/22
Keith McShan	Assistant Professor Kinesiology	\$59,740 annually	08/15/22

Academic Personnel Board Actions, cont'd.

Page 2

Samantha Tjaden	Assistant Professor Criminology & Criminal Justice	\$65,000 annually	08/15/22
Joseph Williams	Assistant Professor Biomedical Sciences	\$58,000 annually	08/15/22

**UNRANKED FACULTY APPOINTMENTS (Term):**

<u>Name</u>	<u>Position-Department</u>	<u>Salary</u>	<u>Effective</u>
JaLynn Heckadon	Instructor Technology & Construction Management	\$75,000 annually	08/15/22 05/19/23
Anthony Na'ayem	Instructor Finance & General Business	\$52,000 annually	08/15/22 05/19/23
J. Dane Wallace	Instructor Religious Studies	\$35,000 annually	08/15/22 05/19/23

(See Addendum A for Per Course Faculty Appointments)

(See Addendum B for Summer Appointments)

(See Addendum C for Supplemental Payments)

(See Addendum D for Graduate Teaching Assistant Appointments)

**RESIGNATIONS:**

<u>Name</u>	<u>Position-Department</u>	<u>Effective</u>
Lisa Brescia	Assistant Professor Theatre & Dance	05/20/22
Emlyn Johnson	Instructor Music	05/20/22
Linda Oakleaf	Assistant Professor Kinesiology	05/20/22
Zapporah Peddle	Artist-in-Residence Theatre & Dance	05/20/22

Lee Yen-Han	Assistant Professor Public Health & Sports Medicine	05/20/22
-------------	--	----------

**RETIREMENTS:**

<u>Name</u>	<u>Position-Department</u>	<u>Effective</u>
Rajinder Jutla	Professor Geography, Geology & Planning	12/17/21
Mary Newman	Associate Professor Psychology	12/17/21
Dalen Duitsman	Professor Public Health & Sports Medicine (12-month appointment)	04/30/22
Charlene Berquist	Professor Communication	05/20/22
Barbara Bushman	Professor Kinesiology	05/20/22
Sylvia Carr	Instructor Mathematics	05/20/22
Debbie Corcoran	Senior Instructor Geography, Geology & Planning	05/20/22
Kanghui Guo	Professor Mathematics	05/20/22
Diane Leamy	Senior Instructor Criminology & Criminal Justice	05/20/22
Pauline Nugent	Professor Modern & Classical Languages	05/20/22
Frank Einhellig	Provost Office of the Provost Professor Biology	06/30/22

Academic Personnel Board Actions, cont'd.

Page 4

Andrew Cline	Associate Professor Media, Journalism & Film	12/16/22
James Hines	Instructor School of Accountancy	12/16/22
Daniel Kaufman	Professor Philosophy	12/16/22
Marc Willey	Assistant Professor Occupational Therapy	05/19/23

**CHANGE OF STATUS:**

<u>Name</u>	<u>Position-Department</u>	<u>Action</u>	<u>Effective</u>
Amy Artman	Instructor From: \$38,672 annually (3/4 time appointment) To: \$43,000 annually (Full-time appointment)	Status Change & Salary Adjustment	01/01/22
Rajinder Jutla	From: Professor Geography, Geology & Planning To: Faculty Emeritus Geography, Geology & Planning	Status Change	02/01/22
Dane Peterson	From: Professor Information Technology & Cybersecurity To: Faculty Emeritus Information Technology & Cybersecurity	Status Change	02/01/22
John Williams	From: Associate Professor School of Accountancy To: Faculty Emeritus School of Accountancy	Status Change	02/01/22

Barri Tinkler	From: Interim Dean College of Education Professor Reading, Foundations & Technology \$124,218 annually (\$1,667 monthly supplemental)  To: Dean College of Education Professor Reading, Foundations & Technology \$150,000 annually (12-month appointment)	Status Change	03/01/22
David Adams	From: Associate Professor Library  To: Faculty Emeritus Library	Status Change	05/01/22
Dalen Duitsman	From: Professor Public Health & Sports Medicine  To: Faculty Emeritus Public Health & Sports Medicine	Status Change	05/01/22
Rickey Albaugh	From: Clinical Assistant School of Anesthesia  To: Faculty Emeritus School of Anesthesia	Status Change	06/01/22
William Bray	Department Head Professor Mathematics	Reappointment	07/01/22 06/30/27
Frank Einhellig	From: Provost Office of the Provost Professor Biology  To: Faculty Emeritus Office of the Provost	Status Change	07/01/22

Academic Personnel Board Actions, cont'd.

Page 6

Brett Garland	Department Head Professor Criminology & Criminal Justice	Reappointment  Reappointment	07/01/22 06/30/27
Richard Gebken	From: Associate Professor Technology & Construction Management \$92,035 annually (9-month appointment)  To: Department Head Associate Professor Technology & Construction Management \$125,000 annually (12-month appointment)	Status Change	07/01/22
Xiang Guo	From: Assistant Professor Information Technology & Cybersecurity \$128,455 annually  To: Interim Department Head Assistant Professor Information Technology & Cybersecurity \$128,455 annually (\$2,379 monthly supplemental)	Status Change	07/01/22
Deborah Larson	From: Associate Professor Media Journalism & Film \$65,699 annually  To: Interim Department Head Professor Media, Journalism & Film \$65,699 annually (\$2,500 monthly supplemental)	Status change	07/01/22
Alicia Mathis	Department Head Distinguished Professor Biology	Reappointment  Reappointment	07/01/22 06/30/27

Academic Personnel Board Actions, cont'd.

Page 7

Pauline Nugent	From: Professor Modern & Classical Languages To: Faculty Emeritus Modern & Classical Languages	Status Change	07/01/22
John Prescott	From: Professor Music \$90,353 annually To: Interim Department Head Professor Music \$90,353 annually (\$2,500 monthly supplemental)	Status Change	08/01/22
Charlene Berquist	From: Professor Communication To: Faculty Emeritus Communication	Status Change	08/01/22
Barbara Bushman	From: Professor Kinesiology To: Faculty Emeritus Kinesiology	Status Change	08/01/22
Debbie Corcoran	From: Senior Instructor Geography, Geology & Planning To: Faculty Emeritus Geography, Geology & Planning	Status Change	08/01/22
Kanghui Guo	From: Professor Mathematics To: Faculty Emeritus Mathematics	Status Change	08/01/22
Allen Schaefer	From: Professor Marketing To: Faculty Emeritus Marketing	Status change	08/01/22

Vote: \_\_\_\_\_ Yea  
          \_\_\_\_\_ Nay

**COMMENTS:**

**Rebekah E. Austin, Assistant Professor, Information Technology & Cybersecurity**

D.B.A. Creighton University, 2021  
M.S. Missouri State University, 2013  
B.S. Missouri State University, 2010

Experience: 2017 – Present, Instructor, Missouri State University, Springfield, Missouri; 2014 – 2017, Instructor, Evangel University, Springfield, Missouri; 2014 – 2016, Adjunct Instructor, Ozarks Technical Community College, Springfield, Missouri; 2013 – 2015, Adjunct Instructor, Missouri State University, Springfield, Missouri; 2011 – 2013, Graduate Assistant, Missouri State University, Springfield, Missouri; 2010 – 2011, Teacher, Hollister High School, Hollister, Missouri.

**Giorgia G. Auteri, Assistant Professor, Biology**

Ph.D. Eastern Michigan University, Expected 2022  
B.S. Indiana University, 2010

Experience: 2021, Graduate Student Instructor, University of Michigan, Ann Arbor, Michigan; 2021, Graduate Student Instructor, University of Michigan, Ann Arbor, Michigan; 2020, Guest Lecturer, University of Michigan, Ann Arbor, Michigan; 2018, Graduate Student Instructor, University of Michigan, Ann Arbor, Michigan; 2016 & 2019, Graduate Student Instructor, University of Michigan, Ann Arbor, Michigan; 2017, Guest Lecturer, Saginaw Valley State University, University Center, Michigan; 2014, Graduate Assistant, Eastern Michigan University, Ypsilanti, Michigan; 2013 – 2014, Graduate Assistant, Eastern Michigan University, Ypsilanti, Michigan.

**Kenneth Bedell, Assistant Professor, School of Social Work**

Ph.D. University of Missouri – Columbia, 2022  
M.S. Missouri State University, 2019  
B.S. Missouri State University, 2017  
A.A. Ozarks Technical Community College, 2015

Experience: 2011 – 2021, Behavioral Technician Supervisor/Program Supervisor, The Arc of the Ozarks, Springfield, Missouri; 2019, Internship, Cornerstone Psychological Services, Springfield, Missouri; 2017, Practicum, Boys & Girls Clubs of Springfield, Springfield, Missouri.

**Chelsea Davis, Assistant Professor, History**

Ph.D. The George Washington University, 2021  
M.A. Queen Mary University of London, 2015  
B.A. University of Delaware, 2014

Experience: 2021 – 2022, Visiting Assistant Professor, Colby College, Waterville, Maine; 2015 – 2021, Teaching Instructor, George Washington University, Washington, D.C.; 2015 – 2021, Graduate Teaching Assistant, George Washington University, Washington, D.C.



**Emily Frazier, Assistant Professor, Geography, Geology & Planning**

Ph.D. University of Tennessee, Knoxville, 2019  
M.A. Arkansas Tech University, 2016  
B.A. Arkansas Tech University, 2015

Experience: 2020 – 2022, Instructor of Record, Northwest Missouri State University, Maryville, Missouri; 2020, Instructor of Record, Arkansas Tech University, Russellville, Arkansas; 2018 – 2019, Instructor of Record, University of Tennessee, Knoxville, Tennessee; 2016 – 2018, Teaching Assistant/Lab Instructor, University of Tennessee, Knoxville, Tennessee.

**Asif Ishtiaque, Assistant Professor, Geography, Geology & Planning**

Ph.D. Arizona State University, 2019  
M.S. University of Dhaka, 2013  
B.S. University of Dhaka, 2011

Experience: 2021 – Present, Postdoctoral Research Fellow, University of Michigan, Ann Arbor, Michigan; 2020 – 2021, Postdoctoral Research Fellow, University of Michigan, Ann Arbor, Michigan; 2019 – 2020, Postdoctoral Research Fellow, University of Michigan, Ann Arbor, Michigan.

**Monika Islam, Assistant Professor, Economics**

Ph.D. University of Kentucky, 2021  
M.S. University of Kentucky, 2017  
B.S. North South University, 2016

Experience: 2017 – 2020, Primary Instructor, University of Kentucky, Lexington, Kentucky; 2020, Teaching Assistant, University of Kentucky, Lexington, Kentucky.

**Keith McShan, Assistant Professor, Kinesiology**

Ph.D. Wayne State University, Expected June 2022  
M.S. Eastern Michigan University, 2013  
B.H.K. University of Windsor, 2011

Experience: 2019 – 2022, Graduate Teaching Assistant, Wayne State University; Detroit Michigan; 2020 – 2021, Lead Instructor of Record, Wayne State University, Detroit, Michigan; 2020 – 2021, Guest Lecturer, Wayne State University, Detroit, Michigan; 2020, Lead Instructor of Record, Wayne State University, Detroit, Michigan.

**Samantha Tjaden, Assistant Professor, Criminology & Criminal Justice**

Ph.D. Washington State University, Expected 2022  
M.A. Texas A&M University, 2016  
B.A. University of Texas at Arlington, 2011

Experience: 2018 – 2021, Instructor of Record, Washington State University, Pullman, Washington; 2017 – 2020, Adjunct Professor, Texas A&M University – Central Texas, Killeen, Texas; 2019 – 2020, Teaching Assistant, Washington State University, Pullman, Washington.

**Joseph Williams, Assistant Professor, Biomedical Sciences,**

Ed.D. Creighton University, 2018  
M.S. Missouri State University, 2009  
B.S. Missouri State University, 2006

Experience: 2015 – Present, Senior Instructor, Missouri State University, Springfield, Missouri; 2011, Research Technician, Missouri State University, Springfield, Missouri; 2009 – 2015, Instructor, Missouri State University, Springfield, Missouri; 2008, Museum Staff, Discovery Center, Springfield, Missouri; 2008 – 2009 Per Course Faculty, Springfield, Missouri; 2006 – 2008, Graduate Assistant, Missouri State University, Springfield, Missouri.

**Mary Willis, Department Head, Professor with Tenure, Sociology & Anthropology**

Ph.D. Washington University at St. Louis, 1995  
M.A. Washington University at St. Louis, 1990  
B.A. San Diego State University, 1983

Experience: 2014 – Present, Professor, University of Nebraska, Lincoln, Nebraska; 2014 – Present, Faculty Fellow, Professor, University of Nebraska, Lincoln, Nebraska; 2014, Courtesy Faculty Appointment, Professor, University of Nebraska, Lincoln, Nebraska; 2013, Professor, University of Nebraska, Lincoln, Nebraska; 2007 – 2013, Associate Professor, University of Nebraska, Lincoln, Nebraska; 2000 – 2007, Assistant Professor, University of Nebraska, Lincoln, Nebraska; 1999 – 2001, Adjunct Assistant Professor, Nebraska, Wesleyan University, Lincoln, Nebraska; 1999 – 2000, Evaluation Consultant, BHM International, Arlington, Virginia; 1999, Research Consultant, Indian Center Inc., Lincoln, Nebraska; 1998 – 1999, Adjunct Assistant Professor, Emory University, Atlanta, Georgia; 1997 – 1998, Coordinator, CARE-USA, Atlanta, Georgia; 1995 – 1997, Science & Diplomacy Fellow, American Association for the Advancement of Science, Center for Population, Health & Nutrition, United States Agency for International Development, Washington, D.C.; 1995, Interviewer, Washington University, St. Louis, Missouri; 1995, Instructor, Washington University, St. Louis, Missouri; 1989 – 1991, Teaching Assistant, Washington University, St. Louis, Missouri.

**Kara Wolfe, Department Head, Professor with Tenure, Hospitality Leadership**

Ph.D. Kansas State University, 2002  
M.S. Kansas State University, 1999  
B.S. Emporia State University, 1992

Experience: 2021 – Present, Academic Advisor, Arkansas State University, Jonesboro, Arkansas; 2020 – 2021, Master Instructor, Arkansas State University, Jonesboro, Arkansas; 2020, Educational Consultant, Arkansas State University, Jonesboro, Arkansas; 2011 – 2020, Department Chair, and CC. Wheeler Endowed Full Professor, Bradley University, Peoria, Illinois; 2017, Interim Associate Dean, Bradley University, Peoria, Illinois; 2011 – 2018, Director, Bradley University, Peoria, Illinois; 2008 – 2011, Associate Professor & Program Coordinator, North Dakota State University, Fargo, North Dakota; 2002 – 2008, Assistant Professor & Program Coordinator, North Dakota State University, Fargo North Dakota.

**ADDENDUM A**

**The following have been appointed as Per Course Faculty for the spring semester: January 10, 2022 through May 20, 2022.**

<u>Name</u>	<u>Department</u>	<u>Salary</u>
Ampleman, James	Marketing	\$500.00
Archer, John	School of Nursing	\$1,000.00
Berman, Ilan	Defense & Strategic Studies	\$7,000.00
Church, Christopher	Music	\$2,035.00
Clouse Day, Sherry	School of Nursing	\$2,000.00
Cochran, Jennifer	School of Nursing	\$1,000.00
Cockrum, Leslie	Comm Sciences & Disorders	\$2,445.00
Cossey, Tiffany	School of Accountancy	\$4,000.00
Crandell, Dale	Tech & Construction Mgmt	\$4,000.00
DeBiaso, Peppino	Defense & Strategic Studies	\$6,999.00
DeBoo, Robert	Music	\$472.00
Dempsey, Christina	School of Nursing	\$6,000.00
Derossett, Regan	Music	\$2,145.00
Downie, Richard	Defense & Strategic Studies	\$6,800.00
Elkins, Kenneth	Honors College	\$2,400.00
Gerhart, Max	Music	\$3,982.00
Hetzler, Brandon	Public Health & Sports Medicine	\$3,600.00
Hurt, Melissa	Childhood Ed & Family Studies	\$2,445.00
Jo, Yoojin	Foreign Language Institute	\$4,896.00
Jones, Melissa	Comm Sciences & Disorders	\$2,445.00
Kirn, Henry	School of Accountancy	\$9,000.00
Newman, Earl	Cooperative Engineering	\$2,500.00
Nygren, McKenzie	College of Agriculture	\$2,700.00
Pankiewicz, Richard	Occupational Therapy	\$2,500.00
Peck, David	Defense & Strategic Studies	\$6,800.00
Rachal, Brandon	School of Nursing	\$3,000.00
Raynor, James	Public Health & Sports Medicine	\$2,250.00
Scarbrough, JoNita	Counseling Leadership & Special Ed	\$4,890.00
Schenk, Lynne	Comm Sciences & Disorders	\$2,000.00
Schuldenzucker, Sarah	Foreign Language Institute	\$2,448.00
Shaughnessy, John	Childhood Ed & Family Studies	\$6,090.00
Shirley, Darin	Comm Sciences & Disorders	\$2,445.00
Smith, Susan	Political Science	\$6,000.00
Snyder, Shannon	Envrn Plant Sci & Nat Rsrscs	\$4,200.00
St Pierre, Laurine	Music	\$561.00

Academic Personnel Board Actions, cont'd.

Page 13

Terry, Donna	Childhood Ed & Family Studies	\$2,445.00
Williams, David	Tech & Construction Mgmt	\$4,000.00

**ADDENDUM B**

**The following have been appointed as Summer Faculty for the summer semester: June 6, 2022 through August 5, 2022**

<u>Name</u>	<u>Department</u>	<u>Salary</u>
Abernathy, Amber	Psychology	\$9,408.00
Adler, Katherine	Management	\$15,000.00
Agrawal, Deepti	Information Tech & Cybersecurity	\$1,000.00
Akbar-Akhgari, Paria	Philosophy	\$4,295.00
Albritton, Andrew	Management	\$250.00
Allen, Jimmie	Art & Design	\$4,650.00
Amberg, Richard	Media Journalism & Film	\$4,844.00
Amidon, Ethan	Criminology & Criminal Justice	\$7,464.00
Ampleman, James	Marketing	\$4,000.00
Artman, Amy	Religious Studies	\$6,450.00
Ashcroft, Paul	Marketing	\$500.00
Ault-Phillips, Jana	Finance & General Business	\$5,475.00
Austin, Rebekah	Information Tech & Cybersecurity	\$15,000.00
Baggett, Holly	History	\$5,701.00
Bajalan, Djene	History	\$4,621.00
Banerjee, Tuhina	Chemistry	\$6,000.00
Barber, Marlin	History	\$4,367.00
Barffour, Antoinette	Modern & Classical Languages	\$4,307.00
Barnett, Helen	Sociology & Anthropology	\$3,000.00
Barnett, Joann	Mathematics	\$3,129.00
Barreda, Albert	Hospitality Leadership	\$6,018.00
Basu Roy, Subhasree	Economics	\$7,535.00
Beatty, Nick	Political Science	\$3,396.00
Belisle, Jordan	Psychology	\$4,466.00
Belle, Carla	History	\$2,700.00
Benzer, Fatih	Art & Design	\$4,228.00
Beranek, Benjamin	Economics	\$6,000.00
Blanton, Patti	Mathematics	\$3,426.00
Botsford, Diana	Media Journalism & Film	\$2,754.00
Boyle, Michael	Philosophy	\$3,703.00
Brahnam, S. Berlin	Information Tech & Cybersecurity	\$15,102.00
Brattin, Rick	Information Tech & Cybersecurity	\$19,612.00
Brown, Michele	School of Social Work	\$8,436.00
Bunn, Roger	Mathematics	\$3,512.00
Burt, Zachary	Kinesiology	\$3,274.00

Academic Personnel Board Actions, cont'd.

Page 15

Burton, Richard	Information Tech & Cybersecurity	\$3,282.00
Buyurgan, Nebil	Tech & Construction Mgmt	\$8,275.00
Carden-Jessen, Melanie	Geography Geology & Planning	\$11,547.00
Cardin, Ashlea	Occupational Therapy	\$2,269.00
Carr, William	Public Health & Sports Medicine	\$934.00
Cerdas Cisneros, Maria	Modern & Classical Languages	\$4,228.00
Chang, Chih-Cheng	Finance & General Business	\$375.00
Christian, McCall	Public Health & Sports Medicine	\$4,681.00
Chuchiak, John	History	\$14,010.00
Church, Kimberly	School of Accountancy	\$1,250.00
Clark, Ron	Marketing	\$10,283.00
Clayton, Michael	Psychology	\$5,062.00
Cobos, Liza	Hospitality Leadership	\$6,000.00
Coleman, Josh	Marketing	\$9,237.00
Conley, Nicole	Art & Design	\$5,508.00
Cook, Sherry	Marketing	\$4,012.00
Cornelison, David	Physics Astronomy & Mat Sci	\$27,865.00
Cossey, Tiffany	School of Accountancy	\$4,000.00
Curry, Natalie	Comm Sciences & Disorders	\$3,534.00
	School of Social Work	\$3,534.00
Daniel, Todd	Information Tech & Cybersecurity	\$3,570.00
Davis, Joshua	Information Tech & Cybersecurity	\$250.00
Davis, Tammi	Childhood Ed & Family Studies	\$13,234.00
Day, Ligon	Biology	\$6,000.00
Debode, Jason	Management	\$250.00
Derayati, Pouya	Management	\$15,000.00
Dicke, Thomas	History	\$6,989.00
Dimond, Jack	Media Journalism & Film	\$3,622.00
Dollar, Susan	School of Social Work	\$6,980.00
Dudley, Kelly	School of Social Work	\$6,300.00
Ellickson, Mark	Political Science	\$12,057.00
Fallone, Melissa	Psychology	\$4,732.00
Fernandes-Guzzo, Renata	Hospitality Leadership	\$6,000.00
Flannery, Timothy	Economics	\$6,211.00
Foster, Jeffrey	Psychology	\$4,411.00
Foster, Lyle	Sociology & Anthropology	\$4,307.00
Franklin, Thomas	Comm Sciences & Disorders	\$7,868.00
Frederick, Dana	Finance & General Business	\$7,702.00
	Management	\$7,702.00
Frodermann, Evan	Physics Astronomy & Mat Sci	\$2,333.00
Gallaway, Julie	Economics	\$4,143.00

Academic Personnel Board Actions, cont'd.

Page 16

Gallaway, Terrel	Economics	\$7,312.00
Galvan, John	Marketing	\$15,000.00
Garrad, Richard	Biomedical Sciences	\$9,628.00
Gebken, Richard	Tech & Construction Mgmt	\$6,700.00
Ghosh, Mukulika	Computer Science	\$6,000.00
Goddard, Stacy	Kinesiology	\$4,387.00
Goering, Daniel	Management	\$11,032.00
Goodwin, Kyle	School of Accountancy	\$3,750.00
Gorley, Nicole	Biomedical Sciences	\$4,528.00
Goss, Benjamin	Management	\$14,998.00
Gram, John	History	\$7,385.00
Grigsby, Jamie	Marketing	\$17,860.00
Guo, Xiang	Information Tech & Cybersecurity	\$250.00
Haggard, Dana	Management	\$14,974.00
Haggard, Stephen	Finance & General Business	\$10,662.00
Hall, Lisa	Psychology	\$5,011.00
Hammons, David	Marketing	\$3,274.00
Harbaugh, Adam	Mathematics	\$6,705.00
Harper, Kristin	Modern & Classical Languages	\$3,445.00
Harrison, Glenda	Sociology & Anthropology	\$3,000.00
Hart, Laura	Sociology & Anthropology	\$4,466.00
Hass, Aida	Criminology & Criminal Justice	\$22,113.00
Hatz, Kirsten	Kinesiology	\$1,665.00
Havlin, Tiffany	School of Social Work	\$14,136.00
Heinlein, Kurt	Theatre & Dance	\$5,947.00
Hellman, Daniel	Music	\$4,517.00
Hermans, Chuck	Marketing	\$9,364.00
Herr, Christopher	Theatre & Dance	\$5,932.00
Hines, Christopher	School of Accountancy	\$10,448.00
Hines, James	School of Accountancy	\$3,743.00
Hobbs, Lora	Religious Studies	\$2,850.00
Hoegeman, Catherine	Sociology & Anthropology	\$10,706.00
Hoelscher, Seth	Finance & General Business	\$20,836.00
Holladay, Holly	Media Journalism & Film	\$9,228.00
Hollibaugh, Casey	Kinesiology	\$2,812.00
Hopper, Tina	Biology	\$2,308.00
Horton III, Leonard	Media Journalism & Film	\$1,410.00
Hough, Lyon	Biomedical Sciences	\$14,523.00
Howard, Jason	Communication	\$6,000.00
Huang, Shyang	Physics Astronomy & Mat Sci	\$6,013.00
Hudson, Mike	Public Health & Sports Medicine	\$2,532.00



Academic Personnel Board Actions, cont'd.

Page 17

Hulme, Amy	Biomedical Sciences	\$13,493.00
Iqbal, Razib	Computer Science	\$29,235.00
Jackson, Wendy	School of Social Work	\$3,150.00
Jamos, Abdullah	Comm Sciences & Disorders	\$6,784.00
Jerin, Tasnuba	Geography Geology & Planning	\$6,000.00
Johns, Justin	School of Social Work	\$2,445.00
Johnson, Emlyn	Music	\$3,277.00
Johnson, Richard	Information Tech & Cybersecurity	\$9,500.00
Kaf, Wafaa	Comm Sciences & Disorders	\$17,197.00
Karr, Jeffrey	Modern & Classical Languages	\$2,448.00
Kaufman, Daniel	Philosophy	\$5,954.00
Kaula, Radhika	Information Tech & Cybersecurity	\$3,337.00
Kaula, Rajeev	Information Tech & Cybersecurity	\$18,854.00
Keller, Carl	School of Accountancy	\$10,642.00
Kemp, Paula	Mathematics	\$22,262.00
Kenny, Erin	Sociology & Anthropology	\$9,706.00
Keys, Amanda	School of Social Work	\$14,820.00
Killion, John	Mathematics	\$8,563.00
Kim, Junyoung	Kinesiology	\$4,058.00
Koch, Philippa	Religious Studies	\$6,000.00
Kotlaja, Marijana	Criminology & Criminal Justice	\$16,824.00
Kyle, Michael	Criminology & Criminal Justice	\$11,824.00
Langston, Lisa	School of Social Work	\$3,291.00
LaPrade, Jennifer	Criminology & Criminal Justice	\$11,824.00
Larkin, Kathleen	Finance & General Business	\$4,500.00
Lewis, Robert	Media Journalism & Film	\$8,456.00
Li, LinDa	Marketing	\$19,599.00
Liu, Siming	Computer Science	\$13,306.00
Lockenvitz, Sarah	Comm Sciences & Disorders	\$3,346.00
Lombilla, Luis	Modern & Classical Languages	\$7,164.00
Loughary, Jeff	Modern & Classical Languages	\$6,736.00
Lu, Yu	Management	\$15,000.00
Luo, Jun	Geography Geology & Planning	\$5,482.00
Lyman, Sean	Art & Design	\$4,886.00
Mabee, Jonathan	Media Journalism & Film	\$4,228.00
Mainali, Raju	Information Tech & Cybersecurity	\$14,404.00
Malega, Ronald	Geography Geology & Planning	\$5,171.00
Martinez, B. Judith	Modern & Classical Languages	\$6,184.00
Masterson, Gerald	Graduate College	\$12,957.00
	Kinesiology	\$6,673.00
McClain, William	College of Agriculture	\$5,203.00

## Academic Personnel Board Actions, cont'd.

Page 18

McCluney, Ebony	Kinesiology	\$7,500.00
McWoods, Anna	Biomedical Sciences	\$4,378.00
Metcalf, Holly	Comm Sciences & Disorders	\$6,612.00
Millana, Jocelyn	Media Journalism & Film	\$8,456.00
Miller, Carol	Finance & General Business	\$250.00
Miller, F. Thornton	History	\$11,941.00
Mitchell, D. Wayne	Psychology	\$5,384.00
Mitchell, David	Economics	\$7,103.00
Mitra, Mahua	Economics	\$7,383.00
Mitra, Saibal	Physics Astronomy & Mat Sci	\$6,228.00
Morgan, Michelle	History	\$10,937.00
Morrison, Sarah	Physics Astronomy & Mat Sci	\$4,759.00
Murvin, Jennifer	English	\$6,000.00
Naegle, John	School of Accountancy	\$10,429.00
Neely, Jeremy	History	\$9,092.00
Nelson, Oana	Mathematics	\$3,136.00
Novik, Melinda	Public Health & Sports Medicine	\$11,590.00
	School of Social Work	\$5,795.00
Novotny, Daniela	Biomedical Sciences	\$7,276.00
Obafemi-Ajayi, Tayo	Computer Science	\$6,000.00
Olsen, Reed	Economics	\$6,398.00
Palilunas, Dana	Psychology	\$4,376.00
Payne, Ashley	Psychology	\$5,798.00
Pham, Courtney	Marketing	\$7,196.00
	School of Accountancy	\$500.00
Phelps, Quinton	Biology	\$1,586.00
Philpot, James	Finance & General Business	\$9,922.00
Piccolo, Diana	Childhood Ed & Family Studies	\$11,038.00
Pierson, Carly	Marketing	\$3,337.00
Pippa, Cristina	Media Journalism & Film	\$16,000.00
Prakash, Puneet	Finance & General Business	\$11,929.00
Prescott, John	Music	\$4,518.00
Priya Tapis, Kanu	Management	\$10,000.00
Ragan, Kent	Finance & General Business	\$250.00
Rainville, Megan	Finance & General Business	\$19,359.00
Rast, Rebecca	Marketing	\$9,487.00
Rector, Paula	Criminology & Criminal Justice	\$9,044.00
Rico, Cyren	Chemistry	\$6,000.00
Roberts, Jenifer	Merchandising & Fashion Design	\$5,261.00
Rodrigues, Herbert	Sociology & Anthropology	\$6,000.00
Rodriguez de la Vega, Vanessa	Modern & Classical Languages	\$4,859.00

Academic Personnel Board Actions, cont'd.

Page 19

Rogers, Mark	Mathematics	\$6,439.00
Rost, Ann	Psychology	\$7,661.00
Rothschild, Philip	Management	\$500.00
Russell, Regina	School of Social Work	\$4,131.00
Sakidja, Ridwan	Physics Astronomy & Mat Sci	\$1,500.00
Sandel, William	Criminology & Criminal Justice	\$10,135.00
Saquer, Jamil	Computer Science	\$18,234.00
Sauer, Aaron	Tech & Construction Mgmt	\$750.00
Saxon, Caryn	Criminology & Criminal Justice	\$7,486.00
Scales, Megan	Sociology & Anthropology	\$3,000.00
Schaefer, Allen	Marketing	\$250.00
Schekorra, Jonathan	Marketing	\$3,300.00
Schmalzbauer, John	Religious Studies	\$15,831.00
Schmelzle, George	School of Accountancy	\$10,625.00
Scroggins, Wesley	Management	\$6,700.00
Seay, Travis	History	\$4,450.00
Sexton, Randall	Information Tech & Cybersecurity	\$16,185.00
Shah, Kishor	Mathematics	\$17,221.00
Shand-Hawkins, Carolyn	Mathematics	\$3,150.00
Shao, Feibo	Management	\$1,125.00
Shepard, Jason	Sociology & Anthropology	\$3,332.00
Shirley, Corinne	Modern & Classical Languages	\$2,387.00
Simmers, Christina	Marketing	\$19,812.00
Smith, Cody	Kinesiology	\$3,000.00
Smith, Joshua	Biomedical Sciences	\$9,456.00
Snarr, Ronald	Kinesiology	\$10,250.00
Sobel, Elizabeth	Sociology & Anthropology	\$20,897.00
Sreepada, Nihar	Communication	\$6,000.00
Stafford, Gary	Mathematics	\$9,273.00
Stalnaker, Jo Lynne	Information Tech & Cybersecurity	\$3,337.00
Stanbrough, CaSandra	Psychology	\$8,614.00
Stulce, Tara	Public Health & Sports Medicine	\$3,530.00
Sullivan, Patrick	Mathematics	\$6,908.00
Tapis, Gregory	School of Accountancy	\$10,554.00
Tassin, Kerri	School of Accountancy	\$125.00
Telting, Diderika	Comm Sciences & Disorders	\$5,287.00
Templeman, Maureen	Psychology	\$3,000.00
Templer Rodrigues, Abby	Sociology & Anthropology	\$5,000.00
Templeton, Mark	Theatre & Dance	\$3,525.00
Thomas, Kyle	Theatre & Dance	\$14,958.00
Thomas-Tate, Shurita	Comm Sciences & Disorders	\$10,921.00

Academic Personnel Board Actions, cont'd.

Page 20

Thornton, Kristen	School of Accountancy	\$9,178.00
Triola, Matthew	Hospitality Leadership	\$2,565.00
Twibell, Andrew	Media Journalism & Film	\$6,566.00
Van Lanuyt, Cathy	Information Tech & Cybersecurity	\$375.00
Van Ornum, Kimberly	Mathematics	\$3,432.00
Visio, Michelle	Psychology	\$11,334.00
Wait, D. Alexander	Biology	\$4,033.00
Walker, Alicia	Sociology & Anthropology	\$4,473.00
Walker, Amy	Modern & Classical Languages	\$2,448.00
Wang, Weiyan	Media Journalism & Film	\$1,615.00
Watson, Marnie	Sociology & Anthropology	\$4,466.00
Wehrman, Erin	Communication	\$5,000.00
Whipple, Tanya	Psychology	\$7,694.00
Whisenhunt, Brooke	Psychology	\$12,554.00
White, Timothy	Media Journalism & Film	\$11,443.00
White, Wajeana	Hospitality Leadership	\$7,656.00
Wickham, Cameron	Mathematics	\$6,744.00
Wilson, Dan	Kinesiology	\$10,043.00
Witte, Hugh Douglas	Finance & General Business	\$27,177.00
Woodard, Rebecca	Kinesiology	\$9,605.00
Worman, F. Scott	Sociology & Anthropology	\$6,660.00
Xie, Xiuye	Kinesiology	\$4,363.00
Yang, Lawrence	Information Tech & Cybersecurity	\$9,500.00
Yarckow-Brown, Ivy	Criminology & Criminal Justice	\$5,004.00
Young-Jones, Adena	Psychology	\$10,492.00
Yu, Lu	Management	\$250.00
Yun, Gawon	Marketing	\$15,000.00
Zastoupil, John	Music	\$2,824.00
Zimmerman, David	Psychology	\$4,593.00
Zimmerman, Scott	Biomedical Sciences	\$5,696.00

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

<u>Name</u>	<u>Department</u>	<u>Salary</u>
Bailey, Sandra	Merchandising & Fashion Design	\$5,601.00
Baumlin, James	Honors College	\$3,200.00
Brattin, Rick	Information Tech & Cybersecurity	\$6,700.00
Burton, Michael	Int'l Leadership Training Center	\$6,000.00
Burton, Richard	Information Tech & Cybersecurity	\$10,147.00
Buyurgan, Nebil	Tech & Construction Mgmt	\$6,700.00
Cox, Nora	Honors College	\$2,400.00
Garrad, Richard	Honors College	\$3,200.00
Gebken, Richard	Tech & Construction Mgmt	\$6,903.00
Gorley, Nicole	Biomedical Sciences	\$6,339.00
Hadley, Heidi	English	\$2,448.00
Haggard, Stephen	Finance & General Business	\$6,700.00
Hall, David	Political Science	\$3,000.00
Hermans, Charles	Marketing	\$6,700.00
Hines, Christopher	School of Accountancy	\$6,700.00
Hines, James	School of Accountancy	\$3,743.00
Homburg, Andrew	Music	\$10,464.00
Jessee, Katy	Merchandising & Fashion Design	\$3,300.00
Joswick, David	Tech & Construction Mgmt	\$6,073.00
Loughery, Jeff	Modern & Classical Languages	\$10,104.00
Moreno, Daniel	Cooperative Engineering	\$6,000.00
Oyenyi, Bukola	History	\$9,689.00
Qiu, Wenping	Int'l Leadership Training Center	\$10,500.00
Sauer, Aaron	Tech & Construction Mgmt	\$6,852.00
Shirley, Corinne	Modern & Classical Languages	\$4,774.00
Simmers, Christina	Marketing	\$6,700.00
Spates, Stephen	Graduate College	\$5,000.00
Thompson, Chris	Music	\$4,008.00
Thompson, Kip	Public Health & Sports Medicine	\$2,796.00
Van Landuyt, Cathy	Information Tech & Cybersecurity	\$10,749.00
Wehrman, Erin	Graduate College	\$5,000.00
Witkowski, Colette	Honors College	\$1,066.00

**ADDENDUM D**

**The following have been appointed as Graduate Teaching Assistants for the summer semester: June 6, 2022 through August 5, 2022.**

<u>Name</u>	<u>Department</u>	<u>Salary</u>
Arvizu, Lyric	Psychology	\$1,150.00
Babel, Alexander	Chemistry & Biochemistry	\$2,300.00
Bennion, Owen	Computer Science	\$2,300.00
Brownen, Tiana	Communication	\$2,300.00
Choate, Elaine	English	\$1,150.00
Cunningham, Julia	Media Journalism & Film	\$2,300.00
Darko, Jeffery	Chemistry & Biochemistry	\$2,300.00
Huber, Allison	History	\$2,300.00
Johnson, Collin	Chemistry & Biochemistry	\$2,300.00
Keith, Madison	Communication	\$2,300.00
May, Corey	Communication	\$2,300.00
Minihan, Suzy	Finance & General Business	\$2,300.00
Moore, Collin	Computer Science	\$2,300.00
Nipu, Ayesha Siddika	Computer Science	\$2,300.00
Ntahombaye, David	Marketing	\$2,300.00
Ogundele, Olamide	Chemistry & Biochemistry	\$2,300.00
Shell, Brayden	Information Tech & Cybersecurity	\$2,300.00
Sukhbaatar, Adilchimeg	Chemistry & Biochemistry	\$2,800.00
Thao, Kong	Media Journalism & Film	\$2,300.00
Turlington, Sean	English	\$1,150.00
Umfleet, Logan	Construction Mgmt	\$2,300.00
Wood, Caitlin	Accounting	\$2,300.00

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

<u>Name</u>	<u>Department</u>	<u>Salary</u>
Grate, Anthony	Biology	\$5,600.00
Jenkins, Corey	Kinesiology	\$5,600.00
Muehler, Aaron	Biology	\$5,600.00

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

<u>Name</u>	<u>Department</u>	<u>Salary</u>
Ajao, Akeem	Biology	\$11,200.00
Arvizu, Lyric	Psychology	\$9,200.00
Bailey, Rebecca	Biology	\$9,200.00
Bartelt, Hunter	Biology	\$11,200.00
Bennion, Owen	Mathematics	\$11,200.00
Brown, Hailey	Media Journalism & Film	\$11,200.00
Cadle, Samantha	Media Journalism & Film	\$11,200.00
Cannon, Jacob	Media Journalism & Film	\$11,200.00
Corredor Silva, Daniel	Music	\$11,200.00
Cunningham, Julia	Media Journalism & Film	\$11,200.00
Delgado Azuaje, Francisco	Kinesiology	\$11,200.00
Dubey, Ashok	Biology	\$11,200.00
Dyslin, Cora	Biology	\$11,200.00
Eastman, Erich	Music	\$11,200.00
Edwards, Brianne	Biology	\$11,200.00
Gant, Honesty	Media Journalism & Film	\$11,200.00
Grove, Samantha	Biology	\$9,200.00
Harris, Seth	Biology	\$9,200.00
Isituah, Shallom	Mathematics	\$11,200.00
Krokower, Jesse	Biology	\$11,200.00
Le, Nhi	Biology	\$9,200.00
Lowy, Joshua	Biology	\$9,200.00
Mayberry, Maggie	Biology	\$11,200.00
McGuire, Rebecca	Music	\$5,600.00
Mohtasebi, Parinaz	Biology	\$11,200.00
Montgomery, Emily	Media Journalism & Film	\$11,200.00
Moore, Collin	Mathematics	\$11,200.00
Moumouni, Zull Kifuly	Modern & Classical Languages	\$11,200.00
Nyambariga, Naom	Mathematics	\$11,200.00
Orlando, Sofia	Biology	\$11,200.00
Palmer, Shelby	Biology	\$11,200.00
Peters, Alyse	Biology	\$11,200.00
Price, Madeline	Biology	\$11,200.00
Rainey, Toni	Music	\$11,200.00
Roman, Cole	Biology	\$9,200.00
Roux, Daniel	Media Journalism & Film	\$11,200.00
Sharma, Sanjeev	Biology	\$9,200.00

Academic Personnel Board Actions, cont'd.

Page 24

Sly, Taylor	Media Journalism & Film	\$11,200.00
Smith, Wesley	Biology	\$11,200.00
Swearengin, Alysia	Mathematics	\$11,200.00
Taylor, Hattie	Hospitality Leadership	\$9,200.00
Thao, Kong	Media Journalism & Film	\$11,200.00
Watson, Christopher	Biology	\$9,200.00
Waugh, Nicholas	Modern & Classical Languages	\$11,200.00
Wheeler, Madalyn	Music	\$11,200.00
Wichman, Dylan	Biology	\$11,200.00
Winslow, Jackson	Biology	\$11,200.00
Zageris, Larissa	Media Journalism & Film	\$11,200.00



III.C.2.

MISSOURI STATE UNIVERSITY

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

**APPOINTMENTS:**

<u>Name</u>	<u>Position-Department</u>	<u>Grade</u>	<u>Salary</u>	<u>Effective</u>
Timothy Tucker	Director-Web-Conferencing & Off-Campus Programs Missouri State Outreach	44	\$50,148 annually	02/01/22
Katie Evans	Autism Resource Specialist - DESE Project ACCESS Project ACCESS	42	\$52,500 annually	02/07/22 06/30/22
Caleb Whitlow	Centralized User Support Specialist Computer Services	33	\$45,718 annually	02/07/22
Louis Freeman	Internet Analyst Web Strategy & Development	31	\$40,000 annually	02/14/22 01/28/23
Jill Stephens	Regional Outreach Administrator - Neosho, Missouri Missouri State Outreach	42	\$48,015 annually	02/14/22
Ashley Wheeler	Assistant Teacher Child Development Center	40	\$23,192 annually	02/14/22
Howard Moles	Custodian Apprentice Hammons Student Center	20	\$25,667 annually	02/22/22
Charles Weinberg	Athletics Equipment Stores Specialist Intercollegiate Athletics	21	\$30,555 annually	02/24/22
Ira Assmann	Assistant Director, Admissions - Diversity Outreach & Recruitment Office of Admissions	42	\$50,000 annually	02/28/22

Non-academic Personnel Board Actions, cont'd.

Page 2

Melissa Ringer	Tobacco & Vape Prevention Specialist Ozarks Public Health Institute	43	\$39,930 annually	02/28/22 02/28/23
Katie McWilliams	Admissions & Marketing Specialist Office of Admissions	41	\$36,005 annually	03/04/22
Zackary Kelley	Assistant Director, Campus Recreation – Aquatics & Risk Management Campus Recreation	42	\$41,000 annually	03/07/22
Eileen Nguyen	Departmental Academic Advisor Criminology & Criminal Justice	41	\$40,000 annually	03/07/22
Kathy Nobles	Administrative Specialist II Physician Assistant Studies	12	\$31,720 annually	03/07/22
Josiah Piotrowski	Farm Foreman College of Agriculture	25	\$31,200 annually	03/09/22
Mindy Buckner	Medical Assistant Magers Family Health & Wellness Center	40	\$31,200 annually	03/14/22
Erin Jacobs	Food Service Coordinator Child Development Center	21	\$23,504 annually	03/14/22
Samuel Brown	Maintenance General Mechanic Facilities Maintenance	25	\$38,480 annually	03/16/22
Sofia Perez	Digital Marketing Coordinator Strategic Communication	43	\$50,500 annually	03/17/22
Stefanie McCall	Coordinator, Community Engagement & Volunteers Ozarks Public Television	42	\$45,000 annually	03/21/22
Koen Rogers	Programmer/Analyst Computer Services	33	\$45,709 annually	03/21/22

Non-academic Personnel Board Actions, cont'd.

Page 3

Allison Haug	Graphic Designer Creative Services	42	\$39,000 annually	03/28/22
Michael Sidenstricker	Dispatch Specialist University Safety	24	\$30,680 annually	03/31/22
Regan Jones	Video Coordinator – Athletics Athletics Communications	42	\$35,568 annually	04/01/22
John Holman	Reporter – Editor, KSMU & Ozarks Public Television KSMU	42	\$48,000 annually	04/04/22
Natosha Lancaster	Assistant Director, Student Financial Aid Financial Aid	43	\$50,000 annually	04/04/22
Emily Sommers	Academic Administrative Assistant II Computer Science	12	\$31,200 annually	04/04/22
Tamra Thomas	Academic Administrative Assistant II Communication	12	\$31,512 annually	04/11/22
Nicole Jimenez	Assistant Strength & Conditioning Coach Athletics Strength & Conditioning	UN	\$42,000 annually	04/15/22
Julie Morell	Custodian I Residence Life, Housing & Dining Services	21	\$27,040 annually	04/16/22
Lori Cohen	Physician Medical Staff Magers Family Health & Wellness Center	UN	\$212,000 annually	04/25/22
Bascom Mellon	Campus Safety Specialist University Safety	24	\$30,680 annually	04/25/22

Non-academic Personnel Board Actions, cont'd.

Page 4

John Elkins	Locksmith Facilities Maintenance	25	\$37,440 annually	05/02/22
-------------	-------------------------------------	----	----------------------	----------

**RESIGNATIONS:**

<u>Name</u>	<u>Position-Department</u>	<u>Effective</u>
Lisa Clark	Director of Planned Giving Office of Development	11/02/21
Margrie Davis-Cunningham	Custodian I Custodial Services	01/18/22
Kyla Miles	Licensed Practical Nurse Magers Family Health & Wellness Center	01/19/22
Jason Tenney	Custodian I Custodial Services	01/24/22
Sara Burkhart	Licensed Practical Nurse Magers Family Health & Wellness Center	02/17/22
Sandra McMillian	Custodian I Custodial Services	02/18/22
Danny Crowe	Custodian I Residence Life, Housing & Dining Services	02/22/22
Grey Garris	Assistant Director Multicultural Programs	03/04/22
Heather Blades	Associate Director Center for Dispute Resolution Communication	03/13/22
Shellie Jones	Assistant Director of Alumni Relations Alumni Relations	03/15/22
Zachary Davis	Farm Operations Manager College of Agriculture	03/18/22
Amaka Agugua	Head Athletics Coach Intercollegiate Athletics	03/20/22

Non-academic Personnel Board Actions, cont'd.

Page 5

Corey Gipson	Associate Head Athletics Coach Intercollegiate Athletics	03/23/22
Candice Wolf	Assistant Director of Alumni Relations Alumni Relations	03/24/22
Devery Hoppe	Custodian I Custodial Services	03/25/22
Jason Smith	Campus Safety Specialist University Safety	03/30/22
Jerri Arnold-Cook	Career Resources Specialist Career Center	03/31/22
Alysiah Bond	Assistant Coach Intercollegiate Athletics	03/31/22
Sarah Diouf	Corporate Support Representative Ozarks Public Television	03/31/22
Victoria Jankoska	Assistant Coach Intercollegiate Athletics	03/31/22
Crayton Jones	Assistant Coach Intercollegiate Athletics	03/31/22
Heather Moore	Academic Advisor, College of Business Graduate Programs College of Business	03/31/22
Jessica Silvey	Executive Assistant to the President Office of the President	03/31/22
Christopher Toland	Assistant Strength & Conditioning Coach Athletic Strength & Conditioning	03/31/22
Susan Dugan	Receptionist Residence Life, Housing & Dining Services	04/01/22
Laura McCammon	Administrative Specialist III Academic Advising & Transfer Center	04/01/22

Non-academic Personnel Board Actions, cont'd.

Page 6

Michael Cavin	Engineer Facilities Management	04/07/22
Michael Collins	Operations Assistant Athletics Intercollegiate Athletics	04/08/22
Calvin Chinn	Groundskeeper Grounds Services	04/14/22
Hayden Tolbert	Custodian I Custodial Services	04/21/22
Austin Fairchild	Custodian I Custodial Services	04/26/22
Kirstie Hunter	Admissions Counselor Office of Admissions	04/30/22
Jacquelyn Coones	Director, Prospect Management & Research Office of Development	05/02/22
Sophie Pierpoint	Director of Development Office of Development	05/02/22
James Lowery	Assistant Director of Campus Recreation – Facilities Campus Recreation	05/04/22
Joshua Windborne	Administrative Specialist III English Language Institute	05/13/22
Kelley Conway	Athletic Trainer Intercollegiate Athletics	05/20/22
Erin Snider	Fieldwork Education & Admissions Specialist Occupational Therapy	06/03/22
Emma Torno	Admission Counselor Office of Admissions	06/24/22
Ryan Owrey	Organizational & Talent Development Specialist Office of Human Resources	06/30/22

Meagan Rippee-Brooks      Academic Advisor-Marketing, Recruitment & Retention Specialist      08/05/22  
 College of Natural & Applied Sciences

**RETIREMENTS:**

<u>Name</u>	<u>Position-Department</u>	<u>Effective</u>
Julie Germann	Professional Developer Agency for Teaching Leading & Learning	03/31/22
Richard Schuldt	Distance Learning Media Production Coordinator Missouri State Outreach	03/31/22
Melinda Wray	Licensed Practical Nurse Magers Family Health & Wellness Center	03/31/22
Ken Finch	Custodian I Custodial Services	04/30/22
Michael Fisher	Production Manager Faculty Center for Teaching, Leading & Learning	04/30/22
Glena Admire	Academic Administrative Assistant II History	05/31/22
Candice Brown	Licensed Practical Nurse Magers Family Health & Wellness Center	05/31/22
Phillip McCart	Programmer/Analyst Computer Services	05/31/22
Marianne Stanley	Senior Programmer/Analyst Computer Services	05/31/22
James Baker	Vice President for Global & Community Partnerships Global & Community Partnerships	06/30/22
Shirley Mitchell	Senior Accountant – Analyst Office of the Provost	06/30/22
Martha Templeton	Academic Administrative Assistant II Mathematics	06/30/22

**LEAVE WITHOUT PAY:**

<u>Name</u>	<u>Position-Department</u>	<u>Effective</u>
Joseph Hardcastle	Custodian I Residence Life, Housing & Dining Services	01/21/22
Seth Stillwell	Custodian I Custodial Services	03/30/22 06/30/22

**SEPARATION FROM EMPLOYMENT:**

<u>Name</u>	<u>Position-Department</u>	<u>Effective</u>
Andrew Smith	Construction Manager Campus Construction Team	02/25/22
Lucas Gant	Athletics Equipment Stores Specialist Intercollegiate Athletics	03/01/22
William Butts	Residence Hall Host/Hostess Residence Life, Housing & Dining Services	03/07/22

**CHANGE OF STATUS:**

<u>Name</u>	<u>Position-Department</u>	<u>Action</u>	<u>Effective</u>
Angela Rowe	Strategic Communications & Content Specialist University Advancement From: GR 42, \$45,000 annually To: GR 42, \$51,000 annually	Correction of Salary	08/09/21
Terasa Sheppard	Residence Hall Host/Hostess Residence Life, Housing & Dining Services From: GR 11, \$27,039 annually (100% FTE) To: GR 11, \$22,533 annually (83% FTE)	Status Change	08/16/21
Charles Miller	English Language Institute Instruction Specialist English Language Institute	Continuation of Appointment	01/01/22 06/30/22



Non-academic Personnel Board Actions, cont'd.

Page 9

Angela Rose	English Language Institute Instruction Specialist English Language Institute	Continuation of Appointment	01/01/22 06/30/22
James Baker	From: Vice President for Research & Economic Development Office of Research & Economic Development To: Vice President for Global & Community Partnerships Global & Community Partnerships	Title Change	01/03/22
Kunti Bentley	Project Director, Project HEAL Division of Legal Affairs & Compliance From: GR 42, \$38,802 annually (83% FTE) To: GR 42, \$47,611 annually (100% FTE)	Status Change	01/05/22
Terrie Coulter	Administrative Assistant IV Intercollegiate Athletics From: GR 15, \$39,180 annually To: GR 15, \$41,600 annually	Salary Adjustment	02/01/22
Tyler Gilbert	From: Warehouse & Delivery Clerk Property Control GR 21, \$27,039 annually To: Property Control Specialist Property Control GR 23, \$30,888 annually	Promotion	02/01/22
Vera Clemmons	From: Dispatch Specialist University Safety GR 24, \$31,600 annually To: Dispatch Specialist – Lead University Safety GR 25, \$36,109 annually	Promotion	02/04/22

Non-academic Personnel Board Actions, cont'd.

Page 10

James Decker	From: English Language Institute Academic Specialist English Language Institute GR 43, \$44,552 annually To: Director, Distance Programs & Policy Missouri State Outreach GR 46, \$64,280 annually	Promotion	02/14/22
Robert Slavens	From: Custodial Supply, Delivery & Storage Foreman Custodial Services GR 24, \$32,759 annually To: Custodian I Plaster Stadium GR 21, \$30,680 annually	Status Change	02/14/22
Kimberly Randol	From: Administrative Assistant II Office of Advancement GR 12, \$31,199 annually To: Accounting Specialist Speech, Language & Hearing Clinic GR 13, \$33,800 annually	Promotion	02/28/22
Sherri Cloyd	From: Executive Assistant III Office of Assessment GR 15, \$39,012 annually To: Executive Assistant to the President President's Office GR 18, \$52,000 annually	Promotion	03/01/22
Jennifer Douglas	From: Accounting Specialist Bookstore GR 13, \$31,609 annually To: Business Manager Bookstore GR 44, \$44,000 annually	Promotion	03/01/22

Non-academic Personnel Board Actions, cont'd.

Page 11

Galen Martin	From: Associate Director Campus Recreation GR 44, \$53,554 annually To: Coordinator, Employee Wellness Programs Magers Family Health & Wellness Center GR 42, \$55,000 annually	Status Change & Salary Adjustment	03/21/22
Kimberly Strobe	From: Financial Aid Counselor Financial Aid GR 42, \$36,635 annually To: Campus Safety Specialist Lead University Safety GR 25, \$35,048 annually	Status Change	03/28/22
Stephanie Dixon	From: Academic Administrative Assistant III Music GR 13, \$32,156 annually To: Executive Assistant III Public Affairs & Assessment GR 15, \$37,877 annually	Promotion	03/31/22
Melissa Berry	Director Institutional Equity & Compliance From: GR 47, \$92,500 annually To: GR 47, \$103,500 annually	Salary Adjustment	04/01/22
Andrea Breshears	Administrative Assistant III Legal Affairs & Compliance From: GR 13, \$35,904 annually To: GR 13, \$36,904 annually	Salary Adjustment	04/01/22
Ashley Reece	Deputy Title IX Coordinator Legal Affairs & Compliance From: GR 43, \$54,781 annually To: GR 43, \$57,281 annually	Salary Adjustment	04/01/22

Non-academic Personnel Board Actions, cont'd.

Page 12

Betsy Sandbothe	Assistant Director of Office of Institutional Equity & Compliance Legal Affairs & Compliance From: GR 44, \$54,251 annually To: GR 44, \$56,571 annually	Salary Adjustment	04/01/22
Richard Schuldt	From: Coordinator, Distance Learning - Media Production Missouri State Outreach To: Staff Emeritus Missouri State Outreach	Status Change	04/01/22
Melinda Wray	From: Licensed Practical Nurse Magers Family Health & Wellness Center To: Staff Emeritus Magers Family Health & Wellness Center	Status Change	04/01/22
Christina Bowles	From: Academic Advisor Academic Advising & Transfer Center GR 42, \$40,840 annually To: Coordinator, Student Success Coaches Center for Academic Success and Transition GR 43, \$42,000 annually	Promotion	04/11/22
Campbell Keele	From: Academic Advisor/Retention Specialist College of Business GR 42, \$37,253 annually To: Coordinator, Transfer Initiatives Academic Advising and Transfer Center GR 43, \$42,000 annually	Promotion	04/11/22

Non-academic Personnel Board Actions, cont'd.

Page 13

Maria Fritz	From: Academic Administrative Assistant I Chemistry & Biochemistry GR 11, \$26,662 annually To: Administrative Assistant II – Donor Relations Advancement Services GR 12, \$31,200 annually	Promotion	04/13/22
Kimberly Iler	From: Campus Safety Specialist University Safety GR 24, \$30,679 annually To: Warehouse & Delivery Clerk Facilities Management GR 21, \$27,040 annually	Status Change	04/18/22
Ethan Lynch	Programmer/Analyst Computer Services From: GR 33, \$46,248 annually To: GR 34, \$50,786 annually	Salary Adjustment	04/18/22
Margaret Osler	From: Administrative Assistant I Ozarks Public Television GR 11, \$29,454 annually To: Administrative Assistant IV Residence Life, Housing & Dining Services GR 15, \$36,400 annually	Promotion	04/18/22
Koen Rogers	Programmer/Analyst Computer Services From: GR 33, \$45,709 annually To: GR 34, \$50,786 annually	Salary Adjustment	04/18/22
Michael Fisher	From: Production Manager Faculty Center for Teaching, Leading & Learning To: Staff Emeritus Faculty Center for Teaching, Leading & Learning	Status Change	05/01/22

Non-academic Personnel Board Actions, cont'd.

Page 14

Rose Lee	<p>From: Executive Assistant I College of Education GR 12, \$35,837 annually</p> <p>To: Executive Assistant II College of Education GR 13, \$39,519 annually</p>	Reclassification	05/01/22
Nabila Abid	<p>From: Administrative Assistant II Graduate College GR 12, \$32,949 annually</p> <p>To: Financial Aid Counselor Financial Aid GR 42, \$35,568 annually</p>	Promotion	05/02/22
Aubrey Larimore-Vargas	<p>From: Instructional Technology Support Administrator Computer Services GR 35, \$60,167 annually</p> <p>To: Systems Analyst Computer Services GR 35, \$60,167 annually</p>	Status Change	05/02/22
Glena Admire	<p>From: Academic Administrative Assistant II History</p> <p>To: Staff Emeritus History</p>	Status Change	06/01/22
Candice Brown	<p>From: License Practical Nurse Magers Family Health &amp; Wellness Center</p> <p>To: Staff Emeritus Magers Family Health &amp; Wellness Center</p>	Status Change	06/01/22
Phillip McCart	<p>From: Programmer/Analyst Computer Services</p> <p>To: Staff Emeritus Computer Services</p>	Status Change	06/01/22

Non-academic Personnel Board Actions, cont'd.

Page 15

Marianne Stanley	From: Senior Programmer/Analyst Computer Services To: Staff Emeritus Computer Services	Status Change	06/01/22
James Baker	From: Vice President for Global & Community Partnerships Global & Community Partnerships To: Staff Emeritus Global & Community Partnerships	Status Change	07/01/22
Timmarie Hamilton	Missouri Mentoring Partnership Program Coordinator School of Social Work	Continuation of Appointment	07/01/22 06/30/23
Shirley Mitchell	From: Senior Accountant – Analyst Office of the Provost To: Staff Emeritus Office of the Provost	Status Change	07/01/22

Vote: \_\_\_\_\_ Yea  
          \_\_\_\_\_ Nay

III.D.1.

**RECOMMENDED ACTION** - Approval of Procurement Activity Report

The following resolution was moved by \_\_\_\_\_  
and seconded by \_\_\_\_\_.

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

**VOTE:**      **AYE** \_\_\_\_\_  
                  **NAY** \_\_\_\_\_

**COMMENTS:**

Recommend the attached report summarizing all reportable Office of Procurement Services activity from February 8, 2022 through May 10, 2022 be approved.



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

**FOR INFORMATIONAL PURPOSES ONLY**

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

**Utility Task Vehicles (UTVs) \$100,400.00  
Facilities Management – Grounds Services**

Pursuant to University policy, which allows for participation in contract agreements established by other public entities, the University is utilizing John Deere Heritage N033-21U through the NASPO Value Point Cooperative Contract CC201986003 for the purchase of four John Deere Gator Utility Task Vehicles.

Current utility carts used by University Grounds are 14 years old and are exhibiting mechanical issues from daily use. Mechanical issues at time cost the department more than the resale value of the carts. Some lower-use departments on campus have requested better units, and the existing utility carts will be transferred to those departments once Grounds receives the new vehicles.

Estimated delivery by Heritage Tractor is for one tractor on May 5, 2022, and delivery of the remaining three vehicles within approximately 30 days.

**Note: Funding to be from Grounds Capital Equipment – Vehicles A02000 062019 75002 071.**

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

**Parking Services for Special Events \$100,632.00  
GSBA, JKH Hall, Plaster Stadium (Estimated)**

In response to required advertising, one (1) bid was received to establish a contract for parking services for special events on the university campus.

Agreement terms establish the required number of parking personnel per event, and payment by the University is for contracted activities only, with no minimum.

February 8, 2022 through May 10, 2022

**ACTIVITY REPORT  
PAGE TWO**

Contract award is July 1, 2022 through June 30, 2023, with four (4) additional one-year renewal options.

Payments to be issued to Event Services Group, LLC, as the incumbent, and only respondent.

**Note: Funding to be from event revenue.**

**Single Feasible Source > \$100,000**

**Electronic Databases for Journals and Magazines** **\$110,852.00**  
**University Libraries**

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

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

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

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

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

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

**ACTIVITY REPORT  
PAGE THREE**

**Single Feasible Source > \$100,000**

**Simulation Center** **\$ 125,764.00**  
**School of Nursing**

Pursuant to University policy, which addresses justification for making awards on a single feasible source basis, recommend that a contract/agreement be entered into with Intelligent Video Solutions for a six-station clinical simulation center for the School of Nursing.

Intelligent Video Solutions Video Audio Learning Tool is a sole source product, designed, sold, and distributed exclusively by Intelligent Video Solutions. Cost includes the purchase of equipment, installation, and one-year of licensure, service, and support.

Other comparable clinical simulation vendors do not offer an exact match of the needed hardware specifications, software features, and security architecture. Also, the Nursing Simulation Laboratory seeks to match the existing Video Audio Learning Tool system that the School of Anesthesia already has on site, which was initiated in October 2021. School of Nursing implementation is scheduled for March 2022.

**Note: Funding to be from ongoing operational budgets.**

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

**Olympus IX83 Inverted Microscope** **\$126,406.29**  
**Jordan Valley Innovation Center (JVIC)**

Pursuant to University policy, which allows for participation in contract agreements established by other public entities, the University is utilizing Vizient Contract LB0110 with Olympus America, Incorporated to purchase an inverted microscope.

Olympus IX38 inverted microscopes are automated multidimensional imaging systems for life science applications. Microscope systems can provide rapid imaging of biological samples such cells, bacteria, and sectioned tissues, and the microscope will be used by research center staff and students to study the toxicological effects of nanomaterials on biological organisms.

The system is required to meet the deliverables of a funded program by the U.S. Army Engineer Research and Development Center (ERDC) titled *Reliable and Lightweight Printed Sensors for Harmless Gas Monitoring*.

February 8, 2022 through May 10, 2022

**ACTIVITY REPORT  
PAGE FOUR**

**Note: Funding to be from Contract W912HZ22C0014 with the U.S. Army Engineer Research and Development Center (ERDC), paid through Center for Applied Science and Engineering (CASE) Capital Equipment Research I03031 072008 75001 021.**

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

**Texting Platform** **\$126,558.00**  
**Enrollment Management/Center for Academic Success** **(Three-Year Term)**

Enrollment Management and Center for Academic Success requests approval to renew and expand the license agreement with Signal Vine for a texting platform.

Research shows that the use of text messaging to nudge students to complete key tasks, such as making an appointment with an advisor, completing a financial aid application, and registering for classes, is effective in improving student retention.

Continuation of service with Signal Vine is cost effective for the following reasons:

- Significant time investment by Management Information Systems (MIS) staff to create a unique data file to upload nightly to the vendor.
- A new vendor would be too staff intensive versus cost to continue.
- Departments would not be able to message students for four to five months if the vendor was changed.
- Blended Messaging approach provides the ability to send scheduled mass messages, have one-on-one conversations, and to set up automatic replies based on machine logic, all in one conversation thread.
- Ability to upload unlimited customer defined data elements to use in defining groups of students and personalized messages.
- Unlimited messages, unlimited staff logins, and unlimited local 10-digit telephone numbers.
- Ability to include West Plains students without an additional agreement.

A three-year license agreement allows for unlimited Short Message Service (SMS) and Multimedia Messaging Services (MMS) messages for up to 24,000 students each year. The annual rate is \$42,186 for a three-year total of \$126,558.

February 8, 2022 through May 10, 2022

**ACTIVITY REPORT  
PAGE FIVE**

<b>Year</b>	<b>Number of Students</b>	<b>Cost – Annual</b>
One	24,000	\$42,186.00
Two	24,000	\$42,186.00
Three	24,000	\$42,186.00
<b>Total</b>	<b>72,000</b>	<b>\$126,558.00</b>

**Note: Funding to be shared by the Provost and the Vice President for Student Affairs.**

**Single feasible source > \$100,000**

**Engagement Center Campaign Management \$154,062.00  
Office of Development**

Pursuant to University policy, recommend a contract be issued to Ruffalo Noel Levitz as the single feasible source for on-site management of the University’s engagement center campaign. A one-year term is contemplated at a total estimated cost of \$154,062.00.

Each party will have the ability to cancel the contract with written notice. The contract would start on July 1, 2022 and end on June 30, 2023 with staged payments through the remaining months of 2022.

<b>Due Date</b>	<b>Amount</b>
August 1, 2022	\$68,913.00
October 1, 2022	\$34,456.00
December 1, 2022	\$34,456.00
<b>Total</b>	<b>\$154,062.00</b>

Since 2012, the University has been using the Ruffalo Noel Levitz software system. During this time, the University has experienced positive success and wants to continue using the system, which is proprietary to Ruffalo Noel Levitz.

Further, Ruffalo Noel Levitz packages communication platforms, which for FY23 are the addition of text messages and video messages, proprietary to Ruffalo Noel Levitz.

As a result, Ruffalo Noel Levitz is considered to be the only viable choice to manage the operation in that it offers a complete, full service, on-site solution for fundraising. This solution would allow the University to transfer current expenses and responsibilities for the campaign to an external source.

February 8, 2022 through May 10, 2022

**ACTIVITY REPORT  
PAGE SIX**

Ruffalo Noel Levitz is the premier provider of higher education fundraising software and on-site management solutions. It has an extensive and successful 20-year history of working in higher education fundraising at more than 200 schools and has a proven record of success with onsite engagement management.

**Note: Funding to be from ongoing operational budgets.**

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

**Air Charter Transportation Services** **\$199,940.00**  
**Intercollegiate Athletics – Football** **( Estimated)**

In response to required advertising to provide charter air transportation services for three (3) trips for the football team for 2022 fall season, three (3) bids were received, and two were compliant. Minimum seating capacity required 120.

<b>Contractor</b>	<b>Cost – Total</b>
<b>Air Charter Service (Incumbent)</b>	<b>\$199,940.00</b>
SoFly	\$221,900.00

<b>Trip</b>	<b>University</b>	<b>Destination</b>	<b>Date</b>
One	University of North Dakota	Grand Forks, North Dakota	09.30.22
Two	University of Northern Iowa	Waterloo, Iowa	10.21.22
Three	University of South Dakota	Vermillion, South Dakota Sioux City, Iowa (Closest Airport)	11.04.22

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

Recommend award to Air Charter Services (Incumbent) as the lowest cost bidder, for an estimated cost of \$199,940.00

**Note: Funding to be from the FY23 operational budget.**

**ACTIVITY REPORT  
PAGE SEVEN**

**Single Feasible Source > \$100,000**

<b>National Public Radio Core &amp; Program Fees</b>	<b>\$205,000.00</b>
<b>Broadcast Services – KSMU Radio</b>	<b>(Estimate One Year)</b>

Recommend approval to process payment to National Public Radio (NPR) as Single Feasible Source (SFS) 7955 for FY23 programming membership fees for the period of October 1, 2022 through September 30, 2023.

**Subject to ongoing need and satisfactory performance, future annual payments will be made on a continuing basis.**

NPR is the sole distributor of the following programs aired on KSMU Radio: *Morning Edition*, *All Things Considered*, *Fresh Air*, and *Here and Now*. These programs are established parts of KSMU's broadcast schedule.

**Note: Funding to be from ongoing operational budgets.**

**Single purchase > \$250,000 from established cooperative contracts**

<b>Furniture for Ann Kampeter Health Sciences Hall Renovation</b>	<b>\$275,600.00</b>
<b>McQueary College of Health and Human Services</b>	<b>(Estimated)</b>

Pursuant to University policy, which allows for participation in contract agreements established by other public entities, the University is utilizing E & I Cooperative Contract 21Z00987 and OMNIA GO Partners Cooperative Contract 104799 through Scott Rice Office Works for the building renovation furniture package.

The previously named Professional Building is now called the Ann Kampeter Health Sciences Hall. Renovation was made possible with a contribution from alumnus Ann Kampeter and matching state funds.

Some key features of the renovation include private and public student study areas on all floors, a new Student Success and Advisement Center, and a space for a future Collaborative Biomedical Sciences Research Lab. The project has an installation date of July 2022.

February 8, 2022 through May 10, 2022

**ACTIVITY REPORT  
PAGE EIGHT**

Approval granted on July 21, 2021 by the Board of Governors as Phase I Building Renovation at Ann Kampeter Health Sciences Hall on the Springfield Campus, for \$10,000,000.00.

**Note: Funding to be from a contribution by Ann Kampeter and matching state funds, through Professional Building Renovation Phase One Capital Maintenance and Repair X02255 302024 095.**

**FOR APPROVAL**

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

<b>Security Services for Special Events/Operations GSBA, JKH Hall, Plaster Stadium</b>	<b>\$301,896.00 (Estimated)</b>
--	-------------------------------------

In response to required advertising, one (1) bid was received to establish a contract for security services for special events on the university campus.

Agreement terms establish the required number of parking personnel per event, and payment by the University is for contracted activities only, with no minimum.

Contract award is July 1, 2022 through June 30, 2023, with four (4) additional one-year renewal options.

Recommend approval to award to Event Services Group, LLC, as the incumbent, and only respondent.

**Note: Funding to be from event revenue.**



**ACTIVITY REPORT  
PAGE NINE**

**Single purchase > \$250,000 from established cooperative contracts**

**Videoboard – LED** **\$700,000.00**  
**Intercollegiate Athletics Football** **(Estimated)**

Pursuant to University policy, which allows for participation in contract agreements established by other public entities, the University requests approval to utilize OMNIA Partners Cooperative Contract R220601 – Certified Proposal MO-R170101-314884, for Scoreboards and Electronic Signs for a new LED videoboard to replace the existing board at Plaster Stadium.

Athletics is seeking to upgrade the Plaster Stadium where the University football team plays its regular season and hosts conference games.

Included in the purchase price with Daktronics are equipment and software, purchase price and payment schedule, project management, engineering and site support services, installation responsibilities, and standard warranty service with extended services for completion of the project.

**Note: Funding to be from ongoing operational budgets.**

**Single purchase > \$250,000 from established cooperative contracts**

**Videoboard – LED** **\$1, 600,000.00**  
**Intercollegiate Athletics Basketball** **(Estimated)**

Pursuant to University policy, which allows for participation in contract agreements established by other public entities, the University requests approval to utilize OMNIA Partners Cooperative Contract R220601 – Certified Proposal MO-R170101-314884, for Scoreboards and Electronic Signs for a new LED videoboard to replace the existing board at the Great Southern Bank Arena.

Athletics is seeking to upgrade the Arena where the University basketball team plays its regular season and hosts conference games.

February 8, 2022 through May 10, 2022

**ACTIVITY REPORT  
PAGE TEN**

Included in the purchase price with Daktronics are equipment and software, purchase price and payment schedule, project management, engineering and site support services, installation responsibilities, and standard warranty service with extended services for completion of the project.

**Note: Funding to be from the University Foundation.**

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

<b>Buildings and Contents Insurance All Campuses</b>	<b>\$1,886,457.00 (Estimated)</b>
--	---------------------------------------

Recommend approval to process payment to Marsh USA, Incorporated, for the buildings and contents insurance premium and service fees for the period July 1, 2022, through June 30, 2023.

Coverage is negotiated by the Midwestern Higher Education Compact (MHEC), as provided through Missouri Statute 173.700, and is cooperatively administered by MHEC's Master Property Program (MPP) on behalf of higher education institutions in eleven member states.

Added value to the process results in that MHEC is governed by a 60-member commission. Each member state has five appointed commissioners: the governor, or the governor's designee; two legislators, one from each house; and two other at-large members, at least one of whom shall be selected from the field of higher education.

The majority of public universities in Missouri participate in this program.

Benefits include significant market leverage, program rates that typically benchmark below industry averages, spread of risk, and the sharing of losses.

Established in 1994, the Master Property Program's goal is to leverage economies of scale to broaden property insurance coverage, reduce premium rates, and encourage improved asset protection strategies for colleges and universities in the Compact. Marsh USA, Incorporated, is a leading world insurance broker and strategic risk advisor.

**Subject to ongoing need and satisfactory performance, future annual payments will be made on a continuing basis.**

**Note: Funding to be from ongoing operational budgets.**

February 8, 2022 through May 10, 2022

III.E.1.

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

The following resolution was moved by \_\_\_\_\_ and seconded by \_\_\_\_\_:

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

**FACULTY APPOINTMENTS:**

<u>Name</u>	<u>Rank</u>	<u>Salary</u>	<u>Effective</u>
Carla Neff	Instructor	\$50,000 Annually	8/15/2022 5/26/2023

**FACULTY REAPPOINTMENTS:**

*Non-tenured Faculty, effective August 15, 2022, through May 26, 2023*

<u>Name</u>	<u>Rank</u>	<u>Salary</u>	<u>Effective</u>
Jessica A. Barton	Instructor	\$48,513 Annually	8/15/2022 5/26/2023
Lacey Campbell	Instructor	\$52,118 Annually	8/15/2022 5/26/2023
Charles L. Cook	Lecturer	\$48,500 Annually	8/15/2022 5/26/2023
Kirsten M. Cotter	Instructor	\$51,313 Annually	8/15/2022 5/26/2023
Elizabeth Mahan	Lecturer/Prog. Coord. Community Behavioral Health Support	\$48,000 Annually	8/15/2022 5/26/2023
Sheila Rather	Instructor	\$48,513 Annually	8/15/2022 5/26/2023
Sharath D. Rongali	Assistant Professor	\$49,905 Annually	8/15/2022 5/26/2023
Lisa D. Wade	Lecturer	\$52,000 Annually	8/15/2022 5/26/2023

**PROMOTION:**  
*(Change of Academic Rank effective August 15, 2022)*

<u>Name</u>	<u>Rank</u>	<u>Salary</u>	<u>Effective</u>
Leigh A. Adams	Associate Professor	\$57,628 Annually	8/15/2022
Alex D. Pinnon	Assistant Professor	\$46,076 Annually	8/15/2022
Linda J. Wulff-Risner	Professor	\$64,317 Annually	8/15/2022

**UNRANKED FACULTY APPOINTMENTS:**

<u>Name</u>	<u>Department</u>	<u>Salary</u>	<u>Effective</u>
Alex D. Pinnon	Director of the William and Virginia Darr Honors Program	\$8,360 Annually*	8/15/2022 5/26/2023

\* *Supplemental payment for Director of the William and Virginia Darr Honors Program*

**NON-ACADEMIC APPOINTMENT:**

<u>Name</u>	<u>Position/Department</u>	<u>Salary</u>	<u>Effective</u>
Barbara Caton	Coordinator of Nursing Programs/ Associate Professor	\$9,000 Annually	8/15/2022 5/26/2023
Leigh Adams	Interim Associate Dean	\$3,947.10	2/1/2022 5/20/2022

**(See Addendum A for Per Course Faculty Payments for the Spring 2022 semester)**

**(See Addendum B for Supplemental Payments for the Spring 2022 semester)**

**VOTE:**     **AYE** \_\_\_\_\_  
                  **NAY** \_\_\_\_\_

**ADDENDUM A**

**Per Course payments for the Spring 2022 semester:**

<u>Name</u>	<u>Department</u>	<u>Salary</u>
Valda Agüero	ART	\$2,412.00
Virginia Allsman	PSY	\$1,800.00
Elliott Anderson	REL	\$3,600.00
Paula Blackburn	COM	\$3,600.00
Sharon Bynum	HST	\$1,800.00
Patricia Chalfant	VIN	\$1,200.00
Rachel Cobb	PSY	\$3,600.00
Frederick Dechow	PHY	\$2,260.73
Dennis Emslie-Drummond	VIN	\$ 452.15
Emily Fox	SOC	\$1,800.00
Mark Fugitt	REL	\$1,695.55
Stephen Fugitt	REL	\$3,456.44
Joseph Geller	VIN	\$3,000.00
John Giannini	VIN	\$1,800.00
Lesa Hall	CIS/Course redevelopment	\$4,508.00
John Hansen	ENG	\$4,500.00
William Hass	LAW	\$2,034.66
Patricia Held	VIN	\$1,200.00
Danny Hobbs	SOC	\$1,800.00
Linda Hobbs	MTH	\$4,008.00
Rebecca Holman	SOC	\$1,800.00
Victoria Hutsell	THE	\$1,500.00
Ralph Jenkins	CIS	\$3,026.44
Esme Johnson	ART	\$5,125.99
Candace Killian	HST	\$4,134.66
Robert Kitt	ART	\$1,800.00
Cambry Knies	COM	\$1,800.00
Michael Kutter	TEC	\$1,017.11
Seth Lancaster	ENG	\$4,173.76
Barbara Luna	CIS	\$4,008.00
Darren Michaels	VIN	\$1,500.00
Typhanie Myers	EDU	\$2,100.00
Anthony Nicholson	ENG	\$3,600.00
Michele Nigliazzo	CRM	\$4,200.00
Smantha Osborn	AGR	\$1,472.00
Joanna Patillo	NUR	\$1,200.00
R.A. Pendergrass	PLS	\$2,100.00
Bonnie Peterson	PHY	\$6,081.77
Heather Poindexter	HST/PLS	\$3,600.00
Shelia Priest	REL	\$3,600.00
Kimberly Ragsdale	COM	\$1,800.00

**Per Course payments for the Spring 2022 semester Cont'd:**

<u>Name</u>	<u>Department</u>	<u>Salary</u>
Laurette Roylance	BIO/BMS	\$5,518.30
Unity Seay	SOC	\$3,600.00
Jason Self	CHM	\$3,308.66
Tera Smith	CGP	\$3,051.99
Janice Sperry	MUS	\$1,800.00
Randy Story	THE	\$1,800.00
Marcia Stumpff	IDS	\$1,356.44
Hannah Suggs	COM	\$5,400.00
Krista Tate	HST	\$4,069.32
Bethany Teeter	CRM/LWE	\$4,102.33
Patricia Thakur	PSY	\$2,100.00
Susan Trowbridge	SPN	\$3,600.00
Alice Vandergriff	ART	\$1,800.00
Ashton Vonallmen	LWE	\$1,500.00
Scotty Wall	IDS	\$1,200.00
Anna Westman	SPN/ENG	\$4,278.00
Debra Whetstine	ENG	\$3,495.55

**ADDENDUM B**

**Supplemental payments for the Spring 2022 semester:**

<u>Name</u>	<u>Department</u>	<u>Salary</u>
Amy Ackerson	NUR	\$ 3,084.48
Garland Barton	WLD	\$ 440.64
Cathy Boys	CIS/CSC/EGR	\$18,170.57
Cindy Bridges	MGT	\$ 1,101.60
Thora Broyles	MTH	\$ 2,790.72
Lacey Campbell	NUR	\$ 1,302.95
Anyta Cavitt	EDU	\$ 1,200.00
Melinda Denton	MTH	\$ 257.04
Ana Estrella	BIO	\$ 367.20
Alexandra Graham	ENG/ENG 101 Course Redevelopment	\$ 2,900.00
Ronald Hensley	TEC	\$ 1,101.60
Phillip Howerton	ENG	\$ 660.96
Renee Keith	CFD	\$ 2,083.25
Krista Lair	CIS	\$ 4,008.00
Jason McCollom	HST/Dept. Chair	\$ 3,482.88
Larry Noller	Program Coord.	\$ 750.00
Michael Orf	PLS	\$13,221.06
Gary Phillips	Dept. Chair	\$ 1,500.00
Jacob Poulette	Program Coord.	\$ 750.00
Frank Priest	ENG	\$ 734.40
Sharath Rongali	BIO/BMS	\$ 2,643.84
Joseph (Kip) Rugutt	CHM	\$ 1,542.24
Dasha Russell	ACC/CIS/QBA	\$ 3,761.04
Tresa Ryan	ALH/HIT/Dept. Chair	\$ 5,011.04
Sharath Rongali	BIO	\$ 477.36
Brenda Smith	Program Coord.	\$ 750.00
Deanna Smith	MKT	\$ 1,101.60
Rajiv Thakur	GRY	\$ 3,904.22
Jay Towell	MTH/Dept. Chair	\$ 7,008.00
Jerry Trick	Dept. Chair	\$ 1,500.00
V. Jane Ward	EDU	\$ 7,859.92
Benjamin Wheeler	BMS/Dept. Chair	\$10,944.44
David J. White	BUS/FIN/IDS/LWE/Dist. Learning Coord./ Program Coord./IDS 110 Course Redevelopment	\$ 6,818.88
Mark White	IDS	\$ 1,200.00
Linda Wulff-Risner	AGR/Prog. Coord.	\$ 1,220.32

**COMMENTS:**

Carla Neff

Certified Ambulance Coder  
Certified in Healthcare Compliance  
B.S. in General Business from Missouri State University

1989 – 1994	Owner/Operator of TransCare Ambulance Service
1995 – 2000	Caseworker/Manager Area Agency on Aging
2000 – 2015	Corporate Compliance Officer @ Air Evac EMS, Inc.
2016 – Present	Lecturer, Health Information Technology, Missouri State University-West Plains





III.E.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>
Trace Winfrey	Interim Director, Residence Life WP Residence Life	42	\$43,056 annually	3/04/2022
Donald Long	Head Athletics Coach WP Women's Softball	UN	\$45,000 annually	4/18/2022
Dakota Bates	Dir., Univ. Communications WP Univ. Communications	45	\$61,000 annually	5/10/2022
Mikala King	Dir., Autism Transition Program WP Autism Transition Program	43	\$52,000 annually	6/01/2022

**CHANGE OF STATUS:**

<u>Name</u>	<u>Position-Department</u>	<u>Action</u>	<u>Effective</u>
Douglas Cooley	From: Director, Residence Life WP Residence Life GR 42, \$44,393 annually To: Admission Counselor WP Admissions GR 41, \$31,199 annually	Transfer	3/14/2022
Erica Puckett	From: Administrative Assistant II WP Admissions GR 12, \$29,932 annually To: Assistant Coord. of Admissions WP Admissions GR 42, \$42,500 annually	Promotion	3/16/2022

Vote: \_\_\_\_\_ Yea  
          \_\_\_\_\_ Nay

III.E.3.

**RECOMMENDED ACTION** - Approval of the New Academic Program for the Associate of Applied Science in Information Technology.

The following resolution was moved by \_\_\_\_\_ and seconded by \_\_\_\_\_ :

**BE IT RESOLVED** by the Board of Governors for the Missouri State University that the Associate of Applied Science in Information Technology be approved for submission to the Coordinating Board for Higher Education.

**VOTE:**        **AYE** \_\_\_\_\_

**NAY** \_\_\_\_\_

**COMMENTS:**

1. Missouri State University-West Plains offers the information technology program in two separate degrees: AAS in Business – Information Technology option and AAS in Technology – Information Technology option.
2. The proposed AAS in Information Technology will replace the two existing degree options with one stand-alone degree.
3. Offering a single degree will be more efficient, more effective, and less confusing for students than offering the same information technology courses in two separate degrees.
4. The proposed AAS in Information Technology includes no new courses and utilizes existing information technology and general education classes. Existing full time and part time faculty will continue to teach courses in this program.
5. The proposed AAS in Information Technology includes 12 credit hours of electives, which will provide students with the opportunity to select courses that will better prepare them for transfer to a bachelor’s degree program or for the workforce.
6. Many of the courses in the proposed AAS in Information Technology will transfer to the Missouri State University BS in Information Technology.
7. The program and curriculum have been reviewed and approved by the Missouri State University-West Plains Curriculum Committee and Faculty Senate. Upon approval by the Board of Governors, the program proposal will be forwarded to the Missouri Coordinating Board for Higher Education.

# Information Technology

## Associate of Applied Science in Information Technology

The Associate of Applied Science in Information Technology is designed to prepare students for careers in the information technology fields. This academic guide is based on the 2022-2023 Missouri State University-West Plains Catalog. The time to complete the degree will vary, depending on remediation, summer enrollment, number of classes taken per semester, etc.

### Degree Requirements

General Education Requirements	Credit Hours
CIS 101 Computers for Learning	3
COM 115 Fundamentals of Public Speaking	3
ENG 110 Writing I	3
IDS 110 Student Success	2
MTH 136 Pre-Calculus 1	3
<b>Writing II: Select three (3) credit hours</b>	
ENG 210 Writing II: Academic Writing	3
ENG 221 Writing II: Writing for the Professions	
<b>Civics: Select three (3) credit hours</b>	
HST 121 Survey of US History to 1877	3
HST 122 US History Since 1877	
PLS 101 American Democracy and Citizenship	
<b>General Education Total</b>	<b>20</b>
Technology Management Requirements	Credit Hours
BUS 170 Business and Professional Ethics	3
MTM 240 Project Management	3
<b>Technology Management Total</b>	<b>6</b>
Information Technology Requirements	Credit Hours
CGP 145 Introduction to Computer Programming	3
CIS 101 Computers for Learning	3
CIS 201 Computer Applications in Business	3
CIS 205 Website Design and Development	3
CIS 235 Computer Hardware and Operating Systems	3
CIS 260 Introduction to Java Programming	3
CIS 295 Database Management Systems Concepts	3
CIS 299 Internship in Information Technology	3
CSC 297 Computer Science and Information Technology Capstone	1
Electives: Select 12 credit hours approved by the IT Department	12
<b>Information Technology Total</b>	<b>37</b>
<b>Total Hours Required</b>	<b>63</b>

#### Degree Notes:

- Electives must be approved by the department.
- Students should confirm the transferability of courses with their transfer university before completing courses at MSU-WP.

### Recommended Two-Year Plan

Term 1 (Fall)	Course #	Credit Hours
	CGP 145	3
	CIS 101	3
	Civics	3
	COM 115	3
	IDS 110	2
	<b>Total</b>	<b>14</b>
Milestone: Complete CIS 105, CGP 145, IDS 110. Complete MTH prerequisite, if needed, in place of COM 115 or Civics.		

Term 2 (Spring)	Course #	Credit Hours
	CIS 201	3
	CIS 260	3
	ENG 110	3
	MTM 240	3
	Elective	3
	<b>Total</b>	<b>15</b>
Milestone: Complete ENG 110. Complete MTH prerequisite, if needed, in place of elective.		

**Milestones: Complete all English, Math and Reading prerequisites during first year.**

Term 3 (Fall)	Course #	Credit Hours
	CIS 235	3
	CIS 295	3
	ENG 210/221	3
	MTH 136	3
	Elective	3
	<b>Total</b>	<b>15</b>

Term 4 (Spring)	Course #	Credit Hours
	BUS 170	3
	CIS 297	1
	CIS 299	3
	MGT 286	3
	Electives	6
	<b>Total</b>	<b>16</b>
Milestone: Apply to graduate.		

#### Milestone Notes:

- Milestones are a major step in the completion of the degree. Each milestone must be met in order to advance to the next stage of education.
- Milestone courses should be completed in the designated semester.
- All milestone courses must be completed with a C or higher.
- Students are encouraged to apply for graduation early in their last semester.

#### For More Information, Contact

Cathy Proffitt Boys, Information Technology Program Coordinator  
 Telephone: 417-255-7278  
 Email: CathyBoys@MissouriState.edu

EO/AA/M/F/Veterans/Disability/Sexual Orientation/Gender Identity

III.E.4.

**RECOMMENDED ACTION** - Approval of Mike Ennis as the recipient of an Honorary Associate of Applied Science degree from Missouri State University-West Plains.

The following resolution was moved by \_\_\_\_\_ and seconded by \_\_\_\_\_:

**WHEREAS**, Mike Ennis has been selected by the Honorary Degree Selection Committee to receive an Honorary Associate of Applied Science degree from Missouri State University-West Plains;

**WHEREAS**, Mr. Ennis opened his manufacturing business in the Ozark Mountain region of South Central Missouri, on the outskirts of the Mark Twain National Forest and near the Jacks Fork and Current Rivers.

**WHEREAS**, in 1998, he began partnering with Missouri State University-West Plains serving on advisory boards and promoting higher education for youth and adults.

**WHEREAS**, for over 20 years, his company *EMI* as a precision machine shop, supplies parts to the Aerospace Industry in the United States and Canada. *EMI* supplies helicopter parts primarily to the Department of Defense through The Boeing Corporation, Sikorsky, and other suppliers along with exporting some military components to Israel and Canada. *EMI's* commitment to the military is strong including employment of veterans;

**WHEREAS**, he has been actively involved in community service projects to raise funds for worthy causes, served on numerous advisory boards including the South Central Workforce Investment Board; Ozarks Small Business Incubator and Eminence Chamber of Commerce. He also sponsors and participates in an annual golf tournament for under privileged kids in St Louis and youth little league teams.

**WHEREAS**, he understands the importance of an institute of higher learning for residents in South Central Missouri. He also supports education and training of the trades and has supported the hands-on training provided by MSU-WP. We can always be assured to have letters of support from him supporting our education and grant pursuits.

He also works closely with area HS students to introduce them to the trades and provide them an opportunity to have hands-on training. He has donated equipment, time, and talent to promote the machining trade. He also helps get area young people and adults involved in flying. He takes pride in where he is from and promotes it as much as possible.

**WHEREAS**, awarding Mr. Ennis an honorary associate degree from Missouri State University-West Plains recognizes his achievements, his remarkable endeavors, and provides a role model to our students.

**NOW, THEREFORE, BE IT RESOLVED**, the Missouri State University-West Plains Selection Committee recommends to the Board of Governors of Missouri State University that the Honorary Associate of Applied Science degree be conferred upon Mike Ennis at the Missouri

State-West Plains' commencement ceremony in May 2022 in recognition of his professional and personal achievements.

**VOTE:**      **AYE** \_\_\_\_\_

**NAY** \_\_\_\_\_

Sitting quietly in the Ozark Mountain region of South Central Missouri, on the outskirts of the Mark Twain National Forest and near the Jacks Fork and Current Rivers is an aerospace company, Eminence Manufacturing Inc. (*EMI*).

*EMI* was established in December 2000 with only two employees. There are currently 17 employees with the company.

*EMI* is a precision machine shop that supplies parts to the Aerospace Industry in the United States and Canada. *EMI* supplies helicopter parts primarily to the Department of Defense through The Boeing Corporation, Sikorsky, and other suppliers along with exporting some military components to Israel and Canada. *EMI*'s commitment to the military is strong including our employment of veterans.

In 2006, as a young company, *EMI* began to receive recognition for their dedication to quality and delivery. *EMI* received the GKN Aerospace Jet Stream Award on February 17, 2006, for performance and quality on the CH47 Chinook program. Later that same year the company was nominated for the top performing supplier award for GKN Corporations—based in London.

In 2008 *EMI* began to deliver CH47 parts directly to Boeing. Then in 2009 and 2010 *EMI* was named one of the top 400 Boeing Suppliers of the year.

Just passing its 20th year in business, *EMI* continues to proudly support the United States Military from their spot in the Missouri Ozarks with quality, precision parts.

IV.A.

**RECOMMENDED ACTION – Approval of a resolution to acknowledge the 2022-2023 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:

Dr. Diana Piccolo  
Dr. Stephen Spates and  
Dr. Shurita Thomas-Tate

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

Jeffrey Grevillius and  
Kathleen Hains

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.



## REPORT ON 2022 LEGISLATIVE SESSION

The following passed legislation could impact operations at Missouri State University:

1. **Appropriations Bills** – This year’s appropriations bills included:
  - A \$5.3 million (5.4%) on-going core appropriation increase for MSU
  - A one-time appropriation to reimburse MSU for this year’s increase to its MOSERS contribution rate
  - \$30 million in capital funds for the Temple Hall project
  - \$7.5 million in capital funds for a facility to house the ASCEND Program in West Plains
  - \$2.55 million in capital funds for the JVIC braider facility
  - \$1.25 million in capital funds for the hospital simulation training lab in West Plains
  
2. **Fast Track (SB 672)** – Reauthorizes this financial aid program for adult students through 2029, allows apprenticeships to qualify under the program, and removes forgivable loan provisions.
  
3. **Education Omnibus Bills (SB 681 and SB 718)** – Includes the following relevant provisions:
  - Requires public colleges and universities to award course credit for students who achieve a score of 3 or higher on an advanced placement examination.
  - Requires that, beginning July 1, 2023, public colleges and universities allow a computer science course to be equivalent to a science or practical arts course for the purpose of satisfying admission requirements.
  - Requires suicide prevention language to be included on student identification cards.
  - Consolidates and clarifies the statutes establishing dual credit reimbursement programs.
  - Allows universities to assist student athletes with opportunities to receive compensation for their name, image, and likeness.
  - Establishes the Show Me Success Diploma Program which allows a high school student to earn a diploma after 10<sup>th</sup> grade and enroll in postsecondary education. 90% of the funds the state would have paid to the school district for the student are diverted to an education savings account for the student.
  - Establishes the Workforce Diploma Program which creates an alternate pathway for adults without a high school diploma to earn their high school diploma and develop career and technical skills.



- Creates the Missouri Advisory Board for Educator Preparation to plan strategies for teacher preparation, align literacy and reading instruction coursework for teacher ed programs, and ensure particular reading and special education training.
4. **COVID Vaccines (HB 1606)** – The bill states “[n]o state employee shall be required to receive a vaccination against COVID-19 as a condition of commencing or continuing employment.”
  5. **Design-Build and Construction-Manager-At-Risk Projects (SB 758)** – Requires public colleges and universities to comply with the same limitations as political subdivisions on design-build and construction-manager-at-risk projects. This bill also includes modest changes to notification requirements for construction procurements.

## VII.A.

Missouri State University Board of Governors  
May 19, 2022

Report: Dr. Dennis Lancaster  
Chancellor, West Plains Campus

### **Women in Welding Grant:**

The workforce development office was recently awarded a “Women in Welding” workforce grant by the Missouri Scholarship & Loan Foundation. The grant will provide a week-long intensive welding training class for up to 20 women interested in learning how to weld. Participants will learn the basic welding skills needed to fill technician-level full-time jobs. Additionally, the grant will cover all required personal protective equipment, and students will receive daycare assistance up to \$100 each day.

### **ASCEND (Autism Support Can Empower New Directions):**

This new and exciting program will help area students with autism transition into college and toward a life of personal success and independence. The program is a first of its kind and will offer specialized support services for students with autism. Our program director is Mikala King, currently a special education instructor with West Plains R-7 School District. Local resident Tracey Renfrow, along with her children, provided a generous gift to help support the program’s first few years.

### **Women’s Softball:**

The new women’s softball team will compete at the NJCAA Division II level. The team will consist of 30 student-athletes competing during the spring and will take part in off-season games during the fall. We are pleased that Don Long, a long-time successful coach in the area, will lead our team. At this time, the team has signed eleven athletes.

### **Grizzly eSports:**

The Grizzly eSports team will compete in the NJCAA and consist of 12 student-athletes. These athletes will compete year-round. We are pleased that one of our own, Darr Honors Program Director, Alex Pinnon, is the head coach. At this time, the team has signed ten athletes.

### **Grizzly Graduation:**

As of May 11, there are 238 associate graduates and 28 certificate graduates. Commencement is on Saturday, May 21, at 10:00 a.m. at the West Plains Civic Center.

## **Student Awards:**

Our newly elected SGA officers are as follows:

### West Plains Campus

- Jackson Wright – SGA President-Elect (West Plains, MO)
- Logan Brewer – SGA Vice-President-Elect (Ozark, MO)

### Shannon Hall Campus

- Aleah Clark – SGA President-Elect (Mountain Grove, MO)
- Tori Emery – SGA Vice-President-Elect (Mountain Grove, MO)

Three students from the Phi Beta Lambda (PBL) business club at MSU-WP placed in competitions offered by the PBL State Leadership Conference this Spring. Micha Amos, Elaine Vaughan, and Cheyenne Cavitt, all of West Plains, have qualified for competitions at the PBL National Leadership Experience in June in Chicago, Ill.

Two members of the MSU-WP chapter of Phi Theta Kappa (PTK) were recognized as PTK's Missouri All-Academic Team members. Jonathan Branstetter, Hartville, MO, received second-team honors, and LaNell Langston, Viola, Ark., received third-team honors.

Heather Day and Faith Watson attended the 37<sup>th</sup> annual Missouri Governor's Student Leadership Forum on Faith and Values in Jefferson City.

## **Hospital Simulation Lab – Equipment and Technology Upgrades:**

The Fiscal Year 2022 federal budget passed by the U.S. Congress and signed by President Biden included more than \$3 million for MSU-WP. We must thank Senator Roy Blunt for his efforts. \$2.5 million is being used for a hospital simulation lab in Looney Hall, and \$525,000 is being used for equipment and technology upgrades in Melton Hall science labs to support STEM research and teaching.

## VIII.A.

# Faculty Senate Report to MSU Board of Governors May 19, 2022

---

Since my last report to the Board in February, the Faculty Senate has met three times. My report covers the March and April sessions, and Dr. Michael Hudson, the 2022-23 Senate chair, will give a report covering the May session.

## **MARCH 2022 FACULTY SENATE SESSION**

The Faculty Senate met on March 10, 2022, at which we considered the following items of business:

### **REPORT FROM THE FACULTY CONCERNS COMMITTEE**

The committee presented the results of the Academic Administrators Survey, which is conducted biannually and is aimed to measure faculty perceptions of the effectiveness of Deans, the Provost, and the university President. Specifically, the survey worked with three main objectives:

1. Examine faculty perceptions of the performance of university academic administrators (President, Provost, College Deans, and Department Heads), including responses to the COVID-19 pandemic
2. Identify aspects of the administration that are sources of satisfaction among MSU faculty and those that are sources of dissatisfaction; and
3. Investigate faculty members' perceptions of academic administrative support.

Of the 743 faculty on campus, 284 responded to the survey, a response rate of 38%. Overall, perceptions of administrators by faculty were generally positive, in keeping with past years. However, the narrative comments on the surveys indicated a dissatisfaction with how (or if) issues that were identified in previous surveys were addressed and responded to by the university's administration. The committee quoted one respondent in their report as saying: "I have things to say here, but I don't believe that the administration does anything meaningful with the results of this survey." The committee recommended that the Senate Executive Committee and Senate continue to work with the administration to find a clearer and more direct way to address those issues.

### **REPORT FROM THE FACULTY HANDBOOK REVISION COMMITTEE.**

The Senate reviewed changes to section 3.11 of the Faculty Handbook, which outlines the criteria for, and selection of, graduate faculty at the university. The proposed changes from the FHRC were approved by Senate without revision.

### **VOTE ON CHANGES TO THE BYLAWS**

Senate approved changes to the Senate Bylaws, clarifying membership on two committees (Budget and Priorities and Honorary Degrees) as well as clarifying terms of service for Senate officers.

## **ACTION ON CURRICULAR PROPOSALS**

Senate approved the following curricular proposals:

New program: Financial Planning Undergraduate Certificate  
New Program: Public Relations Undergraduate Certificate  
New Program: Acting on Camera Undergraduate Certificate

---

## **APRIL 2022 FACULTY SENATE SESSION**

The Faculty Senate met again on April 21, 2022. Our main items of business were as follows;

### **ELECTION OF OFFICERS FOR 2022-23 FACULTY SENATE**

Dr. Beth Walker of the Animal Science department in the Darr College of Agriculture was elected as Chair-Elect of Faculty Senate for 2022-23, and Dr. Melinda Novik in the Department of Public Health and Sports Medicine was Elected Secretary of the Faculty. They will serve with Dr. Michael Hudson, who takes over as Faculty Senate Chair for 2022-23.

### **REPORT ON STUDENT COUNSELING SERVICES**

Nia Morgan and Divya Thakkar of the Counseling Center presented a report on services available for diverse students and answered questions from Senators.

### **VOTE ON CHANGES TO THE BYLAWS**

Senate approved changes to the Senate Bylaws, clarifying some issues in the curricular process and updating guidelines for the Educator Preparation Provider Council (EPPC)

### **REPORT FROM THE UNIVERSITY BUDGET AND PRIORITIES COMMITTEE.**

The committee delivered a report on personnel hiring trends at the university, as part of an ongoing effort of Senate to track hiring of faculty and other staff over time. While the committee identified some areas of concern and discussion, they made it clear that there are different pools of data around hiring at the university, and that it's not always easy to get clear definitions or information. The Senate Executive Committee met with President Smart and Provost Einhellig and we are all in agreement that we will work to make better information about these issues available to everyone.

There was a great deal of discussion and debate about this issue and the issue of how to address enrollment shortfalls (and budget shortfalls) that may be looming in the near future.

**REPORT FROM THE COMMITTEE ON GENERAL EDUCATION AND INTERCOLLEGIATE PROGRAMS**

The committee presented two internal Senate Actions. The first proposed a change to the application process for courses to be admitted into General Education, with a focus on General Goals for that area of General Education rather than specific learning outcomes. The second made permanent a pilot program that CGEIP had been running since 2019 to assess courses based on general goals rather than narrower student learning outcomes. Both Internal Senate Actions passed.

**REPORT FROM THE FACULTY HANDBOOK REVISION COMMITTEE.**

The Senate reviewed changes to 3.3.3, 3.5.2, and 3.5.11, of the Faculty Handbook, which stipulates which set of departmental criteria may be used in applications for promotion. It also considered changes to the guidelines for external reviewers in tenure and promotion applications, making it clear that external reviews that are not based on Missouri State’s tenure and promotion guidelines should not prejudice department heads, deans, or committees against the applicants. The proposed changes from the FHRC were approved by Senate without revision.

**ACTION ON CURRICULAR PROPOSALS**

Senate approved the following curricular proposals:

- New Undergraduate Program: Comprehensive BS in Geography and Sustainability
- New General Education Course: GER 180: Successful Aging
- New Undergraduate Certificate: Gerontology
- New Undergraduate Certificate: Biomedical Physics
- New Undergraduate Certificate: Community Health
- New Graduate Certificate: Preparation for Graduate Studies in Speech Language Pathology
- New Graduate Certificate: Speech Language Pathology Assistant
- New Graduate Certificate: Library and Media Specialist
- New Graduate Certificate: Teaching of College Composition



Christopher Herr  
Professor of Theatre  
2021-22 Faculty Senate Chair  
cjherr@missouristate.edu

VIII.B.1.

**RECOMMENDED ACTION:** Approval of Resolution of Appreciation for Dr. Christopher Herr

The following resolution was moved by \_\_\_\_\_ and seconded by \_\_\_\_\_.

**WHEREAS**, Dr. Christopher Herr, Professor in the Department of Theatre and Dance, served as Chair of the Faculty Senate for the 2021-2022 academic year; and

**WHEREAS**, Dr. Herr 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. Herr for his exemplary service as Chair of the Faculty Senate for the 2021-2022 academic year.

**VOTE:**        AYE    \_\_\_\_\_  
                     NAY    \_\_\_\_\_

VIII.B.4.

**RECOMMENDED ACTION: New Program: Comprehensive Undergraduate Major in Geography and Sustainability**

The following resolution was moved by \_\_\_\_\_ and seconded by \_\_\_\_\_.

**WHEREAS**, the environmental challenges facing the global community continue to increase at an alarming rate; and

**WHEREAS**, the concept of sustainability will play an integral role in any effort to address these environmental challenges; and

**WHEREAS**, the discipline of geography is uniquely comprised of various concepts and perspectives that can contribute to the understanding and implementation of sustainability-related principles and actions; and

**WHEREAS**, the graduates of this proposed program should be prepared to advocate for, and practice sustainable programs; and

**WHEREAS**, the Department of Geography, Geology and Planning is prepared to offer this new undergraduate program with little additional cost;

**NOW, THEREFORE, BE IT RESOLVED** by the Board of Governors for Missouri State University that a Comprehensive Undergraduate Major in Geography and Sustainability be added to the programs of the Department of Geography, Geology and Planning

**VOTE:**        AYE \_\_\_\_\_

                  NAY \_\_\_\_\_

**EXECUTIVE SUMMARY:**

Geography is a natural home for a sustainability major because geography occupies the intersection of the humanities, social science, and physical sciences. The Comprehensive Undergraduate Major in Geography and Sustainability will require 57-61 credits. All students will be required to complete a common core of classes. Although most of these classes will focus on geographic concepts, other disciplines are also included. As a result, the common core is designed to provide students with the interdisciplinary framework required to synthesize advanced principles of sustainability from a broad range of academic fields.



In addition to the common core, each student will select one of three options: 1) Geography, 2) Sustainable Watershed Management, or 3) Sustainable Development. The Geography option is designed for students interested in pursuing a traditional geography career armed with a strong foundation in the scholarly and applied facets of sustainability. The Sustainable Watershed Management option will focus on the sustainable management of water resources. It will prepare students on the scientific, policy, and social aspects of water issues. This option will be attractive to those students with interests in the physical aspects of sustainability. The Sustainable Development option will train students on the role of policy, science, cultures, and societies in the sustainable development of natural and economic resources.

The overarching goal of this program is to ensure that students incorporate a robust interdisciplinary understanding of sustainability principles within the cohesive scholarly framework offered by geography.

The department anticipates 22 fulltime and 2 parttime students after 5 years.

No new faculty lines will be needed to offer this program. Two faculty have been recently hired to replace faculty who have retired. These new faculty will contribute to this new program.



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

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

**PROJECT HIGHLIGHTS**

- **Robert Pavlowsky**, Director of the Ozarks Environmental Water Resource Institute, and **Tasnuba Jerin**, Assistant Professor of Geography Geology & Planning, received **\$166,000** from the **US Environmental Protection Agency** through the **Missouri Department of Natural Resources** to develop a watershed management plan for the Blue River near Kansas City. OEWR will provide technical expertise for nonpoint load modeling and watershed analysis to complete the water quality assessments needed to support planning efforts.
- **Chrystal Irons**, Director of the Small Business Development Center, received **\$241,046** from the **US Small Business Administration** through the **Curators for the University of Missouri** to offer one-on-one consulting and training to business owners and leaders. As part of the eFactory's business support program, the MSU SBDC helps accelerate Missouri's economy by offering business consulting, training, and workforce development solutions.
- **Dalen Duitsman**, Director of the Ozarks Public Health Institute, received **\$2,000,000** from the **US Department of Health and Human Services** through the **Missouri Department of Health and Senior Services** to provide technical assistance to identified Local Public Health Agencies and community based organizations; coordinate professional development; build a community of practice; manage communications; coordinate reporting requirements; and work collaboratively with Missouri Department of Health and Senior Services staff on the COVID-19 Missouri Health disparities Program.

**RESULTS**

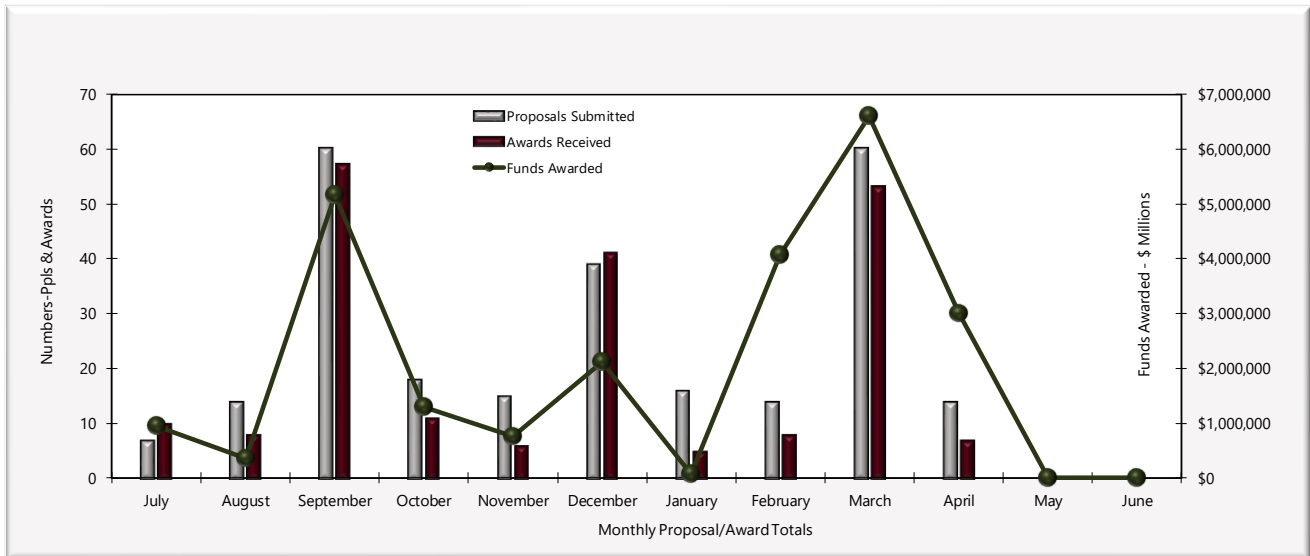
As of the end of April, the University has submitted 257 proposals for support of university-based projects. To date, 206 awards have been received – some of which are from proposals submitted during the previous fiscal year. The commitment of funds in these grants and contracts to date is \$24.3 million. Some of these awards are for projects that extend over more than one year, but the full commitment for funds is allocated to the first year. Additionally, we have received approximately \$2.0 million in CARES Act grants that is not reflected in this report.

Key Indicators	Activity for FY 2022	% Change from FY 2021
Proposals Submitted	257	-8%
Funds Requested	\$54,569,217	-21%
Named Investigators	96	-14%
Grants & Contracts Awarded	206	-10%
Funds Awarded	\$24,356,583	-10%

External funding activity so far in FY 2022:

Sponsored Program Activity FY 2022

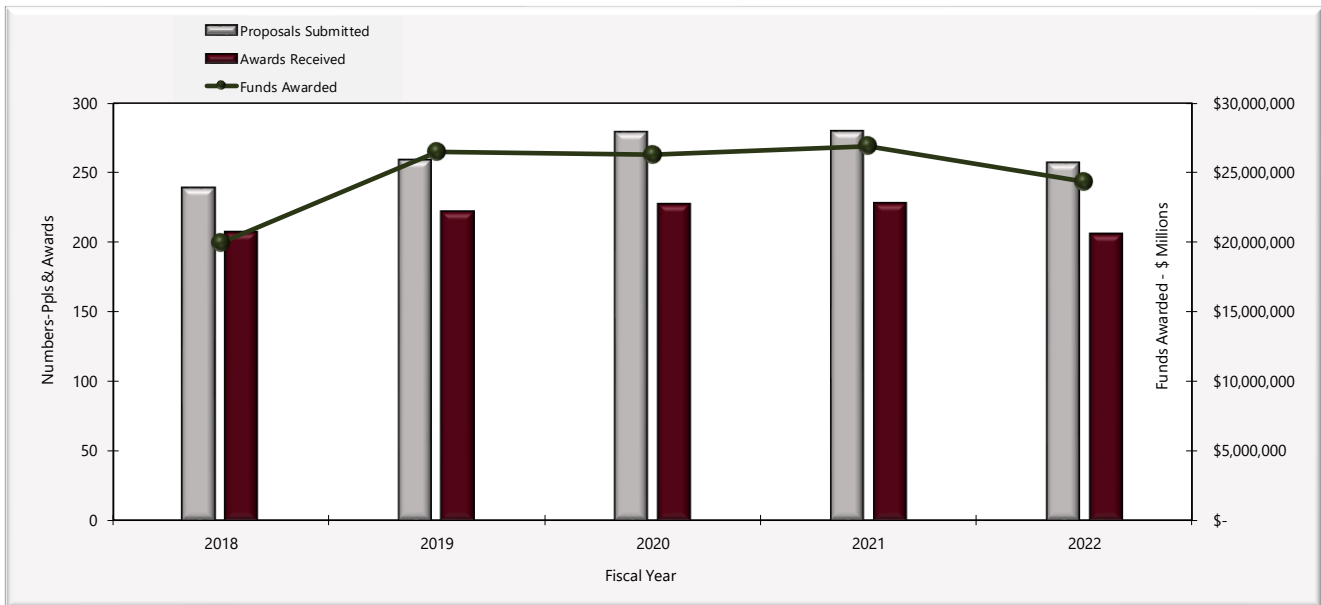
Month	Proposals Submitted	Total Awards	Dollars Awarded
July	7	10	\$940,166
August	14	8	\$349,310
September	60	57	\$5,154,130
October	18	11	\$1,290,645
November	15	6	\$763,640
December	39	41	\$2,108,011
January	16	5	\$76,246
February	14	8	\$4,063,940
March	60	53	\$6,604,825
April	14	7	\$3,005,670
May	0	0	\$0
June	0	0	\$0
	257	206	\$24,356,583



A comparison of activity over the last five years:

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

Fiscal Year	Proposals Submitted	Number of Awards					Ttl Awds	\$Millions	
		Education	Equipment	Facilities & Infrastructure	Research	Service		Requested	Awarded
2018	239	44	0	7	36	120	207	\$ 32,685,095	\$ 19,975,975
2019	259	31	0	1	35	155	222	\$ 40,274,688	\$ 26,511,822
2020	279	30	0	3	38	156	227	\$ 49,455,188	\$ 26,287,788
2021	280	38	0	1	35	153	228	\$ 69,455,885	\$ 26,926,551
2022	257	30	1	0	32	142	206	\$ 54,569,217	\$ 24,356,583



Grant and contract activity for FY 2022, through April:

### Missouri State University FY 22 Grant/Contract Activity by Unit

Unit	# Applying		# Awarded		Credit Share*			Actual**		
	Staff	Faculty	Staff	Faculty	Grants / Contracts		Award	Grants / Contracts		Award
					Submit	Awards	\$	Submit	Awards	\$
Administrative Services	3	0	3	0	6	5	\$ 123,624	6	5	\$ 123,624
The William H. Darr College of Agriculture	0	13	0	4	21	11	\$ 147,493	15	10	\$ 147,493
Center for Grapevine Biotechnology	1	1	0	1	3	1	\$ 94,280	2	1	\$ 94,280
Mid-America Viticulture & Enology Center	1	2	0	1	5	3	\$ 43,427	4	3	\$ 43,427
Judith Enyeart Reynolds College of Arts & Letters	0	7	0	7	9	9	\$ 1,042,033	8	8	\$ 1,364,921
Center for Dispute Resolution	0	1	0	1	3	3	\$ 31,520	3	3	\$ 31,520
Center for Writing in College, Career, & Community	0	1	3	1	1	5	\$ 124,100	1	2	\$ 124,100
College of Business	0	1	0	1	1	1	\$ 130,808	1	1	\$ 130,808
Center for Project Innovation & Management Education	0	0	0	0	0	0	\$ -	0	0	\$ -
College of Education	3	18	2	9	39	20	\$ 893,154	28	19	\$ 893,154
Agency for Teaching, Leading and Learning	4	1	0	1	10	6	\$ 2,450,416	7	6	\$ 2,450,416
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	4	10	3	6	23	19	\$ 1,081,362	21	19	\$ 1,081,362
RStats	0	0	0	0	0	0	\$ -	0	0	\$ -
College of Humanities & Public Affairs	0	3	0	1	3	1	\$ 95,614	2	1	\$ 95,614
Center for Archaeological Research	0	1	0	1	10	9	\$ 87,609	10	9	\$ 87,609
College of Natural & Applied Sciences	2	49	5	20	88	38	\$ 1,605,070	43	30	\$ 2,190,288
Bull Shoals Field Station	0	1	0	1	2	2	\$ 17,846	2	2	\$ 17,846
Center for Resource Planning & Management	1	0	0	1	4	3	\$ 569,610	4	3	\$ 27,910
Ozark Environmental Water Research Institute	2	1	1	1	18	15	\$ 392,766	10	7	\$ 349,248
Diversity & Inclusion	1	0	0	0	1	0	\$ -	1	0	\$ -
Graduate College	0	0	0	0	0	0	\$ -	0	0	\$ -
Information Services	0	0	0	0	0	0	\$ -	0	0	\$ -
Library	0	0	1	0	0	1	\$ 7,484	0	1	\$ 7,484
President	0	0	0	0	0	0	\$ -	0	0	\$ -
Provost	5	4	2	3	14	9	\$ 645,346	10	9	\$ 645,346
Center for Community Engagement	1	0	1	0	4	3	\$ 218,559	2	2	\$ 57,115
Ozarks Public Health Institute	0	1	0	1	4	3	\$ 2,230,292	4	3	\$ 2,230,292
Southwest Missouri Area Health Education Center	1	0	1	0	8	8	\$ 271,584	8	8	\$ 271,584
Community & Global Partnerships	6	0	4	0	20	19	\$ 1,060,329	19	18	\$ 898,885
Center for Applied Science & Engineering	1	0	3	0	4	7	\$ 8,115,728	4	6	\$ 8,115,728
Center for Biomedical & Life Sciences	0	1	0	1	3	3	\$ 18,724	3	3	\$ 18,724
International Leadership & Training Center	1	0	1	0	3	3	\$ 110,950	3	3	\$ 110,950
Jordan Valley Innovation Center	1	0	1	0	11	10	\$ 794,107	11	10	\$ 794,107
Small Business Development Center	2	0	2	0	8	7	\$ 801,553	8	6	\$ 801,553
Student Affairs	4	0	2	0	4	3	\$ 590,858	2	3	\$ 590,858
West Plains	5	2	3	1	16	5	\$ 560,337	15	5	\$ 560,337
<b>TOTAL</b>	<b>49</b>	<b>118</b>	<b>38</b>	<b>63</b>	<b>346</b>	<b>232</b>	<b>\$ 24,356,583</b>	<b>257</b>	<b>206</b>	<b>\$ 24,356,583</b>

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

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

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

## Board of Governors Meeting Thursday, May 19, 2022

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

**2022 Virtual Collaborative Diversity Conference (CDC):** Conference held April 20-21, 2022, free of charge to participants due to local and regional sponsors. CDO Pratt to presents oral report at BOG meeting on 5/19/2022.

#### Registration/attendance by session:

<u>Session title</u>	<u># registered</u>	<u># attended</u>
Pre-Conference: Facing Racism	41	32
Welcome	107	66
African America School to Prison Pipeline	110	85
Speaking Up, Not Over: On Being an Advocate for Trans* Students	77	60
<b>From Ferguson to the future: An overview of the history and the work of Missouri Supreme Court's Commission on Racial and Ethnic Fairness (CREF)</b>	78	45
<b>Chief Diversity, Equity and Inclusion Experts Speak: Challenges and Opportunities?</b>	134	86
<b>Shaping a culture for access, persistence and completion for males of color</b>	64	40

**Division for Diversity Equity & Inclusion Fellow:** Dr. Wafaa Kaf, a professor in the department of communication sciences and disorders serves as the diversity fellow to the division. Dr. Kaf is developing and implementing a “Young Leaders in a Global Perspectives” program for Fall 2022 to increase and enhance academic support for, and cultural awareness of international and domestic students. She will be teaching a GEP 101 section class for international students in Summer 2023 and coordinating International Receptions; a Graduation Ceremony; and other support for international student organizations in collaboration with International Student Services, Giving Voice and other campus & community organizations.

**Missionary Baptist State Convention of Missouri (MBSCM) Luncheon:** On March 14-18, 2022, the MBSC held its first annual meeting since the onset of Covid-19. On March 15, 2022, the MBSC's Annual Meeting Luncheon was held at Missouri State University's Plaster Student Union Ballroom. The MBSCM and MSU collaborate in the outreach, recruitment and admission of students associated with the statewide membership churches of the organization. President Smart, SAAB CEO Dr. Tyrone Bledsoe, CDO H. Wes Pratt were featured speakers at the convention luncheon.

**Bear Bridge Faculty Mentoring Program:** Dr. Judith Martinez, Provost Fellow for Diversity/DDEI Director of Special Programming, continues expansion and development of Bear Bridge program in collaboration with Office of the Provost, Dr. Juan Meraz and faculty participants as mentees and mentors. The program meets monthly to strengthen community connectivity, networking and to discuss topics contributing to a positive academic experience.

During April a luncheon was featured on "Building Positive Faculty Relationship" and panelists included Dr. Shawn Wahl, Dr. Tayo Obafemi, Dr. Martinez and Dr. Juan Meraz. On April 29, 2022, the monthly meeting featured Dr. Tim Daugherty speaking on topic: Adaptive Thoughts: Co-Authors of my success."

On May 11, the Bear Bridge Recognition Luncheon was held in PSU 312 and was the last gathering of the 2022 Spring semester for mentors and mentees who were acknowledged for their achievements during the academic year.

**United Academy for Inclusion and Belonging-** Assistant Vice President for Diversity & Inclusion (AVPDI) Dr. Juan Meraz continuing professional DEI program for United Way of the Ozarks member non-profit organizations.

**Facing Racism Institute (FRI)** – Dr. Leslie Anderson and Dr. Lyle Foster facilitate FR training in partnership with DDI and at the annual Collaborative Diversity Conference (CDC) each academic year. The one-day virtual FRI session was held on April 20, 2022 during the 2022 Virtual CDC.

**Student Diversity Leadership Training on Racial Equity Program:**

DDI and Division of Student Affairs Multicultural Student Services developed D & I student leaders' model for student organizations utilizing student peer trainers held during the Fall semester. The Institutional Racial Equity Initiative Grant (\$20k) from Missouri Scholarship and Loan Foundation was utilized to develop curricula for student leaders in sessions that lasted for the 10-week program. Grant intended to promote higher education institutions working to implement equity-minded strategies designed to advance racial equity and increase degree completion for students of color.

**Student African American Brotherhood/Brother2Brother (SAAB):**

VISION: SAAB is recognized as a national leadership movement established to set the standard for academic excellence through leadership, mentoring, advocacy, and action

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

SAAB continues development of Ambassadors Council with local leaders in education, business, corporate, public and non-profit sectors. Missouri State University, Evangel University, and Ozarks Technical Community College established chapters on their respective campuses. SAAB MO-State is developing new website for its chapter. SAAB chapters have been started at Central, Glendale, Hillcrest, Parkview and Kickapoo high schools.

The SAAB City-Wide Awards Reception was held on April 26, 2022 at Central High School acknowledging SAAB student achievement, graduating seniors as well as community sponsors.

**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](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](https://www.missouristate.edu/policy/Op1_02_9_Faculty_Diversity_Composition_Initiative.htm)

**Student Enrollment Management (SEM):**

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

**Giving Voice:**

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

**Diversity Lunch & Learn for Faculty and staff:**

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



### **Mini-Diversity Workshops:**

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

### **Tough Talks:**

Fall semester sessions facilitated by Dr. Lyle Q. Foster and Spring semester sessions being planned.

### **Education Preparation Provider (EPP) Committee on Diversity:**

CDO and AVPDI attend monthly meetings of EPP Committee Chaired by Dr. Dennis Rudnick. The College of Education Diversity & Inclusion Task Force and the Educator Preparation Provider Council on Diversity Committee (EPPC Diversity Committee) are collaborating to develop host of professional development opportunities for faculty and students to engage about and across differences in classrooms, schools, and communities. Efforts align with MSU 5-year LRP especially Inclusive Excellence.

### **Provost's Diversity Council:**

AVPDI and Dr. Judith Martinez participating in zoom meetings with the Provost's Diversity Council to address DEI issues. The Provost, Office of Equity and Compliance (OEC) are making recommendations for equitable recruitment practices for faculty and staff.

### **Diversity 101 for Supervisors:**

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

### **Cultural Consciousness in the Workplace:**

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

### **Cultural Consciousness in the Community Workplace-Workforce Diversity:**

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

### **President Councils on Diversity:**

- **President’s Community Diversity Council**—Met in April 2022 prior to Collaborative Diversity Conference and updates shared re programming and initiatives.
- **President’s Student Diversity Council**—Meeting held in April 2022 with students addressing Multicultural Resource Center staffing issues. President Smart, CDO and AVP Multicultural Student Services addressed questions re: DEI efforts.
- **President’s Faculty and Staff Diversity Council**- Conceptual planning with DDI and HR Department being considered with expected implementation in Fall 2022 semester.

### **Scholar 2 Scholar Program Renamed MAS@MSU:**

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

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

**Missouri Bar Special Committee on Lawyers of Color in the Profession**- CDO continued serving as member of committee of legal and judicial professionals charged with presenting recommendations to the Missouri Bar to increase diversity and inclusion in the state bar.

### **Multicultural Business Association (MBA)[formerly dba MIB]:**

Minorities in Business (MIB) changed its name to Multicultural Business Association (MBA), in part, to facilitate increased services to broader MBE/WBE/DBE/Disabled/Vets entrepreneurs. MBA is local non-profit corporation collaborating with DDI in promoting networking, capacity building and advocacy for MBE/WBE/DBE/ and emerging businesses. MBA, MSU and the Greater Springfield Area Chamber of Commerce engage in collaborative efforts promoting the value of the inclusion of historically underrepresented businesses in our regional public, business and corporate sectors.

**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 co-chaired by MSU AVPDDI Dr. Juan Meraz and the Outreach, Recruitment and Retention co-chaired by MSU HR Director Scott Scobee.

**Missouri Diversity Officers in Higher Education (MODOHE):** Statewide diversity officers in higher education continuing re-organizational process.

**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 to promote equal access to services and quality educational opportunities.

**Springfield Greene County Heritage Trail Advisory Council:**

Researched by MSU professors Dr. Lyle Q. Foster and Dr. Tim Knapp. Local advisory council created by City of Springfield, DDI, NAACP, and John Oke-Thomas and Associates. Fund raising for Trail markers delineating the history of African American citizens in the Springfield region continues. Numerous requests for guided tours of trail received and tours conducted by Dr. Foster & community leader, Cheryl Clay, and the CDO increases participants awareness and knowledge of Springfield region’s black history.

**Globally Responsive Education and Teaching (GREAT):**

AVPDI, Dr. Wafaa Kaf (Diversity Fellow) and Dr. Judith Martinez participate in planning meeting for the April 2022 Great Conference.

**Diversity Executive Leadership Academy (DELA):**

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

**Waynesville School District Leadership Team Diversity Training on Diversity Dialogues:**

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

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

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

**Springfield Business Journal (SBJ) Article:** CDO H. Wes Pratt was asked to submit article for the May 2022 edition of the publication. The article entitled, “Valuing the inclusion of Diversity is everybody’s business: Not just the Chief Diversity Officer” was submitted on 5/9/2022.

Submitted by:

H. Wes Pratt, J.D.

Assistant to the President/Chief Diversity Officer

May 12, 2022

## XI.B.

### **Student Affairs Report** Missouri State University Board of Governors May 19, 2022

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

#### **Magers Health and Wellness Center:**

- 🎖️ Dr. Dave Muegge will retire after 30 years of service to MSU. His retirement party was held on May 17<sup>th</sup> and his last day in the Center is May 20<sup>th</sup>. A search for the new Director of Magers Health and Wellness Center is underway. Two finalist have visited campus and a new director will be named very soon.
- 🎖️ Dr. Lori Cohen joined the Magers Medical Staff on 4/25/2022. She served Bolivar as a Board-Certified Family Medicine specialist for the past 22 years.

#### **Residence Life, Housing and Dining Services:**

- 🎖️ We are currently up in returning student housing contracts by 82 (7.92%).
- 🎖️ The Wells House and Woods House concrete ledge projects are well underway and making good progress.
- 🎖️ COVID housing procedures have been modified and updated in collaboration with University Safety.
- 🎖️ Dr. Denise Baumann, Associate Director, presented on student development theory to the National College Learning Association on April 15, 2022.
- 🎖️ Resident Assistants for 2022-23 have been selected and have participated in spring training.

#### **Enrollment Management:**

- 🎖️ The **Office of the Registrar** implemented a course registration system upgrade, which provides a better student and advisor registration experience, a more modern interface, improved ADA compliance, better compatibility with mobile devices, and improved cybersecurity.
- 🎖️ Two significant **Scholarship** changes were made that have improved access to college for prospective Missouri State students, effective immediately.
  - The Missouri State Advantage scholarship, a program for students who take dual credit courses with MSU while in high school, was changed from a one year \$1,000 scholarship to be renewable for up to four years, increasing the value to \$4,000.
  - An honors scholarship for transfer students was created at a value of \$3,500 per year, renewable for two years.
- 🎖️ The **Career Center** hosted a career expo for students on April 7<sup>th</sup>, including attendance from over 200 employers.
- 🎖️ The test optional **Admission Policy** for first time new in college students (FTNIC) was adjusted to have a high school GPA threshold of 3.00 instead of 3.25. This creates better college access opportunities for prospective Missouri State students and is better aligned with the policies of other benchmark institutions.

#### **Multicultural Services:**

- 🎖️ The **Disability Resource Center (DRC)** has served 1461 students in 2021-22 which represents 597 new student registrations and 3415 requests for accommodations in 2376 classes.
- 🎖️ **Access & Bears LEAD** awarded 50 scholarships to high school seniors; including one full scholarship to Wyman member Irisha Watson-Mantia. Dr. Ryan Reed traveled to St. Louis to award Irisha's scholarship at a school ceremony on April 2<sup>nd</sup>.

- ☪ **TRIO Upward Bound** graduating seniors were all accepted to college for fall 2022-- 3 MSU (Springfield)--already connected with Bears LEAD ☐, 1 Arkansas Baptist College (result of a college visit with UB) and 1 Missouri S & T.
- ☪ The Summer **Upward Bound** program will begin June 20<sup>th</sup> with 6 weeks of travel and instruction: 1-week residential at MSU, 1-week traveling classroom to Marquette University (WI), 1-week traveling classroom/culminating trip to Florida (Orlando and St. Augustine). Currently 20 students are committed for this summer.
- ☪ The new Director of **Multicultural Programs** will start June 27<sup>th</sup>. She is coming to us from Bowling Green University in Ohio--Dr. Nina Barudzic.
- ☪ The **Multicultural Graduation Reception** was held at the Welcome Center on May 5<sup>th</sup> at 6 pm. Thank you to Governors Gore and Counts for their participation!

### University Bookstore:

- ☪ The Bookstore had a very successful trip to St Louis to support the Men's basketball team at Arch Madness. Although the team came up just short of a trip to the final game, the Bookstore had 2 days of very successful sales at the Ballpark Village location where they sold quite a bit of product (3K in sales) and gave away rally beads to help get the fans ready to support the team at the games.
- ☪ The Bookstore held their annual Grad Fair on March 9 & 10 in the PSU Ballroom. More than 450 students stopped by over the 2-day event. Bookstore sold grad regalia, had Grad Photos in attendance to take headshots, and the event was very successful. Campus partners included Alumni Assoc, Career Center, COB Grad Programs, Grad College, and International Services. Vendors in attendance included Herff Jones, and the SGF Network.
- ☪ The Bookstore sponsored a book event to support local author, Nancy Allen with release of her newest novel – *Renegade*. This event was held in the Parliamentary room, had about 75 people in attendance, and enjoyed an entertaining evening with the author.
- ☪ The annual Tent Sale was held May 9-13<sup>th</sup> and was a big success.

### Campus Recreation:

- ☪ Missouri State University won the NIRSA (National Intramural Recreational Sports Association) Basketball National Championship.
- ☪ Team Registration and participation is up in Basketball, Futsal, Flag Football, Sand Volleyball and Softball.
- ☪ Campus Recreation officially opened registration for our Camp Claw summer camp program which will provide fun summer activities for ages 6-12.
- ☪ Assistant Director of Campus Recreation – Fitness, Tyler Nielsen – Officially deployed until July 16<sup>th</sup>.


### Plaster Student Union:

- ☪ **Fraternity and Sorority Life's** annual Greek Week occurred with the following notable outcomes:
  - 15,207 pounds of items were donated to the Bear Pantry.
  - 67 pints of blood were donated to the CBCO.
  - FSL raised over \$2,000 in penny wars, which are being distributed to the Rebound Foundation and Eden Village. This is the most money we have raised in the last few years for our beneficiaries.
  - Students spent 3,120 hours donating their time in service hours to various nonprofits.
- ☪ **Esports** construction is underway on the lower level of the PSU and is still tracking to be completed by June 6, in time for SOAR!

**Dean of Students:**

- Over \$2300 was raised for **URSA** through our Ursa Crowdfunding. This will send 23 students to the Ursa Experience who could not otherwise afford to participate.
- Orientation and Transition Programs** selected 26 Ursa Majors for the 2022 Ursa Experience and have spent the semester training these outstanding students.
- Parent and Family Programs** had the largest Spring Family Day at Hammons Field to date. 372 tickets were sold for the event.
- The **Counseling Center** has been providing campus-wide trainings to staff and faculty, called "You Can Help A Student." These 90-minute trainings are designed to help participants learn how to identify the signs of a mental health concerns, to listen effectively and then provide an appropriate referral to students in need of help.
- Since July 1, 2021, the **Counseling Center** has counseled 1,210 individual MSU students and provided a total of 4,817 counseling sessions. Additionally, staff have provided 153 crisis counseling sessions during this same period.
- The 2022-23 **Student Government Association (SGA)** were elected and sworn into office on May 6, 2022. Colin Weber is the new Student Body President. Christina Nguyen is the Vice President for SGA and Drew Minnis is the new Chief of Staff.
- I had the pleasure of advising **SGA** this past year due to a vacancy in the Dean of Students position and then our Dean going on maternity leave. Now that Dr. Andrea Weber is back on campus, she will assume the duties of advising our Student Government Association and student leaders.

Respectfully submitted by,



Dr. Dee Siscoe  
Vice President for Student Affairs

XI.C.1.

**RECOMMENDED ACTION** – Offer of commendation to Michael Chapman for service as Student Body President.

**WHEREAS**, Michael Chapman served as Student Body President at Missouri State University from May 2021 through May 2022, has been actively involved in student government throughout his collegiate career, and has been faithful and competent in the performance of his duties; and

**WHEREAS**, Michael Chapman 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**, Michael Chapman 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**, Michael Chapman has continually demonstrated his dedication to the University and his 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**, Michael Chapman has conducted himself 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 Michael Chapman for outstanding service as Student Body President of Missouri State University from May 2021 through May 2022.

VOTE:        AYE \_\_\_\_\_

                 NAY \_\_\_\_\_



XI.C.2.

**RECOMMENDED ACTION** – Offer of commendation to Abigail Falgout for service as Student Body Vice President.

**WHEREAS**, Abigail Falgout served as Student Body Vice President of Missouri State University from May 2021 through May 2022, and has been faithful and competent in the performance of her duties; and

**WHEREAS**, Abigail Falgout has presided over the Student Government Association with considerable parliamentary skill, leadership, and motivation; and

**WHEREAS**, Abigail Falgout 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**, Abigail Falgout has continually demonstrated her dedication to the University and her fellow students through many leadership and service roles in extracurricular activities; and

**WHEREAS**, Abigail Falgout has conducted herself 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 Abigail Falgout for outstanding service as Student Body Vice President of Missouri State University from May 2021 through May 2022.

VOTE:        AYE \_\_\_\_\_

               NAY \_\_\_\_\_

XI.D.

**RECOMMENDED ACTION** - Approval of Wyrick expenditures passed by a student vote April 2022 to be implemented in FY 2023.

The following resolution was moved by \_\_\_\_\_ and seconded by \_\_\_\_\_.

**WHEREAS**, the Wyrick Commission reviewed and approved one proposal to install a Public Affairs Monument on the North Mall behind the Bear Paw stage, with the funds for the project coming from the Wyrick account; and

**WHEREAS**, President Smart endorsed the project for inclusion on the student ballot, funds exist in the Wyrick account to implement the student portion of the project, and the project was voted on by the student body; and

**WHEREAS**, the student body voted to approve \$100,000.00 for construction of the Monument (by a vote of 200 in favor, 44 opposed, and 34 abstentions) and;

**NOW, THEREFORE, BE IT RESOLVED**, by the Board of Governors of Missouri State University that an expenditure of Wyrick funds, as authorized by the Wyrick Commission and voted on by the students, be made to implement this project.

**VOTE:**      **AYE** \_\_\_\_\_

**NAY** \_\_\_\_\_

**COMMENTS:** This project would place a monument composed of three steel pillars to bring a face to our public affairs mission at Missouri State. This will provide students: a central gathering place on campus that will foster community around the Public Affairs Mission, provide a daily reminder for students walking past, of what the pillars of the mission are, and address the lack of visual representation for the mission on campus. The total funds available are approximately \$261,874.00 and will cover the student portion of the cost of the project. Any remaining balance from the FY22 Wyrick funds will be available for next year or subsequent years.



## End of Year Report to Missouri State University Board of Governors

May 19, 2022

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

### General Information

- Finalized the updates to the bylaws to adjust work loads within the Executive Board for a smoother operation.
- For the 23 FY, we will have the following numbers for Job Families. JF4 has gone out to Elections!

JF1: 12/12

JF3: 6/11

JF2: 10/12

JF4: 15/15

### Activities Committee

**Committee Focus for FY22:** Develop positive and inclusive activities for all staff job families on campus. Plan activities with the remnants of COVID-19 in mind to create safe events.

**Committee Charge:** The Staff Activities Committee may have subcommittees which serve to facilitate planning and coordination for Staff Senate organized events, oversight and fundraising of Staff Senate Scholarship funds, and coordination with University partners in the hosting of a yearly Breast Cancer Awareness fundraising events.

### **Activities Launched**

**Neck Gaiters** (Continued from FY20/21 sales at MSU Bookstore)

- No cost to Senate
- \$2.00/item x 263 = \$526.00. All sales went to the Staff Senate Scholarship

**Cookiegrams** (continued from FY20/21)

- No cost to Senate
- Raised \$87.50 total. All sales went to the Staff Senate Scholarship

**Pineapple Whip** –On campus July 15<sup>th</sup>

### **Athletics**

**Football-** BearVest Villages- September 25<sup>th</sup>, October 16<sup>th</sup>, November 13<sup>th</sup> . Purchased Tickets- October 16<sup>th</sup>

**Men's Basketball-** Suite No. 1 with snacks and water for the February 15<sup>th</sup> and 23<sup>rd</sup> games

**Women's Basketball-**Suite No. 1 with snacks and water for the February 24<sup>th</sup> and 26<sup>th</sup> games

**Baseball-** Purchased over 100 tickets to the Mizzou game for Senators and all full time Staff

### **Theatre and Dance**

**A Chorus Line** Tickets

**BOUNDLESS: Spring Dance Concert** Tickets

### **Upcoming Activities**

- **Staff Appreciation Week:** Will provide outdoor games for Staff on June 17<sup>th</sup> in the Afternoon
- **Pineapple Whip:** July

- “Getting To Know You” First activity will be sponsored by Facilities & Matenance in June
- **Bear Pantry Support:** Developing an on-going project as a competition amongst job families

### Public Affairs Committee

**Ozarks Food Harvest:** Volunteered with our new organization twice this year.

**Adopt-A-Street:** We had two clean-up sessions- March and May. Plan on doing at least one this summer.

**Spring Book Clubs:** *Unlikely Allies in the Academy* and *The Code” The Power of ‘I Will ’”* by Shawn Tomson with Patrick Moser.

**Upcoming Events:**

- **United Way of the Ozarks:** We are participating in Day of Caring on June 23!
- **Senate at the Moxie:** May 28<sup>th</sup>
- **Ozarks Food Harvest: Volunteer Day**
- **Summer Book Club**

### Administrative Professional Committee

**FA21 Administrative Professional Forum:**

- Kristi Oetting, Computer Services, IT Portal
- Brian Heaton, Computer Service, WebPress
- 32 out of 40 registered, seated and lunch provided

**SP22 Administrative Professional Forum:**

- Ross Hawkins, Academic Advising and Transfer Center, Bachelor of general Studies
- Nathan Hoff, Office of the Registrar, DegreeWorks
- 23 out of 25 registered, via Zoom, no meal provided

**Already working on FA23 Forum**

### Communications Committee

**Committee Focus:** Worked to communicate benefits, events, and other announcements to the MSU staff community.

The communications committee reached out to staff via monthly emails, social media, and an updated bi-yearly newsletter.

**2021-2022 communications included:**

- |  |   |
|--|---|
| <ul style="list-style-type: none"> <li>• COVID/FLU clinic updates</li> <li>• COVID testing updates</li> <li>• Masking updates</li> <li>• Administrative Professional Forum</li> <li>• Staff activities</li> <li>• Public Affairs Conference</li> <li>• Public Affairs events</li> <li>• Book club</li> <li>• Athletic events</li> <li>• Homecoming events</li> </ul> | <ul style="list-style-type: none"> <li>• Staff Excellence in University Service Award</li> <li>• Staff appreciation week announcements</li> <li>• Staff Senator election announcements</li> <li>• Benefit updates</li> <li>• Staff discounts</li> <li>• Shared leave</li> <li>• Credit fee waiver</li> <li>• Dental plan updates</li> <li>• Magers Health and Wellness updates</li> </ul> |
|--|---|



# Staff Senate Newsletter

## Inside this issue

---

Recognizing Staff.....2

Staff Awards Luncheon.... 3

Benefits..... 4-5

Maroon Moves ..... 6

Call for Senators ..... 7

Other news ..... 8



Missouri State | STAFF SENATE

*Spring 2022*



# Recognizing Staff

The Staff Excellence in University Service Award recognizes excellence in service to the university among staff employees. Through this award, the university recognizes staff who strive to do their jobs well on a daily basis, who go beyond the call of duty in a special situation, and who have contributed in a significant way to the success of the university.

This year's recipients are:

- Jeremy Beach, Dispatch Specialist, Office of University Safety
- Michelle Rose, Assistant Director - Editorial, Creative Services
- Jesse Scheve, Staff Photographer, Creative Services
- Erin Snider, Fieldwork Education and Admissions Specialist, Occupational Therapy
- Daezia Smith, Leadership Programs Specialist, International Programs
- Gary Wells, Maintenance Supervisor, Facilities Management





## *Staff Awards Luncheon*

The Service Awards program honors three categories of staff employees: those who have reached a five-year longevity milestone in their years of service to the university, those who have been selected for the Staff Excellence in University Service Award and those who have been selected for the Staff Excellence in Community Service Award.

Special round trip express shuttles marked “Staff Appreciation Lunch” will operate from 11 a.m.-2 p.m. running from Carrington Hall to Hammons Student Center with a stop at Glass Hall; and from the Park Central Office Building to Hammons Student Center with a stop at the Morris Center.

Attendees are encouraged to wear Bearwear. [Full details on University calendar.](#)

## *Save the Date - June 14 @ 11:30am*

# Staff Discounts

Have you checked out the Faculty and Staff discounts page lately? Browse the blog to discover areas you could be saving on.

- Lawn care
- Restaurants
- Dental
- Cellular plans
- Fitness
- Housing
- Banking
- Groceries
- Entertainment
- Beauty
- Travel and more



# Shared Leave

Are you in a position to help co-workers by donating your extra time? The shared leave pool is in place to provide a safety net against pay interruption for eligible employees who may be unable to work on a continuous or intermittent basis.

Qualifying events include:

- Incapacity due to pregnancy, prenatal medical care or child birth
- To care for the employee's child after birth, or placement for adoption or foster care
- To care for the employee's spouse, domestic partner, son, daughter or parent, who has a serious health condition
- For a serious health condition that makes the employee unable to perform the employee's job
- Bone marrow and organ donations (employee donating)

**More details on the Shared Leave benefit can be found on the [Missouri State website](#).**

*\*Employee must have donated at least 16 hours of earned vacation leave to the bank prior to requesting leave from the pool in order to receive donations from the SLP.*





# NON CREDIT FEE WAIVER

Expires June 30, 2022



The university will pay \$150 per employee, per fiscal year (July 1 through June 30) for enrollment in noncredit courses sponsored by the University.

CLICK TO BROWSE MY  
LEARNING CONNECTION

## ***Noncredit Course Fee Waiver***

Full-time regular employees may receive assistance to help pay course fees to enroll in noncredit courses offered by Missouri State University for the purpose of professional and personal development. Details, rules and limitations can be found on the [Missouri State website](#).

# Amazing Benefits of *Maroon Moves*

1

Improve mood  
and get better  
sleep.

2

Improve  
cardiovascular  
fitness.

3

Strengthen  
bones and  
muscles.



## *Competition starts April 6*

More information on this walking/running challenge can be found on the [MSU wellness website](#).

# Call for Senators

Staff Senate is now accepting nominations for terms beginning July 2022. Those elected will have the chance to serve Missouri State University while representing their specific Job Family for a three-year term. In addition, this is your opportunity to assist in advocating for continuous personal and professional development improvements by initiating or assisting in programs and changes that benefit staff.

Our responsibility to Missouri State University includes but is not limited to:

- Reviewing policies/procedures and offering recommendations regarding the interests of staff and non-faculty employees
- Assisting in the communication of issues and activities affecting staff members
- Serving as a liaison between the President and Staff
- Promoting participation in the University community
- And encouraging a sense of community among all University employees.

The University encourages all employees to attend Senate meetings and participate in Senate activities. As this is an approved work-related activity, PTO is not required when attending meetings and events related to Staff Senate.

If you or someone you'd like to nominate are interested in filling a vacant senator seat and:

- Can commit to a three-year Senate term
- Can commit and attend up to two hours per month for meetings
- Can serve on at least one Staff Senate committee

Send your nominations to [StaffSenate@MissouriState.edu](mailto:StaffSenate@MissouriState.edu) by **Friday, April 15, 2022**. Elections will take place after Sunday, May 1, 2022.

The board encourages your involvement and the need for dedicated individuals with a diverse skill set to advocate for staff. Would you like to get involved by lending your service and expertise to Staff Senate?

For more information about Staff Senate, please visit our [website](http://www.missouristate.edu/staff-senate) or contact us at [StaffSenate@MissouriState.edu](mailto:StaffSenate@MissouriState.edu).

# WE'RE *Hiring*

REFER A FUTURE BEAR!

▶ [Jobs.MissouriState.edu](https://Jobs.MissouriState.edu)



*Please send any stories, pictures, and special event information to Staff Senate Communications Committee*

[StaffSenateCommunications@MissouriState.edu](mailto:StaffSenateCommunications@MissouriState.edu)

#### Upcoming Staff Senate Meetings

April 7, 2022 — 11 AM

May 5, 2022 — 11 AM

June 2, 2022 — 11 AM

# Stay Social

**Missouri  
State.**

STAFF SENATE



@MSUStaffSenate

XII.B.

**RECOMMENDED ACTION - Offer of commendation to Kathleen Hains for service as Staff Senate Chair.**

The following resolution was moved by \_\_\_\_\_ and seconded by \_\_\_\_\_:

**Whereas** Kathleen Hains has served as Chair of the Staff Senate at Missouri State University for 2021-2022; and

**Whereas** Kathleen Hains 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** Kathleen Hains 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** Kathleen Hains has continually demonstrated her dedication to the University and her 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** Kathleen Hains has conducted herself 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 Kathleen Hains for her outstanding service as Staff Senate Chair at Missouri State University for 2021-2022.

VOTE:        AYE \_\_\_\_\_

              NAY \_\_\_\_\_



XIII.A.

**RECOMMENDED ACTION** – Approval of an Agreement for the construction and use of a Throwing Field at Parkview High School in Springfield, Missouri.

The following resolution was moved by \_\_\_\_\_ and seconded by \_\_\_\_\_.

**BE IT RESOLVED** by the Board of Governors for Missouri State University that the Board enter into the attached Agreement for the construction and use of a suitable space for activities relating to the School District of Springfield, R-12 (“District”) and University athletic operations, consisting of design, engineering, bidding, and construction of a Throwing Field on the campus of the District’s Parkview High School and joint use of the Throwing Field by the District and the University. The University shall pay the District for hard and soft costs for the District’s construction of the Throwing Field, not to exceed Four Hundred Fifty Six Thousand and Seventy Five Dollars (\$456,075.00).

**BE IT FURTHER RESOLVED** that the administration of the University, including the Vice President for Administrative Services, is delegated the authority to negotiate and execute any and all other agreements and documents necessary that are in furtherance of and consistent with the terms of this Agreement.

**VOTE:**        **AYE**\_\_\_\_\_

**NAY**\_\_\_\_\_

**COMMENTS:**

The Throwing Field will be NCAA compliant for javelin, shotput, discus and hammer throw. It will be located in a green space on the Southwest corner of the Parkview High School campus, East of Grant Street, North of Chrisman Road and South of the access/delivery road for the school.

The District shall plan and execute the Project, including design, engineering, bidding and construction of the Throwing Field. University will reimburse the District for the cost of design, engineering, bidding and construction of the Throwing Field, not to exceed \$456,075.00.

The University will have priority use of the Throwing Field for any NCAA, Conference, or University intercollegiate track and field meet which is hosted by the University. University will also have use of the Throwing Field for practice.

The Agreement is for 10 years with 3 renewals with 5-year terms each. If the District terminates the Agreement prior to June 30, 2032, District shall reimburse University for the unamortized costs of the construction project.

District’s Board approved the agreement on April 26, 2022.

The Agreement has been reviewed and approved by the Office of General Counsel.

**AGREEMENT**

**(Missouri State University and School District of Springfield, R-12)  
(Throwing Field – Parkview High School Campus)**

This Agreement (“Agreement”) is entered into on the \_\_\_\_ day of \_\_\_\_\_, 2022, by and between the Board of Governors for Missouri State University (“University”) and the Board of Education for the School District of Springfield, R-12 (“District”). The Agreement is effective on the date of the last signature by the authorized officials of the two parties.

1. **District** – The School District of Springfield, R-12 (“District”) is an urban public school district and a political subdivision of the State of Missouri which is governed by its Board of Education. District’s Administrative offices are located at 1359 E. St. Louis St., Springfield, Missouri, 65802.

2. **University** – Missouri State University (“University”) is a public university which was established by the State of Missouri to provide post-secondary and graduate educational programs. The University is governed by a Board of Governors and maintains its business offices at 901 S. National Avenue, Springfield, Missouri, 65897.

3. **Project** – The District and University enter into this Agreement for purposes of setting forth the mutual expectations, obligations, and agreements for the construction and use of a suitable space for certain mutually agreeable activities relating to District and University’s athletic operations (“Project”). The Project consists of: (a) the design, engineering, bidding and construction of a Throwing Field, more fully defined herein on the campus of the District’s Parkview High School (“Property”); and, (b) the joint use of the Throwing Field by the District and University, including their respective invitees. The specifics of the Project are set forth on “Attachment A” and incorporated into this Agreement by reference. Unless otherwise agreed to by the Parties, the provisions of this Agreement shall rule in the event there are inconsistencies between this Agreement and the provisions of Attachment A.

4. **Relationship of the Parties**

4.1 **Independent Contractor** – In the performance of all services covered by this Agreement, District and University shall be deemed to be and shall be an independent contractor of the other.

4.2 **No Agency** – In the performance of all services covered by this Agreement, neither party is authorized or empowered to act as agent for the other for any purpose and shall not on behalf of the other enter into any contract, warranty or representation as to any matter. Neither shall be bound by the acts or conduct of the other unless specifically set forth in this Agreement or as otherwise approved in writing by University’s Board of Governors and the District’s Board of Education.

5. **University's Employees, Contractors and Invitees** – During the Term of this Agreement:

5.1 **Not Employees** – No agent, contractor, employee, student, invitee or servant of the University or District shall be considered to be an agent, contractor, employee, student or servant of the other party while participating in activities pursuant to this Agreement. No agent, contractor, employee, student, invitee or servant of the University or District shall be entitled to receive wages from the other party or participate in any plans or benefits of employment with the other party, including but not limited to any pension, insurance plan or similar benefit plans that the other party makes available to its employees.

5.2 **Observance of District Policies and Procedures** – University shall be responsible to ensure that each of its contractors, employees, invitees and students, who participate on the Project on the District's property, in or around the District's students, comply with the policies of the Board of Education.

6. **Term**

6.1 **Term of Agreement** -- The Term of the Project and this Agreement shall begin on \_\_\_\_\_, 2022 \_\_\_\_, and shall continue through June 30, 2032. This Agreement may be renewed by the parties, with mutual written agreement, for an additional three (3) renewals with five (5) year terms each.

6.2 **Termination of Agreement** -- The Agreement may be terminated: (a) at any time with the mutual written consent of both parties; (b) by the University, with sixty (60) days prior notice, prior to the beginning of construction on the Throwing Field or at any time after the design, engineering, bidding and construction of a Throwing Field has been completed; (c) at the end of the initial Term or any extended Term.

6.3 **Early Termination Fees** – If District terminates this Agreement prior to June 30, 2032, District shall reimburse University for the unamortized costs of the Project, based on a ten-year amortization schedule for the actual cost to the University for the construction of the Throwing Field, but not greater than the actual cost of the Project.

For example, if the District terminates on July 1, 2027, the District shall be required to reimburse the University \$228,037.50 of final Project cost (i.e., \$456,075.00/10 years = \$45,607.50/year; \$45,607.50 x 5 years = \$228,037.50).

7. **Compliance With State And Federal Law/Board Policies** – The University and District shall comply with all applicable Federal and State statutes, regulations and guidelines, the Constitutions of the United States and Missouri and the policies/regulations of the Board of Education and Board of Governors. Without limiting the foregoing, the University and District



further agree that while they are engaged in the Project and activities pursuant to this Agreement, they shall not discriminate against any employee, contractor, student, applicant for admission to the University or District, participant in the Project, employee or applicant for employment on the basis of the person's race, color, national origin, sex, ancestry, religion, age, physical or mental disability, status as a veteran, sexual orientation, gender identity or expression, or any other classification which is protected by applicable law, regulation, guideline or policy.

8. **Compensation To University and District** – The University shall pay the District for hard and soft costs that the District incurs in connection with the construction of the Throwing Field not to exceed \$456,075.00, including the designing, engineering, bidding and construction of the Throwing Field, which is more fully described in Attachment A of this Agreement. The District shall provide the property for the Throwing Field. If at any time following execution of this Agreement and the beginning of construction of the Throwing Field, District believes the actual cost of construction of the Throwing Field is likely to exceed \$456,075.00, District will notify University and the Parties will meet in good faith to discuss an appropriate allocation of the additional costs of the Throwing Field project, through mutual agreement.

9. **Liability/Sovereign Immunity**

9.1 The District assumes any and all responsibility for personal injury and property damage attributable to the negligent acts of its agents, including injury to its officers, employees, agents and students, to the extent required by, and subject to the Missouri sovereign immunity statutes, Section 537.600 et seq. RSMo.

9.2 University represents that as of the date of execution of this Agreement it is subject to the Missouri State Legal Expense Fund, as established by Missouri Statute and administered and interpreted by the Attorney General of the State of Missouri, and that the University has no liability insurance that can extend protection to any other person under this Agreement or the Project.

9.3 Notwithstanding any other provision of this Agreement, neither the District nor the University waives any right of sovereign immunity available to it under the laws of the State of Missouri.

9.4 Each party shall be responsible for its own acts and omissions and shall be liable for payment of that portion of any and all claims, liabilities, injuries, suits, and demands and expenses of all kinds that may result or arise out of any alleged malfeasance or neglect caused or alleged to have been caused by said party, its employees, agents, or subcontractors, in the performance or omission of any act or responsibility of said party under this Agreement. In the event that a claim is made against both parties, it is the intent of both parties to cooperate in the defense of said claim and to cause their insurers

to do likewise. Both parties shall, however, retain the right to take any and all actions they believe necessary to protect their own interests.

10. **Notices and Designated Representatives**

10.1 **Notices to District** – Any notices required by this Agreement shall be given by prepaid, first class, certified mail, return receipt requested, addressed in the case of District to the persons and at the addresses set forth below, or to their designees or successors at such other addresses as may be given from time to time in accordance with the terms of this notice provision:

**District’s Representative:**

Dr. John Mulford  
Deputy Superintendent-Operations  
School District of Springfield, R-12  
1359 E St. Louis St.  
Springfield, MO 65802

**And a copy to:**

Brandi Cryer  
Contract Coordinator  
School District of Springfield, R-12  
1359 E St. Louis Street  
Springfield, MO 65802  
contracts@spsmail.org

10.2 **Notices to the University** – Any notices required by this Agreement shall be given by prepaid, first class, certified mail, return receipt requested, addressed in the case of the University to the persons and at the addresses set forth on “Attachment A.”

**University’s Representative:**

Matthew D. Morris  
Vice President for Administrative  
Services  
Missouri State University  
901 S. National Avenue  
Springfield, MO 65897  
(417) 836-5233

**And a copy to:**

Rachael M. Dockery  
General Counsel  
Missouri State University  
901 S. National Avenue  
Springfield, MO 65897  
(417) 836-8507

11. **Miscellaneous**

11.1 **Entire Agreement** – This Agreement constitutes the entire and only agreement between the parties relating to the Project, and all prior negotiations, representations, agreements and understandings are superseded hereby with relationship to the Project. No agreements altering or supplementing the terms hereof may be made except by means of a written document signed by the duly authorized representatives of the parties.

11.2 Governing Law – This Agreement shall be governed, construed and enforced in accordance with the internal laws of the state of Missouri.

11.3 Authority To Execute Agreement – The undersigned certify that prior to signing this Agreement, each has received written authorization from his/her respective governing body to sign this Agreement on its behalf.

IN WITNESS WHEREOF, the parties have executed this Agreement effective as of the day and year indicated by each signature below:

**BOARD OF EDUCATION FOR  
THE SCHOOL DISTRICT OF  
SPRINGFIELD, R-12**

  
\_\_\_\_\_  
John Mulford  
Deputy Superintendent-Operations  
School District of Springfield, R12

**BOARD OF GOVERNORS FOR  
MISSOURI STATE UNIVERSITY**

\_\_\_\_\_  
Matthew D. Morris  
Vice President for Administrative Services  
Missouri State University

Date: APR 26 2022, 2022

Date: \_\_\_\_\_, 2022

**BOARD APPROVED**



**ATTACHMENT A**  
**Project Description**

1. **Construction of Throwing Field.** The construction of an NCAA compliant Throwing Field for javelin, shotput, discus and hammer throw in compliance with the International Association of Athletics Federations' (IAAF) Track and Field Facilities Manual, the American Sports Builders Association Construction and Maintenance Manual Technical, and NCAA Track and Field Rules.
2. **Location of the Throwing Field.** The Throwing Field will be located in a green space on the Southwest corner of the Parkview High School campus, East of Grant Street, North of Chrisman Road and South of the access/delivery road for the school.
3. **Design, Engineering, Bidding and Construction of the Throwing Field**
  - (a) The District shall plan and execute the Project, including the design, engineering, bidding and construction of the Throwing Field, consistent with the requirements set forth in this Agreement, specifically Section 1 above.
  - (b) The University shall reimburse the District for the cost of associated with the design, engineering, bidding and construction of the Throwing Field. Actual cost of the Project is not to exceed \$456,075.00.
  - (c) The District, at its sole cost, will be responsible for maintaining the grounds in and around the Throwing Field, in good working condition for competitive use.
4. **Payment of the Construction Costs.** The University shall pay the Project costs to the District as follows:
  - (a) One-Third of the Project Construction Costs – One Hundred Fifty-Two Thousand Twenty-Five Dollars (\$152,025.00) within forty-five (45) days after the District notifies the University in writing that physical construction of the Project has commenced;
  - (b) One-Third of the Project Construction Costs – One Hundred Fifty-Two Thousand Twenty-Five Dollars (\$152,025.00) within forty-five (45) days after the District notifies the University in writing, and provides a certificate from the Architect that construction of the Project is fifty percent (50%) complete, and that the District has paid the contractor of the Project fifty percent (50%) of the construction costs for the Project, less retainage; and
  - (c) The remainder of the actual Project construction costs (not to exceed \$152,025.00) within forty-five (45) days after the later of: (1) the Project achieving final completion, or (2) the District delivering to the University the final accounting. The parties

acknowledge that the University costs will be based on the total cost of construction for the Project. The District will notify the University in writing of any change orders related to the Project.

5. **Use of Throwing Field.** During the Term of the Agreement, the Throwing Field will be used as follows:

(a) The University will have priority use of the Throwing Field for any NCAA, Conference or University intercollegiate track & field meet which is hosted by the University.

(b) The University may request additional use times for practice sessions subject to scheduled use by the District.

(c) The District will have priority in scheduling of the Throwing Field, except for the University hosted Meets described in paragraph 5(a) above.

(d) The University and the District agree that the party using the Throwing Field as scheduled shall be responsible for providing security. The other party shall have no obligation to provide staff for security while not using the Throwing Field. Notwithstanding the foregoing, District will at all times maintain sufficient staff and security at the Parkview location.

(e) The University and the District agree that the party using the Throwing Field as scheduled shall be responsible for cleaning of the Throwing Field and adjacent stadium and the parking areas, to prepare the area to the next use.

(f) The Parties shall maintain appropriate insurance to cover their use of the Throwing Field and Property, including, but not limited to, injury to any persons on the Property as a result of the such use, including but not limited to students, visitors or spectators. Each Party will name the other as an additional insured on the insurance policy and furnish the other Party with an appropriate Certificate of Insurance upon request.

(g) The University may use removable signs and/or banner during their use of the Throwing Field. These signs or banners must not damage the Property and must be removed at the end of the event or use by the University. If damage results, the University shall be responsible for restoring the Property or its contents to their original condition.

(h) Prior to the intended use of the Throwing Field, the Parties will establish mutually agreeable procedures for the establishment the Throwing Field schedule consistent with this Agreement and the priority usage established in this Section

6. **Ownership of the Throwing Field.** The District will maintain ownership of the property, including the improvements for the Throwing Field.

XIII.B.

**RECOMMENDED ACTION** – Approval of bids and award of a contract for the Small Animal Education Center at Darr Agricultural Center.

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 Crossland Construction Company, Inc. in the amount of Four Million Seventy-one Thousand and 00/100ths dollars (\$4,071,000.00) for the base bid plus alternate 1 for the Small Animal Education Center at Darr Agricultural Center be accepted, approved, and awarded.

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

<b>Project Budget</b>	
Consultant Fees	\$275,900.00
Construction Costs	\$4,071,000.00
Other Construction Costs	\$148,000.00
Project Administration	\$40,710.00
Construction Contingency	\$411,890.00
Furniture, Fixtures, and Equipment	\$157,500.00
Telecommunications	\$95,000.00
Relocation Costs	\$0.00
<b>Total Project Budget</b>	<b>\$5,200,000.00</b>
<b>Funding Source</b>	
Small Animal Facility budget	\$5,200,000.00
<b>Total Funding Source</b>	<b>\$5,200,000.00</b>

**BE IT FURTHER RESOLVED** that this be paid from the Small Animal Facility budget funded by State Appropriations, private donations, FY23 Operating Maintenance and Repair budget, and Provost One Time Funding.

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

**VOTE: AYE** \_\_\_\_\_

**NAY** \_\_\_\_\_

**COMMENTS:**

The bids received on this project are as follows:

<b>Contractor</b>	<b>Crossland Construction Company, Inc.</b>	<b>BP Builders, LLC</b>	<b>DeWitt &amp; Associates, Inc.</b>	<b>Carson-Mitchell, Inc.</b>
<b>Base Bid</b>	\$3,977,000.00	\$4,350,295.00	\$4,373,000.00	\$5,366,000.00
<b>Alternate No. 1</b>	\$94,000.00	\$53,908.00	\$61,300.00	\$66,700.00
<b>Alternate No. 2</b>	\$42,000.00	\$40,263.00	\$45,600.00	\$53,000.00
<b>Alternate No. 3</b>	\$51,000.00	\$38,322.00	\$49,800.00	\$63,900.00
<b>Alternate No. 4</b>	\$230,000.00	\$63,232.00	\$65,500.00	no bid
<b>Unit Price No. 1:</b>				
Replace unsatisfactory soil per cubic yard	\$78.00	\$25.00	\$30.00	\$35.00
<b>Unit Price No. 2:</b>				
Lime stabilization per cubic yard	\$80.00	\$18.00 per sq yard	\$80.00	\$35.00
<b>Unit Price No. 3:</b>				
Rock excavation per cubic yard	\$600.00	\$250.00	\$550.00	\$200.00
<b>Total (Base Bid + Alt. 1)</b>	\$4,071,000.00	\$4,404,203.00	\$4,434,300.00	\$5,432,700.00

This project constructs a new pre-engineered metal building that is approximately 10,000 square feet at the Darr Agricultural Center for the Animal Science Department. The building will include a lobby, restrooms, offices, treatment room, animal bathing, food storage and laundry, group activity and training lab, teaching laboratory, six (6) indoor and outdoor runs, mechanical/electrical, and support spaces. Work is scheduled to be completed during the summer 2023 semester.

Alternate 1 provides a gravel parking lot with concrete drive aprons. It is recommended that this alternate be accepted.

Alternate 2 would have provided suspended acoustical baffles in the lobby areas. Alternate 3 would have provided concrete masonry unit block partitions and hard ceilings at the restrooms. Alternate 4 would have provided composite wall panels, soffit panels, and interior wall panels at the entrance. These alternates are not being accepted due to cost.

Unit prices were received during bidding, as additional site work may be addressed as needs are identified.

Other construction costs included a new water main from Kansas Expressway, as well as City Utilities connections for gas, water, fire, and electric.

This project will be paid from the Small Animal Facility budget funded by State Appropriations (\$4,000,000.00), private donations (\$900,000.00), FY23 Operating Maintenance and Repair (\$200,000.00) budget, and Provost One Time Funding (\$100,000.00) budget.

XIV.A.

**MISSOURI STATE UNIVERSITY FOUNDATION  
INCOME SUMMARY TOTALS BY TYPE AND SOURCE  
07/01/2021 TO 4/30/2022**

SOURCE	UNRESTRICTED CURRENT	RESTRICTED CURRENT	ENDOWMENT	GIFTS OF PROPERTY	NON-GIFT INCOME*	TOTAL 07/01/2021 TO 4/30/2022	TOTAL 07/01/2020 TO 4/30/2021
ALUMNI	\$85,287	\$2,472,958	\$1,425,806	\$36,507	\$359,239	<b>\$4,379,797</b>	\$4,146,914
FRIENDS	26,199	3,111,720	776,335	31,896	286,433	<b>\$4,232,583</b>	3,915,075
PARENTS	2,790	106,963	31,142	191	53,450	<b>\$194,536</b>	170,365
FOUNDATIONS	4,225	2,396,705	139,285	0	14,550	<b>\$2,554,765</b>	3,513,709
ORGANIZATIONS	45,156	1,142,018	2,379,553	9,616	4,400	<b>\$3,580,743</b>	5,019,921
BUSINESSES	54,690	1,120,011	187,364	1,451,710	965,766	<b>\$3,779,541</b>	6,401,597
<b>GIFT TOTAL</b>	<b>\$218,347</b>	<b>\$10,350,375</b>	<b>\$4,939,485</b>	<b>\$1,529,920</b>	<b>\$1,683,838</b>	<b>\$18,721,965</b>	<b>\$23,167,581</b>

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

**DEFERRED GIFT COMMITMENTS**

	UNRESTRICTED CURRENT	RESTRICTED CURRENT	ENDOWMENT	GIFTS OF PROPERTY	TOTAL 07/01/2021 TO 4/30/2022	TOTAL 07/01/2020 TO 4/30/2021
DEFERRED GIFTS	0	841,000	4,213,723	0	<b>\$ 5,054,723</b>	<b>\$ 3,333,501</b>

GRAND TOTAL FOR TESTAMENTARY GIFTS YET TO BE RECEIVED: \$72.8M

	NUMBER OF DONORS 7/1/2021 TO 4/30/2022	NUMBER OF DONORS 7/1/2020 TO 4/30/2021
ALUMNI	5,127	5,577
FRIENDS	10,618	10,352
PARENTS	838	1,115
FOUNDATIONS	47	53
ORGANIZATIONS	264	209
BUSINESSES	737	537
<b>TOTAL</b>	<b>17,631</b>	<b>17,843</b>



**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	
<b>Annual Gifts</b>	FY 21	6,261	\$163,864	54	\$459,693	6,315	\$623,557	62,364	\$7,446,608	FY 21
	<b>FY 22</b>	6,281	\$142,992	61	\$723,401	6,342	\$866,393	66,208	\$7,532,201	<b>FY 22</b>
<b>Special Campaigns</b>	FY 21	248	\$34,196	23	\$303,660	271	\$337,856	901	\$7,790,371	FY 21
	<b>FY 22</b>	87	\$16,168	7	\$364,000	94	\$380,168	981	\$5,292,131	<b>FY 22</b>
<b>One Time Gifts</b>	FY 21	0	\$0	4	\$152,918	4	\$152,918	95	\$7,930,602	FY 21
	<b>FY 22</b>	0	\$0	7	\$73,228	7	\$73,228	162	\$5,897,633	<b>FY 22</b>
<b>TOTALS</b>	FY 21	6,509	\$198,060	81	\$916,271	6,590	\$1,114,331	63,360	\$23,167,581	FY 21
	<b>FY 22</b>	6,368	\$159,160	75	\$1,160,629	6,443	\$1,319,789	67,351	\$18,721,965	<b>FY 22</b>

**MISSOURI STATE UNIVERSITY FOUNDATION  
INCOME SUMMARY TOTALS BY TYPE AND SOURCE  
07/01/2021 TO 3/31/2022**

SOURCE	UNRESTRICTED CURRENT	RESTRICTED CURRENT	ENDOWMENT	GIFTS OF PROPERTY	NON-GIFT INCOME*	TOTAL 07/01/2021 TO 3/31/2022	TOTAL 07/01/2020 TO 3/31/2021
ALUMNI	\$81,033	\$2,410,438	\$1,390,746	\$36,148	\$353,993	<b>\$4,272,358</b>	\$3,935,612
FRIENDS	26,059	2,940,257	767,380	28,055	286,050	<b>\$4,047,801</b>	3,791,804
PARENTS	2,590	96,310	18,682	191	53,450	<b>\$171,223</b>	159,119
FOUNDATIONS	4,100	1,747,685	139,285	0	14,550	<b>\$1,905,620</b>	2,920,539
ORGANIZATIONS	45,970	1,101,890	2,337,559	5,536	4,400	<b>\$3,495,355</b>	4,911,970
BUSINESSES	54,590	809,991	173,624	1,449,084	965,766	<b>\$3,453,055</b>	6,334,206
<b>GIFT TOTAL</b>	<b>\$214,342</b>	<b>\$9,106,571</b>	<b>\$4,827,276</b>	<b>\$1,519,014</b>	<b>\$1,678,209</b>	<b>\$17,345,412</b>	<b>\$22,053,250</b>

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

**DEFERRED GIFT COMMITMENTS**

	UNRESTRICTED CURRENT	RESTRICTED CURRENT	ENDOWMENT	GIFTS OF PROPERTY	TOTAL 07/01/2021 TO 3/31/2022	TOTAL 07/01/2020 TO 3/31/2021
DEFERRED GIFTS	0	841,000	4,213,723	0	<b>\$ 5,054,723</b>	<b>\$ 3,333,501</b>

GRAND TOTAL FOR TESTAMENTARY GIFTS YET TO BE RECEIVED: \$72.8M

	NUMBER OF DONORS 7/1/2021 TO 3/31/2022	NUMBER OF DONORS 7/1/2020 TO 3/31/2021
ALUMNI	<b>4,929</b>	5,260
FRIENDS	<b>10,205</b>	9,964
PARENTS	<b>796</b>	1,053
FOUNDATIONS	<b>45</b>	48
ORGANIZATIONS	<b>249</b>	191
BUSINESSES	<b>697</b>	522
<b>TOTAL</b>	<b>16,921</b>	17,038

**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	
<b>Annual Gifts</b>	FY 21	6,628	\$218,681	77	\$411,218	6,705	\$629,899	56,049	\$6,823,051	FY 21
	<b>FY 22</b>	6,584	\$173,226	59	\$652,742	6,643	\$825,968	59,849	\$6,665,665	<b>FY 22</b>
<b>Special Campaigns</b>	FY 21	18	\$3,912	6	\$142,450	24	\$146,362	630	\$7,452,515	FY 21
	<b>FY 22</b>	13	\$2,813	11	\$617,673	24	\$620,486	885	\$4,855,342	<b>FY 22</b>
<b>One Time Gifts</b>	FY 21	0	\$0	4	\$114,387	4	\$114,387	91	\$7,777,684	FY 21
	<b>FY 22</b>	0	\$0	8	\$546,900	8	\$546,900	155	\$5,824,405	<b>FY 22</b>
<b>TOTALS</b>	FY 21	6,646	\$222,593	87	\$668,055	6,733	\$890,648	56,770	\$22,053,250	FY 21
	<b>FY 22</b>	6,597	\$176,039	78	\$1,817,315	6,675	\$1,993,354	60,889	\$17,345,412	<b>FY 22</b>

MarCom updates since the February 18, 2022 meeting

**Web Strategy and Development (WSD)**

Training is rolling out across the university on the new content management system (CMS) for the university website. 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 team hired a small group of motivated students to assist in the rollout of the platform to all sites. The rollout is now at 50% and progressing well.

Additionally, WSD is implementing strategies and platforms that have the potential to positively impact enrollment for 2022, including a search engine optimization platform (SEO) and a hybrid chat feature for the website. The results of the platforms are positive. Chat has engaged several thousand students and parents for the last several months – many in the late evening hours when staff aren’t available. Additionally, SEO has enabled the website to run more efficiently (important from a Google search perspective) and continues to provide positive results.

**Office of Strategic Communications (formerly University Communications)**

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

They continue to provide strategic communications and support across campus, along with social media engagement. Mind’s Eye is heating up as we prepare for the publication of the next issue coming Fall 2022.

**Video Marketing (formerly Visual Media)**

The team continues work on new high-production-value videos for Mind’s Eye and Student Affairs

They are working with several colleges developing informational videos for use on websites, social media, conferences, etc.

**Creative Services (formerly Editorial Design Services)**

The team continues to be very busy partnering with Admissions, the Foundation, colleges and departments across campus. They are also working closely with the social media, digital marketing and the web team in developing designs, avatars, etc.

They are finalizing publications for various colleges and the Foundation.

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

**Technology & Cybersecurity Update – Board of Governor’s Meeting**  
**Jeff Coiner – Chief Information Officer**

The Information Services Leadership Team members include Jeff Coiner, CIO; Theresa McCoy, Deputy CIO; Robert Martin, Director of Cybersecurity & Enterprise Systems; Steve Coffman, Telecommunications Coordinator; Josh Stuppy, Network Coordinator; and David Young, Director of Information Technology Services – West Plains.

Members of the Information Technology Council, which manages the Student Computer Usage Fee expenditures and budget, include Kevin Piercy, Assistant Director of Computer Services; Greg Rainwater, Finance Administrator for the Office of the Provost; Ian Alaimo, Technology Coordinator for the McQuery College of Health and Human Services; and William Hader, IT Administrator – Research, Economic Development, and International Programs. Representatives from the Student Government Association, Faculty Senate, Staff Senate, and the College Deans also participate in the IT Council.

Faculty, students, and staff depend on technology in a variety of ways across the Missouri State University system. Students apply for admission, pay for meal plans, schedule, and attend classes. Faculty members use the Blackboard Learning Management System to publish their course syllabus, create class content and manage student grades. Staff members use technology to purchase office supplies and equipment, manage the University’s finances, and enter timesheets and leave.

There is a great deal of complexity that has manifested over time as the utilization of technology increased at the University. Managing email accounts, my.missouristate.edu, security requirements, student information and the Enterprise Resource Planning (ERP) System takes a lot of effort and coordination.

Increasing cybersecurity compliance requirements, risks of ransomware attacks, and business email compromise are increasing concerns. Implementing security tools to mitigate threats, for both the on campus and remote workforce, adds to the challenge for our cybersecurity team to manage.

Each year our Information Services team holds a retreat in West Plains to work together to identify common goals and issues we face on both campuses. Last summer one of the items we discussed was how we could improve some of the challenges we face with account creation and management. It was apparent that the level of complexity was impeding our ability to create and manage our network and email accounts. We recognized that if it was this confusing to all of us that deal with technology daily, there had to be others at the University that were feeling the same way. From that moment, the Simplify IT Initiative was born.

**Simplify IT Guiding Principles:**

- We will focus our efforts on providing the best experience with technology
- We will leverage cloud-based services, analytics, and automation
- Life-cycle funding and standard technology solutions are essential for our future
- Developing and retaining our employees is a top priority
- Our technologies must fuel innovation, collaboration, and accessibility

We want to improve the experience with technology at Missouri State University for our students, faculty, and staff members. We also want to simplify the effort required to manage the computer systems we use and ensure they are secure. To do this, we are taking advantage of cloud-based services like Microsoft 365, Blackboard, Slate CRM for Admissions, and more. As we transition our computer systems out of our data center and into cloud offerings, we must plan for the life-cycle funding for these services. Most importantly, we need to recognize that continuing to develop and retain technology professionals and expertise in our functional areas is critical to the University’s success. Finally, technology must be a catalyst for innovation. It needs to be utilized to separate MSU (Missouri State University) from our competition and makes education more accessible for our students. This is our Simplify IT Initiative.

During the COVID-19 pandemic our investment in cloud-based technologies proved to be highly effective. Cloud-based technologies simply mean we are using software services delivered from another company's secure data center, accessible over any Internet connection.

For example, Microsoft 365 (email, Word, Excel), Blackboard Learning Management Technology and Zoom provided flexibility and scalability that would have been difficult to replicate in our own data centers. We were able to quickly shift from our normal on campus environment to working, teaching, and learning remotely. It took an enormous effort from our students, faculty, and staff and the University’s investment in these technologies provided the foundation to support our response.

Our University Admissions team recently implemented a new Customer Relationship Management (CRM) system to make applying for admission to the University easier for students and more efficient for their department. Admissions partnered with our Information Services team and experienced consultants from Underscore, knowledgeable about the Slate system, to implement the CRM quickly and with more capabilities than we could have done on our own. Similar software implementations in the future will be evaluated to determine the cost benefit of utilizing consulting services. If it makes sense, we will do so.

We continue to move forward with enhancements and upgrades to existing computer infrastructure and software, too. Our Transact point-of-sale system and Avaya phone system were recently upgraded to provide new capabilities. The latest version of our point-of-sale system allows students to submit their own photos for their student ID BearPass Cards. We anticipate students will take advantage of this new feature during our SOAR sessions this summer. The new point-of-sale system also supports mobile payments from Apple Pay and Google Pay in the Plaster Student Union and other locations across campus. Our Avaya phone system now includes a softphone application that allows our remote workforce to use the University’s phone system on their laptop or mobile device from any location with an Internet connection. And our my.missouristate.edu portal, used across the University, will soon receive an update that will modernize the look and provide a new mobile app which we believe is overdue.

Custom-developed applications, created by our MSU team, can also provide good options where purchased software does not meet the needs or is not cost effective. The EASI (Early Alert for Successful Intervention) system is being used to assist with our Title III grant retention efforts. We partnered with Dr. Kelly Wood to create EASI to provide MSU’s success coaches with visual triggers that identify students who may need support with a variety of issues.

The University’s Enterprise Risk Management Committee identified cybersecurity threats as the top risk for the University. The cybersecurity threat landscape continues to escalate. Ransomware is the most publicized, prominent, and concerning threat. Current trends increase pressure to pay ransom by threatening to release sensitive communications and information. The regulatory requirements are imposing additional standards and purchasing cybersecurity insurance is becoming more difficult. World events have increased the likelihood of state-sponsored cyberattacks on critical infrastructure. And a social event could draw the ire of “hacktivists” that retaliate against institutions they disagree with.

Recent ransomware attacks across the country have raised awareness, but we need to do more to reduce this risk. This summer, we will roll out required training for faculty and staff and make it available for our students. We are also using simulated email phishing to raise awareness of email compromise because it is one of the most effective targets used by cyber criminals.

Last year we implemented multi-factor authentication for our employees and students. If you use web-based or mobile banking, you are familiar with this technology. Google, Facebook, Microsoft are also utilizing multi-factor authentication, because with the increasing cybersecurity threats, securing accounts with userids and passwords are simply not enough anymore.

We have invested heavily in Microsoft's cybersecurity ecosystem, firewalls, and further risk mitigation strategies. Most importantly, we have developed a knowledgeable team that can detect and respond to cybersecurity threats.

Historically, we have worked with third-party companies to perform cybersecurity assessments over approximately a 5-year cycle. The first external cybersecurity assessment in 2008 set the foundation for our cybersecurity team by establishing the Information Security Office and security policies. In 2013, the second assessment recommended a training program and formalized disaster recovery plans and cybersecurity infrastructure improvements. That last assessment which was completed in 2018 created better response plans and reinvented the university-wide compliance structure. It also integrated the distributed IT units into the university's information security strategy.

With the rapidly changing risks and compliance requirements, we believe a more effective approach would be more frequent, targeted assessments and quicker response to the findings.

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