



Board of Governors Meeting
[West Plains Civic Center, Magnolia Room](#)

Friday, 6/18/2021
1:00 - 5:00 PM CT

I. Roll Call Presented By: Governor Amy Counts

II. Approval of Minutes of the Open and Closed Meetings of May 13, 2021 Presented By: Governor Amy Counts

5.13.2021.BOG.Minutes - Page 5

III. Consent Agenda Presented By: Governor Amy Counts

A. President

1. Approval of FY2021-2022 Employment Agreements for Athletics Administrators

III.A.1. Approval of FY2021-2022 Employment Agreements for Athletics Administrators - Page 12

2. Approval of FY2021-2022 Employment Agreements for Athletics Assistant Coaches

III.A.2. Approval of FY2021-2022 Employment Agreements for Athletics Assistant Coaches - Page 36

B. Academic Affairs

1. Approval of New Program: Master of Art Education

III.B.1. Approval of New Program - Master of Art Education - Page 61

C. Facilities and Equipment

1. Approval of Activity Report for the month of April 2021

III.C.1. Approval of Activity Report for the month of April 2021 - Page 62

2. Approval of Activity Report for the month of May 2021

III.C.2. Approval of Activity Report for the month of May 2021 - Page 64

3. Approval of vacation of Robberson Avenue between Phelps and Tampa Streets in Springfield, Missouri and associated easements

III.C.3. Approval of vacation of Robberson Avenue between Phelps and Tampa Streets in Springfield, Missouri and associated easements - Page 67

D. Human Resources

1. Approval of Actions Concerning Academic Employees

III.D.1. Approval of Actions Concerning Academic Employees - Page 68

2. Approval of Actions Concerning Non-Academic Employees

III.D.2. Approval of Actions Concerning NonAcademic Employees - Page 94

3. Approval of Actions Concerning Employee Salary Increases Effective July 1, 2021

III.D.3. Approval of Actions Concerning Employee Salary Increases Effective July 1, 2021 - Page 105

4. Approval of Actions Concerning Employee Salary Increases Effective August 1, 2021

III.D.4. Approval of Actions Concerning Employee Salary Increases Effective August 1, 2021 - Page 147

5. Approval of FY2022 Additional Fringe Benefits to be Funded by Missouri State University or the Missouri State University Foundation

III.D.5. Approval of FY2022 Additional Fringe Benefits to be Funded by Missouri State University or the Missouri State University Foundation - Page 168

E. Procurement and Financial

1. Approval of Procurement Activity Report

III.E.1. Approval of Procurement Activity Report - Page 171

2. Approval of Rental Rates for Space in the Kenneth E. Meyer Alumni Center for Various Departments and University Related Offices

III.E.2. Approval of Rental Rates for Space in the Kenneth E. Meyer Alumni Center for Various Departments and University Related Offices - Page 180

F. West Plains Campus

1. Approval of Actions Concerning Academic Employees

III.F.1. Approval of Actions Concerning Academic Employees - West Plains - Page 199

2. Approval of Actions Concerning Non-Academic Employees

III.F.2. Approval of Actions Concerning NonAcademic Employees - West Plains - Page 204

3. Approval of Proposed Revisions to the Missouri State University-West Plains Faculty Handbook

III.F.3. Approval of Proposed Revisions to the Missouri State University-West Plains Faculty Handbook - Page 205

4. Approval of FY2021-2022 Employment Agreements for West Plains Campus Coaches

III.F.4. Approval of Fiscal Year 2022 Salary and Benefits Overview for Missouri State University-West Plains Coaches - Page 246

IV. Committee Reports

A. Risk Management and Audit Committee Presented By: Governor Carol Silvey

B. Finance and Facilities Committee Presented By: Governor Chris Waters

C. Programs and Planning Committee Presented By: Governor Lynn Parman

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

A. Welcome and Meeting Overview

B. Legislative Summary

V.B. Report on 2021 Legislative Session - Page 292

VI. West Plains Campus

A. Chancellor's Report Presented By: Dr. Dennis Lancaster, Interim Chancellor of the West Plains Campus

1. Introductions of New West Plains Campus Administrators

2. Capital Project Update

3. Summary of New Initiatives

B. Making Our Missouri Statement Moment – Advanced Technology Program Apprentices Presented By: Dr. Dennis Lancaster, Interim Chancellor of the West Plains Campus

C. Faculty Senate Report Presented By: Brenda Smith, Chair of Faculty Senate - West Plains

D. Staff Senate Report Presented By: Jared Cates, Chair of Staff Senate - West Plains

E. Student Government Association Report Presented By: Logan Brewer, SGA President, and Sophie Burns, SGA Vice President

VII. Academic Affairs

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

VII.A. Faculty Senate Report - Page 294

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

1. Approval of Revisions to the Faculty Handbook (Springfield Campus)

VII.B.1. Approval of Revisions to the Faculty Handbook - Springfield Campus - Page 296

VIII. Research and Economic Development (written report only)

A. Report from the Vice President for Research and Economic Development & International

Programs - Vice President Jim Baker will provide a written report on Sponsored Research

VIII.A. Office of Research Administration Activity Report - Page 298

IX. Diversity and Inclusion (written report only)

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

IX.A. Diversity Report - Page 302

X. 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

X.B. Student Affairs Report - Page 307

XI. Staff Senate

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

XII. Human Resources Presented By: Matt Morris, Vice President for Administrative Services

A. Approval of Amendments to the Employee Handbook for Administrative, Professional, and Support Staff Employees and Related Policies

XII.A. Approval of Amendments to the Employee Handbook for Administrative, Professional, and Support Staff Employees and Related Policies - Page 310

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

A. Approval of Amendment to Build to Suit Real Estate Purchase Agreement for a Residence Hall to be Constructed at 630 E. Madison Avenue, Springfield, Missouri

XIII.A. Approval of Amendment to Build to Suit Real Estate Purchase Agreement for a Residence Hall to be constructed at 630 E. Madison Avenue - Page 323

B. Approval of Real Estate Purchase Contract for the sale of Property at 838 E. Walnut Street, Springfield, Missouri

XIII.B. Approval of Real Estate Purchase Contract for the sale of Property at 838 E. Walnut Street - Page 329

C. Approval of Parking Lot Agreements for Properties at 353 N. Campbell Avenue, 354 N. Campbell Avenue, and 237 W. Mill Street, Springfield, Missouri

XIII.C. Approval of Parking Lot Agreements for Properties at 353 N. Campbell Avenue, 354 N. Campbell Avenue, and 237 W. Mill Street - Page 330

D. Approval of bid and award of a contract to construct a new parking lot 56 within IDEA Commons

XIII.D. Approval of bid and award of a contract to construct a new parking lot 56 within IDEA Commons - Page 335

XIV. Financial

A. Approval of FY2022 Internal Operating Budget Presented By: Steve Foucart, Chief Financial Officer

XIV.A. FY22 Budget Resolution - Page 337

B. Approval of the HEERF III Summer Distribution Plan Presented By: Steve Foucart, Chief Financial Officer, and Rob Moore, Director of Financial Aid

XIV.B. Approval of the HEERF III Summer Distribution Plan - Page 338

C. Development Report (written report only) – Brent Dunn, Vice President for University Advancement, will provide a written report from the MSU Foundation

XIV.C. Development Report - Page 340

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

XVI. Old Business

A. Approval of the 2021-2026 Long-Range Plan Presented By: Suzanne Shaw, Vice President for Marketing and Communications and Dr. Shawn Wahl, Dean of the Reynolds College of Arts and Letters

XVI.A. Approval of the 2021-2026 Long-Range Plan - Page 343

B. Approval of the 2021-2026 Master Plan Presented By: Matt Morris, Vice President for Administrative Services

XVI.B. Approval of the 2021-2026 Master Plan - Page 344

XVII. New Business

A. Approval of the 2022 Missouri State University Board of Governors Meeting Schedule Presented By: President Clif Smart

XVII.A. Approval of the 2022 MSU Board of Governors Meeting Schedule - Page 348

XVIII. 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

XVIII. Closed Meeting Resolution - Page 350

XIX. Adjournment Presented By: Governor Amy Counts

**MINUTES OF THE
BOARD OF GOVERNORS
MISSOURI STATE UNIVERSITY
WEDNESDAY, MAY 13, 2021, 8:30 A.M.**

Governor Amelia “Amy” Counts, Chair of the Board of Governors, called the meeting to order at 8:32 a.m. in Plaster Student Union, Traywick Parliamentary Room on the Missouri State University campus in Springfield, Missouri. The meeting was livestreamed via Zoom webinar for the public.

Roll Call

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

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

Approval of Minutes

Governor Counts called for a motion to approve the open and closed minutes of the February 19 and April 21, 2021, Board of Governors meetings. Governor Lynn Parman provided a motion, receiving a second from Governor Craig Frazier.

Motion passed 9-0.

Consent Agenda

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

Human Resources

Approval of Actions Concerning Academic Employees (Human Resources No. 1671-21)

Approval of Actions Concerning Non-Academic Employees (Human Resources No. 1672-21)

Procurement and Financial

Approval of Procurement Activity Report (Purchasing Activity Report No. 499-21)

West Plains Campus

Approval of Actions Concerning Academic Employees (West Plains Campus Personnel No. 459-21)

Approval of Actions Concerning Non-Academic Employees (West Plains Campus Personnel No. 460-21)

Approval of the New Associate of Arts in Human Services (West Plains Curriculum No. 106-21)

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

Motion passed 9-0.

Making Our Missouri Statement – Lady Bears

Kyle Moats, Director of Athletics, introduced Amaka Agugua-Hamilton, Head Coach of the Lady Bears; Emily Gartner, Lady Bear; and Elle Ruffridge, Lady Bear. A video with highlights of the season was reviewed and Mr. Moats moderated a panel discussion.

Board members asked questions, congratulated the team on their success, and thanked them for participating on the panel.

Committee Reports

Governor Counts reported out on the March 17, 2021, Executive Committee meeting.

Governor Silvey reported out on the April 28, 2021, Risk Management and Audit Committee meeting.

Governor Waters reported out on the May 12, 2021, Finance and Facilities Committee meeting.

Governor Parman reported out on the May 12, 2021, Programs and Planning Committee meeting.

President's Report

President Clif Smart welcomed everyone to commencement weekend. He shared that 3,011 students will graduate, with 2,170 student earning undergraduate degrees and 841 with graduate degrees, 117 of which being doctorates. 226 students will graduate with associates degrees from the West Plains campus on Saturday.

President Smart provided a COVID-19 update for the Springfield campus. He reviewed cases by week and category. He shared vaccination and testing numbers and positivity rates on campus. Through April 30, a total of 16,277 vaccines have been administered on campus. He reviewed responses of the Bears Care Survey that showed there was improvement in numbers for those with Wi-Fi or computing issues, those with academic aid concerns, and students unsure if returning. He shared that the plan for the fall semester is to have as close to a normal semester as possible.

President Smart provided a summary of the legislative session. The state's budget was passed last week that included significant funding increases for the university that includes a 3.7% core operating appropriation increase for all public universities. This is in addition to the ongoing state appropriation for core operations by \$3.5 million, taking it from \$94 million to \$97.5 million. The legislature also included one-time funding for university projects and initiatives that include \$1.8 million to establish the Missouri Cybersecurity Center of Excellence at the Roy Blunt Jordan Valley Innovation Center, \$4 million to expand facilities at the Darr Agricultural Center, and \$1 million to build a welding lab on the West Plains campus.

The budget will now go to Governor Parson for signature, veto, or line-item veto. The university has already begun efforts to advocate with Governor Parson and his team for items in its budget. President Smart thanked legislators that played a significant role in support of the university to make the funding items happen. He thanked Senators Hegemann and Hough who led the effort to increase university core funding and to include the funding for JVIC in the state's operating budget. He thanked Representatives Cupps, Black, Boggs, Fishel, Fogle, Kelly, and Riley who were critical in getting the Darr Agricultural Center funding in the House's version of the capital bill; Senators Hough, Brown, and Crawford for keeping the funds in the capital bill when it reached the Senate; and Senator Eslinger and Representative Evans for their work in getting the West Plains welding lab funding added to the capital bill.

President Smart presented a resolution for approval of the 2021 Wall of Fame Inductees (Awards No. 96-21). The resolution approves former Missouri State University employees to be added to the Wall of Fame. President Smart reviewed the 2020 inductees and stated that both the 2020 and 2021 classes will be inducted during Homecoming. The 2021 recommended inductees include Dr. Anson Elliott, Dean of the Darr College of Agriculture; Mike Jungers, Dean of Students; Dr. James Moyer, Department Head and professor of Religious Studies; Dr. Thomas Plymate, Department Head and professor of Geography, Geology, and Planning; and Mark Stilwell, Sports Information Director. Governor Silvey made a motion for approval, receiving a second from Governor Frazier.

Motion passed 9-0.

Academic Affairs

Dr. Chris Herr, Chair of Faculty Senate, provided a report on happenings of Faculty Senate. Highlights of his report included an update from the policy review committee, faculty awards, curricular proposal actions, and recognition of outgoing officers.

Dr. Frank Einhellig, Provost, provided an update on happenings in Academic Affairs. He asked for approval of a resolution of recognition for Dr. Cameron Wickham, outgoing Faculty Senate Chair (Recognition No. 4-21). Governor Beverly Miller Keltner provided a motion, receiving a second from Governor Parman.

Motion passed 9-0.

Dr. Einhellig reviewed the process for faculty to apply and be selected for the Missouri State Foundation Awards in Teaching and Services. He announced the teaching award winners, Dr. Kyler Sherman-Wilkins, Assistant Professor in Sociology and Anthropology and Dr. Margaret Weaver, Professor in English. He announced the services award winner, Dr. David Romano, Professor of Political Science.

Dr. Einhellig introduced Dr. Keri Franklin, Associate Provost for Public Affairs and Assessment, to announce the winners of the 2021-2022 Excellence in Public Affairs award recipients. Faculty winners included Dr. Judith Martinez, Associate Professor of Modern and Classical Languages; Dr. Gary Meints, Associate Professor of Chemistry; and Caryn Saxon, Senior Instructor of Criminology. Staff winners included Dr. Tara Benson, Associate Director of Plaster Student Union and Director of Student Engagement; David Hall, Director of University Safety; and Travis Schilla, Residence Life Coordinator of Leadership Development and Programming. Governor Counts recommended approval of the resolution to acknowledge the 2021-2022 Excellence in Public Affairs award recipients (Awards No. 97-21). Governor Jay Wasson provided a motion, receiving a second from Governor Waters.

Motion passed 9-0.

Dr. Einhellig concluded his report by providing an update on the spring 2021 virtual research presentation forums.

Diversity and Inclusion

Wes Pratt, Chief Diversity Officer, reported out on the 2021 Collaborative Diversity Conference. The conference was held virtually and made free for all attendees due to the generous support of sponsors. A pre-conference facing racism session was held and the conference had a full day of sessions that included a presentation from Professor Irshad Manji as the plenary speaker.

The Board asked about participation in the Bear Bridge Faculty Mentorship Program. Mr. Pratt shared that over the past year the program had 30 mentors and 21 mentees. President Smart commented that this program has been very successful and meaningful in helping retain new diverse faculty at Missouri State. Mr. Pratt shared that the program is going to be continued.

Student Affairs

Tara Orr, Student Body President, provided a report on happenings of the Student Government Association and the student body. She shared that SGA passed 45 resolutions over the year and highlighted accomplishments of individual team members. Ms. Orr thanked the Board for their support over the past year and introduced Michael Chapman, incoming Student Body President. Mr. Chapman provided comments and shared his plans for the upcoming year.

Dr. Dee Siscoe, Vice President for Student Affairs, presented two resolutions for approval. Governor Counts requested approval of the following resolutions, to be approved at the same time:

- Approval of a Resolution of Recognition of Tara Orr for Service as Student Body President (Recognition No. 5-21)
- Approval of a Resolution of Recognition of Blake Haynes for Service as Student Body Vice President (Recognition No. 6-21)

Governor Frazier provide a motion, receiving a second from Governor Silvey.

Motion passed 9-0.

Staff Senate

Dr. Ryan Reed, Chair of Staff Senate, provided a report on happenings within Staff Senate. Highlights of his report included the election of the new executive board for the upcoming year, funds raised for the Jason Rhea memorial fund, developing a staff emergency fund, and an overview of the staff satisfaction survey. President Smart commented that the Board has challenged the administrative team to continue work on improving compensation and benefits for university employees.

Matt Morris, Vice President for Administrative Services, presented a resolution for the approval of recognition of Dr. Ryan Reed for Service as 2020-2021 Staff Senate Chair (Recognition No. 7-21). Governor Miller Keltner provided a motion, receiving a second from Governor Tergin.

Motion passed 9-0.

Facilities and Equipment

Mr. Morris presented a resolution for approval of consultant and authority to enter into an agreement for professional services in conjunction with the improvements to the pedestrian underpass at Grand Street (Agreement No. 444-21). Governor Silvey provided a motion, receiving a second from Governor Parman.

Motion passed 9-0.

Mr. Morris presented a resolution for approval of bids and award of contract for the tunnel lid repairs at Bear Boulevard on the Springfield Campus (Bids & Quotations No. 1587-21). Governor Waters provided a motion, receiving a second from Governor Tergin.

Motion passed 9-0.

New Business – Financial Aid and Student Debt

Dr. Siscoe provided an overview of the Division of Student Affairs. She shared that Enrollment Management and Services is one of the areas that falls under the Division that includes Admissions, Career Center, Financial Aid, Scholarships, Office of the Registrar, and the Oldham Family Veterans Student Center. She introduced Dr. Rob Hornberger, Associate Vice President for Enrollment Management and Services; Heather King, Director of Scholarships; and Rob Moore, Director of Financial Aid. Dr. Hornberger provided an overview of the Enrollment Management and Services structure. Mr. Moore provided an overview of the financial aid process for students, student eligibility, financial need, cost of attendance, and types of financial aid. Ms. King provided an overview of the types of scholarships. She highlighted the different institutionally funded undergraduate scholarships and their expenditures for 2019-20.

A fire alarm was observed from 11:03 a.m. – 11:14 a.m.

Mr. Moore shared university communications and messaging to students about financial aid offers through texting, mailings, emailing, and social media. He reviewed the tools available to connect students to aid that include the Financial Aid website and portal. Dr. Hornberger shared additional ways to connect students to aid that included outside scholarship searches and automated client services with extended business hours. Mr. Moore shared information on costs and loan debt. He stated that with rising costs, grants alone are insufficient to cover all direct costs (tuition and housing) and students turn to borrowing. He shared that Missouri State graduates borrow below the national and state averages. Averages of student loan debt were reviewed.

Dr. Hornberger reviewed the connection of financial aid and student debt to the strategic enrollment management (SEM) plan. He shared that one of the goals included financial preparedness with decreasing the average loan debt of undergraduate degree recipients by 5% after inflation by 2026. Strategies to reach the goal include proactively implementing targeted interventions and realignments of institutional resources that help prevent attrition and decrease student loan debt, developing and deploying a financial preparedness education program for students and family members that begins with the financial aid award letter and continues through graduation, and to identify and implement advising practices that improve enrollment efficiency and therefore contribute to lowering student debt. Mr. Moore reviewed tactics related to student debt that include student loan awareness and overborrowing prevention, financial literacy education and counseling, default prevention, and state and federal advocacy initiatives.

The Board asked questions about additional communications and of upcoming changes to the process. Mr. Moore shared that there is a financial aid presentation at every student orientation, advisement, and registration (SOAR) session and that they work with other departments to share the information to more specific, targeted groups. He shared that the university visits high schools and hosts college and FASFA nights to assist incoming students with completing the paperwork. During the pandemic, the efforts moved to a virtual format and additional connections were made with high school counselors. The Board suggested the team reach out to the College of Education to make additional connections through its “Bear in every Building” initiative and for the Foundation to expand on their donor scholarships to include a housing component.

The Board thanked Dr. Hornberger, Ms. King, and Mr. Moore for their presentation.

Governor Tergin made remarks about enjoying having the opportunity to host alumni events surrounding the Lady Bears success this season and the football team's trip to the Capitol to be recognized. She recognized the chorale and their performance at Governor Paron's inauguration. Lastly, she expressed how she has heard from community members how well Missouri State University handled the pandemic.

Closed Session

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

BE IT RESOLVED by the Board of Governors for 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(3). "Hiring, firing, disciplining or promoting of particular employees by a public governmental body..." and

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

Governor Parman provided a motion for approval, receiving a second from Governor Tergin.

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

The open meeting was recessed at 2:04 p.m. to go into closed session.

The open meeting reconvened at 12:45 p.m.

Adjournment

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

Motion passed 9-0.

The meeting adjourned at 12:45 p.m.

Amelia Counts
Board Chair

Rowena Stone
Secretary to the Board

III.A.1.

RECOMMENDED ACTION – Approval of FY21-FY22 Employment Agreements for Athletics Administrators.

The following resolution was moved by _____
and seconded by _____

WHEREAS, the University desires to employ the individuals referenced in the attached Exhibits A, and subject to the terms and conditions as set forth in the attached Exhibit B.

NOW, THEREFORE, BE IT RESOLVED that the Board of Governors of Missouri State University approves and authorizes the President to execute the attached FY21-2022 Employment Agreements for Athletics Administrators.

VOTE: **AYE** _____
 NAY _____

Comments:

A'dja Jones' salary has increased from \$43,379.00 to \$50,000.00. (NOTE: The salary increase will be paid for from the salaries of previous employees who have left the University or through donations to the University, such that this increase does not represent a new expense to the Athletics Department or University.)

All other administrator salaries remain unchanged from FY2020-2021, except for the across-the-board increase provided to all full-time employees effective July 1, 2021.

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



Exhibit A

Missouri State UNIVERSITY

ATHLETICS EMPLOYMENT AGREEMENT – ADMINISTRATOR

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

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

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

Name of Administrator: Kristian Wilkinson

Position: Athletic Trainer for Athletics Medical and Rehabilitation Services

Term: July 1, 2021 – June 30, 2022

Compensation: \$41,776

Achievement Payments:

- \$500 Regular Season Championship in Women’s Soccer; or
- \$250 MVC Championship or Co-Championship in Women’s Soccer; or
- \$250 for each Championship or Co-Championship in any other men’s or women’s sport; or
- \$250 for each men’s or women’s team that wins a game in the NCAA Tournament (excludes NIT/NIT)

Other Benefits and Incentives:

ADMINISTRATOR

MISSOURI STATE UNIVERSITY

Kristian Wilkinson
Kristian Wilkinson

Clifton M. Smart III
President

6/1/2021
Date

Date

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



Missouri State. UNIVERSITY

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Name of Administrator: Megan Fisher

Position: Assistant Director for Athletics Communications

Term: July 1, 2021 – June 30, 2022

Compensation: \$35,568

Achievement Payments:

- \$500 Regular Season Championship in Football, Volleyball, Men’s or Women’s Basketball, or
- \$250 Regular Season Championship or Co-Championship in any other men’s or women’s sports, and
- \$250 for each men’s and women’s team that wins the MVC Tournament
- \$250 for being selected to participate in the WNIT;
- \$250 for each men’s and women’s team that wins and NCAA post season game (excludes NIT)

Other Benefits and Incentives:

ADMINISTRATOR

MISSOURI STATE UNIVERSITY

Megan Fisher

Megan Fisher

Clifton M. Smart III
President

5/31/2021

Date

Date



Missouri State UNIVERSITY

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Name of Administrator: Benjamin Adamson

Position: Associate Director for Athletics Communications

Term: July 1, 2021 – June 30, 2022

Compensation: \$51,573

Achievement Payments:

- \$500 Regular Season Championship in Football, Volleyball, Men’s or Women’s Basketball, or
- \$250 Regular Season Championship or Co-Championship in any other men’s or women’s sports, and
- \$250 for each men’s and women’s team that wins the MVC Tournament
- \$250 for being selected to participate in the WNIT;
- \$250 for each men’s and women’s team that wins and NCAA post season game (excludes NIT)

Other Benefits and Incentives:

ADMINISTRATOR

MISSOURI STATE UNIVERSITY

Benjamin Adamson

Clifton M. Smart III
President

5-18-21

Date

Date

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



Missouri State UNIVERSITY

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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: Susan Atkinson

Position: Athletic Trainer, Athletic Medical and Rehabilitation Services

Term: July 1, 2021 – June 30, 2022

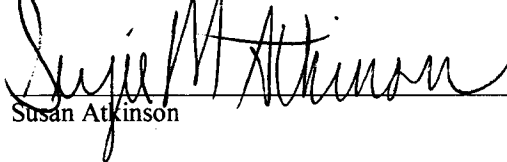
Compensation: \$41,776

Achievement Payments:

**\$500 for regular season MVC Conference Championship in W. Track and Field, W. Tennis, Women’s and Men’s Golf, and Spirit Squads; and
\$250 for MVC Conference Tournament Championship in any men’s or women’s sport; and
\$250 for each regular season conference championship or co-championship in any other men’s or women’s sport; and
\$250 for each men’s or women’s team that wins a game in NCAA post-season competition (excludes NIT/WNIT).**

Other Benefits and Incentives:

ADMINISTRATOR



Susan Atkinson

MISSOURI STATE UNIVERSITY

Clifton M. Smart III
President

5/19/21

Date

Date

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



Missouri State UNIVERSITY

ATHLETICS EMPLOYMENT AGREEMENT – ADMINISTRATOR

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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: Nicholas “Chase” Barber

Position: Assistant Strength and Conditioning Coach

Term: July 1, 2021 – June 30, 2022

Compensation: \$40,600

Achievement Payments:

\$500 for each regular season conference championship or co-championship in Baseball, Softball, Volleyball, Men’s Soccer, W. Soccer, and;

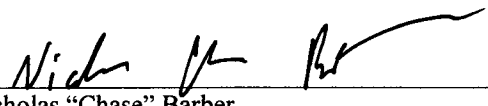
\$250 for each MVC or MAC conference championship in Volleyball, Baseball, Softball, W. Track and Field and Cross Country, M. Soccer, W Tennis, W. Soccer and M and W Swimming and Diving, Beach Volleyball; and

\$250 if Baseball, Volleyball, Softball, W. Track and Field and Cross Country, Men’s Soccer, Beach Volleyball, W. Soccer and M and W Swimming and Diving individual or group wins a game/match in NCAA post-season competition (excludes NIT/WNIT).

Other Benefits and Incentives:

ADMINISTRATOR

MISSOURI STATE UNIVERSITY



Nicholas “Chase” Barber

Clifton M. Smart III
President

4/28/21

Date

Date

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



Missouri State UNIVERSITY

ATHLETICS EMPLOYMENT AGREEMENT – ADMINISTRATOR

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Name of Administrator: Stephen Carberry

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

Term: July 1, 2021 – June 30, 2022

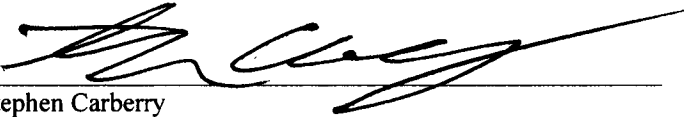
Compensation: \$39,000

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



Stephen Carberry

Clifton M. Smart III
President

4/26/21
Date

Date

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



Missouri State UNIVERSITY

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Name of Administrator: David Consiglio

Position: Assistant Strength and Conditioning Coach-Football

Term: July 1, 2021 – June 30, 2022

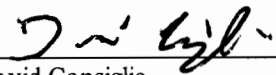
Compensation: \$40,600

Achievement Payments:

\$500 for regular season conference championship in Football; or
\$250 for MVC football conference championship; and
\$250 if the football team advances to the NCAA playoffs.

Other Benefits and Incentives:

ADMINISTRATOR



David Consiglio

5-18-21

Date

MISSOURI STATE UNIVERSITY

Clifton M. Smart III
President

Date

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



Missouri State
UNIVERSITY

ATHLETICS EMPLOYMENT AGREEMENT – ADMINISTRATOR

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Name of Administrator: Melissa Goodman

Position: Assistant Athletics Director for Business Administration

Term: July 1, 2021 – June 30, 2022

Compensation: \$50,073 Annually

Achievement Payments:

\$700 Regular Season Championship, Co Championship or MVC Tournament Championship in Football, Volleyball, Men’s or Women’s Basketball, or

\$400 Regular Season Championship, Co-Championship or MVC Tournament Championship in any other men’s or women’s sports, and

\$400 For each men’s and women’s team that wins a game in the NCAA post season (excludes NIT/WNIT)

Other Benefits and Incentives:

ADMINISTRATOR



Melissa Goodman

MISSOURI STATE UNIVERSITY

Clifton M. Smart III
President

4/26/21

Date

Date

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



Missouri State UNIVERSITY

ATHLETICS EMPLOYMENT AGREEMENT – ADMINISTRATOR

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Name of Administrator: Shannon Derricks

Position: Assistant Director of Athletics Medical and Rehabilitation Services

Term: July 1, 2021 – June 30, 2022

Compensation: \$54,645


Achievement Payments:

- \$500 Regular Season Championship or Co-Championship in Volleyball; or
- \$250 MVC Championship in Volleyball; and
- \$250 for each championship or co-championship in any other men’s or women’s sport; and
- \$250 for each men’s or women’s team that wins a game in the NCAA Tournament (excludes NIT/WNIT)

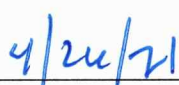
Other Benefits and Incentives:

ADMINISTRATOR

MISSOURI STATE UNIVERSITY


Shannon Derricks

Clifton M. Smart III
President


Date

Date

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



Missouri State
UNIVERSITY

ATHLETICS EMPLOYMENT AGREEMENT – ADMINISTRATOR

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Name of Administrator: Alexander Hirdler

Position: Assistant Athletics Director for Compliance

Term: July 1, 2021 – June 30, 2022

Compensation: \$50,600 annually

Achievement Payments:

\$700 Regular Season Championship, Co-Championship or MVC Tournament Championship in Football, Volleyball, Men’s or Women’s Basketball, or

\$400 Regular Season Championship, Co-Championship or MVC Tournament Championship in any other men’s or women’s sports, and

\$400 for each men’s and women’s team that wins an NCAA game/match (excludes NIT/WNIT)

Other Benefits and Incentives:

ADMINISTRATOR

MISSOURI STATE UNIVERSITY

Alexander Hirdler

Clifton M. Smart III
President

4-26-21

Date

Date

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



Missouri State. UNIVERSITY

ATHLETICS EMPLOYMENT AGREEMENT – ADMINISTRATOR

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Name of Administrator: Mitchell Hauschildt

Position: Prevention, Rehabilitation and Physical Performance Coordinator

Term: July 1, 2021 – June 30, 2022

Compensation: \$49,694

Achievement Payments:

- \$500 Regular season championship, co-championship or MVC championship in Volleyball, Men’s or Women’s Basketball or Football;**
- \$250 for each regular season conference championship, co-championship, or MVC tournament championship in any men’s or women’s sport; and**
- \$250 for each men’s or women’s team that wins a game in the NCAA post-season competition (excludes NIT/WNIT).**

Other Benefits and Incentives:

ADMINISTRATOR



Mitchell Hauschildt

MISSOURI STATE UNIVERSITY

Clifton M. Smart III
President

4/27/21

Date

Date

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



Missouri State
UNIVERSITY

ATHLETICS EMPLOYMENT AGREEMENT – ADMINISTRATOR

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Name of Administrator: Chastity A. Hunt

Position: Senior Associate Athletics Director / SWA

Term: July 1, 2021 – June 30, 2022

Compensation: \$100,782

Achievement Payments:

\$1,500 Regular Season Championship in Football, Volleyball, Men’s or Women’s Basketball, or \$750 Regular Season Championship or Co-Championship in any other men’s or women’s sports, and \$750 for each men’s and women’s team that wins a game in the NCAA post season (excludes NIT/WNIT); and \$1,250 should all athletics teams meet or exceed NCAA APR cut score

Other Benefits and Incentives:

ADMINISTRATOR

MISSOURI STATE UNIVERSITY



Chastity A. Hunt

Clifton M. Smart III
President

Date

Date

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



Missouri State UNIVERSITY

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Name of Administrator: A’dja Jones

Position: Director, Student Athlete Development and Community Relations and Chief Diversity and Inclusion Officer for Athletics

Term: July 1, 2021 – June 30, 2022

Compensation: \$50,000

Achievement Payment(s):

ADMINISTRATOR

A’dja Jones

MISSOURI STATE UNIVERSITY

Clifton M. Smart III
President

4/27/21

Date

Date



Missouri State UNIVERSITY

ATHLETICS EMPLOYMENT AGREEMENT – ADMINISTRATOR

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Name of Administrator: Richard Kindhart

Position: Assistant Athletics Director for Athletics Communications

Term: July 1, 2021 – June 30, 2022

Compensation: \$75,898

Achievement Payments:

\$700 Regular Season Championship, Co-Championship or MVC Tournament Championship in Football, Volleyball, Men’s or Women’s Basketball, and

\$400 Regular Season Championship, Co-Championship or MVC Tournament Championship in any other men’s or women’s sports, and

\$400 for be selected to participate in the NIT

\$400 For each men’s and women’s team that wins a game in the NCAA post season (excludes WNIT)

Other Benefits and Incentives:

ADMINISTRATOR

Richard Kindhart

MISSOURI STATE UNIVERSITY

Clifton M. Smart III
President

4/20/21

Date

Date

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



Missouri State
UNIVERSITY

ATHLETICS EMPLOYMENT AGREEMENT – ADMINISTRATOR

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Name of Administrator: Tyler Landgraf

Position: Athletic Trainer, Athletic Medical and Rehabilitation Services

Term: July 1, 2021 – June 30, 2022

Compensation: \$43,604

Achievement Payments:

**\$500 MVC Regular Season Championship or Co-Championship in Men’s Basketball; or
\$250 MVC Championship in Men’s Basketball; and
\$250 for each Championship or Co-Championship in any other men’s or women’s sport; and
\$250 for each men’s or women’s team that wins a game in the NCAA Tournament (excludes NIT/NIT)**

Other Benefits and Incentives:

ADMINISTRATOR

Tyler Landgraf

Date

MISSOURI STATE UNIVERSITY

Clifton M. Smart III
President

Date

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



Missouri State. UNIVERSITY

ATHLETICS EMPLOYMENT AGREEMENT – ADMINISTRATOR

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Name of Administrator: Timothy McCall

Position: Assistant Director for Athletics Communications, Video Coordinator

Term: July 1, 2021 – June 30, 2022

Compensation: \$36,168

Achievement Payments:

- \$500 Regular Season Championship in Football, Volleyball, Men’s or Women’s Basketball, or
- \$250 Regular Season Championship or Co-Championship in any other men’s or women’s sports, and
- \$250 for each men’s and women’s team that wins the MVC Tournament
- \$250 for being selected to participate in the WNIT;
- \$250 for each men’s and women’s team that wins and NCAA post season game (excludes NIT)

Other Benefits and Incentives:

ADMINISTRATOR

MISSOURI STATE UNIVERSITY

Timothy McCall

Clifton M. Smart III
President

Date

4/27/2021

Date

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



Missouri State UNIVERSITY

ATHLETICS EMPLOYMENT AGREEMENT – ADMINISTRATOR

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Name of Administrator: Christine McCartney

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

Term: July 1, 2021 – June 30, 2022

Compensation: \$39,000

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

Christine McCartney

Christine McCartney

MISSOURI STATE UNIVERSITY

Clifton M. Smart III
President

04/29/21

Date

Date

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



Missouri State UNIVERSITY

ATHLETICS EMPLOYMENT AGREEMENT – ADMINISTRATOR

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Name of Administrator: Danielle Niepert

Position: Director of Athletics Marketing and Promotions

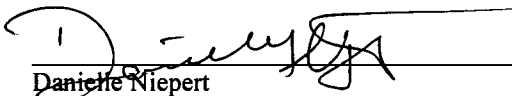
Term: July 1, 2021 – June 30, 2022

Compensation: \$36,168

Other Benefits and Incentives:

ADMINISTRATOR

MISSOURI STATE UNIVERSITY



Danielle Niepert

Clifton M. Smart III
President

4/26/2021

Date

Date

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



Missouri State UNIVERSITY

ATHLETICS EMPLOYMENT AGREEMENT – ADMINISTRATOR

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Name of Administrator: James Penkalski

Position: Director of Athletics Medical and Rehabilitation Services

Term: July 1, 2021 – June 30, 2022

Compensation: \$73,169

Achievement Payments:

\$500 Regular Season Championship in Baseball; or

\$250 MVC Championship in Baseball; and

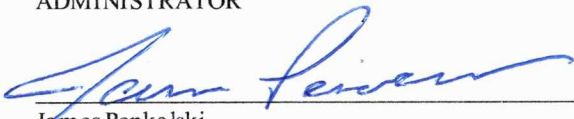
\$250 for each Championship or Co-Championship in any other men’s or women’s sport; and

\$250 for each men’s or women’s team that wins a game in the NCAA Tournament (excludes NIT/NIT)

Other Benefits and Incentives:

ADMINISTRATOR

MISSOURI STATE UNIVERSITY


James Penkalski

Clifton M. Smart III
President

4/28/21
Date

Date

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



ATHLETICS EMPLOYMENT AGREEMENT – ADMINISTRATOR

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Name of Administrator: Daniel Raines

Position: Assistant Director of Athletics, Dr. Mary Jo Wynn Achievement Center for Intercollegiate Athletics

Term: July 1, 2021– June 30, 2022

Compensation: \$57,817

Achievement Payments:

\$700 Regular Season Championship or Conference Championship in Football, Volleyball, Men’s or Women’s Basketball, or \$400 Regular Season Championship, Co-Championship or MVC Championship in any other men’s or women’s sports, and \$400 For each men’s and women’s team that wins a game/match in NCAA post season (excludes NIT/WNIT) \$1,250 should all University teams NCAA calculated APR meet or exceed the NCAA APR cut score.

Other Benefits and Incentives:

ADMINISTRATOR

MISSOURI STATE UNIVERSITY

Daniel Raines

Daniel Raines

Clifton M. Smart III
President

4/26/21

Date

Date

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



Missouri State
UNIVERSITY

ATHLETICS EMPLOYMENT AGREEMENT – ADMINISTRATOR

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Name of Administrator: Steve Sawchak

Position: Athletic Trainer, Athletic Medical and Rehabilitation Services

Term: July 1, 2021 – June 30, 2022

Compensation: \$50,186

Achievement Payments:

\$500 Regular Season Championship in Football; or

\$250 MVC Championship in Football; and

\$250 for each Championship or Co-Championship in any other men’s or women’s sport; and

\$250 for each men’s or women’s team that wins a game in the NCAA Tournament (excludes NIT/NIT)

Other Benefits and Incentives:

ADMINISTRATOR

MISSOURI STATE UNIVERSITY

Steve Sawchak

Clifton M. Smart III
President

Date

Date

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



Missouri State UNIVERSITY

ATHLETICS EMPLOYMENT AGREEMENT – ADMINISTRATOR

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Name of Administrator: Ethan Swingle

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

Term: July 1, 2021 – June 30, 2022

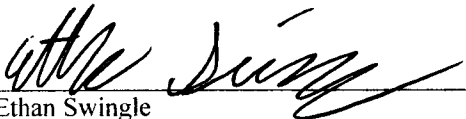
Compensation: \$39,000

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


Ethan Swingle

Clifton M. Smart III
President

4/27/2021
Date

Date

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

ATHLETICS EMPLOYMENT AGREEMENT TERMS AND CONDITIONS – ADMINISTRATOR

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

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

- a. Administrator fails to perform as agreed, Administrator otherwise breaches this Agreement, or termination is otherwise appropriate pursuant to the terms of the Employee Handbook; or
- b. Appropriations or unencumbered funds adequate to pay the obligations herein created become unavailable for any reason.

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

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

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

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

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

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

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

III.A.2.

RECOMMENDED ACTION – Approval of FY2021-2022 Employment Agreements for Assistant Coaches.

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

WHEREAS, the University desires to employ the individuals referenced in the attached Exhibit A as assistant coaches of the University’s various intercollegiate athletics programs, subject to the terms and conditions set forth in the attached Exhibit B.

NOW, BE IT RESOLVED that the Board of Governors of Missouri State University approves and authorizes the President to execute the attached FY21-22 Employment Agreements for the Assistant Coaches.

VOTE: AYE _____

NAY _____

Comments:

The following individuals will receive the salary increases as noted below:

- Chelsea Dirks-Ham (Swimming & Diving): from \$38,671.00 to \$45,000.00;
- Corey Gibson (Men’s Basketball): from \$120,600.00 to \$139,000.00;
- Jase Herl (Men’s Basketball): from \$115,824.00 to \$132,000.00;
- Ryan Beard (Football): from \$96,600.00 to \$101,600.00;
- Dominic Petrino (Football): from \$96,600.00 to \$101,600.00;
- LaDarien Scott (Football): from \$96,600 to \$101,600.00;
- Ronald Fouch (Football): from \$55,600 to \$60,600.00; and
- Victoria Jankoska (Women’s Basketball): from \$70,000 to \$80,600.00.

NOTE: These salary increases will be funded from the salaries of previous coaches who have left the University, through donations to the University/special projects, such that these increases do not represent new expenses to the Athletics Department or University.

The salaries for Alysiah Bond, Jacob Brydson, Michael Collins, Paul Evans, Sheldon Everett, Susan Frederick, Russell Friedland, James Huelskamp, Crayton Jones, Anastasia “AJ” Lux, Kirk Nelson, Jeffrey “Ethan” Jacobsen and Elizabeth Perine will remain unchanged from 2020-2021, except that they will each receive the 3% across-the-board salary increase implemented for all full-time employees effective July 1, 2021.

All above-referenced assistant coaches will be eligible to earn achievement payments contingent upon the athletic success of their respective teams.



Exhibit A

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: Maxwell Halpin

Position: Assistant Coach

Sport: Football

Term: February 16, 2021 - January 31, 2022

Compensation: \$70,000 annually

Achievement Payments:

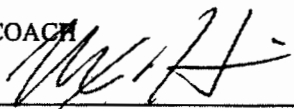
\$1000 for regular season conference championship or regular season conference co-championship in football; and \$700 for each game played in the NCAA FCS football playoffs.

Other Benefits and Incentives:

Coach may participate in camps and/or clinics.

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

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

COACH 

Maxwell Halpin, Assistant Coach

MISSOURI STATE UNIVERSITY

Clifton M. Smart III
President

2/17/21

Date

Date

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



Missouri State
UNIVERSITY

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: Bianca Webb
Position: Operations Assistant, Athletics
Sport: Women’s Basketball
Term: May 25, 2021 - June 30, 2022
Compensation: \$16.04 hourly (\$33,363 annually)

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:

Other Benefits and Incentives:

The University agrees to reimburse Ms. Webb for any documented expenses associated with Ms. Webb’s relocation to Springfield, Missouri, including but not limited to packing, unpacking and moving expenses/fees for household items. Storage unit is not included and is responsibility of Ms. Webb.

ASSISTANT COACH

Bianca Webb, Operations Assistant-WBB

BOARD OF GOVERNORS
MISSOURI STATE UNIVERSITY

Clifton M. Smart III
President

5/30/21
Date

Date



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: Alysiah Bond

Position: Assistant Coach

Sport: Women's Basketball

Term: July 1, 2021 - June 30, 2022

Compensation: \$115,000 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:

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

COACH


Alysiah Bond, Assistant Coach

MISSOURI STATE UNIVERSITY

Clifton M. Smart III
President

29 APRIL 2021
Date

Date

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



Missouri State UNIVERSITY

ATHLETICS EMPLOYMENT AGREEMENT – ASSISTANT COACH

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

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

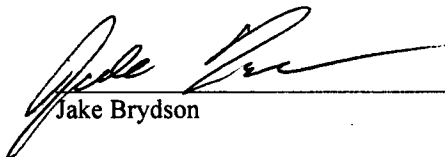
The parties further agree to be bound by, and that the terms set forth herein are subject to, the Athletics Employment Agreement Terms and Conditions – Assistant Coach*, which is incorporated herein by this reference.

Name of Coach: Jacob Brydson
Position: Assistant Coach
Sport: Women’s Track and Field
Term: July 1, 2021-June 30, 2022
Compensation: \$40,835 annually

Achievement Payments:
\$750 for each team conference championship or co-championship in Women’s Indoor or Outdoor Track and Field; and
\$300 for each individual or relay team who qualifies per event in any of the following: High Jump, Long Jump, Triple Jump, Pole Vault, Shot Put, Discus, Hammer Throw, Javelin, Heptathlon, 100m Hurdles, or 400m Hurdles, for the NCAA Women’s Outdoor Track & Field Championship; and
\$300 for each individual or relay team who qualifies per event in any of the following: High Jump, Long Jump, Triple Jump, Pole Vault, Shot Put, Weight Throw, Pentathlon, or 60m Hurdles, for the NCAA Women’s Indoor Track & Field Championship.

Other Benefits and Incentives: Coach may participate in camps and/or clinics.

COACH



Jake Brydson

MISSOURI STATE UNIVERSITY

Clifton M. Smart III
President

04/27/2021

Date

Date

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



Missouri State UNIVERSITY

ATHLETICS EMPLOYMENT AGREEMENT – ASSISTANT COACH

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

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

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

Name of Coach: Michael Collins

Position: Operations Manager – Men’s Basketball

Sport: Men’s Basketball

Term: July 1, 2021-June 30, 2022

Compensation: \$30,593 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
- \$5,000 - NCAA Championship Game.

Other Benefits and Incentives:

COACH

MISSOURI STATE UNIVERSITY



 Michael Collins

 Clifton M. Smart III
 President

5/25/2021

 Date

 Date

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



Missouri State UNIVERSITY

ATHLETICS EMPLOYMENT AGREEMENT – ASSISTANT COACH

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

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

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

Name of Coach: Chelsea Dirks-Ham

Position: Associate Head Coach

Sport: Men’s and Women’s Swimming and Diving

Term: July 1, 2021-June 30, 2022

Compensation: \$45,000

Achievement Payments:

\$800 Missouri Valley Conference (MVC) Championship and Mid-American Conference (MAC) Championship; or Missouri Valley Conference (MVC) Co-Championship and Mid-American Conference (MAC) Co-Championship; and \$200 per individual that qualifies and competes in NCAA Championship; and \$200 for any group of individuals (relay team) who qualifies and competes in the NCAA Championship \$1000 should the w. swimming and diving team meet or exceed the required participation number required

Other Benefits and Incentives:

Coach may participate in camps and/or clinics

COACH


Chelsea Dirks-Ham

5/17/21

Date

MISSOURI STATE UNIVERSITY

Clifton M. Smart III
President

Date

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



Missouri State UNIVERSITY

ATHLETICS EMPLOYMENT AGREEMENT – ASSISTANT COACH

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

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

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

Name of Coach: Paul Evans

Position: Assistant Coach

Sport: Baseball

Term: July 1, 2021-June 30, 2022

Compensation: \$73,096

Achievement Payments:


\$1,400 Missouri Valley Conference (MVC) Regular Season Championship or \$700 MVC Regular Season Co-Championship; \$700 MVC Championship; and \$400 for each game in the NCAA Regional Tournament or \$2,500 for winning NCAA Regional \$400 for each game in the NCAA Super Regional Tournament or \$3,000 for winning NCAA Super Regional \$400 for each game played in the College World Series or \$5,000 if team wins College World Series

Other Benefits and Incentives:

Coach may participate in camps and/or clinics

COACH

MISSOURI STATE UNIVERSITY



Paul Evans

Clifton M. Smart III
President

4-27-21

Date

Date

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



Missouri State UNIVERSITY

ATHLETICS EMPLOYMENT AGREEMENT – ASSISTANT COACH

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

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

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

Name of Coach: Sheldon Everett

Position: Assistant Head Coach

Sport: Men’s Basketball

Term: July 1, 2021-June 30, 2022

Compensation: \$78,600 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 may participate in camps and/or clinics
Use of one (1) automobile

COACH

Sheldon Everett

MISSOURI STATE UNIVERSITY

Clifton M. Smart III
President

Date

Date

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



Missouri State UNIVERSITY

ATHLETICS EMPLOYMENT AGREEMENT – ASSISTANT COACH

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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: Susan Frederick

Position: Associate Head Coach

Sport: Softball

Term: July 1, 2021-June 30, 2022

Compensation: \$52,834

Achievement Payments:

\$1,400 Missouri Valley Conference (MVC) Regular Season Championship or \$700 MVC Regular Season Co-Championship; and \$750 MVC Championship; and

\$400 for each game played in the NCAA Tournament; and

\$1,250 for winning 3 games in NCAA Regional; and

\$2,500 for team advancing to College World Series; and

\$5,000 if team wins College World Series

Other Benefits and Incentives:

Coach may participate in camps and/or clinics

COACH

MISSOURI STATE UNIVERSITY

Susan Frederick

Susan Frederick

Clifton M. Smart III
President

April 30, 2021

Date

Date

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



Missouri State
UNIVERSITY

ATHLETICS EMPLOYMENT AGREEMENT – ASSISTANT COACH

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

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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: Russell Friedland

Position: Associate Head Coach

Sport: Volleyball

Term: July 1, 2021 – June 30, 2022

Compensation: \$55,600 Annually

Achievement Payments:

\$1,400 Missouri Valley Conference (MVC) Regular Season Championship; or \$700 for MVC Regular Season Co-Championship; and \$700 for MVC Championship; and \$700 per match played in NCAA Tournament

Moving expenses: The University agrees to reimburse Mr. Friedland for any documented expenses associated with Mr. Friedland’s relocation to Springfield, Missouri, including but not limited to packing, unpacking and moving expenses/fees for household items additionally, the university will pay for temporary housing for up to 3 months at Sunvilla Apartments on campus.

Other Benefits and Incentives:

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

COACH

MISSOURI STATE UNIVERSITY



Russell Friedland

Clifton M. Smart III
President

4/24/21

Date

Date

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



Missouri State UNIVERSITY

ATHLETICS EMPLOYMENT AGREEMENT – ASSISTANT COACH

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

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

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

Name of Coach: Corey Gipson

Position: Associate Head Coach

Sport: Men’s Basketball

Term: July 1, 2021-June 30, 2022

Compensation: \$139,000 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 may participate in camps and/or clinics
Use of one (1) automobile

COACH



Corey Gipson

MISSOURI STATE UNIVERSITY

Clifton M. Smart III
President

5-21-21

Date

Date

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



Missouri State
UNIVERSITY

ATHLETICS EMPLOYMENT AGREEMENT – ASSISTANT COACH

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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: Jase Herl

Position: Assistant Coach

Sport: Men’s Basketball

Term: July 1, 2021-June 30, 2022

Compensation: \$ 132,000 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; 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:

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

COACH

Jase Herl

MISSOURI STATE UNIVERSITY

Clifton M. Smart III
President

Date

5/7/21

Date

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



Missouri State UNIVERSITY

ATHLETICS EMPLOYMENT AGREEMENT – ASSISTANT COACH

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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: James Huelskamp

Position: Assistant Coach

Sport: Men’s and Women’s Swimming and Diving

Term: July 1, 2021-June 30, 2022

Compensation: \$14.13/hour (part time)

Achievement Payments:

\$700 Missouri Valley Conference (MVC) Championship or Mid-American Conference (MAC) or MVC or MAC Co-Championship; and

\$200 per individual that qualifies and competes in NCAA Diving Championship; and

Other Benefits and Incentives:

Coach may participate in camps and/or clinics

COACH


James Huelskamp

4/27/21
Date

MISSOURI STATE UNIVERSITY

Clifton M. Smart III
President

Date

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



Missouri State UNIVERSITY

ATHLETICS EMPLOYMENT AGREEMENT – ASSISTANT COACH

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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: Jeffrey “Ethan” Jacobsen

Position: Assistant Head Coach

Sport: Men’s and Women’s Swimming and Diving

Term: July 2, 2021-June 30, 2022

Compensation: \$27,456

Achievement Payments:

\$800 Missouri Valley Conference (MVC) Championship and Mid-American Conference (MAC) Championship; or Missouri Valley Conference (MVC) Co-Championship and Mid-American Conference (MAC) Co-Championship; and \$200 per individual that qualifies and competes in NCAA Championship; and \$200 for any group of individuals (relay team) who qualifies and competes in the NCAA Championship

Other Benefits and Incentives:

Coach may participate in camps and/or clinics

COACH

Jeffrey “Ethan” Jacobsen

JEFFREY

MISSOURI STATE UNIVERSITY

Clifton M. Smart III
President

4/29/21

Date

Date

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



Missouri State
UNIVERSITY

ATHLETICS EMPLOYMENT AGREEMENT – ASSISTANT COACH

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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: Crayton “CJ” Jones

Position: Assistant Coach

Sport: Women’s Basketball

Term: July 1, 2021 - June 30, 2022

Compensation: \$80,600 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.

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

COACH


Crayton Jones, Assistant Coach

MISSOURI STATE UNIVERSITY

Clifton M. Smart III
President

4/30/21

Date

Date

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



Missouri State
UNIVERSITY

ATHLETICS EMPLOYMENT AGREEMENT – ASSISTANT COACH

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

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

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

Name of Coach: Anastasia “AJ” Lux

Position: Assistant Coach

Sport: Volleyball

Term: July 1, 2021 – June 30, 2022

Compensation: \$40,600 Annually

Achievement Payments:

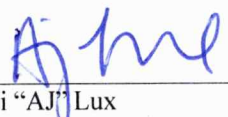
\$1,400 Missouri Valley Conference (MVC) Regular Season Championship; or \$700 for MVC Regular Season Co-Championship; and \$700 for MVC Championship; and \$700 per match played in NCAA Tournament

Other Benefits and Incentives:

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

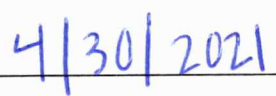
COACH

MISSOURI STATE UNIVERSITY



Anastasi “AJ” Lux

Clifton M. Smart III
President



Date

Date

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



Missouri State UNIVERSITY

ATHLETICS EMPLOYMENT AGREEMENT – ASSISTANT COACH

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

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

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

Name of Coach: Kirk Nelson

Position: Associate Head Coach

Sport: Women's Soccer

Term: July 1, 2021-June 30, 2022

Compensation: \$32,588 annually

Achievement Payments:

\$350 Missouri Valley Conference (MVC) Regular Season Championship; or Regular Season Co-Championship; or \$700 MVC Championship; and \$700 for each game won in the NCAA Tournament

Other Benefits and Incentives:

Coach may participate in camps and/or clinics

COACH

Kirk Nelson

MISSOURI STATE UNIVERSITY

Clifton M. Smart III
President

5/18/21

Date

Date

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



Missouri State
UNIVERSITY

ATHLETICS EMPLOYMENT AGREEMENT – ASSISTANT COACH

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

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

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

Name of Coach: Elizabeth (Beth) Perine

Position: Associate Head Coach

Sport: Softball

Term: July 1, 2021-June 30, 2022

Compensation: \$52,834

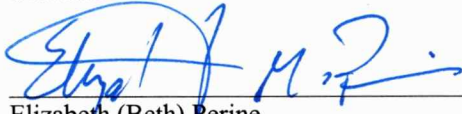
Achievement Payments:

\$1,400 Missouri Valley Conference (MVC) Regular Season Championship or \$700 MVC Regular Season Co-Championship; and \$750 MVC Championship; and \$400 for each game played in the NCAA Tournament; and \$1,250 for winning 3 games in NCAA Regional; and \$2,500 for team advancing to College World Series; and \$5,000 if team wins College World Series

Other Benefits and Incentives:

Coach may participate in camps and/or clinics

COACH



Elizabeth (Beth) Perine

MISSOURI STATE UNIVERSITY

Clifton M. Smart III
President

4.30.21

Date

Date

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

**FIRST AMENDMENT TO
ATHLETICS EMPLOYMENT AGREEMENT –
ASSISTANT COACH**

This First Amendment to Athletic Employment Agreement – Assistant Coach (“First Amendment”) is entered into by and between the Board of Governors of Missouri State University, a Missouri state institution of higher education (“University”), and Ryan Beard (“Coach”) as of date of the last signature indicated below, but effective as of July 1, 2021 (“Effective Date”).

WHEREAS, Coach is currently employed by University as an Assistant Coach for the University’s intercollegiate football team, under an Athletics Employment Agreement (“Agreement”) which runs from February 1, 2021 through January 31, 2022; and

WHEREAS, University desires to amend the Agreement in order to increase Coach’s annual compensation so as to bring it up to the average of salaries paid to assistant football coaches within the Missouri Valley Football Conference.

NOW, THEREFORE, for good and valuable consideration, the sufficiency of which is hereby acknowledged, the parties agree to amend the agreement as follows:


1. Effective June 1, 2021, Coach shall be compensated at the rate of \$101,600 annually.
2. Except as expressly indicated in this First Amendment, all other terms and conditions of the Agreement are hereby ratified and shall continue in full force and effect.

IN WITNESS WHEREOF, the parties have executed this First Amendment as of the Effective Date indicated above.

**Board of Governors of
Missouri State University**

COACH

Clifton M. Smart, III
President



Ryan Beard
Assistant Football Coach

Date



Date

**FIRST AMENDMENT TO
ATHLETICS EMPLOYMENT AGREEMENT –
ASSISTANT COACH**

This First Amendment to Athletic Employment Agreement – Assistant Coach (“First Amendment”) is entered into by and between the Board of Governors of Missouri State University, a Missouri state institution of higher education (“University”), and Dominic Petrino (“Coach”) as of date of the last signature indicated below, but effective as of July 1, 2021 (“Effective Date”).

WHEREAS, Coach is currently employed by University as an Assistant Coach for the University’s intercollegiate football team, under an Athletics Employment Agreement (“Agreement”) which runs from February 1, 2021 through January 31, 2022; and

WHEREAS, University desires to amend the Agreement in order to increase Coach’s annual compensation so as to bring it up to the average of salaries paid to assistant football coaches within the Missouri Valley Football Conference.

NOW, THEREFORE, for good and valuable consideration, the sufficiency of which is hereby acknowledged, the parties agree to amend the agreement as follows:


1. Effective June 1, 2021, Coach shall be compensated at the rate of \$101,600 annually.
2. Except as expressly indicated in this First Amendment, all other terms and conditions of the Agreement are hereby ratified and shall continue in full force and effect.

IN WITNESS WHEREOF, the parties have executed this First Amendment as of the Effective Date indicated above.

**Board of Governors of
Missouri State University**

COACH

Clifton M. Smart, III
President



Dominic Petrino
Assistant Football Coach

Date

5-20-21

Date

**FIRST AMENDMENT TO
ATHLETICS EMPLOYMENT AGREEMENT –
ASSISTANT COACH**

This First Amendment to Athletic Employment Agreement – Assistant Coach (“First Amendment”) is entered into by and between the Board of Governors of Missouri State University, a Missouri state institution of higher education (“University”), and LaDarien Scott (“Coach”) as of date of the last signature indicated below, but effective as of July 1, 2021 (“Effective Date”).

WHEREAS, Coach is currently employed by University as an Assistant Coach for the University’s intercollegiate football team, under an Athletics Employment Agreement (“Agreement”) which runs from February 1, 2021 through January 31, 2022; and

WHEREAS, University desires to amend the Agreement in order to increase Coach’s annual compensation so as to bring it up to the average of salaries paid to assistant football coaches within the Missouri Valley Football Conference.

NOW, THEREFORE, for good and valuable consideration, the sufficiency of which is hereby acknowledged, the parties agree to amend the agreement as follows:


1. Effective June 1, 2021, Coach shall be compensated at the rate of \$101,600 annually.
2. Except as expressly indicated in this First Amendment, all other terms and conditions of the Agreement are hereby ratified and shall continue in full force and effect.

IN WITNESS WHEREOF, the parties have executed this First Amendment as of the Effective Date indicated above.

**Board of Governors of
Missouri State University**

COACH

Clifton M. Smart, III
President


LaDarien Scott
Assistant Football Coach

Date

5-20-2021
Date

**FIRST AMENDMENT TO
ATHLETICS EMPLOYMENT AGREEMENT –
ASSISTANT COACH**

This First Amendment to Athletic Employment Agreement – Assistant Coach (“First Amendment”) is entered into by and between the Board of Governors of Missouri State University, a Missouri state institution of higher education (“University”), and Ronald Fouch (“Coach”) as of date of the last signature indicated below, but effective as of July 1, 2021 (“Effective Date”).

WHEREAS, Coach is currently employed by University as an Assistant Coach for the University’s intercollegiate football team, under an Athletics Employment Agreement (“Agreement”) which runs from February 1, 2021 through January 31, 2022; and

WHEREAS, University desires to amend the Agreement in order to increase Coach’s annual compensation so as to bring it up to the average of salaries paid to assistant football coaches within the Missouri Valley Football Conference.

NOW, THEREFORE, for good and valuable consideration, the sufficiency of which is hereby acknowledged, the parties agree to amend the agreement as follows:

1. Effective June 1, 2021, Coach shall be compensated at the rate of \$60,600 annually.
2. Except as expressly indicated in this First Amendment, all other terms and conditions of the Agreement are hereby ratified and shall continue in full force and effect.

IN WITNESS WHEREOF, the parties have executed this First Amendment as of the Effective Date indicated above.

**Board of Governors of
Missouri State University**

COACH

Clifton M. Smart, III
President

Ronald Fouch.
Ronald Fouch
Assistant Football Coach

Date

5/22/2021
Date



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: Victoria Jankoska

Position: Assistant Coach

Sport: Women’s Basketball

Term: May 1, 2021 - June 30, 2022

Compensation: \$80,600 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:

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

COACH

Victoria Jankoska, Assistant Coach

MISSOURI STATE UNIVERSITY

Clifton M. Smart III
President

6-1-21
Date

Date

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

ATHLETICS EMPLOYMENT AGREEMENT TERMS AND CONDITIONS – ASSISTANT COACH

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

III.B.1.

RECOMMENDED ACTION: New Program: Master of Art Education

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

WHEREAS, there is a need in southwest Missouri for a low-residency graduate program in Art Education; and

WHEREAS, such a program will provide artists, teachers and art education majors the opportunity to upgrade their preparation in both professional education and subject matter areas appropriate to their teaching fields; and

WHEREAS, this new blended program will permit teachers to continue working while completing the program; and

WHEREAS, the Department of Art and Design is prepared to offer this new graduate program with little additional cost;

NOW, THEREFORE, BE IT RESOLVED by the Board of Governors for Missouri State University that the Master of Art Education be added to the programs of the Department of Art and Design

VOTE: AYE _____

 NAY _____

EXECUTIVE SUMMARY:

The Master of Art Education program will require 36 credits. The program will be offered in a two-year cohort model with extensive use of blended courses. Applicants will be required to have a bachelor's degree in art or art education from an accredited college or university.

At the conclusion of the program students will exhibit evidence of their accomplishments by either developing a studio exhibition or by preparing a written thesis.

The department anticipates 12 part-time students each year. Because the program will utilize a two-year cohort, there will be an average of 6 graduates each year.

Existing faculty will teach the courses in the program as part of their load during the fall and spring semesters. Summer courses will create an additional cost that should be offset by tuition received each year.

III.C.1.

RECOMMENDED ACTION - Approval of Activity Report for the month of April 2021.

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 2021, 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 2021

This report documents activities managed by Planning, Design and Construction for the month of April 2021. 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 5, 2021

**Renovation for Welding Lab,
Broadway Building, West Plains Campus**

With approval, a contract was signed with Esterly, Schneider & Associates, Inc. for professional services in conjunction with the renovation for welding lab at the Broadway Building on the West Plains Campus. Esterly, Schneider & Associates, Inc. has experience specific to the Broadway Building as they previously conducted an engineering study on the building.

The not-to-exceed fee for the consultant's work is \$152,900.00. This project is being funded by the Federal Budget Stabilization Fund (\$152,900.00).

III.C.2.

RECOMMENDED ACTION - Approval of Activity Report for the month of May 2021.

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 May 2021, 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**

May 2021

This report documents activities managed by Planning, Design and Construction for the month of May 2021. 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.

May 3, 2021

**Lecture Hall Addition,
Looney Hall, West Plains Campus**

With approval, a contract was signed with Esterly, Schneider & Associates, Inc. for professional services in conjunction with the lecture hall addition at Looney Hall on the West Plains Campus. Esterly, Schneider & Associates, Inc. has experience specific to the West Plains Campus and their expertise will be key for this project.

The not-to-exceed fee for the consultant's work is \$133,225.00. This project is being funded by the West Plains Chancellor's Office (\$133,225.00) budget.

May 27, 2021

**Evaluate to Repair Loose and Missing Mortar,
Robert W. Plaster Center for Free Enterprise** **Project Budget
\$120,000.00**

A proposal was received to evaluate and repair loose and missing mortar at Robert W. Plaster Center for Free Enterprise. A notice to proceed was issued to Tremco Incorporated (WTI) in the amount of \$104,755.60.

The project budget has been established as follows:

Project Budget	
Consulting Fees	\$0.00
Construction Contracts	\$104,755.60
Project Administration	\$4,768.84
Construction Contingency	\$10,475.56
Furniture, Fixtures, and Equipment	\$0.00
Telecommunications	\$0.00
Relocation Costs	\$0.00
Total Project Budget	\$120,000.00

This project involves the evaluation and repair of the west façade at Robert W. Plaster Center for Free Enterprise for water infiltration. The work is scheduled to be completed during the summer 2021 semester.

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

This project is being funded by the Associate Vice President for Economic Development (\$60,000.00) and Administrative Services (\$60,000.00) budgets.

III.C.3.

RECOMMENDED ACTION - Approval of vacation of Robberson Avenue between Phelps and Tampa Streets in Springfield, Missouri and associated easements.

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

WHEREAS, the administration of Missouri State University seeks to connect the parking lot west of Robberson Avenue and a proposed parking lot east of Robberson Avenue; and

WHEREAS, as part of the process to connect the parking lots, vacation of Robberson Avenue between Phelps and Tampa Streets by the City of Springfield will provide for additional parking and a shuttle route; and

WHEREAS, as a condition of the vacation of Robberson Avenue, several easements are required.

NOW, THEREFORE, BE IT RESOLVED by the Board of Governors of Missouri State University that the vacation of Robberson Avenue and associated easements, listed below and copies attached, be approved, subject to the terms and conditions set forth therein.

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

VOTE: **AYE** _____

NAY _____

COMMENTS:

The vacation of Robberson will connect the JVIC parking lot and the new proposed parking lot at Tampa and Robberson Avenue. It allows for additional parking spaces and a shuttle route. With the vacation of Robberson Avenue, this section between Phelps and Tampa will become one way.

The associated easements include:

- Drainage Easement with the City of Springfield
- Sanitary Sewer Easement with the City of Springfield
- Utility Easement with the City of Springfield
- Easement for Underground and Aerial Facilities with Southwestern Bell Telephone Company

III.D.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>
Marjorie Shavers	Department Head Associate Professor Counseling, Leadership & Special Education (12-month appointment)	\$110,000 annually	08/01/21
Hyunjin Choi	Assistant Professor Childhood Ed & Family Studies	\$55,000 annually	08/16/21
Tasnuba Jerin	Assistant Professor Geography Geology & Planning	\$65,000 annually	08/16/21
Jennifer Murvin	Assistant Professor English	\$56,000 annually	08/16/21
Stephanie Nikbakht	Assistant Professor School of Nursing	\$66,000 annually	08/16/21

UNRANKED FACULTY APPOINTMENTS (Term):

<u>Name</u>	<u>Position-Department</u>	<u>Salary</u>	<u>Effective</u>
Janice Greene	Director/Professor, Bull Shoals Field Station Biology (30% FTE)	\$13,601 annually	06/01/21 12/31/21

(See Addendum A for Per Course Faculty Appointments)

(See Addendum B for Summer Appointments)

(See Addendum C for Supplemental Payments)

(See Addendum D for Graduate Teaching Assistant Appointments)

RESIGNATIONS:

<u>Name</u>	<u>Position-Department</u>	<u>Effective</u>
Sara Powell	Assistant Professor Kinesiology	05/14/21
Henry Tsai	Assistant Professor Biomedical Sciences	05/14/21

RETIREMENTS:

<u>Name</u>	<u>Position-Department</u>	<u>Effective</u>
Janette Cadle	Professor English	05/14/21
Vinay Garg	Associate Professor Management	05/14/21
Lyn Gattis	Associate Professor English	05/14/21
Joseph Hulgus	Professor Counseling Leadership & Special Ed	05/14/21
James Matthews	Instructor Counseling Leadership & Special Ed	05/14/21
Jack Ray	Assistant Director Center for Archeological Research (12-month appointment)	07/31/21
Allen Schaefer	Professor Marketing	05/20/22

SABBATICALS:

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

Razib Iqbal	Associate Professor, Computer Science Spring 2022 Harnessing Multimedia Data for Smarter Homes
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- Vadim Putzu Associate Professor, Religious Studies
Academic Year 2021 – 2022
Prepare a book manuscript on wine in medieval and early modern Jewish mysticism
- Xiaomin Qiu Professor, Geography, Geology & Planning
Fall 2021
Geographically Varying Factors Related to COVID Deaths in the U.S.
- D. Alexander Wait Professor, Biology
Spring 2022
The effects of intra-and interannual variation in management history, temperature, precipitation and fire on primary production, species diversity and ecosystem processes in Oak/Hickory woodlands in Southwest Missouri
- Songfeng Zheng Professor, Mathematics
Spring 2022
A graduate textbook in modern statistics, emphasizing on the interaction of statistics and other disciplines

CHANGE OF STATUS:

<u>Name</u>	<u>Position-Department</u>	<u>Action</u>	<u>Effective</u>
Denise Cunningham	Department Head	Continuation of Appointment	07/01/21
	Professor		06/30/22
	Childhood Education & Family Studies		
Jason Jolley	Associate Dean	Continuation of Appointment	07/01/21
	Reynolds College of Arts of Letters		06/30/22
	Professor Modern & Classical Languages		
Kathleen Kennedy	Department Head	Continuation of Appointment	07/01/21
	Professor		06/30/22
	History		
Neal Lopinot	From: Director	Status Change	07/01/21
	Center for Archeological Research		
	To: Faculty Emeritus		
	Center for Archeological Research		

Academic Personnel Board Actions, cont'd.

Page 4

Jorge Rebaza Vasquez	From: Associate Dean College of Natural & Applied Sciences Professor Mathematics \$85,760 annually (\$2,250 monthly supplemental) To: Associate Dean College of Natural & Applied Sciences Professor Mathematics \$124,817 annually	Status Change	07/01/21
Elizabeth Rozell	Associate Dean College of Business Interim Department Head Merchandising & Fashion Design Professor Management \$181,774 annually (\$10,000 annual supplemental)	Continuation of Appointment	07/01/21 06/30/22
John Bourhis	From: Professor Communication To: Faculty Emeritus Communication	Status Change	08/01/21
Lanette Cadle	From: Professor English To: Faculty Emeritus English	Status Change	08/01/21
Vinay Garg	From: Associate Professor Management To: Faculty Emeritus Management	Status Change	08/01/21

Lyn Gattis	From: Associate Professor English To: Faculty Emeritus English	Status Change	08/01/21
Joseph Hulgus	From: Professor Counseling, Leadership & Special Education To: Faculty Emeritus Counseling, Leadership & Special Education	Status Change	08/01/21
James Matthews	From: Instructor Counseling, Leadership & Special Education To: Faculty Emeritus Counseling, Leadership & Special Education	Status Change	08/01/21
Jack Ray	From: Assistant Director Center for Archeological Research To: Faculty Emeritus Center for Archeological Research	Status Change	08/01/21
Joan Test	From: Associate Professor Childhood Education & Family Studies To: Faculty Emeritus Childhood Education & Family Studies	Status Change	08/01/21

REAPPOINTMENTS:

Non-tenured, unranked faculty, effective August 16, 2021 through May 20, 2022, unless otherwise noted.

COLLEGE OF AGRICULTURE

Department of Agriculture Business

Nichole Busdieker-Jesse

Katelyn McCoy

Instructor

Instructor

(07/01/21 to 06/30/22)

Natalie Mook

Instructor
(07/01/21 to 06/30/22)

Department of Animal Science

William Boyer

Senior Instructor
(07/01/21 to 06/30/22)

Department of Environmental Plant Science & Natural Resources

Li-Ling Chen

Clinical Instructor
(07/01/21 to 06/30/22)

Jennifer Morgantaler

Clinical Instructor
(07/01/21 to 06/30/22)

Marilyn Odneal

Instructor
(07/01/21 to 06/30/22)

Maciej Pszczolkowski

Research Professor
(07/01/21 to 06/30/22)

Wen-Ping Qiu

Research Professor
(07/01/21 to 06/30/22)

Karl Wilker

Professor
(07/01/21 to 06/30/22)

COLLEGE OF ARTS & LETTERS

Department of Art & Design

Balazs Faa

Artist-in-Residence

Andy Goodwin

Artist-in-Residence

Department of Communication

Deana Butcher

Instructor

Allison Coltharp

Senior Instructor

Nora Cox

Senior Instructor

Jay Howard

Instructor

Jerri Lynn Kyle

Senior Instructor

Taleyna Morris

Senior Instructor

Heather Walters

Senior Instructor

Department of English

Sara Burge

Senior Instructor

Mara Cohen Ioannides

Senior Instructor

Joel Coltharp

Instructor

Tracy Dalton

Senior Instructor

Mark Grimes	Instructor
Sean Herring	Practitioner-in-Residence
Jennifer Murvin	Senior Instructor
Lori Rogers	Senior Instructor
Judy Tarbox	Instructor
John Turner	Senior Instructor

Department of Media, Journalism & Film

Jack Dimond	Senior Instructor
Leonard Horton III	Senior Instructor

Department of Modern & Classical Languages

Kristin Harper	Instructor
Melanie Kleeschulte	Instructor
Luis Lombilla	Senior Instructor
Jeffrey Loughary	Instructor
Weirong Schaefer	Senior Instructor
Corinne Shirley	Senior Instructor

Department of Music

Kyle Aho	Instructor
Emlyn Johnson	Instructor
Martin Morrison	Instructor
Vicky Scott	Instructor

Department of Theatre & Dance

Zipporah Peddle	Artist-in-Residence
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COLLEGE OF BUSINESS

School of Accountancy

Samuel Bass	Instructor
Michael Hammond	Senior Instructor
James Hines	Instructor
Julie Ravenscraft	Instructor
Kristen Thronton	Instructor

Department of Finance & General Business

Jana Ault-Phillips	Instructor
Russell Meek	Senior Instructor

Department of Information Technology & Cybersecurity

Rebekah Austin	Instructor
Richard Burton	Instructor
Todd Daniel	Instructor
Jennifer Lowenthal-Hershey	Instructor
Raju Mainali	Instructor
Patrick Sells	Instructor
Jason Speer	Instructor
Jo Lynne Stalnaker	Instructor
Cathryn Van Landuyt	Senior Instructor

Department of Management

Michael Albritton	Senior Instructor
Jessica Burkland	Instructor
Dana Frederick	Senior Instructor
Michael Merrigan	Clinical Associate Professor

Department of Marketing

David Hammons	Instructor
Courtney Pham	Senior Instructor
Carly Pierson	Instructor

Department of Technology & Construction Management

Nancy Asay	Senior Instructor
David Joswick	Senior Instructor
Marciann Patton	Senior Instructor

COLLEGE OF EDUCATION

Department of Childhood Education & Family Studies

Robin Koerber	Clinical Instructor
Debra Price	Instructor
Kim Roam	Clinical Assistant Professor
Melissa Schotthofer	Clinical Instructor
Cara Smith	Clinical Instructor
V. Jane Ward	Instructor
Gina Wood	Clinical Assistant Professor

Department of Reading, Foundations & Technology

Annice McLean	Senior Instructor
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MCQUEARY COLLEGE OF HEALTH & HUMAN SERVICES

Department of Health & Human Services

Jessica Willis

Instructor
(07/01/21 to 06/30/22)

School of Anesthesia

Rick Albaugh

Clinical Assistant Professor
(07/01/21 to 06/30/22)

Department of Biomedical Sciences

Natalie Allen

Clinical Assistant Professor

Rebecca Allen

Instructor
(07/01/21 to 06/30/22)

Jaime Gnau

Clinical Instructor
(07/01/21 to 06/30/22)

Nicole Gorley

Instructor

Anna McWoods

Instructor

Sarah Murray

Senior Instructor

Daniela Novotny

Senior Instructor

Joseph Williams

Senior Instructor

Department of Communication Sciences & Disorders

Sarah Barber

Clinical Associate Professor
(07/01/21 to 06/30/22)

Edith Bobbitt-Boyce

Clinical Associate Professor
(07/01/21 to 06/30/22)

Deborah Cron

Clinical Professor
(07/01/21 to 06/30/22)

Karen Engler

Clinical Professor
(07/01/21 to 06/30/22)

Kimberly Ireland

Clinical Assistant Professor
07/01/21 to 06/30/22)

Lauren Jones

Clinical Assistant Professor
(07/01/21 to 06/30/22)

Sarah Jones

Clinical Assistant Professor
(07/01/21 to 06/30/22)

Holly Metcalf

Clinical Assistant Professor

Tara Oetting

Clinical Professor
(07/01/21 to 06/30/22)

Jennifer Pratt

Clinical Associate Professor
(07/01/21 to 06/30/22)

Department of Kinesiology

Amy Blansit

Zach Burt

Daniel Garten

Kirsten Hatz

Instructor

Instructor

(07/01/21 to 06/30/22)

Instructor

Senior Instructor

School of Nursing

Kathryn Adams

Shelley Carter

Karla Conner

Alyssa Dietrich

Rhonda Entlicher-Stewart

Alisha Jones

Kathryn Patterson

Brandon Rachal

Ami Rohr

Maria Shade

Ashley Simpson

Alisha Tuttle

Theresa Witt

Tammy Yoes

Clinical Assistant Professor

Clinical Assistant Professor

Clinical Assistant Professor

Clinical Assistant Professor

Clinical Assistant Professor

Clinical Assistant Professor

Clinical Associate Professor

(07/01/21 to 06/30/22)

Clinical Assistant Professor

(07/01/21 to 06/30/22)

Clinical Assistant Professor

Clinical Assistant Professor

Clinical Assistant Professor

(07/01/21 to 06/30/22)

Clinical Assistant Professor

Clinical Assistant Professor

Clinical Assistant Professor

Department of Occupational Therapy

Tara Boehne

Traci Garrison

Gordon Tsubira

Clinical Associate Professor

(07/01/21 to 06/30/22)

Clinical Assistant Professor

(07/01/21 to 06/30/22)

Clinical Assistant Professor

(07/01/21 to 06/30/22)

Department of Physician Assistant Studies

Kimberly Cook

Clinical Associate Professor

(07/01/21 to 06/30/22)

Department of Psychology

Hannah Harris

Instructor

(07/01/21 to 06/30/22)

Tanya Whipple

Senior Instructor

Department of Public Health & Sports Medicine

Allan Liggett

Clinical Associate Professor
(07/01/21 to 06/30/22)

Tara Stulce

Clinical Instructor

School of Social Work

Natalie Curry

Clinical Assistant Professor

Tiffany Havlin

Clinical Assistant Professor

Lisa Langston

Clinical Instructor

Regina Russell

Clinical Assistant Professor

COLLEGE OF HUMANITIES & PUBLIC AFFAIRS

Department of Criminology & Criminal Justice

Diane Leamy

Senior Instructor

Paula Rector

Senior Instructor

Ivy Yarckow-Brown

Senior Instructor

Department of Defense & Strategic Studies

Andrei Shoumikhin

Instructor

Department of Economics

Julie Gallaway

Senior Instructor

Department of History

Jacynda Ammons

Instructor

Marlin Barber

Senior Instructor

John Gram

Senior Instructor

Department of Philosophy

Michael Boyle

Senior Instructor

Department of Political Science

Nick Beatty

Instructor

Department of Religious Studies

Amy Artman

Instructor

Lora Hobbs

Senior Instructor

Micki Pulleyking

Senior Instructor

Department of Sociology & Anthropology

Jason Shepard

Instructor

COLLEGE OF NATURAL & APPLIED SCIENCES

Department of Biology

L. Michelle Bowe

Senior Instructor

Tara Herring

Instructor

Tina Hopper

Senior Instructor

Angela Plank

Senior Instructor

Melissa Schoeben

Instructor

Department of Chemistry

Brian High

Senior Instructor

Helena Metzker

Senior Instructor

Department of Cooperative Engineering Programing

Stephanie Thomas

Instructor

Department of Geography, Geology & Planning

Damon Bassett

Senior Instructor

Melanie Carden-Jessen

Instructor

Debbie Corcoran

Senior Instructor

Department of Hospitality Leadership

Wajeana White

Instructor

Department of Mathematics

Joann Barnett

Instructor

Patti Blanton

Senior Instructor

Roger Bunn

Instructor

Sylvia Carr

Instructor

Oana Nelson

Instructor

Carolyn Shand-Hawkins

Instructor

Donna Sherrill

Senior Instructor

Garry Stafford

Senior Instructor

Linda Sun

Instructor

Kimberly Van Ornum

Senior Instructor

Fan Zhou

Instructor

Department of Physics, Astronomy & Materials Science

Bradley Mills

Instructor

GRANTED TENURE:

(Effective August 16, 2021, unless otherwise noted)

REYNOLDS COLLEGE OF ARTS & LETTERS

Department of Art & Design

Deidre Argyle

Assistant Professor

Cole Closser

Assistant Professor

Department of Media, Journalism & Film

Holly Holladay

Assistant Professor

Andrew Twibell

Assistant Professor

Department of Music

Brad Snow

Assistant Professor

(07/01/21 to 06/30/22)

John Zastoupil

Assistant Professor

(07/01/21 to 06/30/22)

COLLEGE OF BUSINESS

Department of Finance & General Business

Seth Hoelscher

Assistant Professor

Department of Information Technology & Cybersecurity

Rick Brattin

Assistant Professor

Zhiguo Yang

Assistant Professor

Department of Marketing

Wes Friske

Assistant Professor

COLLEGE OF EDUCATION

Department of Childhood Education & Family Studies

Elizabeth King

Assistant Professor

Stefanie Livers

Assistant Professor

Department of Counseling, Leadership & Special Education

Ximena Uribe-Zarain

Assistant Professor

Department of Reading, Foundations & Technology

Kayla Lewis

Assistant Professor

MCQUEARY COLLEGE OF HEALTH & HUMAN SERVICES

School of Anesthesia

Tracy Beckham

Assistant Professor

(07/01/21 to 06/30/22)

Sylvia Feeney

Assistant Professor

(07/01/21 to 06/30/22)

Department of Communication Sciences & Disorders

Abdullah Jamos

Assistant Professor

Sarah Lockenvitz

Assistant Professor

School of Nursing

Melissa Penkalski

Assistant Professor

(07/01/21 to 06/30/22)

Department of Public Health & Sports Medicine

Kip Thompson

Assistant Professor

COLLEGE OF HUMANITIES & PUBLIC AFFAIRS

Department of Sociology & Anthropology

Erin Kenny

Assistant Professor

COLLEGE OF NATURAL & APPLIED SCIENCES

Department of Chemistry

Fei Wang

Assistant Professor

Keiichi Yoshimatsu

Assistant Professor

Department of Computer Science

Tayo Obafemi-Ajayi

Assistant Professor

Department of Geography, Geology & Planning

Matthew McKay

Assistant Professor

PROMOTIONS:

Change of academic rank (new rank indicated)

Effective August 16, 2021 unless otherwise noted)

REYNOLDS COLLEGE OF ARTS & LETTERS

Department of Art & Design

Deidre Argyle

Associate Professor

Cole Closser

Associate Professor

Department of Communication

Taleyna Morris

Senior Instructor

Department of Media, Journalism & Film

Holly Holladay

Associate Professor

Andrew Twibell

Associate Professor

Department of Music

Brad Snow

Associate Professor

(07/01/21 to 06/30/22)

John Zastoupil

Associate Professor

(07/01/21 to 06/30/22)

Department of Theatre & Dance

Telory Arendell

Professor

Sarah Wiggin

Professor

COLLEGE OF BUSINESS

Department of Finance & General Business

Seth Hoelscher

Associate Professor

Russell Meek

Senior Instructor

Department of Information Technology & Cybersecurity

Rick Brattin

Associate Professor

Zhiguo Yang

Associate Professor

Department of Management

Michael Albritton

Senior Instructor

Dana Frederick

Senior Instructor

Department of Marketing

Ron Clark

Professor

Wes Friske

Associate Professor

COLLEGE OF EDUCATION

Department of Childhood Education & Family Studies

Elizabeth King

Associate Professor

Stefanie Livers

Associate Professor

Department of Counseling, Leadership & Special Education

Shari Scott

Senior Instructor

Ximena Uribe-Zarain

Associate Professor

Department of Reading, Foundations & Technology

Kayla Lewis

Associate Professor

MCQUEARY COLLEGE OF HEALTH & HUMAN SERVICES

School of Anesthesia

Tracy Beckham

Associate Professor

(07/01/21 to 06/30/22)

Sylvia Feeney

Associate Professor

(07/01/21 to 06/30/22)

Department of Communication Sciences & Disorders

Abdullah Jamos

Associate Professor

Sarah Lockenvitz

Associate Professor

Alana Mantie-Kozlowski

Professor

Holly Metcalf

Clinical Associate Professor

Department of Kinesiology

Amy Blansit

Senior Instructor

School of Nursing

Melissa Penkalski

Associate Professor
(07/01/21 to 06/30/22)

Department of Occupational Therapy

Tara Boehne

Clinical Associate Professor
(07/01/21 to 06/30/22)

Department of Public Health & Sports Medicine

Melinda Novik

Tara Stulce

Kip Thompson

Professor
Clinical Assistant Professor
Associate Professor

School of Social Work

Regina Russell

Clinical Associate Professor

COLLEGE OF HUMANITIES & PUBLIC AFFAIRS

Department of History

John Gram

Senior Instructor

Department of Sociology & Anthropology

Erin Kenny

Associate Professor

COLLEGE OF NATURAL & APPLIED SCIENCES

Department of Biology

Tina Hopper

Angela Plank

Senior Instructor
Senior Instructor
(07/01/21 to 06/30/22)

Department of Chemistry

Nikolay Gerasimchuk

Fei Wang

Keiichi Yoshimatsu

Distinguished Professor
Associate Professor
Associate Professor

Department of Computer Science

Tayo Obafemi-Ajayi

Associate Professor

Department of Geography, Geology & Planning

Matthew McKay

Associate Professor

Department of Physics, Astronomy & Materials Science

Michael Reed

Distinguished Professor

Vote: ____ Yea

____ Nay

COMMENTS:

Hyunjin Choi, Assistant Professor, Childhood Education & Family Studies

Ph.D. Michigan State University, May 2021, Anticipated
M.A. New York University, 2014
M.A. Sookmyung Women's University, 2009
B.A. Sookmyung Women's University, 2007

Experience: 2018 – Present, Coding Instructor, Michigan State University, East Lansing, Michigan; 2016 – 2018, Instructor of Record, Michigan State University, East Lansing, Michigan; 2014 – 2017 Teaching Assistant, Michigan State University, East Lansing, Michigan; 2008 – 2009, Teaching Assistant, Sookmyung Women's University, Seoul, South Korea.

Tasuba Jerin, Assistant Professor, Geography, Geology & Planning

Ph.D. University of Kentucky, 2020
M.S. University of Dhaka, 2014
B.S. University of Dhaka, 2012

Experience: 2020 – Present, Postdoctoral Research Fellow, University College, Dublin, Ireland; 2016 – 2020, Instructor, University of Kentucky, Lexington, Kentucky; 2015 – 2018, Teaching Assistant, University of Kentucky, Lexington, Kentucky.

Jennifer Murvin, Assistant Professor, English

M.F.A. Pacific University, 2014
M.A. Missouri State University, 2008
B.A. Missouri State University, 2003

Experience: 2009 – Present: Senior Instructor, Missouri State University, Springfield, Missouri; 2019 – Present, Owner – Pagination Bookshop, Springfield, Missouri.

Stephanie Nikbakht, Assistant Professor, School of Nursing

D.N.P. University of Tennessee, 2014
P.N.P. Union University School of Nursing, 2008
M.S. University of Memphis, 2006
B.S.N. Baptist College of Health Sciences, 2000

Experience: 2021 – Present, Per Course Faculty, Missouri State University, Springfield, Missouri; 2019 – 2020, Assistant Professor, Cox College, Springfield, Missouri; 2015 – 2019, University of Tennessee Health Science Center College of Nursing, Memphis, Tennessee; 2006 – 2010, Assistant Professor, Union University School of Nursing, Jackson, Tennessee; 2000 – 2012, Adjunct Clinical Instructor, Murray State University School of Nursing, Murray, Kentucky; 2005 – 2006, Clinical Graduate Assistant, University of Memphis Loewenberg School of Nursing; Memphis, Tennessee.

Marjorie Shavers, Department Head, Associate Professor with Tenure, Counseling, Leadership & Special Education

Ph.D. Ohio State University, 2010
M.A. Ohio State University, 2007
B.S. Ohio State University, 2005

Experience: 2020 – Present, Senior Leader for Graduate Programs, Heidelberg University, Tiffin, Ohio; 2018 – present, Associate Professor, Heidelberg University, Tiffin, Ohio; 2017 – present, Director, Graduate Studies in Counseling, Heidelberg University, Tiffin, Ohio; 2013 – 2018, Assistant Professor, Heidelberg University, Tiffin, Ohio; 2011 – 2013, Assistant Professor, Morehead State University, Morehead, Kentucky; 2011 – 2013, Adjunct Professor, Franklin University, Columbus, Ohio.

ADDENDUM A

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

<u>Name</u>	<u>Department</u>	<u>Salary</u>
Berman, Iian	Defense & Strategic Studies	\$300.00
Bortosky, Rachel	Biology	\$5,190.00
Morgan, Rachel	English	\$2,448.00

ADDENDUM B

The following have been appointed as Summer Faculty for the summer semester: June 7, 2021 through July 30, 2021

<u>Name</u>	<u>Department</u>	<u>Salary</u>
Adamson, Reesha	Counseling Leadership & Special Ed	\$9,895.00
Amberg, Richard	Media Journalism & Film	\$4,703.00
Baker, Allison	Comm Sciences & Disorders	\$2,445.00
Bateman, James	Information Tech & Cybersecurity	\$4,000.00
Bennett, Susan	Theatre & Dance	\$3,000.00
Bosch, Eric	Chemistry	\$7,840.00
Brown, O. Gilbert	Counseling Leadership & Special Ed	\$6,000.00
Brunner, Judy	Reading Foundations & Tech	\$2,445.00
Buening, Caitlin	Physical Therapy	\$915.00
Burton, Michael	College of Agriculture	\$5,795.00
Cagle, Leah	Occupational Therapy	\$2,000.00
Chenoweth, Amelia	Counseling Leadership & Special Ed	\$6,116.00
Conley, Nicole	Art & Design	\$4,896.00
Cook, Suzanne	Childhood Ed & Family Studies	\$2,445.00
Cornelius-White, Jeffrey	Counseling Leadership & Special Ed	\$11,940.00
Day, Danielle	Counseling Leadership & Special Ed	\$4,890.00
Duprey, Laura	Art & Design	\$2,754.00
Echols, Leslie	Psychology	\$7,162.00
Ellickson, Mark	Political Science	\$5,778.00
Finch, Kim	Counseling Leadership & Special Ed	\$500.00
Ganey, Sandra	Childhood Ed & Family Studies	\$2,445.00
Gillam, Ken	English	\$9,628.00
Goerndt, Michael	College of Agriculture	\$5,115.00
Hamilton, Melisa	efactory	\$7,162.00
Haugland, Krista	Occupational Therapy	\$3,000.00
Hellman, Andrea	English	\$9,442.00
Hetzler, Brandon	Public Health & Sports Medicine	\$1,600.00
Hiatt, Sarah	Art & Design	\$2,448.00
Holcomb, Kazumi	Foreign Language Institute	\$2,448.00
Holloday, Holly	Media Journalism & Film	\$4,105.00
Hutter, James	College of Agriculture	\$5,302.00
Ibbetson, Sara	Psychology	\$815.00
Irons, Vanessa	Counseling Leadership & Special Ed	\$1,630.00
Jester, Jennifer	Music	\$2,448.00
Johansson, Amy	Psychology	\$2,745.00

Academic Personnel Board Actions, cont'd.

Page 23

Kanamori, Yasuko	Counseling Leadership & Special Ed	\$2,400.00
Kovacs, Laszlo	Biology	\$9,535.00
Lewis, Darcy	English	\$2,754.00
Lupfer, Christopher	Biology	\$2,000.00
Mann, Natalya	Foreign Language Institute	\$600.00
Marshall, Adrianna	Music	\$2,448.00
Mays, Larry	Kinesiology	\$4,511.00
McKinney, Jared	Defense & Strategic Studies	\$6,000.00
Miao, Xin	Geography Geology & Planning	\$5,937.00
Millana, Jocelyn	Media Journalism & Film	\$8,210.00
Moore, Rachel	Comm Sciences & Disorders	\$2,445.00
Nelsen, Janice	Kinesiology	\$5,233.00
Nelson, Jessica	Counseling Leadership & Special Ed	\$8,340.00
Novotny, Daniela	Biomedical Sciences	\$3,532.00
Obafemi-Ajayi, Tayo	Cooperative Engineering	\$10,473.00
Perkins, Amy	Reading Foundations & Tech	\$2,445.00
Post, Rana	Childhood Ed & Family Studies	\$2,445.00
Rice, Stacy	Reading Foundations & Tech	\$1,098.00
Rimal, Arbindra	College of Agriculture	\$13,026.00
Rudnick, Dennis	Reading Foundations & Tech	\$3,000.00
Shirley, Darin	Comm Sciences & Disorders	\$2,445.00
Stanton, Rhonda	English	\$4,703.00
Sudbrock, Christine	College of Agriculture	\$10,430.00
Sukovaty, Lacy	College of Agriculture	\$4,657.00
Tarbox, Judy	English	\$6,540.00
Telting, Diderika	Comm Sciences & Disorders	\$2,000.00
Terry, Sean	Geography Geology & Planning	\$3,450.00
Uribe-Zarain, Ximena	Counseling Leadership & Special Ed	\$500.00
Walker, Elizabeth	College of Agriculture	\$5,745.00
Weiss, Janet	Physical Therapy	\$1,830.00
Wolken, Jennifer	Art & Design	\$2,448.00
Wynne, Kelly	Counseling Leadership & Special Ed	\$3,000.00
Zhang, Ying Jenny	Finance & General Business	\$13,661.00

ADDENDUM C

Supplemental payment for teaching assignments:

<u>Name</u>	<u>Department</u>	<u>Salary</u>
Brescia, Lisa	Theatre & Dance	\$4,105.00
Haring, Katherine	Management	\$3,000.00
Moore, Heather	Management	\$3,000.00
Rodriguez, Vanessa	Education Abroad	\$2,953.00
Smart, Sandra	Management	\$3,000.00
Wilhelm, Paula	Management	\$3,000.00

ADDENDUM D

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

<u>Name</u>	<u>Department</u>	<u>Salary</u>
Campos, Giselle	Chemistry	\$2,235.00
Cazzaniga, Rachel	Public Health & Sports Medicine	\$1,118.00
Collins, Amy	History	\$2,720.00
Crosby, David	Mathematics	\$2,235.00
Davenport, Victoria	Biology	\$2,720.00
DeFelice, Danielle	Public Health & Sports Medicine	\$2,235.00
Duerkop, Pfifer	College of Education	\$1,118.00
Fallon, Courtney	Communication	\$2,235.00
Flores, Michael	Biology	\$2,720.00
Gant, Honesty	Media, Journalism & Film	\$2,235.00
Greene, Benjamin	Management	\$2,235.00
Guha, Sunanda	Computer Science	\$2,235.00
Hatch, Leslie	Biology	\$2,720.00
Ishrak, Farhan	Physics, Astronomy & Materials Sci	\$1,360.00
Jain, Gaurav	Communication Sciences & Disorders	\$1,118.00
Jones, Katie	Center Academic Success & Transition	\$2,720.00
Jordan, Cameron	Communication	\$2,235.00
Karmakar, Bishwajite	Physics, Astronomy & Materials Sci	\$2,720.00
Khokhar, Mehwish	Chemistry	\$2,720.00
Kirwa, Naum	Chemistry	\$2,235.00
Lundien, Hannah	Chemistry	\$2,235.00
Malloy, Alyssa	English	\$2,235.00
McAvoy, Jared	Geography, Geology & Planning	\$2,235.00
Miles, Jacob	Mathematics	\$2,235.00
Moist, Justin	Marketing	\$2,235.00
Nelson, Constance	Media, Journalism & Film	\$2,235.00
Onken, Willow	Media, Journalism & Film	\$2,235.00
O'Sullivan, Trevor	Psychology	\$1,118.00
Pomeroy, Benjamin	Biomedical Sciences	\$2,235.00
Sack, Samantha	Management	\$2,235.00
Shams, Rifat Ara	Physics, Astronomy & Materials Sci	\$1,360.00
Stegall, Joshua	Communication	\$2,235.00
Stiffler, Joshua	Information Tech & Cybersecurity	\$2,235.00
Todd, Megan	Communication	\$2,235.00
Tramel, Samuel	English	\$2,235.00

Uddin, Muhammad Sharif	Physics, Astronomy & Materials Sci	\$2,720.00
Vivas, Jean Paul	Art & Design	\$1,360.00
Wang, Mian	Mathematics	\$2,235.00
Westwood, Megan	Chemistry	\$2,720.00
Whaley, Hannah	Biology	\$2,720.00
Wilson, Jessica	Childhood Ed & Family Studies	\$2,235.00
Zahn, Madeleine	Geography, Geology & Planning	\$2,235.00

The following have been appointed as Graduate Teaching Assistants for the fall semester: August 16, 2021 through December 17, 2021.

<u>Name</u>	<u>Department</u>	<u>Salary</u>
Westwood, Megan	Chemistry	\$5,440.00

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

<u>Name</u>	<u>Department</u>	<u>Salary</u>
Baidoo, Joshua	Mathematics	\$8,940.00
Bennion, Owen	Mathematics	\$8,940.00
Koh, Eunhyang	Music	\$5,440.00
Moore, Collin	Mathematics	\$8,940.00
Rainey, Toni	Music	\$10,880.00
Siew, Yuet Yang	Music	\$5,440.00
Wheeler, Madalyn	Music	\$10,880.00

III.D.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>
Keith Martin	Campus Safety Specialist University Safety	24	\$30,680 annually	05/03/21
Payton Haslam	Director, Athletics Development Development Office	42	\$50,000 annually	05/06/21
Deidre Mings	Assistant Director, Human Resources - Benefits Office of Human Resources	45	\$60,000 annually	05/10/21
Thomas Bartolotta	Program Coordinator, Green Dot University Safety	42	\$34,921 annually	05/24/21
Bianca Webb	Operations Assistant, Athletics Intercollegiate Athletics	13	\$33,359 annually	05/25/21
Laura French	Marketing & Communications Specialist Library	44	\$57,000 annually	05/28/21
Callie Hill	Employment Specialist Office of Human Resources	42	\$40,000 annually	05/28/21
Jennifer McNay	Physician Medical Staff Magers Health & Wellness Center	UN	\$126,118 annually	05/28/21
Crystal Ponder	Employment Specialist Office of Human Resources	42	\$40,000 annually	05/28/21
Mary Tomerlin	Academic Advisor, College of Business Graduate Program College of Business	43	\$41,000 annually	06/01/21

RESIGNATIONS:

<u>Name</u>	<u>Position-Department</u>	<u>Effective</u>
Rodney Messenger	Maintenance Electrician Facilities Maintenance	05/04/21
Holly Martin-Radford	Employment Specialist Office of Human Resources	05/14/21
Jordan Taylor	Assistant Director of Athletics Development Athletics Development	05/14/21
Heather King	Director of Scholarships Enrollment Management & Services	05/21/21
Joseph Morris	Director Orientation & Transition Programs	05/21/21
Kimberly Martin	Director Multicultural Services	05/25/21
Melissa Price	Director, Marketing, Communication & External Relations College of Business	06/02/21
Victoria Rice	Assistant Director Office of Student Engagement	06/11/21
Nicholas Delamora	Systems Analyst Computer Services	06/18/21
Sam Schrum	Admission Counselor Office of Admissions	07/13/21

RETIREMENTS:

<u>Name</u>	<u>Position-Department</u>	<u>Effective</u>
Barbara Jacobsen	Receptionist Residence Life, Housing & Dining Services	05/18/21
Laketa Eagleman	Administrative Assistant II Childhood Education & Family Studies	05/31/21

Non-academic Personnel Board Actions, cont'd.

Page 3

Michael Matthews	Physical Plant Foreman Mtn Grove	05/31/21
Joe Eth	Programmer/Analyst Computer Services	06/30/21
Norma Derby	Information Specialist Financial Aid	07/30/21
Mark Harsen	Director Networking & Telecommunications	09/30/21

LEAVE WITHOUT PAY:

<u>Name</u>	<u>Position-Department</u>	<u>Effective</u>
William Butts	Residence Hall Host/Hostess	05/16/21
	Residence Life, Housing & Dining Services	05/08/21
Pamela Compton	Residence Hall Host/Hostess	05/16/21
	Residence Life, Housing & Dining Services	05/08/21
Susan Dugan	Receptionist	05/19/21
	Residence Life, Housing & Dining Services	08/01/21
William Gibbs	Residence Hall Host/Hostess	05/16/21
	Residence Life, Housing & Dining Services	08/18/21
Jennifer Meyer	Residence Hall Host/Hostess	05/16/21
	Residence Life, Housing & Dining Services	08/08/21
Michelle Oliver	Residence Hall Host/Hostess	05/19/21
	Residence Life, Housing & Dining Services	08/01/21
Denise Stadler	Receptionist	05/19/21
	Residence Life, Housing & Dining Services	08/01/21
Dawn Stanton	Receptionist	05/19/21
	Residence Life, Housing & Dining Services	08/01/21

SEPARATION FROM EMPLOYMENT:

<u>Name</u>	<u>Position-Department</u>	<u>Effective</u>
Rachel Jones	Teacher Child Development Center	05/19/21

CHANGE OF STATUS:

<u>Name</u>	<u>Position-Department</u>	<u>Action</u>	<u>Effective</u>
Kasey Lama	From: Accountant Financial Services GR 42, \$38,262 annually To: Senior Accountant/Analyst Financial Services GR 44, \$47,600 annually	Reclassification & Salary Adjustment	04/01/21
Elizabeth Burrough	From: Academic Administrative Assistant I School of Nursing GR 11, \$26,080 annually To: Academic Administrative Assistant II School of Nursing GR 12, \$29,328 annually	Reclassification & Salary Adjustment	05/01/21
Brian Leas	From: Classroom Technology Support Administrator Faculty Center for Teaching, Leading & Learning GR 34, \$52,487 annually To: Coordinator, Classroom Instructional Technologies Faculty Center for Teaching, Leading & Learning GR 35, \$57,382 annually	Reclassification & Salary Adjustment	05/01/21
Corey Tracy	Media Systems Engineer Faculty Center for Teaching, Leading & Learning From: GR 33, \$47,238 annually To: GR 34, \$50,238 annually	Reclassification & Salary Adjustment	05/01/21

Non-academic Personnel Board Actions, cont'd.

Page 5

Brittany Wise	From: Coordinator, Psychology Advisement Psychology GR 42, \$38,670 annually To: Assistant Director, McQueary College of Health & Human Services Student Success & Advisement Center Psychology GR 43, \$46,000 annually	Reclassification & Salary Adjustment	05/01/21
Brandon Mills	From: Programmer/Analyst Computer Services GR 33, \$45,500 annually To: Enterprise System Administrator Computer Services GR 35, \$57,382 annually	Promotion	05/03/21
Steve Turner	From: Custodian I Residence Life, Housing & Dining Services GR 21, \$25,137 annually To: Custodial Specialist Residence Life, Housing & Dining Services GR 23, \$29,848 annually	Promotion	05/03/21
Jason Tenney	From: Custodian I Custodial Services To: Custodian I Residence Life, Housing & Dining Services	Transfer	05/03/21
Jeff Hoerner	Information Technology Support Administrator Computer Services From: GR 34, \$50,488 annually To: GR 35, \$57,382 annually	Reclassification & Salary Adjustment	05/10/21

Brad Hannum	<p>From: Cybersecurity Analyst Cybersecurity & Enterprise Systems GR 35, \$57,982 annually</p> <p>To: Senior Cybersecurity Analyst Cybersecurity & Enterprise Systems GR 36, \$67,338 annually</p>	Promotion	05/10/21
Aubrey Larimore-Vargas	<p>From: Technology Training Administrator Computer Services GR 34, \$50,488 annually</p> <p>To: Information Technology Support Administrator Computer Services GR 35, \$57,382 annually</p>	Reclassification & Salary Adjustment	05/10/21
Melody Syler	<p>From: Custodian I Custodial Services GR 21, \$24,538 annually</p> <p>To: Custodial Supervisor Custodial Services GR 25, \$38,000 annually</p>	Promotion	05/10/21
Shelley Cantrell	<p>Coordinator Space Management Administrative Services</p> <p>From: GR 13, \$37,120 annually</p> <p>To: GR 42, \$42,120 annually</p>	Reclassification & Salary Adjustment	05/16/21
Deborah Ellis	<p>From: Accounting Specialist Residence Life, Housing & Dining Services GR 13, \$39,744 annually</p> <p>To: Business Office & Financial Coordinator Magers Health & Wellness Center GR 42, \$45,813 annually</p>	Promotion	05/17/21

Non-academic Personnel Board Actions, cont'd.

Page 7

Sandra McMillian	From: Custodian I Plaster Student Union To: Custodian I Custodial Services	Transfer	05/17/21
Charles Dees	From: Groundskeeper Grounds Services GR 22, \$29,095 annually To: Grounds Supervisor Grounds Services GR 26, \$42,000 annually	Promotion	05/19/21
Hayden Tolbert	From: Custodian Apprentice Custodial Services GR 20, \$21,840 annually To: Custodian I Custodial Services GR 21, \$23,941 annually	Promotion	05/25/21
Heather Cinkosky	From: Administrative Specialist Magers Health & Wellness Center GR 12, \$29,040 annually To: Accounting Specialist Magers Health & Wellness Center GR 13, \$31,720 annually	Promotion	05/28/21
Ryan Reed	From: Director Access Programs GR 44, \$50,600 annually To: Director, Access & Success Programs Access Programs GR 46, \$59,500 annually	Reclassification & Salary Adjustment	05/31/21
Justin Quinn	From: Maintenance Foreman Facilities Maintenance GR 27, \$48,150 annually To: Maintenance Supervisor Facilities Maintenance GR 27, \$51,850 annually	Reclassification & Salary Adjustment	06/30/21

Non-academic Personnel Board Actions, cont'd.

Page 8

Donald Swift	From: Powerhouse Foreman Facilities Maintenance GR 27, \$51,227 annually To: Powerhouse Supervisor Facilities Maintenance GR 27, \$54,927 annually	Reclassification & Salary Adjustment	06/30/21
Gary Wells	From: Maintenance Foreman Facilities Maintenance GR 27, \$46,741 annually To: Maintenance Supervisor Facilities Maintenance GR 27, \$50,441 annually	Reclassification & Salary Adjustment	06/30/21
Benjamin Adamson	Assistant Director Athletics Communications Athletics Communication From: GR 42, \$50,073 annually To: GR 42, \$51,573 annually	Salary Adjustment	07/01/21
Ryan Beard	Assistant Coach Intercollegiate Athletics From: \$96,600 annually To: \$101,600 annually	Salary Adjustment	07/01/21
Stephen Carberry	Academic Advisor, Athletics Dr. Mary Jo Wynn Achievement Center For Intercollegiate Athletics From: GR 41, \$38,262 annually To: GR 41, \$39,000 annually	Salary Adjustment	07/01/21
Chelsea Dirks Ham	Associate Coach Intercollegiate Athletics From: \$38,671 annually To: \$45,000 annually	Salary Adjustment	07/01/21

Non-academic Personnel Board Actions, cont'd.

Page 9

Marcia Dowdy	From: Professional Developer Agency for Teaching, Leading & Learning To: Staff Emeritus Agency for Teaching, Leading & Learning	Status Change	07/01/21
Ronald Fouch	Assistant Coach Intercollegiate Athletics From: \$55,600 annually To: \$60,600 annually	Salary Adjustment	07/01/21
Corey Gipson	Associate Head Athletics Coach Intercollegiate Athletics From: \$120,600 annually To: \$139,000 annually	Salary Adjustment	07/01/21
Tracy Gross	From: Professional Developer Agency for Teaching Leading & Learning GR 45, \$53,597 annually To: Coordinator, Missouri Teacher Development System Agency for Teaching Leading & Learning GR 47, \$76,338 annually	Promotion	07/01/21
Jase Herl	Assistant Coach Intercollegiate Athletics From: \$115,824 annually To: \$132,000 annually	Salary Adjustment	07/01/21
Victoria Jankoska	Assistant Coach Intercollegiate Athletics From: \$70,600 annually To: \$80,600 annually	Salary Adjustment	07/01/21
A'dja Jones	Director, Student Athlete Development & Community Relations From: GR 42, \$42,379 annually To: GR 42, \$50,000 annually	Salary Adjustment	07/01/21

Non-academic Personnel Board Actions, cont'd.

Page 10

Denise Lofton	From: Benefits Specialist Office of Human Resources GR 42, \$43,070 annually To: Senior Benefits Specialist Office of Human Resources GR 43, \$50,553 annually	Reclassification & Salary Adjustment	07/01/21
Christine McCartney	Academic Advisor, Athletics Dr. Mary Jo Wynn Achievement Center For Intercollegiate Athletics From: GR 41, \$36,168 annually To: GR 41, \$39,000 annually	Salary Adjustment	07/01/21
Dominic Petrino	Assistant Coach Intercollegiate Athletics From: \$96,600 annually To: \$101,600 annually	Salary Adjustment	07/01/21
Karl Schmidt	From: Director of Development Office of Development GR 44, \$63,591 annually To: Senior Director of Development Office of Development GR 45, \$71,191 annually	Promotion	07/01/21
LaDarien Scott	Assistant Coach Intercollegiate Athletics From: \$96,600 annually To: \$101,600 annually	Salary Adjustment	07/01/21
Ethan Swingle	Academic Advisor, Athletics Dr. Mary Jo Wynn Achievement Center For Intercollegiate Athletics From: GR 41, \$38,600 annually To: GR 41, \$39,000 annually	Salary Adjustment	07/01/21

Non-academic Personnel Board Actions, cont'd.

Page 11

J. Dane Wallace

Administrative Specialist III

Religious Studies

From: GR 12, \$34,358 annually
(100% FTE)

To: GR 12, \$25,768 annually
(75% FTE)

Status Change
& Salary Adjustment

08/16/21

Vote: _____ Yea

_____ Nay

III.D.3.

MISSOURI STATE UNIVERSITY

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

<u>Name</u>	<u>Department</u>	<u>Current Salary</u>	<u>Adj to New Min</u>	<u>Equity/ Other Increase</u>	<u>Faculty Promotion</u>	<u>ATB Adjustment</u>	<u>New Salary</u>
Aberle, Joygrace A.	Health & Wellness Center	\$38,091				\$1,143	\$39,234
Abid, Nabila	Graduate College	\$31,990				\$960	\$32,949
Abney, Julie A.	Financial Services	\$50,613				\$1,518	\$52,131
Acharya, Sreekanth	Computer Services	\$60,646				\$1,819	\$62,465
Ackerson, Amy A.	WP Allied Health Division	\$61,600				\$1,848	\$63,448
Adams, David L.	Library	\$92,771				\$2,783	\$95,554
Adams, Karen C.	Enrollment Management & Svcs	\$36,344				\$1,090	\$37,434
Adamson, Benjamin T.	Athletics Communications	\$51,573				\$1,547	\$53,120
Adamson, Reesha M.	Counseling Leadership & Spc Ed	\$65,964				\$1,979	\$67,943
Adinegara, Veronica	Editorial And Design Services	\$43,460				\$1,304	\$44,764
Adkins, Gilbert G.	Lebanon Center	\$42,379				\$1,271	\$43,650
Adkison, Robert L.	Counseling Center	\$29,657				\$890	\$30,547
Admire, Glenna R.	History	\$31,933				\$958	\$32,891
Agee, Kevin	University Communications	\$38,926				\$1,168	\$40,094
Ailor, Shannon C.	Research Administration	\$41,351				\$1,241	\$42,591
Akers, Leslie L.	College of Agriculture	\$30,324				\$910	\$31,234
Akin, Yuka	Health & Wellness Center	\$50,384				\$1,512	\$51,896
Alaimo, Ian L.	McQueary Coll Hlth & Human Svcs	\$76,795				\$2,304	\$79,099
Albaugh, Rickey D.	School of Anesthesia	\$140,139				\$4,204	\$144,343
Aleshire, Donnie E.	Fac Mgmt-Maintenance	\$39,113				\$1,173	\$40,286
Alldrige, Barbara J.	Res Life Housing & Dining Svcs	\$32,447				\$973	\$33,421
Allen, Andrea K.	Registrar	\$30,534				\$916	\$31,450

Allen, Joshua R.	Office of Human Resources	\$80,600		\$2,418	\$83,018
Allen, Linda M.	Chemistry	\$35,745		\$1,072	\$36,817
Allen, Macon J.	Disability Resource Center	\$28,679		\$860	\$29,540
Allen, Matthew R.	Information Security	\$57,982	\$433	\$1,752	\$60,167
Allen, Rebecca L.	Biomedical Sciences	\$49,687		\$1,491	\$51,178
Alley, Thomas H.	Fac Mgmt-Custodial	\$24,538		\$736	\$25,274
Allgeier, Shane P.	Res Life Housing & Dining Svcs	\$55,600		\$1,668	\$57,268
Anderson, Angela G.	English	\$36,276		\$1,088	\$37,364
Anderson, Ashley B.	Advancement Services	\$30,743		\$922	\$31,665
Anderson, Gayle A.	Res Life Housing & Dining Svcs	\$30,320		\$941	\$32,300
Anderson, Lesa	Military Science	\$22,042		\$661	\$22,703
Anderson, Rachel M.	Economic Development	\$75,711		\$2,271	\$77,982
Anitsal, Ismet	Marketing	\$141,600		\$4,248	\$145,848
Appleby, Austin M.	Athletics-Football-Men	\$40,600		\$1,218	\$41,818
Applegate, Andrea D.	Physician Assistant Studies	\$83,547		\$2,506	\$86,053
Arens, Joseph A.	Cybersecurity & Enterprise Syst	\$62,408		\$1,872	\$64,280
Armstrong, Etta Dee	Missouri State Outreach	\$31,138		\$934	\$32,072
Armstrong, Joan E.	Provost Office	\$73,611		\$2,208	\$75,819
Arnette, Kristin L.	Enrollment Management & Svcs	\$60,000		\$1,800	\$61,800
Arnold, Al E.	Computer Services	\$57,982	\$433	\$1,752	\$60,167
Arnold, Mark D.	Library	\$63,642		\$1,909	\$65,551
Arnold-Cook, Jerri	Career Center	\$40,200		\$1,206	\$41,406
Arti, FNU	Internal Audit And Risk Mgt	\$64,000		\$1,920	\$65,920
Atkinson, Susan M.	Athletic Medical & Rehab Services	\$41,777	\$141	\$1,258	\$43,175
Aufdembrink, Amy Marie	Acad Advising & Transfer Ctr	\$49,506		\$1,485	\$50,991
Aurentz, Cindi	School of Anesthesia	\$106,189		\$3,186	\$109,375
Baer, Julia M.	International Services	\$39,900		\$1,197	\$41,097
Bahler, Aleacia D.	Office of University Safety	\$35,048		\$1,051	\$36,099
Bailey, Sherry A.	Registrar	\$33,107		\$993	\$34,100
Baird, Craig E.	College of Natl & App Science	\$56,788		\$1,704	\$58,492
Baker, Anne M.	Library	\$68,109		\$2,043	\$70,152
Baker, James P.	VP Research & Ec Dev & Int Prgms	\$175,656		\$5,270	\$180,926
Baker, Jessica	JQH Arena	\$28,505		\$855	\$29,360
Balasundaram, Gautam I.	Procurement Services	\$46,667		\$1,400	\$48,067

Bales, Sandra L.	Dept of Hospitality Leadership	\$30,025		\$2,000	\$961	\$32,986
Balisle, Jessica F.	OPT	\$28,898			\$867	\$29,765
Ballard, Sheri L.	Financial Services	\$51,127			\$1,534	\$52,661
Banion, John A.	Procurement Services	\$54,729			\$1,642	\$56,371
Barakat, Terry M.	English Language Institute	\$43,254			\$1,298	\$44,552
Barber, Nicholas C.	Intercollegiate Athletics	\$40,600			\$1,218	\$41,818
Barber, Sarah R.	Communication Sci & Disorders	\$77,471			\$2,324	\$79,795
Barker, Angela J.	College of Arts & Letters	\$66,115		\$3,500	\$2,088	\$71,703
Barker, Thomas W.	College of Agriculture	\$26,209	\$472		\$800	\$27,482
Barlowe, Jason M.	Greenwood Lab School	\$41,664			\$1,250	\$42,914
Barnette, Megan E.	Admissions	\$31,396			\$942	\$32,338
Barnts, Kelly S.	Res Life Housing & Dining Svcs	\$35,462			\$1,064	\$36,526
Barnwell, Melinda A.	Health & Wellness Center	\$35,264			\$1,058	\$36,322
Bartolotta, Thomas	Office of University Safety	\$34,921			\$1,048	\$35,969
Barton, Sheila F.	WP Dean Of Acad Affairs Office	\$51,045			\$1,531	\$52,576
Barton, Travis J.	Res Life Housing & Dining Svcs	\$23,940			\$718	\$24,659
Bass, Randy J.	Health & Wellness Center	\$113,627			\$3,409	\$117,036
Bass, Toni D.	Agency Teaching, Leading & Lng	\$50,600			\$1,518	\$52,118
Bassen, Penny L.	Fac Mgmt-Custodial	\$21,840			\$655	\$22,495
Baumann, Denise M.	Res Life Housing & Dining Svcs	\$69,800			\$2,094	\$71,894
Beach, Jeremy L.	Office of University Safety	\$32,281			\$968	\$33,249
Bean, Karla	WP Allied Health Division	\$36,896			\$1,107	\$38,003
Bean, Victoria L.	WP Food Service	\$23,154			\$695	\$23,849
Beard, Ryan D.	Athletics-Football-Men	\$101,600			\$3,048	\$104,648
Beck, Adam C.	Physics Astronomy & Mat Sci	\$28,599			\$858	\$29,457
Beck, Catherine A.	Bear Claw	\$33,651			\$1,010	\$34,661
Beck, Chelsea M.	Planning, Design & Construction	\$44,600			\$1,338	\$45,938
Becker, Brett G.	WP Information Technology Svcs	\$62,656			\$1,880	\$64,536
Becker, Kelly R.	WP Information Technology Svcs	\$51,237			\$1,537	\$52,774
Beckham, Tracy L.	School of Anesthesia	\$161,015		\$10,000	\$5,000	\$181,295
Bedell, Dax O.	OPT	\$52,671			\$1,580	\$54,251
Bell, Deana R.	WP Physical Plant	\$25,588			\$768	\$26,356
Bell, Lindsey M.	Career Center	\$37,600			\$1,128	\$38,728
Bellis, James D.	College of Agriculture	\$64,690			\$1,941	\$66,631

Bennett, Jessica L.	Library	\$55,201		\$1,656	\$56,857
Benson, Brian K.	WP Physical Plant	\$23,384		\$702	\$24,086
Benson, Tara E.	PSU-Student Engagement	\$65,383		\$1,961	\$67,344
Bentley, Kunti D.	Title IX Office	\$36,168		\$1,085	\$37,253
Benton, Kimberly S.	Bursars Office	\$39,276		\$1,178	\$40,454
Benton, Robert C.	Fac Mgmt-Grounds	\$29,101		\$873	\$29,974
Berkwitz, Stephen C.	Religious Studies	\$104,130		\$3,124	\$107,254
Berry, Jessica I.	Child Development Center	\$23,583		\$707	\$24,290
Berry, Melissa D.	Institutional Equity & Compliance	\$85,090		\$2,553	\$87,643
Besara, Rachel M.	Library	\$110,130		\$3,304	\$113,434
Bey, Elijah W.	WP Physical Plant	\$23,347		\$700	\$24,048
Billings, Colter J.	WP Director Univ Communication	\$36,600		\$1,098	\$37,698
Bilyeu, Kristin M.	Financial Services	\$51,642		\$1,549	\$53,191
Bingham, Brent P.	Res Life Housing & Dining Svcs	\$29,960		\$899	\$30,859
Bird, Biff J.	WP Information Technology Svcs	\$50,853		\$1,526	\$52,379
Black, James E.	Office of University Safety	\$35,921		\$1,078	\$36,999
Black, Troy D.	Fac Mgmt-Maintenance	\$45,466		\$1,364	\$46,830
Blacksher, Julie R.	Modern & Classical Languages	\$33,326		\$1,000	\$34,326
Blades, Amy L.	Computer Services	\$45,501	\$208	\$1,371	\$47,080
Blades, Anthony	Agency Teaching, Leading & Lng	\$57,817		\$1,735	\$59,552
Blades, Heather L.	Communication	\$50,613		\$1,518	\$52,131
Blades, Susan	Missouri State Outreach	\$37,239		\$1,117	\$38,356
Blake, Michael E.	Fac Mgmt-Custodial	\$31,127		\$934	\$32,061
Blankenship, Melissa D.	Hammons Student Center	\$52,671	\$12,329	\$1,950	\$66,950
Bledsoe, Nate	Postal Services	\$23,347		\$700	\$24,048
Blevins, Brian	Hammons Student Center	\$33,914		\$1,017	\$34,931
Blevins, Sarah E.	Res Life Housing & Dining Svcs	\$25,412		\$762	\$26,174
Boaz, Keith	Hammons Student Center	\$108,600		\$3,258	\$111,858
Bobbitt-Boyce, Edith	Communication Sci & Disorders	\$75,522		\$2,266	\$77,788
Boddie, John M.	Fac Mgmt-Maintenance	\$40,842		\$1,225	\$42,067
Bodenhausen, Brad	International Programs	\$125,357		\$3,761	\$129,118
Boehne, Tara L.	Occupational Therapy	\$83,106		\$5,000	\$90,749
Bogart, Michele M.	Office of Human Resources	\$39,518		\$1,186	\$40,704
Bolin, Raymond D.	Fac Mgmt-Maintenance	\$49,457		\$1,484	\$50,941

Bond, Alysiah S.	Athletics-Basketball-Women	\$115,600		\$3,468	\$119,068
Bonds, Jim P.	Res Life Housing & Dining Svcs	\$42,077		\$1,262	\$43,339
Bones, Barbi	Res Life Housing & Dining Svcs	\$31,799		\$954	\$32,753
Bonner, Lisa M.	Biomedical Sciences	\$29,941		\$898	\$30,839
Booth, Heather L.	AHEC	\$45,427		\$1,363	\$46,789
Borneman, Dea A.	Library	\$79,026		\$2,371	\$81,397
Boslaugh, Benjamin S.	Fac Mgmt-Maintenance	\$65,456	\$567	\$1,981	\$68,004
Bowden, Tiffany L.	Office of University Safety	\$30,679		\$920	\$31,600
Bowen, Tami	Financial Services	\$41,507		\$1,245	\$42,752
Bowers, Alyssa L.	Admissions	\$31,425		\$943	\$32,368
Bowles, Christina S.	Acad Advising & Transfer Ctr	\$39,650		\$1,190	\$40,840
Bowles, Philip N.	Web Strategy And Development	\$77,499		\$2,325	\$79,824
Boyd, Jesse S.	Office of University Safety	\$30,680		\$920	\$31,600
Boyer, William F.	Animal Science	\$55,953		\$1,679	\$57,632
Braddish, Dustin J.	Career Center	\$37,500		\$1,125	\$38,625
Braden, Steven D.	Res Life Housing & Dining Svcs	\$50,073		\$1,502	\$51,575
Bradley, Trisha N.	AHEC	\$66,081		\$1,982	\$68,063
Brame, Erika M.	Web Strategy And Development	\$39,322		\$1,180	\$40,502
Branson, Debbie	Alumni Relations	\$57,616		\$1,728	\$59,344
Bray, William O.	Mathematics	\$128,077		\$3,842	\$131,919
Brennan, Kelly J.	VP Marketing & Communications	\$43,445		\$1,303	\$44,748
Bresee, Tara N.	Adult Student Services	\$31,404	\$2,084	\$1,005	\$34,493
Breshears, Michele	Institutional Equity & Compliance	\$34,858		\$1,046	\$35,904
Breshears, Rhonda K.	College of Agriculture	\$37,873		\$1,136	\$39,009
Brewer, Courtney T.	Res Life Housing & Dining Svcs	\$36,168		\$1,085	\$37,253
Brewer, Gene A.	Bookstore	\$38,780		\$1,163	\$39,943
Brewer, Kimberly A.	Child Development Center	\$23,347		\$700	\$24,048
Brewer, Robert A.	Athletics-Soccer-Women	\$55,052		\$1,652	\$56,704
Brewington, Cody H.	Community Outreach	\$42,379	\$2,500	\$1,346	\$46,225
Bridges, Cindy J.	WP Stdt Adv & Acad Sup Ctr	\$50,023		\$1,501	\$51,524
Bridges, Kelly K.	Faculty Ctr Teaching & Learning	\$30,983		\$929	\$31,912
Bridges, Phil	English Language Institute	\$43,254		\$1,298	\$44,552
Brinkerhoff, Kris A.	WP Information Technology Svcs	\$50,535		\$1,516	\$52,051
Brinley, Rachel L.	Res Life Housing & Dining Svcs	\$27,119		\$814	\$27,933

Britton, Richard L.	Fac Mgmt-Custodial	\$27,993		\$840	\$28,833
Brock, Russell E.	Agency Teaching, Leading & Lng	\$83,600		\$2,508	\$86,108
Brower, Shawn R.	Fac Mgmt-Maintenance	\$47,108		\$1,413	\$48,521
Brown, Abby M.	Facilities Management	\$53,600		\$1,608	\$55,208
Brown, Candice E.	Health & Wellness Center	\$39,433		\$1,183	\$40,616
Brown, Jeffrey D.	Environmental Health & Safety	\$35,751	\$2,000	\$1,133	\$38,884
Brown, Kenneth H.	Economics	\$147,323		\$4,420	\$151,743
Broyles, Thora J.	WP Dean Of Acad Affairs Office	\$41,227		\$1,237	\$42,464
Brydson, Jake	Athletics-Track-Women	\$40,835		\$1,225	\$42,060
Buckner, Sally J.	Reading Foundations & Tech	\$32,143		\$964	\$33,107
Burasco, Nico R.	OPT	\$36,168		\$1,085	\$37,253
Burkhart, Sarah J.	Health & Wellness Center	\$37,291		\$1,119	\$38,410
Burks, Teresa L.	Res Life Housing & Dining Svcs	\$24,996		\$750	\$25,746
Burrough, Elizabeth K.	School of Nursing	\$29,328		\$880	\$30,208
Burt, Zachary J.	Kinesiology	\$42,379		\$1,271	\$43,650
Burton, Charles E.	Res Life Housing & Dining Svcs	\$25,241		\$757	\$25,998
Burton, Kelsi M.	Financial Aid	\$36,168		\$1,085	\$37,253
Busby, Charles M.	Provost Office	\$50,216		\$1,506	\$51,722
Busby, Cindy R.	VP University Advancement	\$56,508		\$1,695	\$58,203
Butcher, DJ	Agency Teaching, Leading & Lng	\$59,896		\$1,797	\$61,693
Butts, William L.	Res Life Housing & Dining Svcs	\$20,550		\$617	\$21,167
Byrd, Amanda M.	COE-Education Field Experiences	\$46,166		\$1,385	\$47,551
Cabrera Hurtado, Juan D.	English Language Institute	\$38,005	\$73	\$1,142	\$39,220
Cabrera Hurtado, Kelly	International Programs	\$49,100		\$1,473	\$50,573
Cahoj, Patricia A.	Physical Therapy	\$97,236		\$2,917	\$100,153
Cahoj, Wayne	WP Bookstore	\$31,393		\$942	\$32,335
Caldwell, Cheryl M.	WP Director Univ Communication	\$64,064		\$1,922	\$65,986
Caldwell, Kelly	Fac Mgmt-Custodial	\$24,996		\$750	\$25,746
Calico, Dean A.	Fac Mgmt-Custodial	\$28,775		\$863	\$29,638
Calkins, Holly L.	Fac Mgmt-Maintenance	\$39,079		\$1,172	\$40,251
Callahan, Richard N.	Technology & Construction Mgt	\$142,278		\$4,268	\$146,546
Campbell, Garry	Fac Mgmt-Custodial	\$24,538		\$736	\$25,274
Campbell-Hicks, Meagan L.	Admissions	\$31,288		\$939	\$32,227
Canales, Roberto	Physician Assistant Studies	\$123,100		\$3,693	\$126,793

Cantrell, Shelley M.	VP Administrative Services	\$42,120		\$1,264	\$43,384
Capps, Steven C.	Learning Diagnostic Clinic	\$73,406		\$2,202	\$75,608
Carberry, Stephen F.	Intercollegiate Athletics	\$39,000		\$1,170	\$40,170
Carlson, Ami S.	Health & Wellness Center	\$37,290		\$1,119	\$38,409
Carr, Amber N.	WP Director Of Development	\$42,379		\$1,271	\$43,650
Carroll, Tracy	Geography Geology & Planning	\$29,657		\$890	\$30,547
Carson, Edward K.	Juanita K Hammons Hall	\$43,861		\$1,316	\$45,177
Carter, Nicholas A.	Bookstore	\$35,521	\$29	\$1,066	\$36,616
Carter, Thomas A.	OPT	\$73,233		\$2,197	\$75,430
Casada, Debra K.	Fac Mgmt-Custodial	\$29,514		\$885	\$30,399
Case, William P.	OPT	\$59,357		\$1,781	\$61,138
Cassity, Skyler	Athletics-Football-Men	\$40,600		\$1,218	\$41,818
Cataldo, Monica O.	OPT	\$36,904		\$1,107	\$38,011
Cates, Jared L.	WP Student Life	\$50,073		\$1,502	\$51,575
Cauldwell, Kerri L.	Disability Resource Center	\$36,600		\$1,098	\$37,698
Cavin, Michael J.	Facilities Management	\$84,600		\$2,538	\$87,138
Cavitt, Anyta M.	COE-Education Advisement	\$36,168		\$1,085	\$37,253
Cavitt, Bruce A.	WP Stdt Adv & Acad Sup Ctr	\$37,590		\$1,128	\$38,718
Chakraborty, Sapna	Occupational Therapy	\$108,548		\$3,256	\$111,804
Chambers, Jeffery D.	Fac Mgmt-Grounds	\$58,500		\$1,755	\$60,255
Champagne, Leslie F.	College of Education	\$30,810		\$924	\$31,734
Chang, James J.	English	\$29,040		\$871	\$29,911
Chastain, William S.	Fac Mgmt-Maintenance	\$41,495		\$1,245	\$42,740
Chavez, Katrina	Registrar	\$45,467		\$1,364	\$46,831
Chen, Jing	Financial Services	\$36,000		\$1,080	\$37,080
Chen, Li-Ling	Envrn Plnt Sci & Nat Resources	\$40,600	\$5,000	\$1,368	\$46,968
Cheri, Cameron R.	Biology	\$31,799	\$3,807	\$1,068	\$36,674
Chesman, Jeremy A.	Music	\$77,314	\$3,000	\$2,409	\$82,723
Childress, Priscilla	Dean of Students Office	\$53,861		\$1,616	\$55,477
Childs, Elaina K.	Financial Aid	\$31,393		\$942	\$32,335
Chinn, Calvin L.	Fac Mgmt-Grounds	\$29,100		\$873	\$29,973
Choate, Makenzie N.	Child Development Center	\$23,347		\$700	\$24,048
Chorn, Gary D.	Fac Mgmt-Maintenance	\$67,348		\$2,020	\$69,368
Chorn, Malynda L.	Facilities Management	\$37,397	\$62	\$1,124	\$38,583

Church, Kimberly S.	Accounting	\$157,600		\$4,728	\$162,328
Cinkosky, Heather R.	Health & Wellness Center	\$29,040	\$2,000	\$931	\$31,971
Citterio, Chiara	Counseling Center	\$44,417		\$1,333	\$45,750
Clark, Cassandra L.	College of Agriculture	\$37,233		\$1,117	\$38,350
Clark, Christopher	Res Life Housing & Dining Svcs	\$41,864		\$1,256	\$43,120
Clark, Donald L.	Fac Mgmt-Custodial	\$60,600		\$1,818	\$62,418
Clark, James M.	Fac Mgmt-Grounds	\$36,197		\$1,086	\$37,283
Clark, Kaye I.	Child Development Center	\$30,532		\$916	\$31,448
Clark, Kimberly A.	Advancement Services	\$33,278		\$998	\$34,276
Clark, Lisa L.	Development Office	\$80,229		\$2,407	\$82,636
Claussen, Patty A.	Financial Aid	\$41,921		\$1,258	\$43,179
Clayton, Ryan	Res Life Housing & Dining Svcs	\$24,996		\$750	\$25,746
Clements, Melinda J.	Res Life Housing & Dining Svcs	\$24,541		\$736	\$25,277
Clemmons, Vera V.	Office of University Safety	\$30,679		\$920	\$31,600
Clinkenbeard, Merica A.	Agency Teaching, Leading & Lng	\$52,671		\$1,580	\$54,251
Clouse, Nick D.	Faculty Ctr Teaching & Learning	\$40,512	\$118	\$1,219	\$41,849
Cloyd, Sherri L.	Public Affairs And Assessment	\$37,876		\$1,136	\$39,012
Clymer, Anna T.	College of Business	\$36,168		\$1,085	\$37,253
Cobban, Jean A.	College of Agriculture	\$30,697	\$2,456	\$995	\$34,147
Cockrum, Angela P.	Networking & Telecom	\$48,823		\$1,465	\$50,288
Coffman, Lance R.	SBDC	\$51,800		\$1,554	\$53,354
Coffman, Steven D.	Networking & Telecom	\$80,422	\$837	\$2,438	\$83,696
Coiner, Jeff	CIO Information Services	\$148,600		\$4,458	\$153,058
Cole, Andrew C.	College of Hum & Pub Affairs	\$45,501	\$208	\$1,371	\$47,080
Coleman, Courtney V.	Biology	\$48,981		\$1,469	\$50,450
Colip, Katie	Res Life Housing & Dining Svcs	\$43,202		\$1,296	\$44,498
Collier, Jonathan M.	Fac Mgmt-Maintenance	\$42,636		\$1,279	\$43,915
Collins, Alyssa D.	WP Business Office	\$40,003		\$1,200	\$41,203
Collins, CJ	WP Information Technology Svcs	\$57,982	\$433	\$1,752	\$60,167
Collins, David J.	Athletics-Swimming-Men	\$65,417		\$1,963	\$67,380
Collins, Kileene M.	WP Student Services	\$28,764		\$863	\$29,627
Collins, Michael W.	Athletics-Basketball-Men	\$30,593		\$918	\$31,511
Combs, Cheryl R.	Student Employment Service	\$50,073		\$1,502	\$51,575
Combs, Julia C.	Music	\$120,436		\$3,613	\$124,049

Combs, Terri	WP Registration & Records	\$31,393		\$942	\$32,335
Compton, Jerry	Planning, Design & Construction	\$75,340		\$2,260	\$77,600
Compton, Pamela	Res Life Housing & Dining Svcs	\$20,550		\$617	\$21,167
Conaway, Christy L.	English Language Institute	\$39,600		\$1,188	\$40,788
Conlon, Shannon L.	Library	\$38,368		\$1,151	\$39,519
Conner, Amanda F.	Facilities Management	\$31,074		\$932	\$32,006
Connor, George E.	Political Science	\$116,997		\$3,510	\$120,507
Consiglio, David J.	Athletics Strength & Conditioning	\$40,600		\$1,218	\$41,818
Cook, Jeanne L.	Physical Therapy	\$108,796		\$3,264	\$112,060
Cook, Kimberly A.	Merchandising & Fashion Design	\$22,484		\$675	\$23,159
Cook, Kimberly D.	Physician Assistant Studies	\$86,362		\$2,591	\$88,953
Cook, Sara L.	Health & Wellness Center	\$118,539		\$3,556	\$122,095
Cook, Sheila	Financial Aid	\$29,161		\$875	\$30,036
Cooley, Douglas J.	WP Residence Life	\$43,100		\$1,293	\$44,393
Coones, Jacqui	Development Office	\$63,076	\$1,000	\$1,922	\$65,998
Cortez, Willie G.	Fac Mgmt-Maintenance	\$34,504		\$1,035	\$35,539
Cottrell, Julia L.	Public Affairs And Assessment	\$41,600		\$1,248	\$42,848
Coulter, Terrie A.	Intercollegiate Athletics	\$38,039		\$1,141	\$39,180
Cox, Christopher C.	SBDC	\$51,600		\$1,548	\$53,148
Cox, Jennifer C.	VP Administrative Services	\$90,100		\$2,703	\$92,803
Cox, Ronda G.	Greenwood Lab School	\$30,029		\$901	\$30,930
Cozort, Annette C.	Agency Teaching, Leading & Lng	\$53,597		\$1,608	\$55,205
Craig, Becky	WP Financial Aid	\$36,168		\$1,085	\$37,253
Craig, Christopher J.	Provost Office	\$147,762	\$1,200	\$4,469	\$153,431
Cramer, Michael W.	Fac Mgmt-Custodial	\$21,840		\$655	\$22,495
Creson, Michelle D.	Financial Aid	\$33,311		\$999	\$34,310
Crews, Carrie D.	College of Agriculture	\$36,570		\$1,097	\$37,667
Crist, Robert	Res Life Housing & Dining Svcs	\$24,996		\$750	\$25,746
Crockett, Jeffrey G.	Office of University Safety	\$31,719		\$952	\$32,671
Crockett, Jon	Facilities Management	\$46,741	\$231	\$1,409	\$48,381
Cron, Deborah A.	Communication Sci & Disorders	\$79,747		\$2,392	\$82,139
Crowe, Danny	Res Life Housing & Dining Svcs	\$24,996		\$750	\$25,746
Culbertson, Cory B.	Fac Mgmt-Custodial	\$24,538		\$736	\$25,274
Culver, Sandra E.	College of Business	\$65,108		\$1,953	\$67,061

Cummings, Valerie D.	Web Strategy And Development	\$49,600		\$1,488	\$51,088
Cunningham, Denise D.	Childhood Ed & Family Studies	\$113,116		\$3,393	\$116,509
Cunningham, Kymmee S.	Res Life Housing & Dining Svcs	\$24,541		\$736	\$25,277
Cunningham, Thomas E.	Ctr Resource Planning & Mgt	\$42,600		\$1,278	\$43,878
Curran, Josh	College of Business	\$36,168		\$1,085	\$37,253
Curry, Matthew T.	Jordan Valley Innovation Center	\$103,729		\$3,112	\$106,841
Curtis, Lamar L.	Financial Services	\$52,640		\$1,579	\$54,219
Curtis, Scott M.	Chemistry	\$40,996		\$1,230	\$42,226
Cyr, Gail L.	Health & Wellness Center	\$72,100		\$2,163	\$74,263
Dalton, Kelly J.	Financial Services	\$61,934		\$1,858	\$63,792
Dalton, Nicole L.	Veteran Student Center	\$34,563		\$1,037	\$35,600
Dane, Michelle L.	Financial Services	\$31,577		\$947	\$32,524
Daniels, Amy J.	Financial Services	\$38,262		\$1,148	\$39,410
Daniels, Thomas D.	Res Life Housing & Dining Svcs	\$30,914		\$927	\$31,841
Darter, Tommy G.	Fac Mgmt-Maintenance	\$34,962		\$1,049	\$36,010
Davidson, Bradley W.	International Programs	\$50,084	\$2,504	\$1,578	\$54,166
Davidson, Michael P.	Fac Mgmt-Maintenance	\$38,645		\$1,159	\$39,805
Davis, Brenna R.	Outreach Publications & Mktg	\$39,298		\$1,179	\$40,477
Davis, Janet L.	College of Business	\$30,538	\$1,800	\$970	\$33,308
Davis, Jennifer M.	Graduate College	\$31,990		\$960	\$32,949
Davis, John W.	Fac Mgmt-Custodial	\$24,538		\$736	\$25,274
Davis, Joshua M.	Information Tech & Cybersecurity	\$155,590		\$4,668	\$160,258
Davis, Ruth A.	Office of University Safety	\$31,719		\$952	\$32,671
Davis, Zachary D.	College of Agriculture	\$38,102		\$1,143	\$39,245
Davis-Cunningham, Margrie D.	Fac Mgmt-Custodial	\$24,538		\$736	\$25,274
Dawson, April R.	Postal Services	\$30,532		\$916	\$31,448
Day, Katy	Physical Therapy	\$30,675	\$2,500	\$995	\$34,170
Day, Lori K.	Admissions	\$34,443		\$1,033	\$35,476
Day, Michele L.	Social Work	\$108,848		\$3,265	\$112,114
Dayton, Cora A.	Health & Wellness Center	\$33,425		\$1,003	\$34,428
Deal, Kerri D.	Dean of Students Office	\$36,131	\$40	\$1,085	\$37,256
Deal, Stacey	Facilities Management	\$30,018		\$901	\$30,919
Deal, William P.	Psychology	\$101,344		\$3,040	\$104,384
DeBode, Jason D.	Management	\$123,765		\$3,713	\$127,478

DeBoef, Ryan T.	President'S Office	\$158,357		\$4,751	\$163,108
Deckard, Shelly K.	Economic Development	\$46,331	\$1,853	\$1,446	\$49,630
Decker, Brandon	English Language Institute	\$43,254		\$1,298	\$44,552
Dees, Charles C.	Fac Mgmt-Grounds	\$42,000		\$1,260	\$43,260
Deever, Nakia	Fac Mgmt-Custodial	\$24,538		\$736	\$25,274
Del Pilar, Jose A.	Fac Mgmt-Custodial	\$21,840		\$655	\$22,495
Del Vecchio, Ronald P.	College of Agriculture	\$142,210		\$4,266	\$146,476
Dembele, Moussa	Juanita K Hammons Hall	\$34,279		\$1,028	\$35,307
Denson, Cody S.	Cybersecurity & Enterprise Syst	\$57,982	\$433	\$1,752	\$60,167
Depriest, Christopher S.	Theatre & Dance	\$53,199		\$1,596	\$54,795
Derby, Sue	Financial Aid	\$31,409		\$942	\$32,351
Derrick, Laura J.	Planning, Design & Construction	\$71,930		\$2,158	\$74,088
Derricks, Shannon E.	Athletic Medical & Rehab Services	\$54,645		\$1,639	\$56,284
Dettmers, Crystal R.	Student Employment Service	\$32,080		\$962	\$33,042
DeWitt, Clyta A.	Bookstore	\$29,040		\$871	\$29,911
Dickens, Krissy	Financial Services	\$30,532		\$916	\$31,448
Dickerson, Kerry	VP University Advancement	\$79,430		\$2,383	\$81,813
Dionne, Dawn M.	WP Food Service	\$36,168		\$1,085	\$37,253
Diouf, Sarah W.	OPT	\$39,600		\$1,188	\$40,788
Dirks-Ham, Chelsea R.	Athletics-Swimming-Men	\$45,000		\$1,350	\$46,350
Dixon, Kim	SBDC	\$33,089		\$993	\$34,082
Dixon, Stephanie	Music	\$31,219		\$937	\$32,156
Dixon, Tammy L.	Counseling Center	\$64,100		\$1,923	\$66,023
Dockery, Rachael M.	Legal Affairs And Compliance	\$163,020		\$4,891	\$167,911
Dogwiler, Toby	Geography Geology & Planning	\$121,600		\$3,648	\$125,248
Doll, Emily A.	Bookstore	\$30,593	\$2,455	\$991	\$34,039
Dong, Nannan	Institutional Research	\$67,338	\$1,212	\$2,057	\$70,607
Donnellan, Debra M.	Office of Human Resources	\$57,969		\$1,739	\$59,708
Donnelson, Nicki L.	University Communications	\$50,098		\$1,503	\$51,601
Douglas, Carole K.	Res Life Housing & Dining Svcs	\$51,642		\$1,549	\$53,191
Douglas, Jennifer L.	Bookstore	\$30,688		\$921	\$31,609
Douglas-Frerking, Cassie B.	Media, Journalism & Film	\$28,060	\$505	\$857	\$29,422
Drennan, Sally A.	Child Development Center	\$31,393		\$942	\$32,335
Dressler, Howard G.	Fac Mgmt-Maintenance	\$42,731		\$1,282	\$44,013

Drinker, Lakan	Graduate College	\$51,550	\$1,547	\$1,593	\$54,690
Driskell, Russell D.	Agriculture-Mtn Grv Campus	\$38,344		\$1,150	\$39,494
Driskell, Vickie J.	WP Director Univ Communication	\$41,591		\$1,248	\$42,839
Driver, Donna J.	Res Life Housing & Dining Svcs	\$33,223		\$997	\$34,220
Dubree, Kimberly L.	College of Education	\$42,539	\$308	\$1,285	\$44,132
Dudden, Katie N.	WP Director Of Development	\$31,799		\$954	\$32,753
Dugan, Susan I.	Res Life Housing & Dining Svcs	\$24,544		\$736	\$25,280
Duitsman, Dalen M.	Public Health & Sports Medicine	\$100,977		\$3,029	\$104,006
Duncan, Janice R.	Greenwood Lab School	\$102,620		\$3,079	\$105,699
Dunn, Brent	VP University Advancement	\$164,796		\$4,944	\$169,740
Durden, Joni R.	Biology	\$33,854		\$1,016	\$34,870
Durden, Karen G.	Library	\$35,869	\$250	\$1,084	\$37,203
Dyer, Caitie	Acad Advising & Transfer Ctr	\$36,600		\$1,098	\$37,698
Dykes, Bobbi	WP Instruction	\$38,330		\$1,150	\$39,480
Earnshaw, Dylan	College of Natl & App Science	\$36,168		\$1,085	\$37,253
Easley, Robert E.	Res Life Housing & Dining Svcs	\$29,199		\$876	\$30,075
Easter, Eric C.	Planning, Design & Construction	\$43,398		\$1,302	\$44,700
Easter, Lauren N.	Campus Recreation	\$51,036		\$1,531	\$52,567
Edmond, Brian S.	Computer Services	\$82,954		\$2,489	\$85,443
Edwards, Christine J.	Library	\$33,238		\$997	\$34,235
Edwards, Mark A.	Hammons Student Center	\$27,993		\$840	\$28,833
Eidson, Shanna M.	Agency Teaching, Leading & Lng	\$50,600		\$1,518	\$52,118
Eiken, Melissa	Library	\$36,616	\$250	\$1,106	\$37,972
Einhellig, Frank A.	Provost Office	\$233,555		\$7,007	\$240,562
Eisman, Karen D.	Information Tech & Cybersecurity	\$37,193		\$1,116	\$38,309
Elder, Shaun M.	Computer Services	\$57,982	\$433	\$1,752	\$60,167
Elders, Vicki L.	Career Center	\$32,037		\$961	\$32,998
Elkins, Sherry B.	College of Business	\$36,168		\$1,085	\$37,253
Elliott, Cindy L.	Physical Therapy	\$35,521	\$29	\$1,066	\$36,616
Ellis, Carol A.	Bookstore	\$34,628		\$1,039	\$35,667
Ellis, Deborah L.	Health & Wellness Center	\$45,813		\$1,374	\$47,187
Elrod, Keri L.	WP Aquatics-Wellness	\$50,073		\$1,502	\$51,575
Elsworth, Lisa	Office of University Safety	\$32,765		\$983	\$33,748
Embretson, Scott A.	Bookstore	\$41,999		\$1,260	\$43,259

Emery, Jeremy J.	Agriculture-Mtn Grv Campus	\$33,038			\$991	\$34,029
Endicott, Jordan D.	Political Science	\$35,981			\$1,079	\$37,060
Engler, Karen	Communication Sci & Disorders	\$81,850	\$1,000		\$2,486	\$85,336
Englert, Andrew M.	Office of University Safety	\$71,196			\$2,136	\$73,332
Englert, Kennedy L.	Editorial And Design Services	\$39,000			\$1,170	\$40,170
Epperson, Tracey J.	Fac Mgmt-Maintenance	\$35,606			\$1,068	\$36,674
Essel, Paul J.	Financial Services	\$61,934			\$1,858	\$63,792
Estes, Rebecca A.	WP Stdt Adv & Acad Sup Ctr	\$29,564			\$887	\$30,451
Eubanks, Gail L.	COE-Education Field Experiences	\$38,600			\$1,158	\$39,758
Euglow, Becca	Registrar	\$30,532			\$916	\$31,448
Euglow, Todd R.	Career Center	\$43,666			\$1,310	\$44,976
Evans, Kelly T.	Financial Aid	\$52,600			\$1,578	\$54,178
Evans, Paul A.	Athletics-Baseball-Men	\$73,096			\$2,193	\$75,289
Evans, Vicki D.	Library	\$38,930			\$1,168	\$40,098
Everett, Sheldon D.	Athletics-Basketball-Men	\$78,600			\$2,358	\$80,958
Ewert, Debbie J.	Networking & Telecom	\$67,938	\$612		\$2,057	\$70,607
Fairchild, Austin L.	Fac Mgmt-Custodial	\$24,538			\$736	\$25,274
Fairchild, Marisa D.	Fac Mgmt-Custodial	\$24,538			\$736	\$25,274
Falls, Berlin D.	Fac Mgmt-Custodial	\$35,002			\$1,050	\$36,052
Falls, Karen S.	Fac Mgmt-Custodial	\$34,238			\$1,027	\$35,265
Fan, Jinzi	International Programs	\$46,600	\$1,398		\$1,440	\$49,438
Farris, Robin E.	Counseling Leadership & Spc Ed	\$50,073			\$1,502	\$51,575
Faulkner, Samuel J.	Computer Services	\$45,501	\$208		\$1,371	\$47,080
Feeney, Monika S.	School of Anesthesia	\$177,361	\$10,000	\$5,000	\$5,771	\$198,132
Feind, Dan	KSMU	\$56,119			\$1,684	\$57,803
Ferber, Jason C.	OPT	\$39,925			\$1,198	\$41,123
Ferguson, Michael L.	Alumni Relations	\$50,358			\$1,511	\$51,869
Ferguson, Wendy M.	Development Office	\$101,893			\$3,057	\$104,950
Fife, Jordan	Athletics-Track-Women	\$62,600			\$1,878	\$64,478
Finch, Ken J.	Fac Mgmt-Custodial	\$34,477			\$1,034	\$35,511
Fischer, Scott R.	Library	\$31,112			\$933	\$32,045
Fishback, Nelson T.	Athletics-Football-Men	\$50,600			\$1,518	\$52,118
Fisher, Destiney R.	Fac Mgmt-Custodial	\$24,538			\$736	\$25,274
Fisher, Michael L.	Faculty Ctr Teaching & Learning	\$49,577			\$1,487	\$51,064

Flake, Dola	Multicultural Services	\$36,600		\$1,098	\$37,698
Flannery, Sean M.	Computer Services	\$45,501	\$208	\$1,371	\$47,080
Flores, Tamara L.	College of Business	\$32,251		\$968	\$33,219
Ford, Dana S.	Athletics-Basketball-Men	\$425,600		\$12,768	\$438,368
Forester, Carol L.	Office of University Safety	\$29,564	\$2,156	\$952	\$32,672
Forshee, B. T.	Technology & Construction Mgt	\$47,346		\$1,420	\$48,766
Fortney, David L.	Fac Mgmt-Maintenance	\$35,606		\$1,068	\$36,674
Foster, Karen M.	Plaster Student Union Admin	\$39,589		\$1,188	\$40,777
Foster, Sarah K.	College of Natl & App Science	\$36,168		\$1,085	\$37,253
Foucart, Stephen C.	Financial Services	\$166,429		\$4,993	\$171,422
Fouch, Ronald	Athletics-Football-Men	\$60,600		\$1,818	\$62,418
Fox, D.J.	Plaster Student Union Admin	\$40,600		\$1,218	\$41,818
Fox, Michael	Networking & Telecom	\$38,998		\$1,170	\$40,168
Francka, Jacob J.	Fac Mgmt-Maintenance	\$43,573		\$1,307	\$44,880
Francka, Samantha J.	International Programs	\$42,946	\$1,718	\$1,340	\$46,004
Franklin, Anthony R.	Counseling Center	\$43,600		\$1,308	\$44,908
Franklin, Keri R.	Public Affairs And Assessment	\$140,600		\$4,218	\$144,818
Frazure, Teresa A.	Res Life Housing & Dining Svcs	\$23,940		\$718	\$24,659
Frederick, Susan D.	Athletics-Softball-Women	\$52,834		\$1,585	\$54,419
Frederick, Teresa L.	Facilities Management	\$72,740	\$1,250	\$2,220	\$76,210
Freeman, Kevin L.	Agency Teaching, Leading & Lng	\$50,600		\$1,518	\$52,118
French, Laura E.	Library	\$57,000		\$1,710	\$58,710
Frerichs, Warren R.	Graduate College	\$37,233		\$1,117	\$38,350
Frevert, Brandon K.	Juanita K Hammons Hall	\$36,600		\$1,098	\$37,698
Frey, Mary Kay	Campus Recreation	\$28,825		\$865	\$29,690
Friedland, Russ	Athletics-Volleyball-Women	\$55,600		\$1,668	\$57,268
Fritz, Marla D.	Chemistry	\$25,885		\$777	\$26,662
Frizell, Michael L.	Bear Claw	\$64,661		\$1,940	\$66,601
Gant, Lucas W.	Intercollegiate Athletics	\$29,682		\$890	\$30,572
Gao, Yan	Financial Services	\$47,600		\$1,428	\$49,028
Garcia-Pusateri, Cody A.	Financial Aid	\$37,600		\$1,128	\$38,728
Gardner, James	Fac Mgmt-Maintenance	\$33,859		\$1,016	\$34,875
Garland, Brett E.	Criminology	\$124,714		\$3,741	\$128,455
Garland, Diana K.	Bear Claw	\$60,262		\$1,808	\$62,070

Garman, Stephen R.	Financial Aid	\$50,073		\$1,502	\$51,575
Garrett, Rachael	Computer Services	\$57,382	\$1,033	\$1,752	\$60,167
Garris, Grey W.	Multicultural Programs	\$38,000		\$1,140	\$39,140
Garton, Mike	Provost Office	\$64,476		\$1,934	\$66,410
Gavel, Michelle N.	Financial Aid	\$39,600		\$1,188	\$40,788
Geiger, Lacey J.	I Courses	\$56,718	\$410	\$1,714	\$58,842
George, Jessica N.	Fac Mgmt-Custodial	\$24,538		\$736	\$25,274
George, Nathaniel C.	Fac Mgmt-Custodial	\$24,540		\$736	\$25,277
Germann, Julie	Agency Teaching, Leading & Lng	\$52,671		\$1,580	\$54,251
Gettys, Jeff	College of Agriculture	\$62,963		\$1,889	\$64,852
Gibbs, William E.	Res Life Housing & Dining Svcs	\$20,550		\$617	\$21,167
Gibson, Deana L.	Geography Geology & Planning	\$36,561		\$1,097	\$37,658
Gibson, Peggy S.	Fac Mgmt-Custodial	\$24,538		\$736	\$25,274
Gieselman-Holthaus, Tracie D.	Library	\$43,923	\$250	\$1,325	\$45,498
Gilbert, Tyler	Facilities Management	\$24,253		\$728	\$24,981
Giles, Chelsey N.	Financial Aid	\$67,341		\$2,020	\$69,361
Gipson, Corey	Athletics-Basketball-Men	\$139,000		\$4,170	\$143,170
Gititu, Eunice W.	Health & Wellness Center	\$126,238		\$3,787	\$130,026
Gladden, Monte D.	JQH Arena	\$49,525		\$1,486	\$51,010
Glaessgen, Tracey A.	Academic Success & Transition	\$57,228		\$1,717	\$58,945
Glynn, Timothy S.	Res Life Housing & Dining Svcs	\$26,226		\$787	\$27,013
Gnau, Jaime B.	Biomedical Sciences	\$47,600		\$1,428	\$49,028
Goerndt, Angela M.	Research Administration	\$46,496	\$2,325	\$1,465	\$50,285
Goheen, Donicia K.	Res Life Housing & Dining Svcs	\$23,940		\$718	\$24,659
Golden, Mary L.	Provost Office	\$54,043		\$1,621	\$55,664
Gong, Xiao'ou	College of Business	\$55,371		\$1,661	\$57,032
Gonzalez, Alexis A.	English	\$47,525		\$1,426	\$48,951
Good, Craig	College of Natl & App Science	\$45,600	\$109	\$1,371	\$47,080
Goodman, Melissa R.	Intercollegiate Athletics	\$50,073		\$1,502	\$51,575
Goodwin, Amy M.	Communication Sci & Disorders	\$29,719		\$892	\$30,611
Goodwin, Debra A.	VP University Advancement	\$33,224		\$997	\$34,221
Goodwin, Juliana L.	Editorial And Design Services	\$38,100		\$1,143	\$39,243
Gordon, Nancy A.	Faculty Ctr Teaching & Learning	\$69,544	\$2,000	\$2,146	\$73,690
Grady, Margaret E.	Res Life Housing & Dining Svcs	\$36,168		\$1,085	\$37,253

Graham, Alexandra E.	WP Dean Of Acad Affairs Office	\$48,506		\$1,455	\$49,961
Graham, Christy L.	Graduate College	\$48,663		\$1,460	\$50,123
Graham, Diana	Res Life Housing & Dining Svcs	\$39,086		\$1,173	\$40,258
Gray, Monica D.	Development Office	\$35,740		\$1,072	\$36,812
Grayson, LaShata M.	PSU-Student Engagement	\$40,600		\$1,218	\$41,818
Green, Carol J.	Institutional Research	\$42,366		\$1,271	\$43,637
Green, Marian E.	Counseling Leadership & Spc Ed	\$31,634		\$949	\$32,583
Green, Toni M.	Res Life Housing & Dining Svcs	\$36,168		\$1,085	\$37,253
Greer, Brenda K.	Fac Mgmt-Custodial	\$24,538		\$736	\$25,274
Grevillius, Jeffrey R.	Bookstore	\$50,771		\$1,523	\$52,294
Gribben, Eric A.	Fac Mgmt-Maintenance	\$34,486		\$1,035	\$35,520
Grills, Benton G.	WP Physical Plant	\$30,273		\$908	\$31,181
Grimsley, Jared A.	Res Life Housing & Dining Svcs	\$36,168		\$1,085	\$37,253
Grindstaff, Brian K.	College of Natl & App Science	\$49,855		\$1,496	\$51,351
Gross, Tracy L.	Agency Teaching, Leading & Lng	\$76,338		\$2,290	\$78,628
Guinn, Kristina G.	International Services	\$47,100		\$1,413	\$48,513
Guttin, Keith	Athletics-Baseball-Men	\$128,595		\$3,858	\$132,453
Gwaltney, Michael	WP Physical Plant	\$28,679		\$860	\$29,540
Hackeson, Mike	Networking & Telecom	\$58,479		\$1,754	\$60,233
Hackney, James M.	Physical Therapy	\$104,493		\$3,135	\$107,628
Hackworth, Michel K.	Financial Services	\$72,220	\$2,000	\$2,227	\$76,447
Hader, William K.	International Programs	\$58,215	\$1,164	\$1,781	\$61,161
Haener, Lori B.	Health & Wellness Center	\$49,419		\$1,483	\$50,902
Hagenhoff, Cynthia M.	McQueary Coll Hlth & Human Svs	\$36,542	\$3,000	\$1,186	\$40,728
Hahn, Kathleen S.	School of Anesthesia	\$36,168	\$4,000	\$1,205	\$41,373
Hains, Arthur R.	VP Marketing & Communications	\$63,904		\$1,917	\$65,821
Hains, Kathleen	Theatre & Dance	\$28,111		\$843	\$28,954
Hall, David A.	Office of University Safety	\$102,571		\$3,077	\$105,648
Hall, John A.	Adult Student Services	\$42,379		\$1,271	\$43,650
Hall, Stefani N.	College of Business	\$35,112		\$1,053	\$36,165
Hallgren, Deanna M.	Child Development Center	\$56,718	\$410	\$1,714	\$58,842
Halpin, Maxwell C.	Athletics-Football-Men	\$70,000		\$2,100	\$72,100
Hamilton, Melisa A.	Economic Development	\$30,600		\$918	\$31,518
Hamilton, Timmarie I.	Social Work	\$40,710		\$1,221	\$41,931

Hammers, Mike	Fac Mgmt-Maintenance	\$46,741	\$231	\$1,409	\$48,381
Hamon, Pascal	English Language Institute	\$54,645		\$1,639	\$56,284
Hampton, Mona J.	Procurement Services	\$30,532		\$916	\$31,448
Handley, Scott E.	Honors College	\$51,645		\$1,549	\$53,194
Haney, Lisa M.	Ctr For Archeological Research	\$41,072		\$1,232	\$42,304
Haney, Teresa A.	Admissions	\$80,082		\$2,402	\$82,484
Hankins, Amy D.	Library	\$36,574		\$1,097	\$37,671
Hannum, Brad D.	Cybersecurity & Enterprise Syst	\$67,338	\$1,212	\$2,057	\$70,607
Harbaugh, Rebecca	Registrar	\$57,674		\$1,730	\$59,404
Hardcastle, Joseph	Res Life Housing & Dining Svcs	\$24,996		\$750	\$25,746
Hardy, Jason A.	College of Business	\$36,168		\$1,085	\$37,253
Haring, Kate	College of Business	\$52,671		\$1,580	\$54,251
Harp, Dave	Computer Services	\$45,501	\$208	\$1,371	\$47,080
Harp, Paige E.	Library	\$40,340		\$1,210	\$41,550
Harper, Alison K.	Development Office	\$62,963		\$1,889	\$64,852
Harris, Alma J.	WP Physical Plant	\$23,347		\$700	\$24,048
Harris, Daniel T.	Office of University Safety	\$35,047		\$1,051	\$36,099
Harris, Hannah Jayne	Psychology	\$50,613		\$1,518	\$52,131
Harrison, Rebecca L.	International Programs	\$36,168		\$1,085	\$37,253
Harsen, Mark F.	Networking & Telecom	\$93,840		\$2,815	\$96,655
Hart, Algerian	Graduate College	\$112,600		\$3,378	\$115,978
Harter, Sharon K.	McQueary Coll Hlth & Human Svs	\$26,080		\$782	\$26,862
Hartman, Megan R.	Financial Services	\$40,705		\$1,221	\$41,926
Hartzler, Nathan S.	Media, Journalism & Film	\$52,161		\$1,565	\$53,726
Harvey, Terrill A.	Bookstore	\$33,877		\$1,016	\$34,893
Hash, Katie	COE-Education Advisement	\$36,168		\$1,085	\$37,253
Haslam, Payton R.	Development Office	\$50,000		\$1,500	\$51,500
Hatz, Caleb J.	Childhood Ed & Family Studies	\$45,600		\$1,368	\$46,968
Haun, Korey L.	Computer Services	\$57,982	\$433	\$1,752	\$60,167
Hauschildt, Mitchell D.	Athletic Medical & Rehab Services	\$49,694		\$1,491	\$51,185
Hauschildt, Shannon M.	Physician Assistant Studies	\$84,020		\$2,521	\$86,541
Hawkins, Derrick L.	Fac Mgmt-Maintenance	\$39,999		\$1,200	\$41,199
Hawkins, Ross J.	Acad Advising & Transfer Ctr	\$68,600		\$2,058	\$70,658
Hawkins, Thomas R.	Fac Mgmt-Custodial	\$24,538		\$736	\$25,274

Hayes, Frances C.	Juanita K Hammons Hall	\$36,600		\$1,098	\$37,698
Haymans, Leonard A.	Fac Mgmt-Maintenance	\$34,504		\$1,035	\$35,539
Haynes, Brian K.	Fac Mgmt-Maintenance	\$36,607		\$1,098	\$37,706
Haynes, Tabitha J.	VP Diversity & Inclusion	\$50,073		\$1,502	\$51,575
Hays, Brian J.	College of Natl & App Science	\$53,684		\$1,611	\$55,295
Hays, Nicole	Computer Services	\$52,622		\$1,579	\$54,201
Heaton, Brian D.	Web Strategy And Development	\$68,841		\$2,065	\$70,906
Hein, Stephanie G.	Dept of Hospitality Leadership	\$121,010		\$3,630	\$124,640
Heinz, Jessica J.	Web Strategy And Development	\$78,554		\$2,357	\$80,911
Heinz, Rachel L.	College of Education	\$56,645		\$1,699	\$58,344
Helton, Kelli N.	Psychology	\$30,320		\$910	\$31,230
Henady, Christina M.	Child Development Center	\$22,747	\$410	\$695	\$23,851
Henderson, Tabitha L.	Finance & General Business	\$30,827		\$925	\$31,752
Hendrickson, Donald R.	Advancement Services	\$49,989		\$1,500	\$51,489
Henline, Jamie L.	KSMU	\$39,752		\$1,193	\$40,945
Henne, Cassandra A.	AHEC	\$41,052		\$1,232	\$42,284
Hensley, Katy	Financial Services	\$49,248	\$276	\$1,486	\$51,009
Hensley, Ronald E.	WP Physical Plant	\$60,926		\$1,828	\$62,754
Henson, Ginger M.	Financial Aid	\$29,886		\$897	\$30,783
Henson, Jeremy M.	McQueary Coll Hlth & Human Svs	\$48,563	\$3,437	\$1,560	\$53,560
Herl, Jase L.	Athletics-Basketball-Men	\$132,000		\$3,960	\$135,960
Hernandez, Tamara L.	Office of Human Resources	\$35,531	\$640	\$1,085	\$37,256
Heslip, Chris F.	Facilities Management	\$40,870		\$1,226	\$42,096
Heslip, Christina P.	Fac Mgmt-Custodial	\$24,538		\$736	\$25,274
Hess, Joshua W.	Water Institute	\$40,600		\$1,218	\$41,818
Hesse, Holly R.	Athletics-Softball-Women	\$86,541		\$2,596	\$89,137
Hetzler, Tona M.	Public Health & Sports Medicine	\$122,319		\$3,670	\$125,989
Hicks, Lindsey K.	WP Admissions	\$30,782		\$923	\$31,705
High, Carrie A.	Fac Mgmt-Custodial	\$26,122		\$784	\$26,906
Hill, Callie N.	Office of Human Resources	\$40,000		\$1,200	\$41,200
Hill, Patrick R.	Art & Design	\$35,323		\$1,060	\$36,383
Hill, Sheryl K.	Res Life Housing & Dining Svcs	\$24,824		\$745	\$25,569
Hill, Susanna J.	Agency Teaching, Leading & Lng	\$56,273		\$1,688	\$57,961
Himes, Marcia K.	Physical Therapy	\$87,653		\$2,630	\$90,283

Hintze, Ingrid G.	Res Life Housing & Dining Svcs	\$24,540		\$736	\$25,277
Hirdler, Alexander J.	Intercollegiate Athletics	\$50,600		\$1,518	\$52,118
Hoener, Jeff D.	Computer Services	\$57,382	\$1,033	\$1,752	\$60,167
Hoff, Nathan E.	Registrar	\$61,049		\$1,831	\$62,880
Hoggarth, Joshua	Res Life Housing & Dining Svcs	\$24,996		\$750	\$25,746
Holland, Sharon L.	WP Bookstore	\$47,335		\$1,420	\$48,755
Holmes, Julia M.	Legal Affairs And Compliance	\$64,288		\$1,929	\$66,217
Holt, Shannon B.	Registrar	\$56,610		\$1,698	\$58,308
Hook, Joi	Agency Teaching, Leading & Lng	\$30,532		\$916	\$31,448
Hope, Marsha A.	Admissions	\$36,928		\$1,108	\$38,036
Hopkins, Jennifer B.	Greenwood Lab School	\$55,399		\$1,662	\$57,061
Hoppe, Devery D.	Fac Mgmt-Custodial	\$24,538		\$736	\$25,274
Hornback, Jim	College of Business	\$36,168		\$1,085	\$37,253
Hornberger, Robert S.	Enrollment Management & Svcs	\$118,641		\$3,559	\$122,200
Horst, Kevin	Fac Mgmt-Maintenance	\$33,485		\$1,005	\$34,489
Horton, Tara L.	SBDC	\$54,542		\$1,636	\$56,178
Howard, Susanne F.	Envrn Plnt Sci & Nat Resources	\$41,856		\$1,256	\$43,112
Howell, Cynthia L.	Development Office	\$62,963		\$1,889	\$64,852
Hubbard, Austin	Printing Services	\$34,306		\$1,029	\$35,335
Huelskamp, James G.	Fac Mgmt-Maintenance	\$37,562		\$1,127	\$38,688
Huey, Paula J.	Office of Human Resources	\$42,564		\$1,277	\$43,841
Huff, Kristina N.	WP Stdt Adv & Acad Sup Ctr	\$26,484		\$795	\$27,279
Huffman, Stephanie P.	Reading Foundations & Tech	\$110,600		\$3,318	\$113,918
Humbyrd, Sandy	Agency Teaching, Leading & Lng	\$50,600		\$1,518	\$52,118
Humiston, John L.	Fac Mgmt-Maintenance	\$38,751		\$1,163	\$39,914
Hunt, Anna B.	Theatre & Dance	\$38,667		\$1,160	\$39,827
Hunt, Benjamin	Health & Wellness Center	\$57,817		\$1,735	\$59,552
Hunt, Chastity A.	Intercollegiate Athletics	\$100,782		\$3,023	\$103,805
Hunter, Kirstie S.	Admissions	\$33,511		\$1,005	\$34,516
Hurt, Timothy W.	Computer Services	\$45,501	\$208	\$1,371	\$47,080
Ingle, Patty	Development Office	\$70,675		\$2,120	\$72,795
Ireland, Kimberly D.	Communication Sci & Disorders	\$63,548		\$1,906	\$65,454
Irons, Chrystal D.	SBDC	\$73,109		\$2,193	\$75,302
Iver, Patrick D.	Res Life Housing & Dining Svcs	\$54,600		\$1,638	\$56,238

Jacobsen, Jeffrey E.	Athletics-Swimming-Men	\$27,456		\$824	\$28,280
Jacobson, Victoria L.	Financial Aid	\$40,835		\$1,225	\$42,060
Jaeger, Randy	Fac Mgmt-Custodial	\$24,538		\$736	\$25,274
Jahnke, Tamera S.	College of Natl & App Science	\$156,059		\$4,682	\$160,741
Jankoska, Victoria L.	Athletics-Basketball-Women	\$80,600		\$2,418	\$83,018
Jay, Jon R.	Res Life Housing & Dining Svcs	\$39,086		\$1,173	\$40,259
Jean, Paula M.	Res Life Housing & Dining Svcs	\$37,000		\$1,110	\$38,110
Jeffreys, Joshua	Computer Services	\$45,501	\$208	\$1,371	\$47,080
Jenkins, Jay R.	College of Hum & Pub Affairs	\$58,333		\$1,750	\$60,083
Jenkins, Paige M.	PSU-Student Engagement	\$36,168		\$1,085	\$37,253
Jennings, Shannon M.	Cybersecurity & Enterprise Syst	\$57,982	\$433	\$1,752	\$60,167
Jenson, Brandon L.	Ctr Resource Planning & Mgt	\$42,600		\$1,278	\$43,878
Jessee, Katy J.	College of Business	\$38,754		\$1,163	\$39,917
Jett, Melissa J.	WP Admissions	\$50,073		\$1,502	\$51,575
Jochims, Lynda A.	Financial Services	\$47,600		\$1,428	\$49,028
Johns, Justin L.	Counseling Center	\$47,778		\$1,433	\$49,211
Johnson, Alex B.	Citizenship & Service Learning	\$44,437		\$1,333	\$45,770
Johnson, David R.	McQueary Coll Hlth & Human Svs	\$40,053	\$2,200	\$1,268	\$43,521
Johnson, Glen E.	Facilities Management	\$50,523		\$1,516	\$52,039
Johnson, Jan	Library	\$45,674	\$35	\$1,371	\$47,080
Johnson, Mark A.	Res Life Housing & Dining Svcs	\$34,239		\$1,027	\$35,266
Johnson, Reginald L.	Athletics-Football-Men	\$85,600		\$2,568	\$88,168
Johnson, Sandra L.	Faculty Senate	\$32,421		\$973	\$33,394
Johnston, Jennifer A.	English Language Institute	\$51,439		\$1,543	\$52,982
Jolley, Jason R.	College of Arts & Letters	\$103,312		\$3,099	\$106,411
Jones, Adja D.	Academic Achievement Center	\$50,000		\$1,500	\$51,500
Jones, Alyson R.	Web Strategy And Development	\$37,100		\$1,113	\$38,213
Jones, Barbara J.	College of Arts & Letters	\$52,281		\$1,568	\$53,849
Jones, Billie W.	Res Life Housing & Dining Svcs	\$23,940		\$718	\$24,659
Jones, Brian K.	Fac Mgmt-Custodial	\$34,554		\$1,037	\$35,591
Jones, Crayton L.	Athletics-Basketball-Women	\$80,600		\$2,418	\$83,018
Jones, Grant P.	Bookstore	\$51,036		\$1,531	\$52,567
Jones, Jacqueline M.	Financial Services	\$35,974		\$1,079	\$37,053
Jones, Jeffrey S.	Finance & General Business	\$161,093		\$4,833	\$165,926

Jones, Lauren E.	Communication Sci & Disorders	\$70,167		\$2,105	\$72,272
Jones, Matthew C.	Hammons Student Center	\$38,668		\$1,160	\$39,828
Jones, Nadine J.	Technology & Construction Mgt	\$33,286		\$999	\$34,285
Jones, Peggy S.	VP Student Affairs	\$50,771		\$1,523	\$52,294
Jones, Sarah M.	Communication Sci & Disorders	\$64,986	\$4,014	\$2,070	\$71,070
Jones, Scott A.	Dual Credit	\$66,000		\$1,980	\$67,980
Jones, Shellie L.	Alumni Relations	\$50,073		\$1,502	\$51,575
Jones, Sherry J.	Biology	\$34,628		\$1,039	\$35,667
Joyce, Delores	Office of Human Resources	\$41,350		\$1,241	\$42,591
Juster, Matthew E.	Res Life Housing & Dining Svcs	\$36,168		\$1,085	\$37,253
Kahre, Peggy	Marketing	\$31,930		\$958	\$32,888
Kane, Kevin C.	Athletics-Golf-Women	\$42,531		\$1,276	\$43,807
Katangur, Ajay K.	Computer Science	\$140,152	\$5,000	\$4,355	\$149,507
Keaton, James K.	School of Anesthesia	\$150,000	\$10,000	\$4,800	\$164,800
Keele, Campbell M.	College of Business	\$36,168		\$1,085	\$37,253
Keeling, Hannah D.	Athletics-Tennis-Women	\$40,000		\$1,200	\$41,200
Keene, Amy M.	Admissions	\$34,941		\$1,048	\$35,989
Keeth, Jonathan G.	Jordan Valley Innovation Center	\$63,540		\$1,906	\$65,446
Keller, Forrest C.	Fac Mgmt-Maintenance	\$44,421		\$1,333	\$45,754
Kelley, Bart L.	Office of Human Resources	\$60,220		\$1,807	\$62,027
Kelley, Susannah R.	WP Athletics-Women	\$38,600		\$1,158	\$39,758
Kemp, Michael A.	Fac Mgmt-Maintenance	\$34,504		\$1,035	\$35,539
Kempke, Christopher T.	Ctr Resource Planning & Mgt	\$47,000		\$1,410	\$48,410
Kennedy, Kathleen A.	History	\$116,671		\$3,500	\$120,171
Kennedy, Robin D.	McQueary Coll Hlth & Human Svs	\$55,447	\$6,654	\$1,863	\$63,964
Kerley, Christina J.	WP Business Office	\$53,711		\$1,611	\$55,322
Kerns, Ronald E.	WP Director Univ Communication	\$38,952		\$1,169	\$40,121
Ketchum-Brewer, Karmen L.	College of Business	\$39,438		\$1,183	\$40,621
Kettering, Denise T.	Advancement Services	\$82,352	\$1,000	\$2,501	\$85,853
Keuneke, Mark A.	Hammons Student Center	\$33,643		\$1,009	\$34,652
Keyes, Chloe E.	Ctr For Biomedical & Life Sciences	\$31,799		\$954	\$32,753
Kidula, Iris K.	English Language Institute	\$29,684		\$891	\$30,575
Kielhofner, Brad	Facilities Management	\$102,571		\$3,077	\$105,648
Kim, Hae	Biology	\$35,568		\$1,067	\$36,635

Kim, Kyoungtae	Biology	\$72,916	\$4,000	\$2,307	\$79,223
Kimery, Dylan E.	Res Life Housing & Dining Svcs	\$36,168		\$1,085	\$37,253
Kindhart, Rick	Athletics Communications	\$75,898		\$2,277	\$78,175
Kingham, Diane	PSU-Student Engagement	\$32,316		\$969	\$33,285
Kintner, Ellen G.	Financial Aid	\$31,409		\$942	\$32,351
Klem, Michael E.	College of Agriculture	\$56,718	\$410	\$1,714	\$58,842
Kliethermes, Sean W.	Admissions	\$52,606		\$1,578	\$54,184
Knackstedt, Konya L.	Campus Recreation	\$42,172		\$1,265	\$43,437
Knepper, Charna M.	Health & Wellness Center	\$50,384		\$1,512	\$51,896
Knight, Choompoonoot	Registrar	\$40,322		\$1,210	\$41,532
Knight, Rachel A.	OPT	\$103,096		\$3,093	\$106,189
Kouns, Holly B.	Library	\$70,600		\$2,118	\$72,718
Kramer, Vicki	Provost Office	\$36,131	\$40	\$1,085	\$37,256
Krisch, Julie H.	Campus Recreation	\$40,600		\$1,218	\$41,818
Kunkel, Allen D.	Economic Development	\$132,929		\$3,988	\$136,917
LaChance, Shelly J.	Child Development Center	\$22,747	\$410	\$695	\$23,851
Ladd, Ronda R.	VP Administrative Services	\$39,296		\$1,179	\$40,475
Lafarlette, Melissa D.	Public Health & Sports Medicine	\$29,595		\$888	\$30,483
Lair, Heath F.	WP Information Technology Svcs	\$49,033		\$1,471	\$50,504
Lair, Krista J.	WP Dean Of Acad Affairs Office	\$50,000		\$1,500	\$51,500
Lama, Kasey R.	Financial Services	\$47,600		\$1,428	\$49,028
Lambert, Joshua D.	Library	\$70,921		\$2,128	\$73,049
Lampe, Gabby	School of Nursing	\$43,600		\$1,308	\$44,908
Lancaster, Dennis L.	WP Chancellor's Office	\$89,041		\$2,671	\$91,712
Landgraf, Tyler W.	Athletic Medical & Rehab Services	\$43,604		\$1,308	\$44,912
Lange, Evelyn R.	Child Development Center	\$30,532		\$916	\$31,448
LaPalm, Daniel A.	Campus Recreation	\$37,795		\$1,134	\$38,929
Larimore Vargas, Aubrey	Computer Services	\$57,382	\$1,033	\$1,752	\$60,167
Laswell, Kevin M.	Res Life Housing & Dining Svcs	\$27,100		\$813	\$27,913
Lavish, LaTrisha D.	AHEC	\$40,017		\$1,201	\$41,217
Lawson, Jeffrey L.	Library	\$33,434	\$250	\$1,011	\$34,695
Lawson, Matt R.	Athletics-Baseball-Men	\$52,671		\$1,580	\$54,251
Layman, Jill K.	School of Anesthesia	\$145,196	\$10,000	\$4,656	\$159,852
Leamy, Jonathan H.	Athletics-Soccer-Men	\$64,252		\$1,928	\$66,180

Leas, Brian P.	Faculty Ctr Teaching & Learning	\$57,382	\$1,033	\$1,752	\$60,167
Lee, Amanda C.	Child Development Center	\$38,149		\$1,144	\$39,293
Lee, Anthony R.	PSU Physical Plant	\$24,540		\$736	\$25,277
Lee, Jamie N.	Computer Services	\$45,501	\$208	\$1,371	\$47,080
Lee, Jason A.	Networking & Telecom	\$57,982	\$433	\$1,752	\$60,167
Lee, Jon	Computer Services	\$67,938	\$612	\$2,057	\$70,607
Lee, Rose M.	College of Education	\$34,793		\$1,044	\$35,837
Lehmann, Timothy A.	Disability Resource Center	\$37,828		\$1,135	\$38,963
Lenzy, Edgar A.	Fac Mgmt-Custodial	\$24,540		\$736	\$25,277
Lesley, Rhonda	Counseling Center	\$83,094		\$2,493	\$85,587
Lester, Sharon D.	Bursars Office	\$35,381		\$1,061	\$36,442
Letterman, Debbie S.	PSU-Event And Meeting Services	\$41,600		\$1,248	\$42,848
Letterman, Stacey M.	Missouri State Outreach	\$32,786		\$984	\$33,770
Lewellen, Ashleigh M.	Campus Recreation	\$66,050		\$1,982	\$68,032
Lewis, Betty L.	International Programs	\$62,800		\$1,884	\$64,684
Lewis, Sam	Admissions	\$48,600		\$1,458	\$50,058
Liggett, Allan J.	Public Health & Sports Medicine	\$71,604		\$2,148	\$73,752
Lin, Shawn R.	Computer Services	\$55,818		\$1,675	\$57,493
Lindeman, Jeanne M.	Registrar	\$55,600		\$1,668	\$57,268
Lindsay, George L.	Fac Mgmt-Maintenance	\$44,966		\$1,349	\$46,315
Lindsay, Teresa A.	Financial Services	\$78,685		\$2,361	\$81,046
Liningier, M G.	College of Natl & App Science	\$37,805	\$1,000	\$1,164	\$39,969
Liu, Dandan	VP Research & Ec Dev & Int Prgms	\$59,307	\$1,483	\$1,824	\$62,613
Livingston, Corbin R.	OPT	\$28,620		\$859	\$29,479
Lo, Tsee	Fac Mgmt-Grounds	\$29,100		\$873	\$29,973
Lofton, Denise	Office of Human Resources	\$50,553		\$1,517	\$52,070
Loge, Jana L.	Agency Teaching, Leading & Lng	\$73,359		\$2,201	\$75,560
Lokie, Andrew P.	Library	\$91,536		\$2,746	\$94,282
Long, Pax J.	Fac Mgmt-Custodial	\$23,940		\$718	\$24,659
Long, Ronnie J.	Office of University Safety	\$35,047		\$1,051	\$36,099
Long, Shelia J.	Agriculture-Mtn Grv Campus	\$26,809		\$804	\$27,614
Lopez, Maria L.	Bursars Office	\$30,532		\$916	\$31,448
Lopinot, Sharon A.	College of Education	\$40,315		\$1,209	\$41,524
Love, Rachel E.	English Language Institute	\$39,322		\$1,180	\$40,502

Lovekamp, Lindsey R.	Provost Office	\$50,613			\$1,518	\$52,131
Loveland, Marina C.	Research Administration	\$63,444			\$1,903	\$65,348
Lowery, James A.	Campus Recreation	\$40,600			\$1,218	\$41,818
Lueck, Eric B.	Agriculture-Mtn Grv Campus	\$31,351			\$941	\$32,292
Lueck, Marty	Agriculture-Mtn Grv Campus	\$74,725			\$2,242	\$76,967
Luellen, Heather M.	Theatre & Dance	\$52,085			\$1,563	\$53,648
Lupfer, Shayla M.	Research Administration	\$27,639		\$1,382	\$871	\$29,892
Lux, Aj	Athletics-Volleyball-Women	\$40,600			\$1,218	\$41,818
Lyon, Eric W.	Fac Mgmt-Custodial	\$39,086			\$1,173	\$40,259
Maben, Katelyn D.	Physician Assistant Studies	\$82,000			\$2,460	\$84,460
Madsen, Michelle M.	Res Life Housing & Dining Svcs	\$36,168			\$1,085	\$37,253
Magruder, Matt	Admissions	\$56,788		\$340	\$1,714	\$58,842
Maher-Felton, Lyssa E.	Communication Sci & Disorders	\$29,597			\$888	\$30,485
Major, Kelsey C.	TRIO	\$36,600			\$1,098	\$37,698
Malarkey, Elizabeth A.	KSMU	\$39,063			\$1,172	\$40,235
Mallonee, Blanca V.	Student Success	\$39,038			\$1,171	\$40,209
Mantie-Kozlowski, Alana R.	Communication Sci & Disorders	\$70,867			\$2,306	\$79,173
Marcak, Angela J.	WP Registration & Records	\$31,181			\$935	\$32,116
Marcum, Drew	College of Business	\$49,366			\$1,481	\$50,847
Mardis, Michael	Planning, Design & Construction	\$76,342			\$2,290	\$78,632
Marler, Travis L.	College of Education	\$45,501		\$208	\$1,371	\$47,080
Marre Jr, Ted	Res Life Housing & Dining Svcs	\$24,996			\$750	\$25,746
Martin, Galen L.	Campus Recreation	\$51,994			\$1,560	\$53,554
Martin, Keith A.	Office of University Safety	\$30,679			\$920	\$31,600
Martin, Robert J.	Cybersecurity & Enterprise Syst	\$92,248		\$1,050	\$9,225	\$105,599
Mason, Alexa B.	Ctr Resource Planning & Mgt	\$42,000			\$1,260	\$43,260
Massey, Eddie	Agriculture-Mtn Grv Campus	\$28,996			\$870	\$29,866
Masterson, Julie J.	Graduate College	\$144,947		\$4,000	\$4,468	\$153,415
Mathis, S A.	Biology	\$129,104			\$3,873	\$132,977
Mattheis, Jon M.	Facilities Management	\$33,241			\$997	\$34,238
Matthews, John W.	Office of University Safety	\$50,600			\$1,518	\$52,118
Matthews, Michael D.	Fac Mgmt-Mountain Grove	\$54,699			\$1,641	\$56,340
Matthews, Stephanie	Development Office	\$63,066			\$1,892	\$64,958
Matthews, Victor H.	College of Hum & Pub Affairs	\$155,207			\$4,656	\$159,863

Mawhiney, Shannon N.	Library	\$46,245	\$350	\$1,398	\$47,993
Mayanovic, Robert A.	Physics Astronomy & Mat Sci	\$122,233		\$3,667	\$125,900
Mayes, Hillary J.	McQueary Coll Hlth & Human Svcs	\$58,838		\$1,765	\$60,603
McBride, Amber M.	Graduate College	\$33,921		\$1,018	\$34,939
McCall, Timothy J.	Athletics Communications	\$36,168		\$1,085	\$37,253
McCallister, Sarah G.	Kinesiology	\$122,325		\$3,670	\$125,995
McCammon, Laura C.	Acad Advising & Transfer Ctr	\$31,071		\$932	\$32,004
McCart, Phillip A.	Computer Services	\$62,294		\$1,869	\$64,163
McCart, Rachelle I.	Fac Mgmt-Custodial	\$28,660		\$860	\$29,520
McCartney, Christine L.	Academic Achievement Center	\$39,000		\$1,170	\$40,170
McCarty, Mark A.	Printing Services	\$66,823		\$2,005	\$68,828
McComb, Shawn W.	Computer Services	\$45,501	\$208	\$1,371	\$47,080
McCoy, Jodi Lynn	Art & Design	\$48,600		\$1,458	\$50,058
McCoy, Katelyn N.	Agribusiness, Ag Ed & Comm	\$44,437	\$5,000	\$1,483	\$50,920
McCoy, Mindi	Multicultural Services	\$32,007		\$960	\$32,968
McCoy, Tai L.	Admissions	\$40,512	\$118	\$1,219	\$41,849
McCoy, Theresa A.	CIO Information Services	\$110,600		\$3,318	\$113,918
McCrary, Kenneth L.	College of Natl & App Science	\$66,021		\$1,981	\$68,002
McCrary, Sue A.	Library	\$50,487	\$300	\$1,524	\$52,311
McDonald, Michelle D.	Admissions	\$31,387		\$942	\$32,329
McDonough, Matthew B.	Development Office	\$62,963		\$1,889	\$64,852
McElwain, Amanda J.	Facilities Management	\$28,484		\$855	\$29,339
McElwain, Jason T.	Fac Mgmt-Maintenance	\$46,741	\$231	\$1,409	\$48,381
McEowen, Lisa L.	Library	\$41,306		\$1,239	\$42,545
McFadden, Robert C.	Campus Recreation	\$29,040		\$871	\$29,911
McGauley, Larry J.	Fac Mgmt-Maintenance	\$46,960		\$1,409	\$48,369
McGee, Emily A.	Planning, Design & Construction	\$72,740		\$2,182	\$74,922
McGhee, Matthew	Res Life Housing & Dining Svcs	\$44,232		\$1,327	\$45,559
McGinnis, Rachel L.	Research Administration	\$84,905		\$2,547	\$87,452
McGowne, Sheila D.	Advancement Services	\$31,716		\$951	\$32,667
McIntyre, Dawn M.	Financial Services	\$50,613		\$1,518	\$52,131
McKee, Keri	Development Office	\$64,121		\$1,924	\$66,045
McKinney, Rebekah J.	WP Library	\$53,600		\$1,608	\$55,208
McKinnis, Karen R.	Office of University Safety	\$60,649		\$1,819	\$62,468

McLaughlin, John E.	Res Life Housing & Dining Svcs	\$24,996		\$750	\$25,746
McMillian, Sandra N.	PSU Physical Plant	\$24,540		\$736	\$25,277
McNay, Jennifer	Health & Wellness Center	\$126,118		\$3,784	\$129,902
McNish, Natalie B.	Internal Audit And Risk Mgt	\$70,750		\$2,123	\$72,873
McRoberts, Steven E.	Intercollegiate Athletics	\$110,600		\$3,318	\$113,918
Meinert, David B.	College of Business	\$204,348		\$6,130	\$210,478
Melton, Micki J.	Procurement Services	\$43,202		\$1,296	\$44,498
Mendenhall, Kate	Financial Services	\$53,277		\$1,598	\$54,875
Menefee, Kelsey M.	Advancement Services	\$40,134		\$1,204	\$41,338
Menton, Megan E.	Provost Office	\$48,600		\$1,458	\$50,058
Mentzer, Lynn A.	Athletics-Football-Men	\$30,532		\$916	\$31,448
Meraz, Juan	VP Diversity & Inclusion	\$81,404		\$2,442	\$83,846
Metzger, Benjamin P.	Admissions	\$56,788	\$340	\$1,714	\$58,842
Meyer, Brad	OPT	\$39,721		\$1,192	\$40,913
Meyer, Jennifer R.	Res Life Housing & Dining Svcs	\$20,550		\$617	\$21,167
Miles, Kyla A.	Health & Wellness Center	\$39,433		\$1,183	\$40,616
Miller, Andrea	Library	\$58,572		\$1,757	\$60,329
Miller, BJ	Financial Aid	\$37,138		\$1,114	\$38,252
Miller, Chaz	English Language Institute	\$26,791		\$804	\$27,594
Miller, Dian T.	Juanita K Hammons Hall	\$40,469		\$1,214	\$41,683
Miller, Duane F.	Intercollegiate Athletics	\$36,600		\$1,098	\$37,698
Miller, Kathy L.	Advancement Services	\$42,475		\$1,274	\$43,749
Mills, Amanda L.	Intercollegiate Athletics	\$40,600		\$1,218	\$41,818
Mills, Brandon A.	Computer Services	\$57,382	\$1,033	\$1,752	\$60,167
Mincey, Martha E.	Art & Design	\$51,077		\$1,532	\$52,609
Minear, JD	Planning, Design & Construction	\$40,100		\$1,203	\$41,303
Mings, Deidre A.	Office of Human Resources	\$60,000		\$1,800	\$61,800
Minor, Andrew R.	Fac Mgmt-Custodial	\$24,538		\$736	\$25,274
Minor, Beth H.	Financial Services	\$51,837		\$1,555	\$53,392
Miracle, Nathan A.	Physician Assistant Studies	\$83,547		\$2,506	\$86,053
Mitchell, Donald A.	Fac Mgmt-Custodial	\$24,538		\$736	\$25,274
Mitchell, Jeffrey D.	Legal Affairs And Compliance	\$100,528		\$3,016	\$103,544
Mitchell, Miroslaba L.	Office of University Safety	\$30,099	\$1,621	\$952	\$32,672
Mitchell, Shanon N.	Planning, Design & Construction	\$71,930		\$2,158	\$74,088

Mitchell, Shirley A.	Provost Office	\$56,254		\$1,688	\$57,942
Moats, Kyle L.	Intercollegiate Athletics	\$172,522		\$5,176	\$177,698
Moentnish, Shirley J.	Library	\$44,719		\$1,342	\$46,061
Moncrief, Keith A.	Fac Mgmt-Custodial	\$32,572		\$977	\$33,549
Money, Austin C.	Campus Recreation	\$38,395		\$1,152	\$39,547
Monkres, Lisa J.	Counseling Leadership & Spc Ed	\$30,159		\$905	\$31,064
Monticelli, Donna M.	WP Director Univ Communication	\$29,260		\$878	\$30,138
Mook, Natalie	College of Agriculture	\$45,600		\$1,368	\$46,968
Moore, Bryan	WP Information Technology Svcs	\$46,169		\$1,385	\$47,554
Moore, David B.	OPT	\$80,761		\$2,423	\$83,184
Moore, Heather N.	College of Business	\$40,600		\$1,218	\$41,818
Moore, Jennifer L.	KSMU	\$59,875		\$1,796	\$61,671
Moore, Paula M.	English Language Institute	\$52,192		\$1,566	\$53,758
Moore, Rob	Financial Aid	\$80,082		\$2,402	\$82,484
Moore, Virginia K.	Financial Services	\$30,532		\$916	\$31,448
Morelock, Melissa A.	Fac Mgmt-Custodial	\$24,540		\$736	\$25,277
Moreno, Ronald D.	Fac Mgmt-Custodial	\$34,715		\$1,041	\$35,756
Moreno, Sherry L.	Fac Mgmt-Custodial	\$29,919		\$898	\$30,817
Morgan, Nia P.	Counseling Center	\$43,600		\$1,308	\$44,908
Morganthaler, Jennifer S.	Envrn Plnt Sci & Nat Resources	\$42,379		\$1,271	\$43,650
Morris, Benjamin M.	Fac Mgmt-Maintenance	\$39,636		\$1,189	\$40,825
Morris, Matthew D.	VP Administrative Services	\$150,238		\$4,507	\$154,745
Morrison, James R.	Fac Mgmt-Maintenance	\$37,397	\$62	\$1,124	\$38,583
Morrison, Jeffery K.	PSU Physical Plant	\$36,168		\$1,085	\$37,253
Morrissey, Dennis R.	Fac Mgmt-Maintenance	\$44,924		\$1,348	\$46,272
Morrissey, Sarah I.	Cooperative Engineering Program	\$37,991		\$1,140	\$39,131
Morrow, Samantha L.	Theatre & Dance	\$36,147		\$1,084	\$37,231
Moser, Linda T.	College of Arts & Letters	\$123,600		\$3,708	\$127,308
Moskalski, Suzanne R.	Communication	\$33,854		\$1,016	\$34,870
Mostyn, Andrea L.	University Communications	\$65,173	\$8,000	\$2,195	\$75,368
Muegge, Frederick D.	Health & Wellness Center	\$168,229		\$5,047	\$173,276
Mullins, Marchalain	Computer Services	\$57,749		\$1,732	\$59,481
Mulvey, Adam J.	Intercollegiate Athletics	\$29,511		\$885	\$30,396
Munoz Aliaga, Rut	Networking & Telecom	\$57,982	\$433	\$1,752	\$60,167

Murphy, Donna	Physician Assistant Studies	\$29,813		\$894	\$30,707
Murphy, Jill C.	Office of Human Resources	\$63,000		\$1,890	\$64,890
Murphy, Michael J.	College of Natl & App Science	\$69,841		\$2,095	\$71,936
Murphy, Robert G.	Networking & Telecom	\$38,009		\$1,140	\$39,149
Muse, Mandi	Criminology	\$43,379		\$1,301	\$44,680
Muse, Nicole E.	CIO Information Services	\$43,018	\$164	\$1,295	\$44,477
Mustion, Barbara M.	WP Business Office	\$38,127		\$1,144	\$39,271
Mwengi, Suzanne	Academic Success & Transition	\$34,607		\$1,038	\$35,646
Myers, Carrie A.	Fac Mgmt-Custodial	\$24,538		\$736	\$25,274
Nag, Nandita	Physics Astronomy & Mat Sci	\$36,168		\$1,085	\$37,253
Nagle, Chris	Office of Visual Media	\$50,098		\$1,503	\$51,601
Nalley, Tammy J.	Procurement Services	\$30,955		\$929	\$31,884
Nance, Gwenny	College of Agriculture	\$34,512		\$1,035	\$35,547
Napier, Amanda L.	Health & Wellness Center	\$28,641		\$859	\$29,500
Neidigh, Douglas W.	Environmental Health & Safety	\$37,972		\$1,139	\$39,111
Nelson, Diane K.	Health & Wellness Center	\$34,020		\$1,021	\$35,041
Nelson, Kirk C.	Athletics-Soccer-Women	\$32,588		\$978	\$33,566
Netzer, Frederick	Fac Mgmt-Grounds	\$37,439		\$1,123	\$38,562
Netzer, Kelly G.	Fac Mgmt-Grounds	\$29,100		\$873	\$29,973
Neuschwander, Nathan M.	Library	\$45,844	\$300	\$1,384	\$47,528
Newton, Sean C.	Physical Therapy	\$99,008		\$2,970	\$101,978
Nichols, Elvin J.	Hammons Student Center	\$40,445		\$1,213	\$41,658
Nichols, Larry W.	Joplin Center	\$42,379		\$1,271	\$43,650
Nichols, Linda A.	Financial Aid	\$40,747		\$1,222	\$41,969
Niepert, Danielle N.	Intercollegiate Athletics	\$36,168		\$1,085	\$37,253
Norat, Rock	Fac Mgmt-Custodial	\$24,538		\$736	\$25,274
Norcross, Tyler	Fac Mgmt-Maintenance	\$39,681		\$1,190	\$40,872
Nordyke, Kathy J.	Citizenship & Service Learning	\$60,600		\$1,818	\$62,418
Norgren, Michelle L.	College of Agriculture	\$81,607		\$2,448	\$84,055
Norris, Joye H.	Missouri State Outreach	\$143,405		\$4,302	\$147,707
Nowell, Anjanette	Juanita K Hammons Hall	\$36,168		\$1,085	\$37,253
O'Connell, Brenda C.	Hammons Student Center	\$35,801		\$1,074	\$36,875
Oconnor, Rhonda R.	Library	\$36,367		\$1,091	\$37,458
Odneal, Marilyn B.	Envrn Plnt Sci & Nat Resources	\$62,064		\$1,862	\$63,926

Oetting, Kristi A.	Computer Services	\$80,422	\$837	\$2,438	\$83,696
Oetting, Tara L.	Communication Sci & Disorders	\$70,541		\$2,116	\$72,657
Oliver, Andrew J.	Disability Resource Center	\$62,000		\$1,860	\$63,860
Oliver, Michelle J.	Res Life Housing & Dining Svcs	\$20,451		\$614	\$21,064
Olsen, Michelle D.	Institutional Research	\$97,636		\$2,929	\$100,565
Olson, Debi	Health & Wellness Center	\$50,384		\$1,512	\$51,896
Oney, Charles N.	Fac Mgmt-Maintenance	\$38,102		\$1,143	\$39,245
Orf, Michael	WP Dean Of Acad Affairs Office	\$70,600		\$2,118	\$72,718
Ortiz, Frank	Fac Mgmt-Custodial	\$42,307		\$1,269	\$43,576
Osler, Margaret E.	OPT	\$28,596		\$858	\$29,454
Ott, Brian L.	Communication	\$117,600		\$3,528	\$121,128
Otte, Melissa D.	Child Development Center	\$23,583		\$707	\$24,290
Owen, Marc R.	Water Institute	\$59,631		\$1,789	\$61,420
Owens, Jason L.	WP Athletics-Men	\$38,600		\$1,158	\$39,758
Owrey, Savonna J.	Bookstore	\$35,526		\$1,066	\$36,592
Oxendine, Paige D.	Economic Development	\$65,000		\$1,950	\$66,950
Page, Autumn R.	Fac Mgmt-Custodial	\$24,538		\$736	\$25,274
Palmer, Christopher R.	Fac Mgmt-Maintenance	\$33,672		\$1,010	\$34,682
Panza, Juli A.	COE-Education Advisement	\$56,718	\$410	\$1,714	\$58,842
Pardue, Mary J.	College of Arts & Letters	\$97,392		\$2,922	\$100,314
Parnell, Patrick M.	International Services	\$60,048		\$1,801	\$61,849
Parrott, Neva J.	WP Library	\$51,422		\$1,543	\$52,965
Parsons, Stacy L.	WP Business Office	\$30,759		\$923	\$31,682
Patel, Rishi J.	Jordan Valley Innovation Center	\$79,693		\$2,391	\$82,084
Patterson, Jacqueline	McQueary Coll Hlth & Human Svcs	\$36,501		\$1,095	\$37,596
Patterson, Jill L.	Title IX Office	\$88,836		\$2,665	\$91,501
Patterson, Kathryn A.	School of Nursing	\$94,867		\$2,846	\$97,713
Patterson, Kim M.	Res Life Housing & Dining Svcs	\$31,360		\$941	\$32,301
Pattison, Matthew W.	Res Life Housing & Dining Svcs	\$30,338		\$910	\$31,248
Patton, Megan K.	Child Development Center	\$38,149		\$1,144	\$39,293
Patton, Tracy L.	Library	\$41,955		\$1,259	\$43,214
Peace, Robert M.	Networking & Telecom	\$57,982	\$433	\$1,752	\$60,167
Pearce, Lori A.	PSU-Event And Meeting Services	\$31,610		\$948	\$32,558
Pearson, Belinda A.	Community Outreach	\$42,379		\$1,271	\$43,650

Pecsok, Karen L.	WP Admissions	\$30,885			\$927	\$31,812
Pedersen, Johnna N.	Jordan Valley Innovation Center	\$62,634			\$1,879	\$64,513
Penkalski, James T.	Athletic Medical & Rehab Services	\$73,169			\$2,195	\$75,364
Penkalski, Melissa R.	School of Nursing	\$83,028	\$4,279	\$5,000	\$2,769	\$95,076
Penn, Barbie	Advancement Services	\$33,613			\$1,008	\$34,621
Penner, Robert S.	Office of University Safety	\$31,491			\$945	\$32,435
Perine, Elizabeth M.	Athletics-Softball-Women	\$52,834			\$1,585	\$54,419
Perkins, Amy A.	Music	\$39,638			\$1,189	\$40,827
Perkins, Gary D.	Fac Mgmt-Custodial	\$24,603			\$738	\$25,341
Perry, Dennis R.	Fac Mgmt-Maintenance	\$41,309			\$1,239	\$42,548
Perryman, Michael J.	Fac Mgmt-Maintenance	\$53,097			\$1,593	\$54,690
Peters, Janet L.	Fac Mgmt-Maintenance	\$31,926			\$958	\$32,884
Peters, Thomas A.	Library	\$127,199			\$3,816	\$131,015
Petersen, Sylvia M.	Envrn Plnt Sci & Nat Resources	\$36,168			\$1,085	\$37,253
Peterson, Rachel A.	WP Admissions	\$37,797			\$1,134	\$38,931
Petkovic, Vickie F.	WP Stdt Adv & Acad Sup Ctr	\$35,568			\$1,067	\$36,635
Petr, Jeffrey B.	Cybersecurity & Enterprise Syst	\$69,138			\$2,074	\$71,212
Petrino, Dominic	Athletics-Football-Men	\$101,600			\$3,048	\$104,648
Petrino, Robert P.	Athletics-Football-Men	\$275,600	\$49,500		N/A	\$325,000
Pettijohn, Catherine (Cali)	English Language Institute	\$39,600			\$1,188	\$40,788
Pettus, Greg	College of Arts & Letters	\$61,099			\$1,833	\$62,932
Phay, Jared J.	WP Athletics-Men	\$57,100			\$1,713	\$58,813
Phillips, Mary G.	College of Business	\$43,202			\$1,296	\$44,498
Phinney, T.J.	Legal Affairs And Compliance	\$44,297			\$1,329	\$45,626
Phipps, Amy	Agency Teaching, Leading & Lng	\$50,600			\$1,518	\$52,118
Phipps, Kimberly D.	Printing Services	\$33,665			\$1,010	\$34,675
Piercy, Kevin L.	Computer Services	\$85,813			\$2,574	\$88,387
Pierpoint, Sophie C.	Development Office	\$63,958			\$1,919	\$65,877
Pinegar, Angela R.	Advancement Services	\$49,609			\$1,488	\$51,097
Pitts, James B.	Fac Mgmt-Custodial	\$36,607			\$1,098	\$37,706
Plank, Angela L.	Biology	\$52,160		\$2,500	\$1,640	\$56,300
Plybon, John L.	Fac Mgmt-Maintenance	\$38,479			\$1,154	\$39,634
Poindexter, Teri L.	Editorial And Design Services	\$41,300			\$1,239	\$42,539
Politte, Jordan C.	Agency Teaching, Leading & Lng	\$52,671			\$1,580	\$54,251

Polm, Michael A.	Fac Mgmt-Maintenance	\$58,331		\$1,750	\$60,081
Polyard, Brenda A.	WP Director Univ Communication	\$60,325		\$1,810	\$62,135
Pomrening, Holly L.	Health & Wellness Center	\$24,708		\$741	\$25,449
Ponder, Crystal D.	Office of Human Resources	\$40,000		\$1,200	\$41,200
Potochnik, Robert G.	Computer Services	\$51,598		\$1,548	\$53,146
Powell, Robin G.	Computer Science	\$38,551		\$1,157	\$39,708
Pratt, Harold W.	VP Diversity & Inclusion	\$135,600		\$4,068	\$139,668
Pratt, Jennifer M.	Communication Sci & Disorders	\$75,117	\$1,000	\$2,284	\$78,401
Price, Cheryl	Art & Design	\$33,023		\$991	\$34,014
Price, Joseph	Theatre & Dance	\$104,130		\$3,124	\$107,254
Proctor, Janene A.	Research Administration	\$53,234		\$1,597	\$54,831
Pruitt, Cole	Office of University Safety	\$57,817		\$1,735	\$59,552
Pruitt, Lindsey R.	Health & Wellness Center	\$28,641		\$859	\$29,500
Pszczolkowski, Maciej A.	Envrn Plnt Sci & Nat Resources	\$76,371		\$2,291	\$78,662
Puckett, Erica N.	WP Admissions	\$29,060		\$872	\$29,932
Pulliam, Matthew T.	Cooperative Engineering Program	\$35,854		\$1,076	\$36,930
Qiu, Xiaomin	Geography Geology & Planning	\$69,749		\$2,092	\$71,841
Qiu, Zhongsong	College of Arts & Letters	\$36,168		\$1,085	\$37,253
Quinn, Aaron	Fac Mgmt-Maintenance	\$51,850		\$1,556	\$53,406
Quirk, Ted	KSMU	\$51,694		\$1,551	\$53,245
Rachal, Brandon D.	School of Nursing	\$74,600		\$2,238	\$76,838
Radier, George	College of Business	\$38,754		\$1,163	\$39,917
Ragan, Kent P.	College of Business	\$181,774		\$5,453	\$187,227
Ragsdale, Chansouk D.	Library	\$41,496	\$100	\$1,248	\$42,844
Raines, Ashley E.	VP Diversity & Inclusion	\$43,018	\$164	\$1,295	\$44,477
Raines, Dan	Academic Achievement Center	\$57,817		\$1,735	\$59,552
Raines, Judy A.	Health & Wellness Center	\$33,251		\$998	\$34,249
Rains, Devonna J.	Music	\$28,723		\$862	\$29,585
Rainwater, Douglas G.	Provost Office	\$73,868		\$2,216	\$76,084
Raleigh, Phillip M.	Graduate College	\$32,810		\$984	\$33,794
Randol, Kimberly A.	Communication Sci & Disorders	\$29,336		\$880	\$30,216
Rapp, Kelly E.	Career Center	\$73,255		\$2,198	\$75,453
Rawls, Michelle R.	Athletic Medical & Rehab Services	\$30,579		\$917	\$31,496
Ray, Bryan J.	Ctr Resource Planning & Mgt	\$56,613	\$6,720	\$1,900	\$65,233

Ray, Jack H.	Ctr For Archeological Research	\$60,459		\$1,814	\$62,273
Raymer, Kai K.	Web Strategy And Development	\$38,602		\$1,158	\$39,760
Raymond, Teresa	Financial Services	\$38,262		\$1,148	\$39,410
Rebaza-Vasquez, Jorge L.	College of Natl & App Science	\$124,817		\$3,745	\$128,562
Rebmann, Donna L.	Acad Advising & Transfer Ctr	\$44,847		\$1,345	\$46,192
Reece, Ashley R.	Title IX Office	\$53,185		\$1,596	\$54,781
Reed, Jerilyn J.	Health & Wellness Center	\$50,073		\$1,502	\$51,575
Reed, Jimmie D.	WP Physical Plant	\$31,716		\$951	\$32,667
Reed, Patricia C.	College of Natl & App Science	\$36,265		\$1,088	\$37,353
Reed, Ryan R.	Multicultural Services	\$59,500		\$1,785	\$61,285
Rees, Christopher E.	Cybersecurity & Enterprise Syst	\$68,414		\$2,052	\$70,466
Reese, Chantz J.	Agriculture-Mtn Grv Campus	\$27,970		\$839	\$28,809
Reeves, Stacie L.	Res Life Housing & Dining Svcs	\$25,646		\$769	\$26,415
Reger, Elizabeth A.	College of Business	\$64,507		\$1,935	\$66,442
Reichling, Susanna B.	Library	\$38,050		\$1,142	\$39,192
Reimer, Anthony R.	JQH Arena	\$37,785		\$1,134	\$38,919
Reinert, John D.	COE-Education Field Experiences	\$36,168		\$1,085	\$37,253
Reut-Robinson, Rebeca L.	McQueary Coll Hlth & Human Svs	\$32,899	\$2,500	\$1,062	\$36,461
Reyes Sam, Jorge I.	International Services	\$39,900		\$1,197	\$41,097
Rhodes, Joy L.	Office of University Safety	\$28,660	\$3,060	\$952	\$32,671
Rhodes, Norman J.	PSU Physical Plant	\$28,996		\$870	\$29,866
Rice, Stacy A.	Faculty Ctr Teaching & Learning	\$59,769		\$1,793	\$61,562
Rice, Victoria C.	PSU-Student Engagement	\$40,600		\$1,218	\$41,818
Richards, Byron G.	Fac Mgmt-Maintenance	\$38,498		\$1,155	\$39,653
Richardson, Timothy	Res Life Housing & Dining Svcs	\$24,541		\$736	\$25,277
Ricker, Kristen V.	Agency Teaching, Leading & Lng	\$50,600		\$1,518	\$52,118
Rietman, Charles C.	WP Physical Plant	\$28,079		\$842	\$28,922
Rigby, Rachel C.	Registrar	\$39,245	\$96	\$1,180	\$40,521
Robertson, Erica L.	Registrar	\$30,532		\$916	\$31,448
Robertson, Monica A.	Copy This	\$27,039		\$811	\$27,851
Robinson, Barbara S.	Physical Therapy	\$109,414		\$3,282	\$112,696
Robinson, Holly M.	Child Development Center	\$30,532		\$916	\$31,448
Robinson, Susan G.	OPT	\$65,600		\$1,968	\$67,568
Rockney, Andrea	Agency Teaching, Leading & Lng	\$55,810		\$1,674	\$57,484

Rockwell, Rae Ann E.	Art & Design	\$33,425		\$1,003	\$34,428
Rogers, Katy J.	Fac Mgmt-Custodial	\$26,527		\$796	\$27,323
Rogers, Michael J.	Information Security	\$47,441		\$1,423	\$48,864
Rogers, Robert W.	Fac Mgmt-Custodial	\$24,538		\$736	\$25,274
Rogg, Laura A.	Networking & Telecom	\$32,528		\$976	\$33,504
Roland, Alan C.	Outreach Tech & Equipment	\$57,732		\$1,732	\$59,464
Roop, Kristin B.	Admissions	\$48,600		\$1,458	\$50,058
Rose, Angela B.	English Language Institute	\$26,791		\$804	\$27,594
Rose, Daniel J.	Library	\$30,688		\$921	\$31,609
Rose, John P.	Defense and Strategic Studies	\$115,600		\$3,468	\$119,068
Rose, Michelle S.	Editorial And Design Services	\$51,038		\$1,531	\$52,570
Rosewell, Kristina K.	Career Center	\$29,778		\$893	\$30,671
Ross, Jaime M.	Adult Student Services	\$61,531		\$1,846	\$63,377
Rozell, Elizabeth J.	College of Business	\$181,774		\$5,453	\$187,227
Rude, Brian M.	Copy This	\$35,959		\$1,079	\$37,038
Ruzicka, Francis X.	Fac Mgmt-Maintenance	\$52,941		\$1,588	\$54,529
Ryan, Francis J.	Fac Mgmt-Maintenance	\$33,776		\$1,013	\$34,789
Ryan, Tresa L.	WP Instruction	\$57,377		\$1,721	\$59,098
Saddler, Tamara D.	Accounting	\$30,492		\$915	\$31,407
Sailors, Pamela R.	College of Hum & Pub Affairs	\$128,592		\$3,858	\$132,449
Saitta, Alicia M.	Admissions	\$39,875		\$1,196	\$41,071
Sandbothe, Betsy	Institutional Equity & Compliance	\$52,671		\$1,580	\$54,251
Sanders, Jason B.	Office of University Safety	\$39,599		\$1,188	\$40,787
Santos, Theodore J.	Fac Mgmt-Custodial	\$24,538		\$736	\$25,274
Satake, Yo	Planning, Design & Construction	\$43,398		\$1,302	\$44,700
Sawchak, Stephen P.	Athletic Medical & Rehab Services	\$50,186		\$1,506	\$51,692
Scanlon, Breanna L.	Financial Aid	\$36,168		\$1,085	\$37,253
Schehrer, Devin	Res Life Housing & Dining Svcs	\$55,206		\$1,656	\$56,862
Scheidt, Michael P.	WP Information Technology Svcs	\$45,501	\$208	\$1,371	\$47,080
Scheve, Jesse R.	Office of Visual Media	\$37,666	\$2,500	\$1,205	\$41,371
Schilla, Travis D.	Res Life Housing & Dining Svcs	\$44,600		\$1,338	\$45,938
Schiller, Megan L.	Computer Services	\$57,982	\$433	\$1,752	\$60,167
Schimmer, Matthew	Fac Mgmt-Maintenance	\$39,537		\$1,186	\$40,723
Schlinder, Kelly A.	Foreign Language Institute	\$42,379		\$1,271	\$43,650

Schluterman, Ivy D.	Res Life Housing & Dining Svcs	\$36,168		\$1,085	\$37,253
Schmidt, Karl M.	Development Office	\$71,191		\$2,136	\$73,327
Schneider, Steven J.	Envrn Plnt Sci & Nat Resources	\$50,600		\$1,518	\$52,118
Schrader, Bonnie K.	Facilities Management	\$23,812		\$714	\$24,527
Schrum, Sam	Admissions	\$32,925		\$988	\$33,913
Schuldt, Amy L.	Editorial And Design Services	\$50,098		\$1,503	\$51,601
Schuldt, Richard E.	I Courses	\$54,289		\$1,629	\$55,918
Schull, Cynthia S.	Financial Services	\$93,839		\$2,815	\$96,654
Scobee, Scot R.	Office of Human Resources	\$105,600		\$3,168	\$108,768
Scott, Karen C.	Childhood Ed & Family Studies	\$31,930		\$958	\$32,888
Scott, LaDarien	Athletics-Football-Men	\$101,600		\$3,048	\$104,648
Scott, Susan L.	Facilities Management	\$29,658		\$890	\$30,548
Scriven, Leslie M.	Fac Mgmt-Custodial	\$24,540		\$736	\$25,277
Seabolt, Charles M.	Athletics-Soccer-Men	\$32,033		\$961	\$32,994
Seery, Katy	Dept of Hospitality Leadership	\$37,233		\$1,117	\$38,350
Seever, Natalie M.	Advancement Services	\$59,702	\$1,000	\$1,821	\$62,523
Seibel, Craig E.	Res Life Housing & Dining Svcs	\$30,122		\$904	\$31,026
Sellers, Marie S.	Physical Therapy Clinic	\$34,442		\$1,033	\$35,475
Severson, Jennifer R.	Financial Services	\$82,471		\$2,474	\$84,945
Sexton, James P.	Bookstore	\$86,600		\$2,598	\$89,198
Shahan, Tara J.	WP Registration & Records	\$34,050		\$1,022	\$35,072
Shalla, Jordan M.	Office of University Safety	\$30,679		\$920	\$31,600
Sharp, Keith W.	Res Life Housing & Dining Svcs	\$40,019	\$1,981	\$1,260	\$43,260
Sharum, Stephen G.	Postal Services	\$33,893		\$1,017	\$34,910
Shaw, Jason L.	Physical Therapy	\$89,393		\$2,682	\$92,075
Shaw, M. Suzanne	VP Marketing & Communications	\$150,238		\$4,507	\$154,745
Shepherd, John M.	Bookstore	\$37,521		\$1,126	\$38,647
Sheppard, Tessa L.	Child Development Center	\$30,532		\$916	\$31,448
Shibley, Teresa F.	WP Dean Of Acad Affairs Office	\$40,002		\$1,200	\$41,202
Shively, Eric P.	McQueary Coll Hlth & Human Svs	\$58,949		\$1,768	\$60,717
Shrestha, Aishwarya	Ctr Resource Planning & Mgt	\$38,600		\$1,158	\$39,758
Shuler, Adam	Planning, Design & Construction	\$73,255		\$2,198	\$75,453
Sieja, Allison N.	Biology	\$32,510		\$975	\$33,485
Sikes, Scott M.	Res Life Housing & Dining Svcs	\$28,343		\$850	\$29,193

Sikonski, John S.	Networking & Telecom	\$55,073			\$1,652	\$56,725
Silvey, Jessica L.	President'S Office	\$50,600	\$186		\$1,524	\$52,310
Simmons, Jake	College of Arts & Letters	\$60,895			\$1,827	\$62,722
Simpson, Ashley K.	School of Nursing	\$77,188			\$2,316	\$79,504
Simpson, Sonya L.	Child Development Center	\$23,914			\$717	\$24,631
Siscoe, Dee	VP Student Affairs	\$176,741			\$5,302	\$182,043
Skalicky, Michele R.	KSMU	\$40,316			\$1,209	\$41,525
Skeeters, Priscilla K.	Bookstore	\$50,866			\$1,526	\$52,392
Skinner, Sophia L.	WP Library	\$38,996			\$1,170	\$40,166
Slane, Brent	OPT	\$45,501	\$208		\$1,371	\$47,080
Slavens, Robert	Fac Mgmt-Grounds	\$29,100			\$873	\$29,973
Sliger, Ashley D.	Planning, Design & Construction	\$55,257			\$1,658	\$56,915
Smart, Sandra L.	SBDC	\$53,600			\$1,608	\$55,208
Smith, Allison	Res Life Housing & Dining Svcs	\$43,957			\$1,319	\$45,276
Smith, Andy H.	Facilities Management	\$56,273	\$212		\$1,695	\$58,179
Smith, Daezia C.	International Programs	\$40,600			\$1,218	\$41,818
Smith, Deanna M.	West Plains Center	\$42,379			\$1,271	\$43,650
Smith, Jason J.	Office of University Safety	\$30,679			\$920	\$31,600
Smith, Mark A.	McQueary Coll Hlth & Human Svs	\$163,600			\$4,908	\$168,508
Smith, Michele D.	Dean of Students Office	\$113,100			\$3,393	\$116,493
Smith, Stephanie M.	Development Office	\$65,642			\$1,969	\$67,611
Smith, Tanya L.	Procurement Services	\$44,486			\$1,335	\$45,821
Smith, Trish	WP Chancellor's Office	\$43,018	\$164	\$600	\$1,313	\$45,095
Smulczenski, Kelly M.	Development Office	\$38,479			\$1,154	\$39,634
Snider, Erin J.	Occupational Therapy	\$29,720			\$892	\$30,612
Snow, Brad	Music	\$73,255		\$5,000	\$2,348	\$80,603
Snow, LeAnne	Physician Assistant Studies	\$38,262			\$1,148	\$39,410
Snyder, Sheira	Biomedical Sciences	\$29,336			\$880	\$30,216
Spalding, Roger M.	Networking & Telecom	\$65,164			\$1,955	\$67,119
Sparks, Andrew B.	Computer Services	\$60,967			\$1,829	\$62,796
Speer, Jason A.	Information Tech & Cybersecurity	\$50,600			\$1,518	\$52,118
Speer, Robert W.	Jordan Valley Innovation Center	\$59,513			\$1,785	\$61,299
Spinabella, Julie C.	Admissions	\$39,517			\$1,186	\$40,703
Spivy, James T.	PSU Physical Plant	\$24,538			\$736	\$25,274

Stackpole, Melissa	Fac Mgmt-Custodial	\$24,998		\$750	\$25,748
Stadler, Denise M.	Res Life Housing & Dining Svcs	\$25,465		\$764	\$26,229
Stafford, Neal H.	Athletics-Golf-Men	\$34,387		\$1,032	\$35,419
Stagner, Kimberly N.	Acad Advising & Transfer Ctr	\$42,379		\$1,271	\$43,650
Stanley, Marianne E.	Computer Services	\$62,963		\$1,889	\$64,852
Stansbury, Sandra G.	Fac Mgmt-Custodial	\$24,538		\$736	\$25,274
Stanton, Dawn D.	Res Life Housing & Dining Svcs	\$20,550		\$617	\$21,167
Stanton, Shannon K.	Juanita K Hammons Hall	\$50,098	\$16,902	\$2,010	\$69,010
Staton, Cinthia M.	WP Financial Aid	\$29,574		\$887	\$30,461
Steck, Christopher	Athletics-Basketball-Men	\$40,600		\$1,218	\$41,818
Steen, Carrie	WP Stdt Adv & Acad Sup Ctr	\$50,073		\$1,502	\$51,575
Steiner, Cindy	Res Life Housing & Dining Svcs	\$32,715		\$981	\$33,697
Steinshouer, Linda K.	Social Work	\$30,522	\$2,500	\$991	\$34,013
Stephens, Carrie M.	Office of University Safety	\$35,042		\$1,051	\$36,093
Stephens, Strausie N.	Financial Services	\$23,049		\$691	\$23,741
Stevens, Linda C.	Health & Wellness Center	\$39,433		\$1,183	\$40,616
Stewart, Gary K.	Res Life Housing & Dining Svcs	\$91,040		\$2,731	\$93,771
Stewart, Marjorie A.	Career Center	\$49,247		\$1,477	\$50,724
Stewart, Rabekah D.	Multicultural Services	\$90,600		\$2,718	\$93,318
Stewart, Randy	KSMU	\$40,769		\$1,223	\$41,992
Stillwell, Seth M.	Fac Mgmt-Custodial	\$24,538		\$736	\$25,274
Stinnett, Katie B.	Public Affairs And Assessment	\$46,410		\$1,392	\$47,802
Stone, Rowena A.	President'S Office	\$65,600		\$1,968	\$67,568
Stopczynski, Stacey L.	Computer Services-Bearpass	\$38,960		\$1,169	\$40,129
Storie, Anthony L.	Res Life Housing & Dining Svcs	\$24,996		\$750	\$25,746
Stout, Randy J.	Agriculture-Mtn Grv Campus	\$32,173		\$965	\$33,138
Stout, Tracy L.	Library	\$74,511		\$2,235	\$76,746
Street, Lori D.	KSMU	\$36,168		\$1,085	\$37,253
Strider, Angela M.	Res Life Housing & Dining Svcs	\$55,799		\$1,674	\$57,473
Strong, Elizabeth C.	Study Away	\$60,123		\$1,804	\$61,927
Strong, Joe R.	Faculty Ctr Teaching & Learning	\$52,787		\$1,584	\$54,371
Strope, Kimberly R.	Financial Aid	\$35,568		\$1,067	\$36,635
Stucker, Joshua A.	Fac Mgmt-Custodial	\$24,540		\$736	\$25,277
Stuppy, Joshua D.	Networking & Telecom	\$80,422	\$837	\$2,438	\$83,696

Suffelette, Hope	Social Work	\$35,521	\$29	\$1,066	\$36,616
Sullivan, John W.	Music	\$28,259		\$848	\$29,107
Sullivan, Maxine C.	Music	\$32,208		\$966	\$33,174
Swearingen, Andy	Cybersecurity & Enterprise Syst	\$57,982	\$433	\$1,752	\$60,167
Swift, Donald S.	Fac Mgmt-Maintenance	\$51,227	\$3,700	\$1,648	\$56,575
Swigert, Dwayne A.	Library	\$41,303		\$1,239	\$42,542
Swindell, Lori L.	Financial Services	\$66,565		\$1,997	\$68,562
Swingle, Ethan C.	Intercollegiate Athletics	\$39,000		\$1,170	\$40,170
Switzer, Jeffrey G.	Fac Mgmt-Maintenance	\$44,085		\$1,323	\$45,408
Swope, Julianna P.	College of Business	\$35,334		\$1,060	\$36,394
Syler, Christopher W.	Fac Mgmt-Custodial	\$28,577		\$857	\$29,434
Syler, Melody A.	Fac Mgmt-Custodial	\$38,000		\$1,140	\$39,140
Taggart, Lindsey M.	Library	\$78,401		\$2,352	\$80,753
Talty, Beverly S.	Health & Wellness Center	\$50,384		\$1,512	\$51,896
Tarlanov, Shamshir	Disability Resource Center	\$36,600		\$1,098	\$37,698
Tate, Pamela K.	WP Dean Of Acad Affairs Office	\$39,807		\$1,194	\$41,001
Taylor, Eric D.	Faculty Ctr Teaching & Learning	\$48,221		\$1,447	\$49,668
Taylor, Lisa M.	Graduate College	\$54,588	\$546	\$1,654	\$56,788
Taylor, Vickie A.	Computer Services	\$45,501	\$208	\$1,371	\$47,080
Tebo, Kim A.	Registrar	\$30,532		\$916	\$31,448
Templeton, Mark	Theatre & Dance	\$56,374		\$1,691	\$58,065
Templeton, Martha A.	Mathematics	\$34,450	\$2,000	\$1,094	\$37,544
Tenney, Jason B.	Fac Mgmt-Custodial	\$24,540		\$736	\$25,277
Terry, Jane E.	Religious Studies	\$33,380	\$1,335	\$1,041	\$35,757
Theissen, Ryan C.	Fac Mgmt-Grounds	\$29,100		\$873	\$29,973
Thomas, Kristen R.	COE-Education Advisement	\$36,168		\$1,085	\$37,253
Thomas, Luke	Acad Advising & Transfer Ctr	\$36,168		\$1,085	\$37,253
Thomas, Tramain L.	Athletics-Football-Men	\$55,600		\$1,668	\$57,268
Thompson, Dustin A.	Ctr For Archeological Research	\$36,168		\$1,085	\$37,253
Thornton, Brittney M.	Health & Wellness Center	\$29,036		\$871	\$29,907
Tibbs, Bart A.	Admissions	\$53,786		\$1,614	\$55,400
Tiggemann, Kyle	Institutional Research	\$42,600		\$1,278	\$43,878
Tinkler, Barri E.	College of Education	\$120,600		\$3,618	\$124,218
Tipton, Natalee R.	Kinesiology	\$29,719		\$892	\$30,611

Titus, Christy L.	Criminology	\$31,682		\$950	\$32,632
Toebben, Braden	Kinesiology	\$30,273		\$908	\$31,181
Tolbert, Hayden C.	Fac Mgmt-Custodial	\$23,940		\$718	\$24,659
Tolleson, Melissa A.	Dual Credit	\$36,576		\$1,097	\$37,673
Torno, Emma M.	Admissions	\$32,925		\$988	\$33,913
Totsch, Carly B.	McQueary Coll Hlth & Human Svs	\$36,168	\$3,000	\$1,175	\$40,343
Totty, Angela D.	WP Student Services	\$94,149	\$1,084	\$2,857	\$98,090
Towell, Kelley L.	WP Financial Aid	\$36,168		\$1,085	\$37,253
Townsend, Steven B.	Printing Services	\$39,218		\$1,177	\$40,395
Tracy, Corey R.	Faculty Ctr Teaching & Learning	\$50,238	\$548	\$1,524	\$52,310
Travis, Brooks L.	Library	\$64,048		\$1,921	\$65,969
Treese, Joe I.	Fac Mgmt-Maintenance	\$38,641		\$1,159	\$39,800
Trewatha-Bach, Stacey R.	Public Affairs And Assessment	\$50,073		\$1,502	\$51,575
Trotter, Alisa D.	College of Business	\$49,515		\$1,485	\$51,000
Tsubira, Gordon B.	Occupational Therapy	\$72,600		\$2,178	\$74,778
Tune, Stacey A.	Cybersecurity & Enterprise Syst	\$80,422	\$837	\$2,438	\$83,696
Turk, Scott A.	Cybersecurity & Enterprise Syst	\$57,982	\$433	\$1,752	\$60,167
Turner, Britni	Financial Aid	\$29,161		\$875	\$30,036
Turner, Jennifer M.	Fac Mgmt-Custodial	\$24,538		\$736	\$25,275
Turner, Mariah J.	Library	\$29,213		\$876	\$30,089
Turner, Pam	Agriculture-Mtn Grv Campus	\$40,109		\$1,203	\$41,312
Turner, Steve M.	Res Life Housing & Dining Svcs	\$29,847		\$895	\$30,743
Turner, Steven L.	Agriculture-Mtn Grv Campus	\$33,948		\$1,018	\$34,966
Turner, Valerie K.	Career Center	\$45,112		\$1,353	\$46,465
Underhill, Nancy B.	Fac Mgmt-Grounds	\$31,236		\$937	\$32,173
Underlin, Nancy J.	Economics	\$33,686		\$1,011	\$34,697
Underwood, Debbie	Financial Services	\$52,671		\$1,580	\$54,251
Underwood, Judy K.	Fac Mgmt-Custodial	\$24,538		\$736	\$25,274
Underwood, Stacey J.	Fac Mgmt-Custodial	\$27,856		\$836	\$28,692
Ungeheier, Marcus	Fac Mgmt-Maintenance	\$37,397	\$62	\$1,124	\$38,583
Utne, Benjamin L.	Cybersecurity & Enterprise Syst	\$67,338	\$1,212	\$2,057	\$70,607
Van Rhein, Stephanie M.	Missouri State Outreach	\$61,000		\$1,830	\$62,830
Vaneva, Teodora H.	Computer Services	\$57,982	\$433	\$1,752	\$60,167
Vaughan, David A.	Environmental Health & Safety	\$78,804		\$2,364	\$81,168

Vaughan, Julie A.	Financial Services	\$50,613		\$1,518	\$52,131
Vaughan, Lori A.	Planning, Design & Construction	\$28,825		\$865	\$29,690
Veach, Susan A.	Financial Services	\$32,874		\$986	\$33,860
Vestal, Toryana N.	Financial Services	\$37,981		\$1,139	\$39,120
Wade, Lori L.	Kinesiology	\$32,101	\$1,000	\$993	\$34,094
Wadley, Dustin T.	Fac Mgmt-Grounds	\$31,018		\$931	\$31,949
Wahl, Shawn T.	College of Arts & Letters	\$148,355		\$4,451	\$152,806
Walker, Jennifer D.	WP Financial Aid	\$54,729		\$1,642	\$56,371
Walker, Joshua R.	Res Life Housing & Dining Svcs	\$23,940		\$718	\$24,659
Walker, Kimmy	Acad Advising & Transfer Ctr	\$36,168	\$1,500	\$1,130	\$38,798
Walker, Mari L.	Financial Aid	\$29,575		\$887	\$30,462
Wall, Laurie L.	WP Registration & Records	\$50,073		\$1,502	\$51,575
Wallace, J D.	Religious Studies	\$34,358		\$1,031	\$35,388
Wallentine, Scott W.	Physical Therapy	\$101,410		\$3,042	\$104,452
Wanekaya, Adam	Chemistry	\$116,023		\$3,481	\$119,504
Wang, Ray	Computer Services	\$45,501	\$208	\$1,371	\$47,080
Wantland, Carisma A.	Fac Mgmt-Custodial	\$33,685		\$1,011	\$34,696
Wantland, Evan J.	Fac Mgmt-Grounds	\$29,099		\$873	\$29,972
Wantland, Jason	Fac Mgmt-Custodial	\$24,540		\$736	\$25,277
Ward, Andrew (Andy)	Physical Therapy	\$85,600		\$2,568	\$88,168
Ward, Dennis E.	Res Life Housing & Dining Svcs	\$34,678		\$1,040	\$35,718
Ward, Jennifer L.	Financial Aid	\$32,392		\$972	\$33,364
Ward, Sandra L.	Campus Recreation	\$32,602		\$978	\$33,580
Warnow, Cynthia M.	Alumni Relations	\$34,478		\$1,034	\$35,512
Warren, Melissa L.	Missouri State Outreach	\$44,590		\$1,338	\$45,928
Wagh, Douglas D.	KSMU	\$63,254		\$1,898	\$65,152
Webb, Bianca	Athletics-Basketball-Women	\$33,359		\$1,001	\$34,360
Webb, Joseph E.	College of Agriculture	\$28,701		\$861	\$29,562
Weber, Andrea M.	Office of Student Conduct	\$54,607		\$1,638	\$56,245
Weber, Donald T.	Plaster Student Union Admin	\$69,607		\$2,088	\$71,695
Webster, Misty L.	Fac Mgmt-Grounds	\$29,095		\$873	\$29,968
Weiss, Caleb	Fac Mgmt-Maintenance	\$33,485		\$1,005	\$34,489
Welch, Granvill L.	Fac Mgmt-Custodial	\$25,209		\$756	\$25,965
Welch, Jacob A.	Office of University Safety	\$50,073		\$1,502	\$51,575

Welch, Jim	Admissions	\$52,671		\$1,580	\$54,251
Welker, Dylan C.	College of Natl & App Science	\$28,660		\$860	\$29,520
Wells, Gary W.	Fac Mgmt-Maintenance	\$50,441		\$1,513	\$51,954
Wells, Randy A.	Fac Mgmt-Custodial	\$24,538		\$736	\$25,274
West, John J.	Fac Mgmt-Grounds	\$29,095		\$873	\$29,968
Weter, Jennifer L.	Health & Wellness Center	\$48,619		\$1,459	\$50,077
Wheeler, Jack C.	Juanita K Hammons Hall	\$52,671	\$8,329	\$1,830	\$62,830
Wheeler, Mark S.	Planning, Design & Construction	\$102,571		\$3,077	\$105,648
Whitaker, Charles	Citizenship & Service Learning	\$40,786		\$1,224	\$42,010
Whitaker, Katherine C.	Outreach Publications & Mktg	\$51,654		\$1,550	\$53,204
White Minnis, Letitia J.	McQueary Coll Hlth & Human Svs	\$142,600		\$4,278	\$146,878
White, John M.	WP Stdt Adv & Acad Sup Ctr	\$36,168		\$1,085	\$37,253
White, Kevin T.	Office of Visual Media	\$50,098		\$1,503	\$51,601
White, Victoria	Financial Aid	\$36,308		\$1,089	\$37,397
Whorton, Serena	TRIO	\$29,743		\$892	\$30,635
Wicks, Janet E.	Bookstore	\$38,771		\$1,163	\$39,934
Wiedemann, Paula M.	WP Athletics-Women	\$57,100		\$1,713	\$58,813
Wienberg, Darren E.	Acad Advising & Transfer Ctr	\$57,554		\$1,727	\$59,281
Wilhelm, Paula M.	Office of Human Resources	\$65,743		\$1,972	\$67,715
Wilker, Karl L.	Envrn Plnt Sci & Nat Resources	\$89,274		\$2,678	\$91,952
Wilkinson, Kristian L.	Athletic Medical & Rehab Services	\$41,777	\$141	\$1,258	\$43,175
Williams, Jeffrey M.	Biology	\$39,744		\$1,192	\$40,936
Williams, Michael E.	Res Life Housing & Dining Svcs	\$24,540		\$736	\$25,277
Williams, Sarah M.	Computer Services	\$70,544		\$2,116	\$72,660
Williamson, Elizabeth M.	Physical Therapy	\$109,020		\$3,271	\$112,291
Willis, Jessica K.	McQueary Coll Hlth & Human Svs	\$49,069		\$1,472	\$50,541
Wills, C M.	Procurement Services	\$82,353		\$2,471	\$84,824
Wilson, Brenda K.	Res Life Housing & Dining Svcs	\$30,122		\$904	\$31,026
Wilson, Daniel L.	WP Information Technology Svcs	\$45,501	\$208	\$1,371	\$47,080
Wilson, Kevin W.	Library	\$36,291		\$1,089	\$37,380
Wilson, Lance E.	Office of University Safety	\$39,599		\$1,188	\$40,787
Wilson, Laurie L.	College of Hum & Pub Affairs	\$41,878	\$2,094	\$472	\$44,444
Wilson, Patrick R.	Juanita K Hammons Hall	\$30,273		\$908	\$31,181
Winborne, Joshua J.	English Language Institute	\$39,281		\$1,178	\$40,459

Winkler, Danny E.	College of Business	\$62,803		\$1,884	\$64,687
Wise, Brittany N.	Psychology	\$46,000		\$1,380	\$47,380
Witkowski, Colette M.	Biomedical Sciences	\$113,528		\$3,406	\$116,934
Wolf, Candice	Alumni Relations	\$50,073		\$1,502	\$51,575
Wollard, Rick L.	Res Life Housing & Dining Svcs	\$27,509		\$825	\$28,334
Wood, Kelly S.	Student Success	\$140,600		\$4,218	\$144,818
Wood, Mary Ann	Public Affairs And Assessment	\$57,143		\$1,714	\$58,857
Wood, Mike	Career Center	\$49,247		\$1,477	\$50,724
Woodman, Sara E.	Ctr For Biomedical & Life Sciences	\$49,248	\$276	\$1,486	\$51,009
Woolsey, Mark A.	Public Affairs And Assessment	\$48,027		\$1,441	\$49,468
Wray, Melinda S.	Health & Wellness Center	\$39,433		\$1,183	\$40,616
Wright, Amy M.	Child Development Center	\$23,347		\$700	\$24,048
Wright, Brandan J.	Office of University Safety	\$30,679		\$920	\$31,600
Wright, Emily D.	Honors College	\$28,826		\$865	\$29,691
Wright, Jeremy A.	Computer Services	\$45,501	\$208	\$1,371	\$47,080
Wright, Joan E.	WP Instruction	\$50,925		\$1,528	\$52,453
Wright, Tom	Res Life Housing & Dining Svcs	\$35,394		\$1,062	\$36,456
Wu, Qihua	Jordan Valley Innovation Center	\$64,600		\$1,938	\$66,538
Wu, Yi	International Programs	\$40,600		\$1,218	\$41,818
Wutke, Adam T.	Sociology & Anthropology	\$28,719	\$2,585	\$939	\$32,243
Yancy, Nathan M.	Res Life Housing & Dining Svcs	\$24,668		\$740	\$25,408
Yarberry, Vonda K.	Art & Design	\$114,422		\$3,433	\$117,855
Yeap, Emily	University Communications	\$39,561		\$1,187	\$40,748
Yerges, Madison R.	AHEC	\$42,500		\$1,275	\$43,775
York, David S.	WP Physical Plant	\$26,809		\$804	\$27,614
Yost, Jerron A.	Postal Services	\$24,520		\$736	\$25,255
Yost, Nikki L.	Missouri State Outreach	\$34,747		\$1,042	\$35,789
Young, Angela	Registrar	\$80,082		\$2,402	\$82,484
Young, Darren E.	International Programs	\$45,777		\$1,373	\$47,150
Young, David A.	WP Information Technology Svcs	\$67,938	\$612	\$2,057	\$70,607
Young, Donna M.	Facilities Management	\$30,532		\$916	\$31,448
Zastoupil, John	Music	\$68,109		\$5,000	\$75,302
Zey, Sarah G.	International Services	\$37,794		\$1,134	\$38,928
Zhang, Peng	VP Research & Ec Dev & Int Prgms	\$58,804	\$1,470	\$1,808	\$62,082

Zhang, Xinge	International Services	\$39,900			\$1,197	\$41,097
Zhao, Rui	Res Life Housing & Dining Svcs	\$30,759			\$923	\$31,682
Zhou, Nicole	Computer Services	\$57,382	\$1,033		\$1,752	\$60,167
Zhou, Xiaomin	Financial Services	\$56,718	\$410	\$1,000	\$1,744	\$59,872
Zhuang, Helen Yuan	International Programs	\$47,600			\$1,428	\$49,028
Ziegler, Paul M.	Facilities Management	\$52,100			\$1,563	\$53,663
Ziegler, Raeleen	Veteran Student Center	\$52,671			\$1,580	\$54,251

Vote: _____ Yea
 _____ Nay

III.D.4.

MISSOURI STATE UNIVERSITY

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

<u>Name</u>	<u>Department</u>	<u>Current Salary</u>	<u>ATB</u>				<u>New Salary</u>
			<u>Equity</u>	<u>Promotion</u>	<u>PSIP</u>	<u>Adjustment</u>	
Abernathy, Amber R.	Psychology	\$60,895				\$1,827	\$62,722
Adams, Kathryn A.	School of Nursing	\$64,129	\$3,871			\$2,040	\$70,040
Adams, Leigh A.	WP Instruction	\$46,095	\$5,000			\$1,533	\$52,628
Adler, Katherine	Management	\$100,600				\$3,018	\$103,618
Agnew, William J.	Counseling Leadership & Spc Ed	\$89,139				\$2,674	\$91,813
Agrawal, Deepti	Information Tech & Cybersecurity	\$124,714				\$3,741	\$128,455
Aho, Kyle J.	Music	\$43,202				\$1,296	\$44,498
Aigner, Brandon T.	Reading Foundations & Tech	\$55,600				\$1,668	\$57,268
Ajuwon, Paul M.	Counseling Leadership & Spc Ed	\$74,792				\$2,244	\$77,036
Akbar Akhgari, Paria	Philosophy	\$55,600				\$1,668	\$57,268
Albers, Joshua R.	Art & Design	\$55,244				\$1,657	\$56,901
Albin, Craig D.	WP Instruction	\$71,107				\$2,133	\$73,240
Albritton, Andrew	Management	\$43,202		\$2,500		\$1,371	\$47,073
Allen, Jimmie R.	Art & Design	\$60,192				\$1,806	\$61,998
Allen, Natalie B.	Biomedical Sciences	\$47,772				\$1,433	\$49,205
Alsup-Egbers, Clydette M.	Envrn Plnt Sci & Nat Resources	\$70,758				\$2,123	\$72,881
Amberg, Richard H.	Media, Journalism & Film	\$62,711				\$1,881	\$64,592
Amidon, Ethan	Criminology	\$72,469				\$2,174	\$74,643
Ammons, Jacynda L.	History	\$44,437				\$1,333	\$45,770
Anderson, Angela L.	Counseling Leadership & Spc Ed	\$70,539				\$2,116	\$72,655
Anderson, Jacob D.	Greenwood Lab School	\$43,100				\$1,293	\$44,393
Anderson, Wayne L.	Finance & General Business	\$107,758				\$3,233	\$110,991
Arendell, Telory D.	Theatre & Dance	\$60,588		\$6,000		\$1,998	\$68,586
Argyle, Deidre	Art & Design	\$53,700		\$5,000		\$1,761	\$60,461
Arthaud, Tamara J.	Counseling Leadership & Spc Ed	\$87,373				\$2,621	\$89,994
Artman, Amy	Religious Studies	\$37,546				\$1,126	\$38,672

Asay, Nancy L.	Technology & Construction Mgt	\$50,517		\$1,516	\$52,033
Ashcroft, Paul A.	Accounting	\$132,712		\$3,981	\$136,693
Atkinson, Jamie C.	Reading Foundations & Tech	\$57,817		\$1,735	\$59,552
Ault-Phillips, Jana M.	Finance & General Business	\$49,346		\$1,480	\$50,826
Austin, Rebekah E.	Information Tech & Cybersecurity	\$47,525		\$1,426	\$48,951
Backes, Heidi A.	Modern & Classical Languages	\$61,788		\$1,854	\$63,642
Baggett, Holly A.	History	\$73,796		\$2,214	\$76,010
Bailey, Sandra L.	Merchandising & Fashion Design	\$72,504		\$2,175	\$74,679
Bajalan, Djene R.	History	\$57,817	\$2,000	\$1,795	\$61,612
Baker, A. M.	Childhood Ed & Family Studies	\$57,817		\$1,735	\$59,552
Baker, Sarah J.	Childhood Ed & Family Studies	\$57,817		\$1,735	\$59,552
Barber, Marlin C.	History	\$56,531		\$1,696	\$58,227
Barffour, Antoinette A.	Modern & Classical Languages	\$55,758		\$1,673	\$57,431
Barnes, Ruth E.	Theatre & Dance	\$67,506		\$2,025	\$69,531
Barnett, Joann E.	Mathematics	\$40,506		\$1,215	\$41,721
Barnhouse, Tamra L.	Greenwood Lab School	\$45,100		\$1,353	\$46,453
Barreda, Albert A.	Dept of Hospitality Leadership	\$77,907		\$2,337	\$80,244
Barrier, Tonya B.	Information Tech & Cybersecurity	\$106,161		\$3,185	\$109,346
Barton, Jessica A.	WP Allied Health Division	\$47,100		\$1,413	\$48,513
Bass, Samuel J.	Accounting	\$43,958		\$1,319	\$45,277
Bassett, Damon J.	Geography Geology & Planning	\$49,918		\$1,498	\$51,416
Basu Roy, Subhasree	Economics	\$80,820	\$2,000	\$2,485	\$85,305
Bauman, Isabelle	Communication	\$65,404		\$1,962	\$67,366
Baumlin, James S.	English	\$96,937		\$2,908	\$99,845
Baynes, Leslie A.	Religious Studies	\$61,959		\$1,859	\$63,818
Beatty, Nick L.	Political Science	\$43,958		\$1,319	\$45,277
Behrend, Bonni A.	Counseling Leadership & Spc Ed	\$55,600		\$1,668	\$57,268
Belisle, Jordan	Psychology	\$57,817		\$1,735	\$59,552
Belkhouche, Mohammed Y.	Computer Science	\$86,600		\$2,598	\$89,198
Bell, Angela B.	English	\$56,788		\$1,704	\$58,492
Belshoff, Richard G.	Mathematics	\$86,221	\$5,000	\$2,737	\$93,958
Benedict-Chambers, Mandy	Childhood Ed & Family Studies	\$65,964		\$1,979	\$67,943
Benzer, Fatih	Art & Design	\$54,729		\$1,642	\$56,371
Berquist, Charlene A.	Communication	\$88,521		\$2,656	\$91,177

Besara, Tiglet	Physics Astronomy & Mat Sci	\$63,992		\$1,920	\$65,912
Bhattacharyya, Gautam	Chemistry	\$66,057		\$1,982	\$68,039
Biagioni, Richard N.	Chemistry	\$87,049	\$5,000	\$2,761	\$94,810
Birdyshaw, Edward L.	WP Instruction	\$56,255		\$1,688	\$57,943
Bishop, Rhonda L.	Childhood Ed & Family Studies	\$44,437		\$1,333	\$45,770
Blackmon, W D.	English	\$106,741		\$3,202	\$109,943
Blansit, Amy C.	Kinesiology	\$43,958	\$2,500	\$1,394	\$47,852
Blanton, Patti A.	Mathematics	\$44,348		\$1,330	\$45,678
Bledsoe, Melissa A.	Envrn Plnt Sci & Nat Resources	\$71,388		\$2,142	\$73,530
Blevins, Brooks R.	History	\$87,763		\$2,633	\$90,396
Bolyard, Chloe	Childhood Ed & Family Studies	\$57,817		\$1,735	\$59,552
Bonebrake, Tara	Greenwood Lab School	\$47,854		\$1,436	\$49,290
Bosch, Eric	Chemistry	\$101,407		\$3,042	\$104,449
Bowe, Michelle	Biology	\$44,580		\$1,337	\$45,917
Boyd, Carmen	Biomedical Sciences	\$52,651		\$1,580	\$54,231
Boyle, Megan	Counseling Leadership & Spc Ed	\$64,988		\$1,950	\$66,938
Boyle, Michael P.	Philosophy	\$47,942		\$1,438	\$49,380
Boys, Cathy P.	WP Dean Of Acad Affairs Office	\$61,600		\$1,848	\$63,448
Brahnam, S B.	Information Tech & Cybersecurity	\$127,617		\$3,829	\$131,446
Brattin, Rick	Information Tech & Cybersecurity	\$121,935	\$5,000	\$3,808	\$130,743
Brazeal, LeAnn M.	Communication	\$63,949		\$1,918	\$65,867
Brescia, Lisa M.	Theatre & Dance	\$54,729		\$1,642	\$56,371
Breyfogle, Bryan E.	Chemistry	\$87,600		\$2,628	\$90,228
Brinson, Sabrina A.	Childhood Ed & Family Studies	\$76,826		\$2,305	\$79,131
Broadus, Marilyn A.	Greenwood Lab School	\$43,254		\$1,298	\$44,552
Brodeur, Amanda C.	Biomedical Sciences	\$66,102	\$4,398	\$2,115	\$72,615
Brooks, Patrick	Biomedical Sciences	\$55,000		\$1,650	\$56,650
Brown, Michele A.	Social Work	\$54,600		\$1,638	\$56,238
Brown, Orville G.	Counseling Leadership & Spc Ed	\$81,690		\$2,451	\$84,141
Bryant, Emery L.	Kinesiology	\$42,600		\$1,278	\$43,878
Bunn, Roger	Mathematics	\$45,467		\$1,364	\$46,831
Burch, Abby R.	Greenwood Lab School	\$44,790		\$1,344	\$46,134
Burge, Sara J.	English	\$43,761		\$1,313	\$45,074
Burkland, Jessica L.	Management	\$44,437		\$1,333	\$45,770

Burton, Michael G.	Envrn Plnt Sci & Nat Resources	\$77,266		\$2,318	\$79,584
Burton, Richard L.	Information Tech & Cybersecurity	\$42,484		\$1,275	\$43,759
Busdieker-Jesse, Nichole L.	Agribusiness, Ag Ed & Comm	\$55,100		\$1,653	\$56,753
Bushman, Barbara A.	Kinesiology	\$99,503		\$2,985	\$102,488
Butcher, Deana R.	Communication	\$42,379		\$1,271	\$43,650
Buyurgan, Nebil	Technology & Construction Mgt	\$107,115		\$3,213	\$110,328
Cafagna, Marcus S.	English	\$63,401		\$1,902	\$65,303
Calihman, Matthew S.	English	\$67,715		\$2,031	\$69,746
Cameron, Scott	Music	\$60,945		\$1,828	\$62,773
Campbell, Lacey	WP Allied Health Division	\$50,600		\$1,518	\$52,118
Carden-Jessen, Melanie E.	Geography Geology & Planning	\$42,379		\$1,271	\$43,650
Cardin, Ashlea D.	Occupational Therapy	\$88,105		\$2,643	\$90,748
Carr, Judy L.	WP Instruction	\$56,207		\$1,686	\$57,893
Carr, Sylvia	Mathematics	\$46,978		\$1,409	\$48,387
Carr, W D.	Public Health & Sports Medicine	\$72,524		\$2,176	\$74,700
Carter, Shelley L.	School of Nursing	\$65,413	\$3,087	\$2,055	\$70,555
Casey, Lisa R.	Music	\$69,389		\$2,082	\$71,471
Cathey, Christie L.	Psychology	\$62,641		\$1,879	\$64,520
Caton, Barbara A.	WP Allied Health Division	\$64,756		\$1,943	\$66,699
Cemore Brigden, Joanna J.	Childhood Ed & Family Studies	\$63,604	\$2,000	\$1,968	\$67,572
Cerdas Cisneros, Maria	Modern & Classical Languages	\$54,729		\$1,642	\$56,371
Chamberlin, Michael W.	Kinesiology	\$42,600		\$1,278	\$43,878
Chang, Chih-Cheng E.	Finance & General Business	\$136,299		\$4,089	\$140,388
Chang, Ching-Wen	Reading Foundations & Tech	\$72,407		\$2,172	\$74,579
Chapman, Carol L.	Music	\$62,783		\$1,883	\$64,666
Chaston, Joel D.	English	\$76,954		\$2,309	\$79,263
Chen, Qiang	Social Work	\$57,817		\$1,735	\$59,552
Chenoweth, Amelia M.	Counseling Leadership & Spc Ed	\$47,967		\$1,439	\$49,406
Christian, McCall E.	Public Health & Sports Medicine	\$60,600		\$1,818	\$62,418
Chuchiak, John F.	History	\$90,679		\$2,720	\$93,399
Claborn, David M.	Public Health & Sports Medicine	\$87,320		\$2,620	\$89,940
Clark, Ronald A.	Marketing	\$127,112	\$6,000	\$3,993	\$137,105
Clayton, Michael	Psychology	\$65,523		\$1,966	\$67,489
Cline, Andrew R.	Media, Journalism & Film	\$72,116		\$2,163	\$74,279

Closser, Cole B.	Art & Design	\$54,750	\$5,000	\$1,793	\$61,543
Cobos, Liza M.	Dept of Hospitality Leadership	\$73,255		\$2,198	\$75,453
Cohen Ioannides, Mara W.	English	\$45,810		\$1,374	\$47,184
Coleman, Josh	Marketing	\$119,568		\$3,587	\$123,155
Collins, Christopher	Communication	\$53,700		\$1,611	\$55,311
Coltharp, Allison R.	Communication	\$45,455		\$1,364	\$46,819
Coltharp, Joel W.	English	\$42,379		\$1,271	\$43,650
Conner, Karla D.	School of Nursing	\$64,384		\$1,932	\$66,316
Corcoran, Deborah B.	Geography Geology & Planning	\$52,578		\$1,577	\$54,155
Cornelison, David M.	Physics Astronomy & Mat Sci	\$97,392		\$2,922	\$100,314
Cornelius-White, Jeffrey H.	Counseling Leadership & Spc Ed	\$79,599		\$2,388	\$81,987
Correll, Pamela	Reading Foundations & Tech	\$57,817		\$1,735	\$59,552
Cotter, Kirsten M.	WP Allied Health Division	\$49,818		\$1,495	\$51,313
Cox, Nora F.	Communication	\$44,153		\$1,325	\$45,478
Crowder, Rebecca J.	Greenwood Lab School	\$44,490		\$1,335	\$45,825
Cui, Yue	Mathematics	\$63,100		\$1,893	\$64,993
Curry, Natalie A.	Social Work	\$45,750		\$1,373	\$47,123
Czyzniejewski, Michael G.	English	\$61,677		\$1,850	\$63,527
Daehn, Ann Marie	Music	\$61,677		\$1,850	\$63,527
Dalton, Tracy L.	English	\$45,265		\$1,358	\$46,623
Daniel, Todd E.	Information Tech & Cybersecurity	\$46,220		\$1,387	\$47,607
Daoust, Mario	Geography Geology & Planning	\$57,963		\$1,739	\$59,702
Daugherty, Timothy K.	Psychology	\$103,162		\$3,095	\$106,257
Davies, Caitlin	Political Science	\$57,600		\$1,728	\$59,328
Davis, Tammi R.	Childhood Ed & Family Studies	\$57,817		\$1,735	\$59,552
Denton, Melinda L.	WP Instruction	\$50,132		\$1,504	\$51,636
DeVore, Natasha M.	Chemistry	\$59,100		\$1,773	\$60,873
Dicke, Crystal D.	Library	\$49,524		\$1,486	\$51,010
Dicke, Thomas S.	History	\$77,526		\$2,326	\$79,852
Dieterich, Alyssa A.	School of Nursing	\$59,600		\$1,788	\$61,388
Dillon, Randy K.	Communication	\$87,548		\$2,626	\$90,174
Dimond, Jack E.	Media, Journalism & Film	\$46,892		\$1,407	\$48,299
Do, Ngoc T.	Mathematics	\$60,100	\$3,000	\$1,893	\$64,993
Dollar, Susan C.	Social Work	\$90,350		\$2,711	\$93,061

Dudash-Buskirk, Elizabeth A.	Communication	\$64,470		\$1,934	\$66,404
Durham, Paul L.	Biology	\$143,404		\$4,302	\$147,706
Dyer, Samuel C.	Communication	\$65,404		\$1,962	\$67,366
Echols, Leslie	Psychology	\$64,454		\$1,934	\$66,388
Ekstam, Keith A.	Art & Design	\$84,880		\$2,546	\$87,426
Ellickson, Mark C.	Political Science	\$77,038	\$1,000	\$2,341	\$80,379
Elliott, Jessica M.	History	\$58,331		\$1,750	\$60,081
English, Cathie	English	\$63,045		\$1,891	\$64,936
Entlicher-Stewart, Ronda S.	School of Nursing	\$65,600		\$1,968	\$67,568
Estrella, Ana I.	WP Instruction	\$44,167		\$1,325	\$45,492
Evans, Kevin R.	Geography Geology & Planning	\$78,074		\$2,342	\$80,416
Evans, Krista M.	Geography Geology & Planning	\$59,361		\$1,781	\$61,142
Faa, Balazs	Art & Design	\$40,600		\$1,218	\$41,818
Fallone, Melissa D.	Psychology	\$61,253		\$1,838	\$63,091
Fearing, Cory A.	Greenwood Lab School	\$45,061		\$1,352	\$46,413
Fernandes Guzzo, Renata	Dept of Hospitality Leadership	\$72,100		\$2,163	\$74,263
Finch, Kim K.	Counseling Leadership & Spc Ed	\$65,822		\$1,975	\$67,797
Finley, Stacie L.	Reading Foundations & Tech	\$55,600		\$1,668	\$57,268
Finn, Debra S.	Biology	\$58,846		\$1,765	\$60,611
Fischer, Donald L.	Psychology	\$75,221		\$2,257	\$77,478
Flanders, Janelle A.	Greenwood Lab School	\$47,092		\$1,413	\$48,505
Flannery, Timothy J.	Economics	\$78,401	\$2,000	\$2,412	\$82,813
Fletcher, Christie M.	Counseling Center	\$35,833		\$1,075	\$36,908
Follensbee, Billie J.	Art & Design	\$81,209		\$2,436	\$83,645
Foreman, Elizabeth	Philosophy	\$65,134		\$1,954	\$67,088
Foster, Jeffrey L.	Psychology	\$57,100		\$1,713	\$58,813
Foster, Lyle Q.	Sociology & Anthropology	\$55,758		\$1,673	\$57,431
Foster, Micheal S.	Theatre & Dance	\$67,111	\$5,000	\$2,163	\$74,274
Fraczak, Jacek M.	Art & Design	\$61,334		\$1,840	\$63,174
Franklin, Thomas C.	Communication Sci & Disorders	\$76,384		\$2,292	\$78,676
Frederick, Dana J.	Management	\$47,346	\$2,500	\$1,495	\$51,341
Friske, Wesley	Marketing	\$121,935	\$5,000	\$3,808	\$130,743
Frodermann, Evan	Physics Astronomy & Mat Sci	\$60,390		\$1,812	\$62,202
Gallaway, Julie H.	Economics	\$53,628		\$1,609	\$55,237

Galloway, Terrel A.	Economics	\$94,658		\$2,840	\$97,498
Garrad, Richard C.	Biomedical Sciences	\$93,474		\$2,804	\$96,278
Garrison, Traci A.	Occupational Therapy	\$73,205		\$2,196	\$75,401
Garrison-Kane, Linda	Counseling Leadership & Spc Ed	\$82,207		\$2,466	\$84,673
Garten, Daniel A.	Kinesiology	\$40,600	\$1,400	\$1,260	\$43,260
Gartin, Patrick R.	Criminology	\$84,909		\$2,547	\$87,456
Gebken, Richard J.	Technology & Construction Mgt	\$89,354		\$2,681	\$92,035
Gerasimchuk, Nikolay N.	Chemistry	\$84,676	\$7,000	\$2,750	\$94,426
Gerasimchuk-Djordjevic, Maria N.	Art & Design	\$53,700		\$1,611	\$55,311
Gholson, Rachel	English	\$55,095		\$1,653	\$56,748
Ghosh, Kartik C.	Physics Astronomy & Mat Sci	\$95,929		\$2,878	\$98,807
Gibson, Hugh M.	Kinesiology	\$70,826	\$1,500	\$2,170	\$74,496
Gibson, Kathryn M.	Greenwood Lab School	\$51,813		\$1,554	\$53,367
Gillam, Kenneth M.	English	\$64,190		\$1,926	\$66,116
Gilmore, Kristy L.	Greenwood Lab School	\$47,854		\$1,436	\$49,290
Given, Mark D.	Religious Studies	\$63,913		\$1,917	\$65,830
Goddard, Stacy E.	Kinesiology	\$56,788		\$1,704	\$58,492
Goering, Daniel D.	Management	\$129,860		\$3,896	\$133,756
Goeringer, Michael E.	Counseling Leadership & Spc Ed	\$48,040		\$1,441	\$49,481
Goerndt, Michael	Envrn Plnt Sci & Nat Resources	\$68,194		\$2,046	\$70,240
Goodwin, Andrew M.	Art & Design	\$42,379		\$1,271	\$43,650
Gorley, Nicole A.	Biomedical Sciences	\$43,958		\$1,319	\$45,277
Goss, Benjamin D.	Management	\$93,839		\$2,815	\$96,654
Gouzie, Douglas R.	Geography Geology & Planning	\$72,427		\$2,173	\$74,600
Grace-Duran, Jennifer	Greenwood Lab School	\$41,350		\$1,241	\$42,591
Gram, John R.	History	\$45,302	\$2,500	\$1,434	\$49,236
Greene, Brian D.	Biology	\$64,676		\$1,940	\$66,616
Greiner, Douglas E.	Counseling Center	\$39,806		\$1,194	\$41,000
Grigsby, Jamie	Marketing	\$115,600		\$3,468	\$119,068
Grimes, Mark A.	English	\$36,600		\$1,098	\$37,698
Guo, Kanghui	Mathematics	\$89,305		\$2,679	\$91,984
Guo, Xiang	Information Tech & Cybersecurity	\$124,714		\$3,741	\$128,455
Gutierrez, Melida	Geography Geology & Planning	\$82,690		\$2,481	\$85,171
Hadley, Heidi	English	\$55,600		\$1,668	\$57,268

Haggard, Dana L.	Management	\$107,111		\$3,213	\$110,324
Haggard, K. Stephen	Finance & General Business	\$138,014		\$4,140	\$142,154
Hall, Lisa C.	Psychology	\$64,873		\$1,946	\$66,819
Hamm, Randall P.	Music	\$75,564		\$2,267	\$77,831
Hammerschmidt, Melinda M.	Greenwood Lab School	\$42,491		\$1,275	\$43,766
Hammond, Michael R.	Accounting	\$51,162		\$1,535	\$52,697
Hammons, David D.	Marketing	\$42,379		\$1,271	\$43,650
Hamwi, Georg A.	Marketing	\$121,213		\$3,636	\$124,849
Harbaugh, Adam P.	Mathematics	\$65,099		\$1,953	\$67,052
Hard, Jennifer C.	Theatre & Dance	\$53,600		\$1,608	\$55,208
Harper, Kristin	Modern & Classical Languages	\$44,600		\$1,338	\$45,938
Hart, James J.	WP Instruction	\$51,812		\$1,554	\$53,366
Hart, Laura B.	Sociology & Anthropology	\$55,758	\$2,059	\$1,735	\$59,552
Harvey, Michelle D.	Theatre & Dance	\$51,600		\$1,548	\$53,148
Harwood, William H.	Philosophy	\$55,758		\$1,673	\$57,431
Hass, Aida Y.	Criminology	\$85,876		\$2,576	\$88,452
Hatz, Kirsten A.	Kinesiology	\$46,630	\$2,000	\$1,459	\$50,089
Hausback, Jason M.	Music	\$61,677		\$1,850	\$63,527
Havlin, Tiffany S.	Social Work	\$45,750		\$1,373	\$47,123
Hays, David R.	Music	\$74,813		\$2,244	\$77,057
Heinlein, Kurt G.	Theatre & Dance	\$76,981		\$2,309	\$79,290
Heitger, Lester E.	Accounting	\$138,666		\$4,160	\$142,826
Hellman, Andrea B.	English	\$62,346		\$1,870	\$64,216
Hellman, Daniel S.	Music	\$65,171	\$5,000	\$2,105	\$72,276
Henry, Sara	Political Science	\$53,783		\$1,613	\$55,396
Henke, Jane A.	Counseling Center	\$43,600		\$1,308	\$44,908
Hermans, Charles M.	Marketing	\$118,214	\$3,000	\$3,636	\$124,850
Herr, Christopher J.	Theatre & Dance	\$76,795		\$2,304	\$79,099
Herring, Sean C.	English	\$56,273		\$1,688	\$57,961
Herring, Tara K.	Biology	\$39,775		\$1,193	\$40,968
Heyboer, Jill L.	Music	\$69,389		\$2,082	\$71,471
Hiebert, Lindsey A.	Communication Sci & Disorders	\$62,600		\$1,878	\$64,478
High, Brian D.	Chemistry	\$46,685		\$1,401	\$48,086
Hill, Lindsay D.	WP Allied Health Division	\$56,962		\$1,709	\$58,671

Hiller, Jokima L.	Dept of Hospitality Leadership	\$73,255		\$2,198	\$75,453
Hines, Christopher S.	Accounting	\$135,246		\$4,057	\$139,303
Hines, James N.	Accounting	\$48,451		\$1,454	\$49,905
Hobbs, Lora J.	Religious Studies	\$50,662		\$1,520	\$52,182
Hoegeman, Catherine H.	Sociology & Anthropology	\$60,542		\$1,816	\$62,358
Hoelscher, Carrisa	Communication	\$53,700		\$1,611	\$55,311
Hoelscher, Seth	Finance & General Business	\$129,860	\$5,000	\$4,046	\$138,906
Hogans, Azaria R.	Theatre & Dance	\$53,600		\$1,608	\$55,208
Holladay, Holly W.	Media, Journalism & Film	\$54,729	\$5,000	\$1,792	\$61,521
Hollibaugh, Casey I.	Kinesiology	\$54,600		\$1,638	\$56,238
Homburg, Andrew H.	Music	\$62,783		\$1,883	\$64,666
Hong, Hye-Jung	Music	\$59,935		\$1,798	\$61,733
Hopper, Tina-Maria	Biology	\$42,318	\$2,500	\$1,345	\$46,163
Horine, Debbie L.	School of Nursing	\$65,600		\$1,968	\$67,568
Hornsby-Gutting, Angela M.	History	\$77,951		\$2,339	\$80,290
Horton III, Leonard B.	Media, Journalism & Film	\$54,740		\$1,642	\$56,382
Hough, Lyon H.	Biomedical Sciences	\$68,037	\$2,463	\$2,115	\$72,615
Howard, Jason A.	Communication	\$42,379		\$1,271	\$43,650
Howell, Marcus J.	Art & Design	\$56,890		\$1,707	\$58,597
Howerton, Phillip	WP Instruction	\$58,906		\$1,767	\$60,673
Hu, Shouchuan	Mathematics	\$98,104		\$2,943	\$101,047
Huang, Shyang	Physics Astronomy & Mat Sci	\$77,840		\$2,335	\$80,175
Hubbard, Kevin M.	Technology & Construction Mgt	\$93,083		\$2,792	\$95,875
Huddleston, Carla J.	WP Allied Health Division	\$60,752		\$1,823	\$62,575
Hudson, Danae L.	Psychology	\$75,457		\$5,000	\$82,871
Hudson, Michael B.	Public Health & Sports Medicine	\$80,079		\$2,402	\$82,481
Hughes, Kevin W.	Art & Design	\$60,650		\$1,820	\$62,470
Hulett, Michelle J.	College of Business	\$56,181		\$1,685	\$57,866
Hulme, Amy E.	Biomedical Sciences	\$58,949		\$1,768	\$60,717
Hunter, Anne Marie B.	Biomedical Sciences	\$68,583		\$2,057	\$70,640
Hutter, James B.	Agribusiness, Ag Ed & Comm	\$70,695		\$2,121	\$72,816
Hwang, Chin-Feng	Envrn Plnt Sci & Nat Resources	\$86,890		\$5,000	\$94,647
Iqbal, Razib	Computer Science	\$89,494	\$6,000	\$2,865	\$98,359
Jackson-Brown, Grace M.	Library	\$66,878		\$2,006	\$68,884

Jamos, Abdullah M.	Communication Sci & Disorders	\$60,870	\$5,000	\$1,976	\$67,846
Jamrose, Dennis	Marketing	\$119,568		\$3,587	\$123,155
Jennings, Bryan C.	Art & Design	\$63,912		\$1,917	\$65,829
John, Judith A.	English	\$73,395		\$2,202	\$75,597
Johnson, David E.	Political Science	\$67,045		\$2,011	\$69,056
Johnson, Emlyn P.	Music	\$42,379		\$1,271	\$43,650
Johnson, Richard A.	Information Tech & Cybersecurity	\$107,867		\$3,236	\$111,103
Jolivette, Catherine J.	Art & Design	\$67,952		\$2,039	\$69,991
Jones, Adena Y.	Psychology	\$67,905		\$2,037	\$69,942
Jones, Alisha K.	School of Nursing	\$64,467		\$1,934	\$66,401
Jones, Martin P.	Technology & Construction Mgt	\$85,337		\$2,560	\$87,897
Jones, Steven P.	Reading Foundations & Tech	\$81,201		\$2,436	\$83,637
Jordan, Linda S.	English	\$39,708		\$1,191	\$40,899
Joswick, David S.	Technology & Construction Mgt	\$78,610		\$2,358	\$80,968
Jutla, Rajinder S.	Geography Geology & Planning	\$74,670		\$2,240	\$76,910
Kaatz, James B.	Political Science	\$61,792		\$1,854	\$63,646
Kaf, Wafaa	Communication Sci & Disorders	\$95,400		\$2,862	\$98,262
Kageyama, Yoshimasa (Nancy)	Dept of Hospitality Leadership	\$73,759		\$2,213	\$75,972
Kane, Thomas D.	Psychology	\$80,488		\$2,415	\$82,903
Karanikas, Marianthe V.	English	\$55,705	\$5,000	\$1,821	\$62,526
Kaufman, Daniel A.	Philosophy	\$77,070		\$2,312	\$79,382
Kaula, Radhika	Information Tech & Cybersecurity	\$43,202		\$1,296	\$44,498
Kaula, Rajeev	Information Tech & Cybersecurity	\$119,029	\$3,000	\$3,661	\$125,690
Keith, Renee S.	WP Instruction	\$68,687		\$2,061	\$70,748
Keller, Carl E.	Accounting	\$131,287		\$3,939	\$135,226
Kelts, Christopher M.	Music	\$60,895		\$1,827	\$62,722
Kemp, Paula A.	Mathematics	\$108,066		\$3,242	\$111,308
Kenny, Erin J.	Sociology & Anthropology	\$57,817	\$5,000	\$1,885	\$64,702
Ketter, Daniel M.	Music	\$53,700		\$1,611	\$55,311
Keys, Amanda M.	Social Work	\$63,949		\$1,918	\$65,867
Killion, John K.	Mathematics	\$83,140		\$2,494	\$85,634
Kilmer, Shelby J.	Mathematics	\$85,332		\$2,560	\$87,892
Kim, Junyoung	Kinesiology	\$55,758	\$3,492	\$1,778	\$61,028
King, Elizabeth K.	Childhood Ed & Family Studies	\$57,817	\$5,000	\$1,885	\$64,702

Kirkland-Ives, Mitzi K.	Art & Design	\$65,736		\$1,972	\$67,708
Kissoon-Charles, La Toya	Biology	\$58,846		\$1,765	\$60,611
Kitheka, Bernard M.	Kinesiology	\$57,302	\$1,948	\$1,778	\$61,028
Kleeschulte, Melanie	Modern & Classical Languages	\$44,952		\$1,349	\$46,301
Knowles, Amy E.	English	\$39,154		\$1,175	\$40,329
Koch, Philippa	Religious Studies	\$56,788	\$1,500	\$1,749	\$60,037
Koerber, Robin L.	Childhood Ed & Family Studies	\$44,437		\$1,333	\$45,770
Koo, Pedro G.	Modern & Classical Languages	\$64,450		\$1,934	\$66,384
Kostic, Bogdan	Psychology	\$60,520		\$1,816	\$62,336
Kotlaja, Marijana	Criminology	\$65,600		\$1,968	\$67,568
Kovacs, Laszlo G.	Biology	\$87,631		\$2,629	\$90,260
Kyle, Jerri L.	Communication	\$44,284		\$1,329	\$45,613
Kyle, Michael J.	Criminology	\$65,600		\$1,968	\$67,568
LaBarr, Cameron F.	Music	\$60,859		\$1,826	\$62,685
Lamouria, Lanya M.	English	\$62,980		\$1,889	\$64,869
Langston, Lisa	Social Work	\$42,600		\$1,278	\$43,878
LaPrade, Jennifer	Criminology	\$65,600		\$1,968	\$67,568
Larson, Deborah L.	Media, Journalism & Film	\$63,785		\$1,914	\$65,699
Lazic, Gordana	Communication	\$53,600		\$1,608	\$55,208
Leamy, Diane M.	Criminology	\$50,593		\$1,518	\$52,111
Lee, Kewman M.	Reading Foundations & Tech	\$57,817		\$1,735	\$59,552
Leinweber, Ashley E.	Political Science	\$63,890		\$1,917	\$65,807
Lewis, Bobby T.	Media, Journalism & Film	\$54,729		\$1,642	\$56,371
Lewis, Kayla D.	Reading Foundations & Tech	\$58,949	\$5,000	\$1,918	\$65,867
Li, LinDa	Marketing	\$119,568		\$3,587	\$123,155
Liang, Yating	Kinesiology	\$76,238	\$2,000	\$2,347	\$80,585
Ligon, Day B.	Biology	\$52,878		\$1,586	\$54,464
Liu, Hui	Computer Science	\$89,641	\$9,000	\$2,959	\$101,600
Liu, Siming	Computer Science	\$82,120	\$4,000	\$2,584	\$88,704
Livers, Stefanie D.	Childhood Ed & Family Studies	\$57,817	\$5,000	\$1,885	\$64,702
Lockenvitz, Sarah	Communication Sci & Disorders	\$59,978	\$5,000	\$1,949	\$66,927
Lombilla, Luis	Modern & Classical Languages	\$46,352		\$1,391	\$47,743
Loughary, Jeff	Modern & Classical Languages	\$43,600		\$1,308	\$44,908
Lowe, Abby N.	Greenwood Lab School	\$43,600		\$1,308	\$44,908

Lowenthal-Hershey, Jennifer M.	Information Tech & Cybersecurity	\$44,437		\$1,333	\$45,770
Luo, Jun	Geography Geology & Planning	\$70,963		\$2,129	\$73,092
Lupfer, Christopher	Biology	\$58,949		\$1,768	\$60,717
Lyman, Sean M.	Art & Design	\$63,247		\$1,897	\$65,144
Mabee, Jon	Media, Journalism & Film	\$54,729		\$1,642	\$56,371
Macgregor, Cynthia J.	Counseling Leadership & Spc Ed	\$78,179		\$2,345	\$80,524
Madden, Etta M.	English	\$80,602		\$2,418	\$83,020
Maher, Sean P.	Biology	\$63,385		\$1,902	\$65,287
Maimone, Luciane L.	Modern & Classical Languages	\$54,729		\$1,642	\$56,371
Mainali, Raju	Information Tech & Cybersecurity	\$70,600		\$2,118	\$72,718
Malega, Ron	Geography Geology & Planning	\$66,939		\$2,008	\$68,947
Maples, Carol J.	Theatre & Dance	\$68,369	\$5,000	\$2,201	\$75,570
Martin, Jill R.	Greenwood Lab School	\$49,099		\$1,473	\$50,572
Martin, Judith E.	Modern & Classical Languages	\$69,859		\$2,096	\$71,955
Martinez, Blanca J.	Modern & Classical Languages	\$55,656		\$1,670	\$57,326
Masterson, Jerry	Kinesiology	\$86,382		\$2,591	\$88,973
Masterson, Michael R.	Political Science	\$57,600		\$1,728	\$59,328
Mbanga, Cedric Tresor	Finance & General Business	\$129,860		\$3,896	\$133,756
McClain, William E.	Envrn Plnt Sci & Nat Resources	\$67,347		\$2,020	\$69,367
McCollom, Jason	WP Instruction	\$50,773		\$1,523	\$52,296
McEntee, Jay	Biology	\$60,600		\$1,818	\$62,418
McGee, Adam L.	Animal Science	\$60,600		\$1,818	\$62,418
McIntyre, Stephen L.	History	\$73,796		\$2,214	\$76,010
McKay, Matthew P.	Geography Geology & Planning	\$60,375	\$5,000	\$1,961	\$67,336
McLean, Annice H.	Reading Foundations & Tech	\$49,077		\$1,472	\$50,549
McWoods, Anna M.	Biomedical Sciences	\$21,250		\$638	\$21,888
Meadows, William C.	Sociology & Anthropology	\$79,294		\$2,379	\$81,673
Meek, Russell K.	Finance & General Business	\$49,301	\$2,500	\$1,554	\$53,355
Meints, Gary A.	Chemistry	\$64,062	\$3,000	\$2,012	\$69,074
Mellors, Sarah	History	\$58,846		\$1,765	\$60,611
Merrigan, Michael W.	Management	\$94,818		\$2,845	\$97,663
Metcalf, Holly V.	Communication Sci & Disorders	\$46,352	\$5,000	\$1,541	\$52,893
Metzker, Helena P.	Chemistry	\$41,815		\$1,254	\$43,069
Miao, Xin	Geography Geology & Planning	\$71,242		\$2,137	\$73,379

Michelfelder, Gary	Geography Geology & Planning	\$65,370		\$1,961	\$67,331
Mickus, Kevin L.	Geography Geology & Planning	\$95,420		\$2,863	\$98,283
Millana, Jocelyn B.	Media, Journalism & Film	\$54,729		\$1,642	\$56,371
Miller, Carol J.	Finance & General Business	\$123,666		\$3,710	\$127,376
Miller, F T.	History	\$77,290		\$2,319	\$79,609
Mills, Bradley W.	Physics Astronomy & Mat Sci	\$45,600		\$1,368	\$46,968
Mirza, Babur S.	Biology	\$61,419		\$1,843	\$63,262
Mitchell, D W.	Psychology	\$69,694		\$2,091	\$71,785
Mitchell, David M.	Economics	\$91,949		\$2,758	\$94,707
Mitra, Mahua B.	Economics	\$95,574		\$2,867	\$98,441
Mitra, Saibal	Physics Astronomy & Mat Sci	\$80,619		\$2,419	\$83,038
Morgan, Michelle M.	History	\$63,911		\$1,917	\$65,828
Morris, Eric R.	Communication	\$68,529		\$2,056	\$70,585
Morris, Taleyna M.	Communication	\$43,237	\$2,500	\$1,447	\$49,684
Morrison, Kathleen B.	WP Instruction	\$72,085		\$2,163	\$74,248
Morrison, Martin T.	Music	\$43,253		\$1,298	\$44,551
Morrison, Sarah J.	Physics Astronomy & Mat Sci	\$61,600		\$1,848	\$63,448
Mowrey, Sascha C.	Childhood Ed & Family Studies	\$57,817		\$1,735	\$59,552
Muchnick, Amy F.	Music	\$67,695		\$2,031	\$69,726
Mueller, Stephen L.	Management	\$119,568		\$3,587	\$123,155
Murphy, Lindsey M.	Childhood Ed & Family Studies	\$55,600		\$1,668	\$57,268
Murray, Michael F.	Music	\$72,125		\$2,164	\$74,289
Murray, Sarah E.	Biomedical Sciences	\$47,945		\$1,438	\$49,383
Murvin, Jennifer L.	English	\$44,052		\$1,322	\$45,374
Naegle, J Conrad	Accounting	\$135,006		\$4,050	\$139,056
Neely, Jeremy C.	History	\$58,846		\$1,765	\$60,611
Neff, Carla D.	WP Allied Health Division	\$44,468		\$1,334	\$45,802
Nelson, Eric W.	History	\$82,822		\$2,485	\$85,307
Nelson, Jacob A.	Technology & Construction Mgt	\$62,100		\$1,863	\$63,963
Nelson, Jessica A.	Counseling Leadership & Spc Ed	\$55,600		\$1,668	\$57,268
Nelson, Oana	Mathematics	\$40,600		\$1,218	\$41,818
Nelson, Walt A.	Finance & General Business	\$101,789		\$3,054	\$104,843
Newman, Jonathan M.	English	\$54,729		\$1,642	\$56,371
Newman, Mary C.	Psychology	\$65,377		\$1,961	\$67,338

Nixon, Sarah B.	Reading Foundations & Tech	\$72,537			\$2,176	\$74,713
Novakowski, Julia T.	Reading Foundations & Tech	\$55,600			\$1,668	\$57,268
Novik, Melinda G.	Public Health & Sports Medicine	\$65,021	\$4,000	\$6,000	\$2,251	\$77,272
Novotny, Daniela	Biomedical Sciences	\$47,100			\$1,413	\$48,513
Nugent, Pauline	Modern & Classical Languages	\$76,564			\$2,297	\$78,861
Obafemi-Ajayi, Tayo	Cooperative Engineering Program	\$76,857		\$5,000	\$2,456	\$84,313
Olsen, Reed N.	Economics	\$97,543			\$2,926	\$100,469
Ondetti, Gabriel A.	Political Science	\$71,620	\$2,500		\$2,224	\$76,344
Ongaga, Kennedy O.	Counseling Leadership & Spc Ed	\$62,963			\$1,889	\$64,852
Onyango, Benjamin M.	Agribusiness, Ag Ed & Comm	\$76,295			\$2,289	\$78,584
Oram, Samuel	Music	\$44,600			\$1,338	\$45,938
Oyenyi, Bukola	History	\$47,183			\$1,415	\$48,599
Palacios-Valladares, Indira	Political Science	\$46,370			\$1,391	\$47,761
Paliliunas, Dana C.	Psychology	\$56,645			\$1,699	\$58,344
Panzer, Sarah J.	History	\$56,788	\$2,000		\$1,764	\$60,552
Parsons, James	Music	\$81,946			\$2,458	\$84,404
Patterson, Paula K.	Music	\$64,751			\$1,943	\$66,694
Patton, Marciann	Technology & Construction Mgt	\$51,102			\$1,533	\$52,635
Pavlowsky, Robert T.	Geography Geology & Planning	\$96,420			\$2,893	\$99,313
Paxton, Mark A.	Media, Journalism & Film	\$76,317			\$2,290	\$78,607
Payne, Ashley N.	Psychology	\$55,600			\$1,668	\$57,268
Payne, Richard T.	Music	\$63,329			\$1,900	\$65,229
Pearman, Cathy J.	Reading Foundations & Tech	\$87,777			\$2,633	\$90,410
Peddle, Zipporah C.	Theatre & Dance	\$44,600			\$1,338	\$45,938
Percival, Mike	Greenwood Lab School	\$44,600			\$1,338	\$45,938
Perkins, David R.	Geography Geology & Planning	\$59,875			\$1,796	\$61,671
Peters, Grant S.	Music	\$79,654			\$2,390	\$82,044
Peterson II, James P.	Technology & Construction Mgt	\$80,600			\$2,418	\$83,018
Peterson, Dane K.	Information Tech & Cybersecurity	\$95,206			\$2,856	\$98,062
Pfeil, Timothy M.	Greenwood Lab School	\$42,148			\$1,264	\$43,412
Pham, Courtney T.	Marketing	\$46,574			\$1,397	\$47,971
Phelps, Quinton	Biology	\$61,600			\$1,848	\$63,448
Phillips, Gary L.	WP Instruction	\$62,038			\$1,861	\$63,899
Philpot, James D.	Finance & General Business	\$128,436			\$3,853	\$132,289

Piccolo, Diana L.	Childhood Ed & Family Studies	\$64,298		\$1,929	\$66,227
Pierson, Carly C.	Marketing	\$43,202		\$1,296	\$44,498
Pierson, Matthew C.	Cooperative Engineering Program	\$83,144		\$2,494	\$85,638
Piland, Deborah K.	Biomedical Sciences	\$63,600		\$1,908	\$65,508
Pinnon, Alex D.	WP Instruction	\$42,307		\$1,269	\$43,576
Pippa, Cristina M.	Media, Journalism & Film	\$42,379		\$1,271	\$43,650
Plisco, Erin E.	Music	\$53,700		\$1,611	\$55,311
Poulette, Jacob C.	WP Instruction	\$50,079		\$1,502	\$51,581
Prakash, Puneet	Finance & General Business	\$135,006		\$4,050	\$139,056
Prescott, John S.	Music	\$87,721		\$2,632	\$90,353
Price, Debra A.	Childhood Ed & Family Studies	\$45,027		\$1,351	\$46,378
Priest, Frank A.	WP Instruction	\$61,002		\$1,830	\$62,832
Pulley, Kathy J.	Religious Studies	\$110,172		\$3,305	\$113,477
Pulleyking, Micki A.	Religious Studies	\$51,713		\$1,551	\$53,264
Putzu, Vadim	Religious Studies	\$59,645		\$1,789	\$61,434
Pybas, Kevin M.	Political Science	\$64,607		\$1,938	\$66,545
Qiao, Yuhua	Political Science	\$77,146		\$2,314	\$79,460
Qiu, Wenping	Envrn Plnt Sci & Nat Resources	\$86,271		\$2,588	\$88,859
Quinn, Nathaniel E.	Counseling Leadership & Spc Ed	\$52,596		\$1,578	\$54,174
Ragan, Gay A.	Mathematics	\$74,210		\$2,226	\$76,436
Rainville, Megan	Finance & General Business	\$134,100		\$4,023	\$138,123
Rast, Rebecca L.	Marketing	\$119,568		\$3,587	\$123,155
Rather, Sheila M.	WP Allied Health Division	\$47,100		\$1,413	\$48,513
Ravenscraft, Julie	Accounting	\$43,958	\$5,000	\$1,469	\$50,427
Raza, M. H.	Childhood Ed & Family Studies	\$55,600		\$1,668	\$57,268
Rector, Paula K.	Criminology	\$50,171		\$1,505	\$51,676
Redd, Emmett R.	Physics Astronomy & Mat Sci	\$84,014		\$2,520	\$86,534
Reed, Michael D.	Physics Astronomy & Mat Sci	\$85,695	\$7,000	\$2,781	\$95,476
Reid, Les	Mathematics	\$98,348		\$2,950	\$101,298
Reinis, Austra	Religious Studies	\$70,875		\$2,126	\$73,001
Richter, Mark M.	Chemistry	\$90,611		\$2,718	\$93,329
Rico, Cyren M.	Chemistry	\$59,361		\$1,781	\$61,142
Rimal, Arbindra	Agribusiness, Ag Ed & Comm	\$96,487		\$2,895	\$99,382
Roam, Kimberly J.	Childhood Ed & Family Studies	\$48,037		\$1,441	\$49,478

Roberts, Hillary L.	Biomedical Sciences	\$60,904		\$1,827	\$62,731
Roberts, Jenifer J.	Merchandising & Fashion Design	\$68,101		\$2,043	\$70,144
Rodriguez de la Vega, Vanessa	Modern & Classical Languages	\$62,899		\$1,887	\$64,786
Rogers, Lori E.	English	\$43,907		\$1,317	\$45,224
Rogers, Mark W.	Mathematics	\$80,350	\$3,000	\$2,501	\$85,851
Rohr, Ami D.	School of Nursing	\$59,600	\$3,000	\$1,878	\$64,478
Romano, David	Political Science	\$82,310		\$2,469	\$84,779
Rongali, Sharath	WP Instruction	\$48,451		\$1,454	\$49,905
Rost, Ann D.	Psychology	\$74,376		\$2,231	\$76,607
Rothschild, Philip C.	Management	\$99,169		\$2,975	\$102,144
Rovey, Charles W.	Geography Geology & Planning	\$80,769		\$2,423	\$83,192
Rudnick, Dennis L.	Reading Foundations & Tech	\$55,600		\$1,668	\$57,268
Rugutt, Joseph	WP Instruction	\$69,279		\$2,078	\$71,357
Russell, Avery L.	Biology	\$60,600		\$1,818	\$62,418
Russell, Dasha L.	WP Instruction	\$45,168		\$1,355	\$46,523
Russell, Regina M.	Social Work	\$48,480	\$5,000	\$1,604	\$55,084
Sakidja, Ridwan	Physics Astronomy & Mat Sci	\$81,427		\$2,443	\$83,870
Sandel, William L.	Criminology	\$65,600		\$1,968	\$67,568
Saquer, Jamil M.	Computer Science	\$92,161	\$9,000	\$3,035	\$104,196
Sauer, Aaron D.	Technology & Construction Mgt	\$88,693		\$2,661	\$91,354
Saunders, Georgianna L.	Biology	\$66,757		\$2,003	\$68,760
Saxon, Caryn E.	Criminology	\$48,454		\$1,454	\$49,908
Schaefer, Allen D.	Marketing	\$118,765		\$3,563	\$122,328
Schaefer, Weirong Y.	Modern & Classical Languages	\$46,637		\$1,399	\$48,036
Schick, G A.	Chemistry	\$104,365		\$3,131	\$107,496
Schmalzbauer, John A.	Religious Studies	\$89,214		\$2,676	\$91,890
Schmelzle, George D.	Accounting	\$126,565	\$4,500	\$3,932	\$134,997
Schoeben, Melissa A.	Biology	\$39,600		\$1,188	\$40,788
Schotthofer, Melissa J.	Childhood Ed & Family Studies	\$48,397		\$1,452	\$49,849
Scott, Matt	COE-Education Advisement	\$36,821		\$1,105	\$37,926
Scott, Patrick G.	Political Science	\$84,345		\$2,530	\$86,875
Scott, Shari L.	Counseling Leadership & Spc Ed	\$45,302	\$2,500	\$1,434	\$49,236
Scott, Vicky L.	Music	\$42,379		\$1,271	\$43,650
Scroggins, Wesley A.	Management	\$108,722		\$3,262	\$111,984

Seawright, Leslie E.	English	\$59,729		\$1,792	\$61,521
Seay, Travis L.	History	\$57,600		\$1,728	\$59,328
Sedaghat-Herati, Reza	Chemistry	\$90,552		\$2,717	\$93,269
Sells, Patrick R.	Information Tech & Cybersecurity	\$44,915		\$1,347	\$46,262
Senger, Steven	Mathematics	\$64,909		\$1,947	\$66,856
Seo, Jin A.	Art & Design	\$53,700		\$1,611	\$55,311
Setzer, Shelby M.	Greenwood Lab School	\$38,615		\$1,158	\$39,773
Sexton, Randall S.	Information Tech & Cybersecurity	\$122,787		\$3,684	\$126,471
Shade, Maria L.	School of Nursing	\$64,384		\$1,932	\$66,316
Shah, Kishor	Mathematics	\$83,596		\$2,508	\$86,104
Shain, Ralph E.	Philosophy	\$60,999		\$1,830	\$62,829
Shand-Hawkins, Carolyn H.	Mathematics	\$40,783		\$1,223	\$42,006
Shao, Feibo	Management	\$119,568		\$3,587	\$123,155
Shepard, Jason A.	Sociology & Anthropology	\$43,132		\$1,294	\$44,426
Sherman-Wilkins, Kyler J.	Sociology & Anthropology	\$57,817	\$5,000	\$1,885	\$64,702
Sherrill, Donna N.	Mathematics	\$43,515		\$1,305	\$44,820
Shi, Yili	English	\$74,556		\$2,237	\$76,793
Shirley, Corinne E.	Modern & Classical Languages	\$46,352		\$1,391	\$47,743
Shoumikhin, Andrei Y.	Defense and Strategic Studies	\$91,493		\$2,745	\$94,238
Siebert, Matthew R.	Chemistry	\$65,948		\$1,978	\$67,926
Simmers, Christina S.	Marketing	\$126,618		\$3,799	\$130,417
Skiba, Jenifer	Marketing	\$119,568		\$3,587	\$123,155
Skibiski, Jeanie	School of Anesthesia	\$108,283	\$10,000	\$4,270	\$146,616
Smith, Amanda L.	Art & Design	\$53,100		\$1,593	\$54,693
Smith, Brenda M.	WP Instruction	\$50,108		\$1,503	\$51,611
Smith, Cara L.	Childhood Ed & Family Studies	\$48,397		\$1,452	\$49,849
Smith, Diane L.	School of Nursing	\$67,600		\$2,028	\$69,628
Smith, Joshua J.	Biomedical Sciences	\$73,444		\$2,203	\$75,647
Smith, Lloyd A.	Computer Science	\$94,995	\$9,000	\$3,120	\$107,115
Snodgrass, Ronald E.	Greenwood Lab School	\$58,949		\$1,768	\$60,717
Sobel, Elizabeth A.	Sociology & Anthropology	\$67,627		\$2,029	\$69,656
Sottile, James	Counseling Leadership & Spc Ed	\$84,191		\$2,526	\$86,717
Spates, Stephen	Communication	\$53,700		\$1,611	\$55,311
Stafford, Gary L.	Mathematics	\$45,014		\$1,350	\$46,364

Stalnaker, Jo Lynne	Information Tech & Cybersecurity	\$43,202		\$1,296	\$44,498
Stanbrough, CaSandra L.	Psychology	\$55,758		\$1,673	\$57,431
Stanton, Rhonda J.	English	\$62,711		\$1,881	\$64,592
Starr, Cathy L.	Merchandising & Fashion Design	\$69,726		\$2,092	\$71,818
Steinle, Erich D.	Chemistry	\$64,967		\$1,949	\$66,916
Stevens, Darcy W.	Music	\$47,625		\$1,429	\$49,054
Storochuk, Allison M.	Music	\$66,201	\$5,000	\$2,136	\$73,337
Strong, John T.	Religious Studies	\$76,505		\$2,295	\$78,800
Stulce, Tara J.	Public Health & Sports Medicine	\$43,202	\$2,500	\$1,371	\$47,073
Su, Wei-Han	Music	\$67,835		\$2,035	\$69,870
Su, Yingcai	Mathematics	\$83,612	\$5,000	\$2,658	\$91,270
Sudbrock, Christine E.	Agribusiness, Ag Ed & Comm	\$59,600		\$1,788	\$61,388
Sukovaty, Lacy D.	Animal Science	\$62,098		\$1,863	\$63,961
Sullivan, Patrick	Mathematics	\$67,067		\$2,012	\$69,079
Sun, Linda R.	Mathematics	\$41,053		\$1,232	\$42,285
Sun, Xingping	Mathematics	\$95,389		\$2,862	\$98,251
Suttmoeller, Michael	Criminology	\$72,564		\$2,177	\$74,741
Swearingen, Becky	Reading Foundations & Tech	\$79,407		\$2,382	\$81,789
Tapis, Gregory P.	Accounting	\$135,006		\$4,050	\$139,056
Tapis, Kanu Priya	Management	\$119,568		\$3,587	\$123,155
Tarbox, Judy D.	English	\$43,600		\$1,308	\$44,908
Tassin, Kerri L.	Accounting	\$130,952		\$3,929	\$134,881
Taylor, Darren S.	Greenwood Lab School	\$47,120		\$1,414	\$48,534
Templer Rodrigues, Abby I.	Sociology & Anthropology	\$57,817		\$1,735	\$59,552
Thakur, Rajiv R.	WP Instruction	\$47,575	\$9,000	\$1,697	\$58,272
Thambusamy, Ravi	Information Tech & Cybersecurity	\$124,714		\$3,741	\$128,455
Thomas, Kyle A.	Theatre & Dance	\$51,600		\$1,548	\$53,148
Thomas, Stephanie R.	Cooperative Engineering Program	\$40,253	\$5,000	\$1,358	\$46,611
Thomas, Suneeta	English	\$54,729		\$1,642	\$56,371
Thomas-Tate, Shurita	Communication Sci & Disorders	\$70,684		\$2,121	\$72,805
Thompson, Chris A.	Music	\$66,805		\$2,004	\$68,809
Thompson, Kip R.	Public Health & Sports Medicine	\$62,623	\$5,000	\$2,029	\$69,652
Thornton, Kristen E.	Accounting	\$47,525		\$1,426	\$48,951
Timson, Benjamin F.	Biomedical Sciences	\$85,661		\$2,570	\$88,231

Tinkler, Alan S.	English	\$62,600		\$1,878	\$64,478
Tinsley, Tonia E.	Modern & Classical Languages	\$63,045		\$1,891	\$64,936
Tipton, Sara	Childhood Ed & Family Studies	\$52,671		\$1,580	\$54,251
Towell, Jay	WP Instruction	\$52,720		\$1,582	\$54,302
Trick, Jerry	WP Instruction	\$55,081		\$1,652	\$56,733
Troche, Julia D.	History	\$56,788	\$2,000	\$1,764	\$60,552
Turner, John R.	English	\$48,394		\$1,452	\$49,846
Turner, Jon S.	Counseling Leadership & Spc Ed	\$64,988		\$1,950	\$66,938
Tuttle, Alisha J.	School of Nursing	\$64,384		\$1,932	\$66,316
Twibell, Andrew D.	Media, Journalism & Film	\$55,800	\$5,000	\$1,824	\$62,624
Udan, Ryan	Biology	\$63,385		\$1,902	\$65,287
Ulbricht, Randi J.	Biomedical Sciences	\$57,817		\$1,735	\$59,552
Uribe-Zarain, Ximena	Counseling Leadership & Spc Ed	\$58,949	\$5,000	\$1,918	\$65,867
Van Landuyt, Cathryn A.	Information Tech & Cybersecurity	\$46,384		\$1,392	\$47,776
Van Ornum, Kimberly J.	Mathematics	\$42,428	\$2,000	\$1,333	\$45,761
Visio, Michelle E.	Psychology	\$73,357		\$2,201	\$75,558
Vu, Duat	Art & Design	\$60,957		\$1,829	\$62,786
Wait, D A.	Biology	\$78,308		\$2,349	\$80,657
Walker, Alicia M.	Sociology & Anthropology	\$57,899		\$1,737	\$59,636
Walker, Elizabeth L.	Animal Science	\$76,605		\$2,298	\$78,903
Walker-Pacheco, Suzanne E.	Sociology & Anthropology	\$74,802		\$2,244	\$77,046
Walstrand, Gwen	Art & Design	\$72,969		\$2,189	\$75,158
Walters, Heather L.	Communication	\$45,942		\$1,378	\$47,320
Wang, Fei	Chemistry	\$58,949	\$5,000	\$1,918	\$65,867
Wang, Jianjie	Biomedical Sciences	\$66,272	\$4,728	\$2,130	\$73,130
Wang, Weiyan	Media, Journalism & Film	\$62,709		\$1,881	\$64,590
Wang, Yang	Computer Science	\$91,830	\$9,000	\$3,025	\$103,855
Ward, V J.	Childhood Ed & Family Studies	\$50,018		\$1,501	\$51,519
Watson, Marnie K.	Sociology & Anthropology	\$56,788	\$1,029	\$1,735	\$59,552
Weaver, Margaret E.	English	\$75,843		\$2,275	\$78,118
Webb, Gary W.	Animal Science	\$91,329		\$2,740	\$94,069
Wehrman, Erin C.	Communication	\$53,700		\$1,611	\$55,311
West, Nicole M.	Counseling Leadership & Spc Ed	\$57,817		\$1,735	\$59,552
Westenberg, Robert W.	Theatre & Dance	\$83,547		\$2,506	\$86,053

Wheeler, Benjamin	WP Instruction	\$53,639		\$1,609	\$55,248
Whipple, Tanya L.	Psychology	\$49,794		\$1,494	\$51,288
Whisenhunt, Brooke L.	Psychology	\$81,257		\$2,438	\$83,695
White, David J.	WP Instruction	\$62,291		\$1,869	\$64,160
White, Timothy R.	Media, Journalism & Film	\$63,485		\$1,905	\$65,390
White, Wajeana G.	Dept of Hospitality Leadership	\$49,553		\$1,487	\$51,040
Wickham, Cameron G.	Mathematics	\$87,296		\$2,619	\$89,915
Wiechert, Raegan N.	Library	\$41,750	\$500	\$1,268	\$43,518
Wiggin, Sarah J.	Theatre & Dance	\$60,683	\$6,000	\$2,000	\$68,683
Wilcoxon, Sarah	Theatre & Dance	\$57,714		\$1,731	\$59,445
Willey, Marc S.	Occupational Therapy	\$81,488		\$2,445	\$83,933
Williams, Dick	Accounting	\$134,795		\$4,044	\$138,839
Williams, Joseph P.	Biomedical Sciences	\$50,018		\$1,501	\$51,519
Williams, Sarah K.	Art & Design	\$61,677		\$1,850	\$63,527
Willis, Steven C.	Art & Design	\$73,116		\$2,193	\$75,309
Wilson, Daniel J.	Kinesiology	\$78,006		\$2,340	\$80,346
Winstead, Cynthia J.	Theatre & Dance	\$74,727		\$2,242	\$76,969
Witt, Theresa A.	School of Nursing	\$61,600		\$1,848	\$63,448
Witte, Hugh D.	Finance & General Business	\$130,109		\$3,903	\$134,012
Wood, Gina M.	Childhood Ed & Family Studies	\$49,325		\$1,480	\$50,805
Woodard, Rebecca J.	Kinesiology	\$80,045		\$2,401	\$82,446
Wooden, Shannon R.	English	\$68,491		\$2,055	\$70,546
Worman, Scott	Sociology & Anthropology	\$63,685		\$1,911	\$65,596
Wright, Jennice M.	Childhood Ed & Family Studies	\$57,817		\$1,735	\$59,552
Wright, Matthew E.	Mathematics	\$64,303		\$1,929	\$66,232
Wulff-Risner, Linda J.	WP Instruction	\$56,618		\$1,699	\$58,317
Wynne, Kelly N.	Counseling Leadership & Spc Ed	\$55,600		\$1,668	\$57,268
Xie, Xiuye	Kinesiology	\$55,600		\$1,668	\$57,268
Yadon, Carly A.	Psychology	\$62,873		\$1,886	\$64,759
Yang, Zhiguo	Information Tech & Cybersecurity	\$121,935	\$5,000	\$3,808	\$130,743
Yarckow-Brown, Ivy V.	Criminology	\$48,587		\$1,458	\$50,045
Yoes, Tammy	School of Nursing	\$59,600		\$1,788	\$61,388
Yoshimatsu, Keiichi	Chemistry	\$59,999	\$5,000	\$1,950	\$66,949
Yun, Gawon	Marketing	\$118,100		\$3,543	\$121,643

Zhang, Ying J.	Finance & General Business	\$130,109	\$3,903	\$134,012
Zheng, Songfeng	Mathematics	\$70,417	\$2,113	\$72,530
Zhou, Fan	Mathematics	\$42,379	\$1,271	\$43,650
Zimmerman, David M.	Psychology	\$59,457	\$1,784	\$61,241
Zimmerman, Scott D.	Biomedical Sciences	\$73,730	\$2,212	\$75,942

Vote: _____ Yea
 _____ Nay

III.D.5.

RECOMMENDED ACTION – Approval of FY22 additional fringe benefits to be funded by Missouri State University or the Missouri State University Foundation

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

WHEREAS, the Missouri State University Foundation exists to assist and support Missouri State University in a variety of ways that are in the best interests of the institution; and

WHEREAS, the Foundation has provided funding for certain fringe benefits for University employees which would be difficult for the University to fund without the assistance of the Foundation.

THEREFORE, BE IT RESOLVED that the Board of Governors approves the fringe benefits as set forth in the attached Exhibits A & B for the University employees (for Fiscal Year 2020) which fringe benefits the Board of Governors finds to further support the public purposes of the University; and

BE IT FURTHER RESOLVED that the University provides the following fringe benefits to its employees as approved and provided by the Missouri State University Foundation, based on funding and/or reimbursement to the University from the Foundation (Exhibit A), or as funded directly by the University (Exhibit B), which fringe benefits the Board further finds to be comparable to that provided by similar institutions.

VOTE: **AYE** _____
 NAY _____

COMMENTS:

These benefits are for fiscal year 2021-2022 unless otherwise approved by the Board by contract or otherwise. Also, this approval is in line with the recent IRS guidance that salary and fringe benefits supported by not-for-profit corporations should be approved by the governing board and consistent with comparable compensation packages. This resolution has been reviewed by the University legal counsel.

EXHIBIT A (Benefits Funded by the MSU Foundation)

Mr. Brent Dunn
Vice President for University Advancement

Membership – Highland Springs Country Club (Social)
Membership – Twin Oaks Country Club
Travel Expense for spouse when accompanying the Vice
President on University business

EXHIBIT B (Benefits Funded by the University)

Mr. Kyle Moats
Director of Athletics

Membership – Twin Oaks Country Club

West Plains Campus – Shared Membership

Ms. Amber Carr
Assistant Director of Development-WP

West Plains Country Club (Restaurant use only)

Director of University Communications-WP

West Plains Country Club (Restaurant use only)

Dr. Dennis Lancaster
Dean of Academic Affairs-WP

West Plains Country Club (Restaurant use only)

Dr. Angela Totty
Dean of Student Services-WP

West Plains Country Club (Restaurant use only)

Ms. Brenda Polyard
Director of University and Community
Programs-WP

West Plains Country Club (Restaurant use only)

Mr. David Young
Director of Information Technology-WP

West Plains Country Club (Restaurant use only)

Director of Business and Support Services-WP

West Plains Country Club (Restaurant use only)

Ms. Paula Wiedemann
Head Women’s Athletics Coach-WP

West Plains Country Club (Restaurant use only)

Mr. Jared Phay
Head Basketball Coach-WP

West Plains Country Club (Restaurant use only)

III.E.1.

RECOMMENDED ACTION - Approval of Procurement Activity Report

The following amended 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 May 4, 2021 through June 8, 2021 be approved.

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

FOR APPROVAL

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

**Depository Services
West Plains Campus**

(Revenue Contract)

Pursuant to existing University policy which allows for reasonable modifications and extensions of existing or expired contracts with Board approval, the University seeks approval to extend the contract that provides Depository Services for the West Plains Campus.

Contract 7546-1 Depository Services – West Plains Campus with Southern Bank expires on June 30, 2021. Originally, the term was July 1, 2017 through June 30, 2019, with two optional one-year renewals through June 30, 2021. The proposed new two-year term would be July 1, 2021 through June 30, 2023, with an optional three-year term through June 30, 2026.

Earnings would be at a rate of 0.40% per annum for funds held in the University's accounts with the bank, utilizing an Insured Cash Sweep (ICS) account for the two-year period expiring June 30, 2023.

Renewal for years three through five would be at a floating rate equal to 85% of the 91-day Treasury bill. The rate would be set on the first business day of the month using the yield on the 91-day Treasury bill (13 week) as published in the *Wall Street Journal*. For funds held with Southern Bank not utilizing an Insured Cash Sweep account, the fixed earnings rate would be 0.40%.

Note: Funding source does not apply to a revenue contract.

May 4, 2021 through June 8, 2021

**ACTIVITY REPORT
PAGE TWO**

Single Feasible Source > \$250,000

**Integrated Services Software Platform
BearPass Card Office**

**\$361,154.00
(Five-Year Term)**

A 2011 competitive solicitation for an integrated services software platform resulted in the selection of Transact System Enterprise as the provider for the University's One Card System. Transact System Enterprise provides the core infrastructure for services, such as the University BearPass identification card, meal plans, declining balance accounts, and electronic door access.

The current ten-year contract ends as of June 30, 2021, and Computer Services has indicated there are no other service providers on the market for the service that have the same functionality and meet University needs. Changing platforms would require costly system replacement over a multi-year process.

Existing contracts and systems that rely on the specific functionality of Transact include:

- Access Control and Security for Doors
- Cashiering and Point-of-Sale Solutions
- Declining Balance Accounts
- Library Circulation
- Meal Plans
- Photographic Identity – Student

Computer Services also met with stakeholders before the-pandemic and discussed what would be required to transition to a new platform, and it was agreed that a change was not feasible or desired at this time.

Pursuant to University policy, which addresses justification for making awards on a single feasible source basis, to avoid material indirect conversion costs, and secure a 20% reduction in yearly licensing costs with a low annual rate of escalation of 1%, the University recommends committing to a new five-year contract. The new term would begin on July 1, 2021 and end on June 30, 2026. Payment would be on an annual basis.

May 4, 2021 through June 8, 2021

**ACTIVITY REPORT
PAGE FOUR**

renewal options. Contract prices and mailing services will remain the same as during the original contract period.

Note: Funding to be from ongoing operational budgets, subject to Board approval.

Single Feasible Source > \$250,000

Public Broadcasting Service Membership Dues	\$720,000.00
Broadcast Services – Ozarks Public Television (OPT)	(Estimated One Year)

Recommend approval to process payment for FY22 to Public Broadcasting Service (PBS) as Single Feasible Source 5836.

Each year, PBS programming fees are calculated based on a formula that accounts for OPT’s fundraising totals in the prior two-year period.

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

PBS provides Ozarks Public Television with prime-time programming, daily children’s shows, and *PBS Newshour*.

Membership with PBS is required in order to provide programs that are distributed as part of the Public Broadcasting Service. Affiliates may identify themselves by using the PBS logo, which is a registered trademark of PBS.

Note: Funding to be from ongoing operational budgets.

Exercise extension of contract option for the purchase of goods and services estimated > \$250,000

Periodicals, S2 European Origin	750,000.00
Meyer Library	(Estimated)

Recommend a one-year extension of Contract C6623-1 with Otto Harrassowitz, for the purchase of Class S2 Periodicals for the period July 1, 2021 through June 30, 2022. The extension includes two optional one-year renewals, and contract prices and mailing services will remain the same as during the original contract period.

May 4, 2021 through June 8, 2021

**ACTIVITY REPORT
PAGE FIVE**

Note: Funding to be from the ongoing operational budgets.

Exercise of contract renewal option for the purchase of goods and services estimated > \$250,000

Transit-System Services **\$1,300,000.00**
Campus Wide **(Estimated One Year)**

Recommend renewal of Contract C6892-1 with Fisk Limousines, Incorporated, to provide transit-system services for the University for the period July 1, 2021 through June 30, 2024.

The renewal follows an initial three-year award, and it is the second of four three-year contract renewal options within the fifteen-year contract term.

In response to the initial 2014 solicitation Fisk Limousines was determined to be the lowest and best offeror from four proposals.

Subject to continued satisfactory performance, the University will continue to exercise the remaining available renewable options.

Contract prices will increase up to three-percent (3%) as specified in the contract.

Note: Funding to be from ongoing operational budgets.

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

Buildings and Contents Insurance **\$1,604,501.00**
All Campuses **(Estimated)**

Recommend approval to process payment to Marsh USA, Incorporated, for the buildings and contents insurance premium and service fees for the period July 1, 2021 through June 30, 2022.

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.

May 4, 2021 through June 8, 2021

**ACTIVITY REPORT
PAGE SIX**

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.

As approved by the Board on May 18, 2017, 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.

FOR INFORMATIONAL PURPOSES ONLY

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

Computer Hardware **\$100,901.56**
Cooperative Engineering Program

Pursuant to University policy, which allows for participation in contract agreements established by other public entities, the University is requesting approval to purchase 77 all-in-one computers utilizing the University of Missouri's contract with Dell Marketing.

Computers are being purchased by Missouri State University and Missouri S&T, and the cost will be shared equally. All computers in two computer laboratories for the Cooperative Engineering Program will have the specifications required to run all the programs needed for electrical, civil, and mechanical engineering.

As the additional space was built for mechanical engineering, a second laboratory was needed. Computers will be placed in the new laboratory, as well as the existing laboratory.

May 4, 2021 through June 8, 2021

**ACTIVITY REPORT
PAGE SEVEN**

Note: Funding to be from Mechanical Engineering Program Computer Supplies E02463 152053 73204 011.

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

**Books, North American/United Kingdom English Language Editions \$140,250.00
Meyer Library (Estimated)**

Recommend renewal of Contract C7817-1 with Gobi Library Solutions from Ebsco, for the purchase of Class I B Books.

This is the second renewal for the contract term July 1, 2021 through June 30, 2022, with four additional University optional one-year renewals through June 30, 2026. **Subject to continued satisfactory performance, the University will continue to exercise the remaining available annual renewal options as needed.**

Note: Funding to be from the FY20 operational budget.

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

**Computer Hardware (Faculty/Staff) \$183,344.00
College of Business**

Pursuant to University policy, which allows for participation in contract agreements established by other public entities, the University is requesting approval to purchase 140 all-in-one computers utilizing the Midwest Higher Education Compact (MHEC) contract with Dell Marketing.

Computers are being purchased to replace old computer hardware for faculty and staff in the College of Business.

Note: Funding to be from College of Business One-Time Funding A02000 112030 73204 046.

May 4, 2021 through June 8, 2021

**ACTIVITY REPORT
PAGE EIGHT**

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

Computer Hardware (Instructional Programs) \$185,580.13
College of Business

Pursuant to University policy, which allows for participation in contract agreements established by other public entities, the University is requesting approval to purchase 89 computers and monitors utilizing the Midwest Higher Education Compact (MHEC) contract with Dell Marketing.

Computers are being purchased for the Park Central Office Building computer laboratories to run specialty software for the Interior Design and Merchandising and Fashion Design programs.

Note: Funding to be from College of Business Undergraduate Student Fees B02436 112001 73204 011.

Single Feasible Source > \$100,000

National Public Radio Core & Program Fees \$205,000.00
Broadcast Services – KSMU Radio (Estimated)

Recommend approval to process payment to National Public Radio (NPR) as Single Feasible Source SFS 7955 for FY22 programming membership fees for the period of October 1, 2021 through September 30, 2022.

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.

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.

May 4, 2021 through June 8, 2021

III.E.2.

MISSOURI STATE UNIVERSITY

BOARD RESOLUTION

AGREEMENT NO. _____

Approval of Rental Rates for Space in the Kenneth
E. Meyer Alumni Center for Various Departments
and University Related Offices

BE IT RESOLVED by the Board of Governors for Missouri State University that space not to exceed 53,001 square feet of space be rented at a price of between \$9.50 - \$15.00 per square foot for various University departments and offices in Meyer Alumni Center for the 2021-2022 fiscal year.

BE IT RESOLVED by the Board of Governors for Missouri State University that the 2021-2022 lease for Meyer Alumni Center be formally approved via this resolution at the \$9.50 - \$15.00 per square foot rental rate for the 53,001 square feet of space in Meyer Alumni Center.

BE IT FURTHER RESOLVED that the Chair of the Board of Governors or his/her designee be hereby authorized to initiate and sign a lease agreement for July 1, 2021 - June 30, 2022 with the owner of this building, the Missouri State University Foundation.

Amelia Counts
Board Chair

Passed at Meeting on
June 18, 2021

Rowena Stone
Secretary to the Board

Development and Alumni Relations	20,372 sq. ft.	\$ 9.50
Development and Alumni Relations	5,439	\$11.00
Advancement Services	1,543	\$15.00
Marketing & Communications, Editorial & Design Services, University Communications, Web Strategy & Development	8,517	\$ 9.50
Office of Visual Media	1,965	\$ 9.50
University Advancement	3,200	\$11.00
Learning Diagnostic Clinic/Assessment Center	2,666	\$ 9.50
Mail Room and Vending	420	\$ 9.50
Missouri State Outreach	2,339 x	\$ 9.50
Missouri State Outreach	6,290 x	\$11.00
Missouri State Outreach	<u>250</u> x	\$15.00
Total Square Feet	53,001 sq. ft.	

Overview:	Total square feet at \$9.50	36,279	\$ 344,650.50
	Total square feet at \$11.00	14,929	164,219.00
	Total square feet at \$15.00	1,793	<u>26,895.00</u>
		53,001	\$ 535,764.50

Notes:

- 1) Missouri State University does a monthly budget transfer for the following areas:
Development and Alumni Relations, Advancement Services, Marketing & Communications, Editorial & Design Services, University Communications, Web Strategy & Development, Office of Visual Media, University Advancement, Learning Diagnostic Center/Assessment Center, the mail room and vending areas. Total square feet: 44,122
- 2) The Missouri State Outreach office does a monthly budget transfer for their space.
Total square feet: 8,879

June 18, 2021

LEASE AGREEMENT

This Lease made this 18th day of June, 2021, by and between the Missouri State University Foundation, a Missouri not-for-profit corporation, hereinafter referred to as "Landlord" and Missouri State University, hereinafter referred to as "Tenant."

WITNESSETH THAT:

ARTICLE I: PREMISES

1.1 Original premises: Landlord hereby demises and leases to Tenant certain premises situated in the Kenneth E. Meyer Alumni Center located on the southeast corner of Jefferson and McDaniel in the City of Springfield, Missouri ("the Center"), as more particularly described in **Exhibit A** hereto and made a part hereof.

1.2 Parking Spaces: Landlord shall provide Tenant, at no additional cost to Tenant, one parking space in the garage adjacent to the Center for each 350 square feet of space leased by Tenant.

ARTICLE II: TERM

2.1 Term: The term of this Lease shall commence on July 1, 2021 (the "Commencement Date") and, subject to Tenant's option, if any, to extend the term of this Lease, as hereinafter provided, shall end on June 30, 2022 ("the Expiration Date"), both inclusive unless sooner terminated hereby.

2.2 Possession of Premises: Possession of the premises was taken by the Tenant in October of 1989, and Tenant is still in possession as of the date this lease agreement is executed and this lease is to be applied retroactively.

2.3 Acceptance of Premises: Occupying all or any portion of the Premises by Tenant shall be conclusive that the Premises are in satisfactory condition and acceptable to Tenant subject only to latent defects and deficiencies brought in writing to the attention of the Landlord by the Tenant within a reasonable time following discovery thereof.

ARTICLE III: USE OF PREMISES; RULES AND REGULATIONS

3.1 Tenant's use: The Premises consisting of fifty three thousand and one square feet (53,001), located in the Meyer Alumni Center, shall be used for the offices of Development and Alumni Relations, Advancement Services, Marketing & Communications, Editorial & Design Services, University Communications, Web Strategy & Development, Office of Visual Media, University Advancement, Learning Diagnostic Center/Assessment Center, Missouri State Outreach, any other university office so desired by the University. Tenant shall, at Tenant's expense, comply with all laws, rules, regulations, requirements, and ordinances enacted or imposed by any governmental unit having jurisdiction over the Center, Premises, Landlord or Tenant. Landlord makes no representation or warranty as to the legality or permissibility of the permitted use under applicable federal, state or local law.

3.2 Center Rules and Regulations: Tenant, its agents, employees and guests shall abide by all reasonable rules and regulations of the Building as may be from time to time adopted by Landlord pertaining to the security, operations, maintenance and management of the Center. A copy of the current rules and regulations is attached hereto as **Exhibit B** and are incorporated herein as part of this Lease. Landlord shall not be liable for failure of any tenant to obey such rules and regulations. Failure by Landlord to enforce any current or subsequent rules or regulations against any tenant of the Center shall not constitute a waiver thereof or excuse Tenant from compliance. If any rules and regulations are contrary to the terms of this Lease, this Lease shall govern.

ARTICLE IV: RENT AND OTHER TENANT CONTRIBUTIONS

4.1 Payment of Rent: Tenant shall, during the term hereof, pay rent under this Lease as hereinafter provided, in lawful money of the United States of America, without offset or deduction, to Landlord at the address therefor set forth on the cover page, or to such other person or entity or to such other address as Landlord may designate in writing. Except as otherwise specified below, all rent shall be payable in monthly installments in advance on the first day of each calendar month during the term of this Lease. Tenant's obligation to pay all rent due and payable during the term of this Lease shall survive the expiration or earlier termination of this Lease. Should this Lease commence on a day other than the first day of the month or terminate on a day other than the last day of the month, the rent for such partial month shall be pro-rated based on a 365 day year.

4.2 Base Rent: Tenant shall pay to Landlord as annual Base Rent for the Premises the sum of nine dollars and fifty cents (\$9.50) per square foot for 36,279 square feet; eleven dollars (\$11.00) per square foot for 14,929 square feet; fifteen dollars (\$15.00) per square foot for 1,793 square feet; and a total sum not to exceed five hundred thirty five thousand seven hundred sixty four dollars and fifty cents (\$535,764.50), commencing July 1, 2021.

4.3 Additional Rent: in addition to all Base Rent payable under this Lease, any and all other payments to be made by Tenant hereunder, including, without limitation payments to be made pursuant to Sections 4.3, 5.1, and 12.1 hereof, and any amounts or costs expended or incurred by Landlord in curing or by reason of any default of Tenant, shall be deemed additional rent hereunder, whether or not the same be designated as such, and shall be due and payable at the time provided in this Lease, and if no such time is provided the same shall nevertheless be collectible as additional rent on demand or together with the next succeeding installment of Base Rent, whichever shall first occur; and Landlord shall have the same rights and remedies upon Tenant's failure to pay the same as for the non-payment of the Base Rent. Landlord, at its election, shall have the right (but not the obligation) to pay for or perform any act which requires the expenditure of any sums of money by reason of the failure or neglect of Tenant to perform any of the provisions of this Lease within the grace period, if any, applicable thereto, and in the event Landlord shall at its election pay such sums or perform such acts requiring the expenditure of monies, Tenant agrees to reimburse and pay Landlord, upon demand, all such sums, which shall be deemed to be additional rent hereunder and be payable by Tenant as such.

ARTICLE V: SERVICE, MAINTENANCE AND REPAIRS

5.1 Service: Landlord shall furnish Tenant those services described in **Exhibit C** attached hereto and incorporated by reference herein. If, upon request of Tenant, its agents or employees, such services are provided to the Premises on Sundays, holidays or times other than specified, or in an amount in excess of that described, Tenant shall pay Landlord as additional rent the cost of those services provided, such additional rent to be determined from Landlord's schedule of rates in effect at the time such services are furnished. Landlord does not warrant that any of the services or utilities provided to or on the Premises will be free from interruptions caused by repairs, renewals, improvements, alterations, strikes, lockouts, accidents, inability of Landlord to obtain fuel or supplies, or any other cause or causes beyond the reasonable control of Landlord. Landlord will at all times use reasonable efforts promptly to remedy any situation which might interrupt such services. If any services to be provided are suspended or interrupted by strikes, repairs, alterations, orders from any governmental authority or any cause beyond Landlord's reasonable control, Landlord shall not be liable for any costs or damages incurred by Tenant.

5.2 Maintenance and Repairs by Landlord: Landlord shall repair, replace and maintain (1) the external and structural parts of the Center which do not comprise a part of the Premises and are not leased to others, (2) janitors and equipment closets and (3) shafts within the Premises designated by Landlord for use by it in connection with the operation and maintenance of the Center. Landlord shall perform such repairs, replacements and maintenance with reasonable dispatch, but Landlord shall not be liable for any damages, direct, indirect or consequential, or for damages for personal discomfort, illness or inconvenience of Tenant by reason of failure of such equipment, facilities or systems or reasonable delays in the performance of such repairs, replacements and maintenance, unless caused by the deliberate act or omission, or the gross negligence of Landlord, its servants, agents or employees.

5.3 Maintenance and Repairs by Tenant: Tenant agrees that no representations as to the condition of the Center or the Premises have been made by Landlord to Tenant either directly or indirectly prior to or at the execution of this Lease that are not herein expressed. During the term of this Lease, Tenant shall keep the Premises and appurtenances in good order and repair, furnishing its own routine maintenance to furnishings and fixtures thereon and replacing all glass broken through misuse or negligence of Tenant with glass of same size and quality as that broken; shall keep the Premises and appurtenances in a wholesome condition without charge or expense to Landlord; shall not allow any waste or misuse of the water; shall pay all damages to the Center as well as damages to the occupants thereof caused by any waste, misuse or neglect of the Premises, its apparatus or appurtenances; shall not make nor allow to be made any change, alteration or addition, in, upon or to the Premises without the prior written consent of Landlord; and on the Expiration Date, or at an earlier termination hereof by forfeiture or otherwise, shall yield up the Premises together with all its apparatus and appurtenances to Landlord in as good as condition as when leased, reasonable and ordinary wear and tear excepted, and will surrender all original and duplicate keys of the several doors and such other things as appertain to the Premises, and will remove all its signs or other like items installed and restore or repair any damage to the Premises resulting from such removal.

ARTICLE VI: ALTERATIONS

6.1 Alterations by Tenant: Tenant may not make alterations in or additions to the Premises unless Tenant has first obtained from Landlord written permission to do so, and Tenant shall, if requested by Landlord, furnish Landlord with plans and specifications, names and addresses of the contractors and subcontractors who will perform the work, copies of the contracts and subcontracts, copies of all necessary permits and indemnification in form and amount satisfactory to Landlord against any and all claims, costs, damages, liabilities and expenses which may arise in connection with the alterations or additions. Whether or not Tenant shall have furnished Landlord the foregoing, Tenant hereby agrees to hold Landlord harmless from any and all liabilities of every kind and description which may arise out of or be connected with the alterations or additions. Tenant shall pay the cost of all such alterations and additions and also the cost of decorating the Premises occasioned by such alterations and/or additions. Tenant shall not overload, damage or deface the Premises or do any act or thing or bring or keep anything thereon which may make void or voidable any insurance on the Premises or the Center or which may render an increase or extra premiums payable for insurance. Upon completion of any alterations or additions, Tenant shall furnish Landlord with contractors' affidavits and full waivers of liens and receipted bills covering all labor, materials and subcontractors expended and used. All alterations and/or additions must be completely finished in a good and neat workmanlike manner and comply in all respects with all insurance requirements and with all applicable federal, state, or municipal statutes, laws, ordinances and regulations, or any department or agency thereof, or any department thereof, and with the standards and regulations of O.S.H.A. Only good grades of materials shall be used in the alterations and/or additions. All additions shall become Landlord's property and shall remain upon the Premises at the termination of this Lease by lapse of time or otherwise, without compensation or allowance or credit to Tenant.

6.2 Alterations by Landlord: Landlord may make any repairs, alterations or improvements which Landlord deems necessary or advisable for the preservation, safety or improvement of the Center or the Premises. Landlord shall also make those alterations to Meyer Alumni Center mandated by federal, state, and local law, and the cost thereof to the Tenant shall be in proration to the square footage occupied by the Tenant to the total square footage of the Center.

ARTICLE VII: CERTAIN RIGHTS RESERVED TO LANDLORD

7.1 Certain Rights Reserved to Landlord: Landlord reserves the following rights: (a) During the last ninety (90) days of the term of this Lease, if during or prior to that time Tenant vacates the Premises, the Landlord may decorate, remodel, repair, alter or otherwise prepare the Premises for re-occupancy; (b) To have pass keys to the Premises, in order to gain access to the Premises herein; (c) To have access to the Premises at all reasonable times upon prior notice to Tenant, and at any time in the event of emergency, to make periodic inspections thereof and to make repairs, alterations, additions and improvements to the Premises or the Center, as may be necessary or desirable in the operation of the Center; (d) To show the Premises to prospective tenants or brokers during the last six months of the term of this Lease, and to prospective purchasers at all reasonable times, provided prior notice is given to Tenant in each case and Tenant's use and occupancy of the Premises is not materially inconvenienced by any such action

of Landlord; (e) To designate all suppliers of signs, drinking water, beverages, foods, towels or toilet supplies, or other utilities used or consumed in the Center or the Premises; (f) To approve the weight, size and location of safes or other heavy equipment or articles, and the time and manner that they may be moved in, about or out of the Center (in all events, however, at Tenant's sole risk and responsibility, and subject to such reasonable preconditions and requirements, including engineering analysis and insurance, as Landlord may specify); (g) To close the Center after regular working hours and on legal holidays, subject, however, to Tenant's right to admittance, under such reasonable regulations as Landlord may prescribe from time to time, which may include by way of example but not of limitation, that persons entering or leaving the Center identify themselves and display the contents of their clothing, cases and boxes to a security guard by registration or otherwise and that said persons establish their right to enter or leave the Center; (h) To make repairs, alterations or improvements to the Center or any part thereof, and during such operations close the corridors, elevators and other facilities.

Landlord may enter upon the Premises as specified above (Landlord having or reserving such easements, rights of access or licenses as may be reasonably necessary therefor) and may exercise any or all of the foregoing rights hereby reserved without being deemed guilty of any interference with Tenant's use, occupancy or enjoyment of the Premises or an eviction or disturbance of the Tenant's use or possession, and without being liable in any manner to the Tenant.

ARTICLE VIII: ASSIGNMENT AND SUBLETTING

8.1 Assignment; Subletting: Tenant shall not assign this Lease or sublet all or any portion of the Premises, nor allow the same to be used or occupied by any other person or for any other use than that herein specified without Landlord's prior written consent, such consent to be in Landlord's sole discretion and as a condition to such consent, which in any event may be unreasonably withheld, Landlord may require Tenant to pay Landlord all or any portion of the consideration for the assignment or the rental under the sublease; nor shall Tenant suffer or permit any assignment or transfer by operation of law or otherwise, of the estate or interest of Tenant in the Premises acquired in, by or through this Lease. Any such assignment or sublease shall be in a form acceptable to Landlord. Every such assignment or sublease, as the case may be, shall recite that it is and shall be subject and subordinate to the provisions of this Lease, and the termination or cancellation of this Lease shall constitute a termination and cancellation of such assignment. No sublease shall be for a term longer than the term of this Lease. No assignment or sublease shall relieve Tenant of Tenant's liability under this Lease. Consent by Landlord shall not operate as a waiver of the necessity for consent to any subsequent assignment or subletting and the terms of such consent shall be binding upon the assignee or subtenant. Any transfer of this Lease by merger, consolidation, dissolution or liquidation of Tenant shall constitute an assignment, whether the result of a single or series of transactions.

ARTICLE IX: INSURANCE; INDEMNIFICATION

9.1 Insurance by Landlord: Landlord agrees to carry standard fire and extended coverage insurance (with endorsements for vandalism and malicious mischief coverage) and

all-risk insurance in amounts deemed sufficient by Landlord to carry out Landlord's obligations under this Lease.

9.2 Insurance by Tenant: During the term of this Lease, Tenant shall maintain, at Tenant's expense, in full force and effect on all of Tenant's furniture, furnishings, trade fixtures, inventory and equipment located on the Leased Premises, a policy or policies of fire and extended coverage insurance with standard coverage for vandalism, malicious mischief, damage by fire, windstorm, cyclone, tornado, hail, explosion, riot, civil commotion, damage from aircraft, vehicles, smoke or earthquake, special extended perils, sprinkler damage and such other casualties and events as may be insured against under the broad form of uniform fire and extended coverage clause in effect from time to time in Missouri with endorsements for coverage of "all risk" perils and the aforesaid specific perils. Such insurance shall be in an amount equal to one hundred percent (100%) of the full insurable replacement value of such property of Tenant and shall be issued by an insurance company acceptable to Landlord. The proceeds from any such policy of insurance shall be used for the repair or replacement of the furniture, furnishings, fixtures, inventory and equipment of Tenant.

9.3 Indemnification: Landlord shall not be liable for any loss or damage to persons or property sustained by Tenant, or other persons, which may be caused by dangerous conditions of the leased premises, caused by the Tenant.

ARTICLE X: DESTRUCTION

10.1 Substantial Destruction: If the Center or Premises shall be destroyed in whole or in part by fire, the elements or other or other casualty so as to render the Premises wholly unfit for occupancy, and if, in Landlord's sole judgment, the damage cannot be repaired within 120 days of work from the date of such damage, such work to be performed during normal working hours from the occurrence of said damage, this Lease shall terminate as of the date of such damage.

10.2 Partial Destruction: If the Center or Premises shall be damaged in part and if the damage can be repaired within 120 days of work from the date of such damage, such work to be performed during normal working hours from the occurrence of said damage and Landlord fails to do so, this Lease shall terminate on the expiration of said 120 days without further liability of either of the parties hereto; provided, however that no termination shall occur if the delay in commencing or completing repairs is the result of adjustment of insurance claims, governmental requirements or any cause beyond Landlord's reasonable control. If Landlord repairs the Premises within said 120 days, this Lease shall continue in full force and effect. Tenant shall not be required to pay rent for any portion of said 120 days during which the Premises are wholly unfit for occupancy unless the damage or destruction is due to the presence or neglect of Tenant or Tenant's agents, employees, servants, invitees or guests.

ARTICLE XI: CONDEMNATION

11.1 Total Taking: In the event that the whole of the Center or the whole of the Premises shall be taken by the exercise of the power of eminent domain (a "Condemnation Proceeding"), then in such a case this Lease shall terminate as of the date of the taking of possession by or the vesting of title in the condemning authority (the "Taking Date").

11.2 Partial Taking: If less than the whole of the Center or less than the whole of the Premises shall be taken in a Condemnation Proceeding, Tenant or Landlord, may at its option, terminate this Lease as of the Taking Date by giving written notice of its exercise of such option within 60 days after the Taking Date provided in the case of termination by Tenant that as a result of such taking, the Premises (or the remaining portion thereof) may no longer be adequately used for the Permitted Use herein before set forth. If a portion of the Premises shall be so taken and neither Tenant nor Landlord shall exercise its option to terminate this Lease, or is such taking shall not give rise to such an option to terminate, as aforesaid, then this Lease shall terminate on the Taking Date only as to that portion of the Premises so taken, and this Lease shall remain in full force and effect with respect to that portion of the Premises not so taken and the rent and other charges payable by Tenant to Landlord hereunder shall be abated and reduced in the ratio which the diminution in the floor space of the Premises following the Condemnation Proceeding shall bear to the total floor space thereof immediately prior to the Condemnation Proceeding.

11.3 Condemnation Awards: All income, rent, awards or interest derived from any such taking under power of eminent domain shall belong to and be the property of Landlord.

ARTICLE XII: LIENS

12.1 Liens: Tenant covenants and agrees that it shall not incur any indebtedness giving a right to a lien of any kind or character upon the right, title, or interest of Landlord in and to the Premises and the property of which the Premises is a part, and that no person shall ever be entitled to any lien superior to the interest in this Lease reserved to Landlord upon the Premises directly or indirectly derived through or under Tenant, or its agents or servants, or on account of any act or omission of Tenant. Should any such lien be filed, Tenant shall cause to be discharged of record such lien by paying it, or by filing a bond or otherwise, as permitted by law, within 15 days after the filing of any such lien. If Tenant fails to discharge said lien within such period, then in addition to any other right or remedy of Landlord, Landlord may, but shall not be obligated to, procure its discharge by paying the amount claimed to be due or by depositing the same in court or by bonding, and in any such event Landlord shall be entitled, if Landlord so elects, to compel the prosecution of an action for the foreclosure of such Lien by lienor and to pay the amount of the judgment, if any in favor of lienor with interest, costs, and allowances. Any amount paid by Landlord for any of the aforesaid purposes, and all legal and other expenses of Landlord, including attorneys' fees, in defending any such action or in or about procuring the discharge of such lien, with all necessary disbursements in connection herewith, shall be additional rent to be paid by Tenant to Landlord immediately on demand.

ARTICLE XIII: DEFAULT AND REMEDIES

13.1 Default and Remedies: If Tenant shall default in the payment of rent reserved, breach any other covenant or agreement of this Lease, or move out of, abandon, or vacate the Premises, then immediately upon such default, breach, abandonment, or vacating or moving out of the Premises, or at any time thereafter, Landlord, without further demand or notice of any kind, including, but without being limited to, demand for payment of rent, or for possession of the Premises, may either:

(a) terminate this Lease, and with process of law, expel and remove Tenant, or any other person or persons in occupancy from the Premises, together with their goods and chattels, provided that in the event of termination pursuant hereto Landlord shall, nevertheless, be entitled to damages provided by law, just as though Tenant repudiated this Lease; or

(b) terminate Tenant's right to possession only, without terminating this Lease, and with process of law, expel and remove Tenant, or any other person or persons in occupancy from the Premises, together with their goods and chattels, and repossess the Premises without such entry and possession terminating this Lease or releasing Tenant in whole or in part from Tenant's obligation to pay rent hereunder for the full term hereof. Upon and after entry into possession without termination of this Lease, Landlord shall use reasonable efforts to relet the Premises or any part thereof for the account of the Tenant, to any person, firm, or corporation, for such rent, for such term, (including a term beyond the term hereof, but the part of any such term which is beyond the term hereof shall not be chargeable to Tenant's account), and upon such terms and conditions as are Commercially reasonable, and Landlord shall apply all rents received upon such a reletting as follows:

(i) first to the payment of such expenses as Landlord may have incurred in recovering possession of the Premises (including legal expenses and attorneys' fees), and in putting the same into good order or condition, or preparing, or altering the same for rental and reletting, and all other expenses, commissions and charges paid, assumed or incurred by Landlord in or about reletting the leased premises; and

(ii) then to the fulfillment of covenants of Tenant hereunder. If the consideration collected by Landlord upon any such reletting is not sufficient to pay in full the amount of rent reserved in this Lease together with the items and expenses enumerated in subparagraphs (i) and (ii) above, then Tenant shall pay to the Landlord the amount of each monthly deficiency upon demand.

ARTICLE XIV: TRANSFER BY LANDLORD; SUBORDINATION; ESTOPPEL CERTIFICATE

14.1 Transfer by Landlord: Landlord shall have the right to transfer, assign, mortgage or convey in whole or in part the Center and any and all of its rights in and under this Lease, and nothing herein shall be construed as a restriction upon Landlord's so doing. Moreover, the term "Landlord" as used in this lease, so far as covenants or obligations on the part of Landlord are concerned, shall be limited to mean and include only the owner at the time in question of the fee simple title to the Center and in the event of transfer of said fee simple title, then the party conveying said fee simple title shall be automatically relieved from and after the date of such transfer, of all personal liability as respects the performance of any obligations on the part of Landlord contained in this Lease arising out of acts thereafter occurring or covenants thereafter to be performed, it being intended hereby that all the obligations contained in this Lease on the part of Landlord shall be binding upon Landlord, its successors and assigns, only during and in respect of their respective periods of ownership of said fee simple title to the Center and the Property.

14.2 Subordination: This Lease and all rights of the Tenant hereunder shall, at the option of Landlord, be subject and subordinate to any deeds of trust, mortgage or other instruments or security which do now or may hereafter cover the Center and the Property or any interest of Landlord therein, and to any and all advances made on the security thereof, and to any

and all increases, renewals, modifications, consolidations, replacements and extensions or any such deeds of trust, mortgages or instruments of security. Landlord may exercise the aforesaid option to subordinate this Lease by notifying Tenant thereof at any time in writing, and if so requested by Landlord, Tenant shall execute a subordination agreement in the form satisfactory to Landlord.

14.3 Attornment: In the event Landlord exercises its option to subordinate the Lease to any deed of trust or mortgage as provided in Section 14.2, or in the event any proceedings are brought for foreclosure or in the event of the exercise of the power of sale under any mortgage or deed of trust covering the Center, the Tenant shall agree to attorn to the holder of any such deed of trust or mortgage or the purchaser upon any such foreclosure or sale, as the case may be, and recognize such holder of any such deed of trust or mortgage or purchaser, as the case may be, as the Landlord under this Lease, provided however, that so long as the Tenant is not in default hereunder, the Lease shall remain in full force and effect.

14.4 Estoppel Certificate: Tenant shall any time and from time to time upon not less than ten (10) days prior notice from Landlord or Landlord's mortgagee, execute, acknowledge and deliver a written statement certifying that this Lease is in full force and effect subject only to such modifications as may be set out; and, Tenant is in possession of the Premises and is paying rent as provided in this Lease; and, the date to which, rent is paid in advance; and, there are not, to the signator's knowledge any uncured defaults on the part of Landlord, or specifying such defaults if any are claimed. Any such statements may be relied upon by any prospective transferee or encumbrancer of all or any portion of the Center, or any assignee of any such persons. If Tenant fails to timely deliver such statement, Tenant shall be deemed to have acknowledged that this Lease is in full force and effect, without modification except as may be represented by Landlord and that there are no uncured defaults in Landlord's performance.

ARTICLE XV: QUIET ENJOYMENT

15.1 Quiet Enjoyment: So long as Tenant shall observe and perform the covenants and agreements binding on it hereunder, Tenant shall at all times during the term hereof peacefully and quietly have and enjoy possession of the Premises without any unreasonable interference, encumbrance or hindrance by, from or through Landlord, its successors and assigns.

ARTICLE XVI: SURRENDER; HOLDING OVER; REMOVAL OF PROPERTY

16.1 Surrender: Upon termination of this Lease, whether caused by lapse of time or otherwise, Tenant shall within fifteen (15) days surrender possession of the Premises and all rights therein to Landlord and deliver Premises to Landlord in as good repair and condition as at the commencement of Tenant's occupancy, reasonable wear and tear and damage or destruction by fire or other casualty excepted. Tenant shall deliver all keys to the Premises to Landlord. Landlord shall have the right to immediately enter into and take possession of the Premises and shall not be liable for any loss, damage or injury to the property or person of Tenant or any occupant of, in or upon the Premises.

16.2 Holding Over: If Tenant shall continue to occupy the Premises after expiration or sooner termination of this Lease, Tenant shall pay, as liquidated damages, for each month of continued occupancy an amount equal to one and one-half time the rent being paid for the

month the Lease expires or is terminated. No receipt of money by Landlord from Tenant after expiration or termination of this Lease shall reinstate or extend this Lease or affect any prior notice given by Landlord to Tenant. Nothing contained in this Section 16.2 is to be construed to give Tenant the right to hold over at any time and Landlord may exercise any and all remedies at law or in equity to recover possession of the Premises and damages resulting from any such holding over.

ARTICLE XVII: NOTICES

17.1 Notices: Any notice, demand request, consent, approval, or other communication which either party hereto is required or desires to give or make or communicate upon or to the other shall be in writing and shall be given or made or communicated by United States registered or certified mail, addressed to Landlord or Tenant as set forth on the cover page of this Lease, subject to the right of either party to designate a different address by notice similarly given. Any notice, demand, request, consent, approval, or other communication so sent shall be deemed to have been given, made, or communicated, as the case may be, on the date the same was deposited in the United States mail as registered or certified matter with postage thereon fully prepaid.

ARTICLE XVIII: MISCELLANEOUS

18.1 Designated Parties: Landlord may act in any matter provided for herein by its property manager or any other person who shall from time to time be designated by Landlord by notice to Tenant. Tenant may designate in writing a person to act on its behalf in any matter provided for herein and may, by written notice, change such designation. In the absence of such designation, the person or persons executing this Lease for Tenant shall be deemed to be authorized to act on behalf of Tenant in any matter provided for herein.

18.2 Successors: Subject to the provisions pertaining to assignment and subletting, the covenants and agreements of this Lease shall be binding upon the heirs, legal representatives, successors and assigns of any or all of the parties hereto.

18.3 Relationship of Parties: Nothing contained in this Lease shall create any relationship between the Landlord and Tenant other than that of Landlord and Tenant, and it is acknowledged and agreed that Landlord does not in any way or for any purpose become a partner of or joint venturer with Tenant.

18.4 Entire Agreement; Amendment; Captions: It is expressly agreed by Tenant, as a material consideration for the execution of this Lease, that there are, and were no verbal representation, understanding, stipulations, agreements or promises pertaining to this Lease which are not incorporated herein. It is agreed between the parties that this Lease shall not be altered, waived, amended, or extended, except by a written agreement signed by Landlord and Tenant. The captions contained in this Lease are for convenience of reference only and in no way limit or enlarge the terms or conditions of this Lease.

18.5 Severability: If any clause or provision of this Lease is held to be illegal, invalid, or unenforceable under present or future law effective during the term of this Lease, the remainder of this Lease shall not be affected thereby. In lieu of such clause or provision held to be illegal, invalid or unenforceable there shall be added, as a part of this Lease, a clause or provision as similar in terms as possible which shall be legal, valid and enforceable.

18.6 Variations in Pronouns: All pronouns and any variations thereof shall be deemed to refer to the masculine, feminine, neuter, singular or plural as the identity of the person or persons may require.

18.7 Brokerage Commissions: Tenant warrants that it has had no dealings with any broker or agent in connection with the negotiations or execution of this Lease.

18.8 Authority: Tenant warrants that the person or persons executing this Lease on behalf of Tenant has authority to do so and fully obligate Tenant to all terms and provisions of this Lease. Tenant shall, upon request from Landlord, furnish Landlord with a certified copy of documentation authorizing this Lease and granting authority to execute it to the person or persons who have executed it on Tenant's behalf.

18.9 Option to Renew: Landlord hereby grants to Tenant the right to renew this lease for nineteen (19) successive one-year terms, by giving written notice at least ninety (90) days prior to the expiration date of each one-year term; subject, however, to an adjustment in the basic annual rental at the beginning of each contract year, equal to the percentage increase of the Consumer Price Index for the Kansas City region for the preceding year.

ATTEST:

**MISSOURI STATE UNIVERSITY
FOUNDATION,
A NOT-FOR-PROFIT CORPORATION
"Landlord"**

Cindy Busby
Secretary to the Foundation

By: _____
Brent Dunn
Executive Director

ATTEST:

**MISSOURI STATE UNIVERSITY
"Tenant"**

Rowena Stone
Secretary to the Board

By: _____
Amy Counts
Board Chair

EXHIBIT A

Description of Premises

Premises shall consist of 53,001 square feet.

Parking spaces to service the square footage leased, as required by applicable law.

LL	001	3,912	square feet
LL	002	700	square feet
LL	003	1,500	square feet
Suite	100	4,930	square feet
Suite	101	3,700	square feet
Vending		200	square feet
Suite	200	4,650	square feet
Suite	205	1,543	square feet
Suite	210	220	square feet
Suite	214	640	square feet
Suite	303	2,265	square feet
Suite	306	340	square feet
Suite	308	250	square feet
Suite	314	601	square feet
Suite	400	8,028	square feet
Suite	502	2,666	square feet
Suite	504	1,965	square feet
Suite	505	6,374	square feet
Suite	600	<u>8,517</u>	square feet

53,001

EXHIBIT B

Center Rules and Regulations

1. Tenant shall not obstruct or interfere with the rights of other tenants of the Center, or of persons having business in the Center, or in any way injure or annoy such tenants or persons.
2. Canvassing, soliciting and peddling in the Center are prohibited, and Tenant shall cooperate to prevent such activities.
3. Tenant shall not bring or keep within the Center any animal, bicycle, or motorcycle.
4. Tenant shall not conduct mechanical or manufacturing operations, cook or prepare food, or place or use any inflammable, combustible, explosive, caustic or hazardous fluid, chemical, device, substance or material in or about the Center without the prior written consent of Landlord. Tenant shall comply with all rules, orders, regulations and requirements of the applicable Fire Rating Bureau, or any other similar body, and Tenant shall not commit any act or permit any object to be brought or kept in the Center which shall increase the rate of fire insurance on the Center or on property located therein.
5. Tenant shall not use the Center for the storage of goods, wares or merchandise, except as such storage may be incidental to the use of the Premises for general office purposes and except in such portions of the Premises as may be specifically designated by Landlord for such storage.
6. Tenant shall not install or use in the Center any air conditioning unit, engine, boiler, generator, machinery, heating unit, stove, water cooler, ventilator, radiator or any other similar apparatus without the prior written consent of Landlord, and then only as Landlord may direct.
7. Tenant shall not use in the Center any machines, other than standard office machines such as typewriters, word processors, calculators, copying machines and similar machines, without the prior written approval of Landlord. All office equipment and any other device of any electrical or mechanical nature shall be placed by Tenant in the Premises in settings approved by Landlord so as to absorb or prevent any vibration, noise, or annoyance. Tenant shall not cause improper noises, vibrations or odors within the Center.
8. Tenant shall move all freight, supplies, furniture, fixtures and other personal property into, within and out of the Center only at such times and through such entrances as may be designated by Landlord, and such movement of such items shall be under the supervision of Landlord. Landlord reserves the right to inspect all such freight, supplies, furniture, fixtures and other personal property to be brought into the Center and to exclude from the Center all such objects which violate any of these rules and regulations or the provisions of the Lease. Tenant shall not move or install such objects in or about the Center in such a fashion as to unreasonably obstruct the activities of other tenants, and all such moving shall be at the sole expense, risk and responsibility of Tenant. Tenant shall not use in the delivery, receipt or other movement of freight, supplies, furniture, fixtures and other personal property to, from or within the Center, any hand trucks other than those equipped with rubber tires and side guards.
9. Tenant shall not place within the Center any safes, copying machines, computer equipment or other objects of unusual size or weight, nor shall Tenant place within the Center any objects which exceed the floor weight specifications of the Center, without the prior

- written consent of Landlord. The placement and positioning of all such objects shall, in all cases, be placed upon plates or footings of such size as shall be prescribed by Landlord.
10. Tenant shall not deposit any trash, refuse, cigarettes, or other substances of any kind within or out of the Center, except in the refuse containers provided therefor. Tenant shall not introduce into the Center any substance which might add an undue burden to the cleaning or maintenance of the Premises or the Center. Tenant shall exercise its best efforts to keep the sidewalks, entrances, passages, courts, lobby areas, garages or parking areas, elevators, escalators, stairways, vestibules, public corridors and halls in and about the Center (Hereinafter "Common Areas") clean and free from rubbish.
 11. Tenant shall use the Common Areas only as a means of ingress and egress, and Tenant shall permit no loitering by any persons upon Common Areas or elsewhere within the Center. The Common Areas and roof of the Center are not for the use of the general public, and Landlord shall in all cases retain the right to control or prevent access thereto by all persons whose presence, in the judgment of the Landlord shall be prejudicial to the safety, character, reputation or interests of the Center and its tenants. Tenant shall not enter the mechanical rooms, air conditioning rooms, electrical closets, janitorial closets, or similar areas or go upon the roof of the Center without the prior written consent of Landlord.
 12. Tenant shall not use the washrooms, restrooms and plumbing fixtures of the Center, and appurtenances thereto, for any other purpose than the purposes for which they were constructed, and Tenant shall not deposit any sweepings, rubbish, rags or other improper substances therein. Tenant shall not waste water by interfering or tampering with the faucets or otherwise. If Tenant or Tenant's servants, employees, agents, contractors, jobbers, licensees, invitees, guests, or visitors cause any damage to such washrooms, restrooms, plumbing fixtures or appurtenances, such damage shall be repaired at Tenant's expense and Landlord shall not be responsible therefor.
 13. Tenant shall not mark, paint, drill into, cut, string wires within, or in any way deface any part of the Center, without the prior written consent of Landlord, and as Landlord may direct. Upon removal of any wall decorations or installations or floor coverings by Tenant, any damage to the walls or floors shall be repaired by Tenant at Tenant's sole cost and expense. Without limitation upon any of the provisions of the Lease, Tenant shall refer all contractors' representatives, installation technicians, janitorial workers and other mechanics, artisans and laborers rendering any service in connection with the repair, maintenance or improvement of the Premises to Landlord for Landlord's supervision, approval and control before performance of any such service. This Paragraph 13 shall apply to all work performed in the Center, including without limitation installation of telephones, telegraph equipment, electrical devices and attachments and installations of any nature affecting floors, walls, woodwork, trim, windows, ceilings, equipment or any other portion of the Center. All installations, alterations and additions shall be constructed by Tenant in a good and workmanlike manner and only good grades of materials shall be used in connection therewith. The means by which telephone, telegraph and similar wires are to be introduced to the Premises and the location of telephones, call boxes, and other office equipment affixed to the Premises shall be subject to the prior written approval of Landlord.
 14. Landlord shall have the right to prohibit any publicity, advertising or use of the name of the Center by Tenant which, in Landlord's opinion, tends to impair the reputation of the

Center, or its desirability as a Center for offices, and upon written notice from Landlord, Tenant shall refrain from or discontinue any such publicity, advertising or use of the Center name.

15. The sashes, sash doors, skylights, windows and doors that reflect or admit light or air into the Common Areas shall not be covered or obstructed by Tenant through placement of objects upon windowsills or otherwise. Tenant shall cooperate with Landlord in obtaining maximum effectiveness of the cooling system of the Center by closing drapes and other window coverings when the sun's rays fall upon windows of the Premises. Tenant shall not obstruct, alter or in any way impair the efficient operation of Landlord's heating, ventilating, air conditioning, electrical, fire, safety or lighting systems, nor shall Tenant tamper with or change the setting of any thermostat or temperature control valves in the Center.
16. Subject to the applicable fire or other safety regulations, all doors opening onto Common Areas and all doors upon the perimeter of the Premises shall be kept closed and, during non-business hours, locked, except when in use for ingress or egress. If Tenant uses the Premises after regular business hours or on non-business days Tenant shall lock any entrance doors to the Center or to the Premises used by Tenant immediately after using such doors.
17. All keys to the exterior doors of the Premises shall be obtained by Tenant from Landlord, and Tenant shall pay to Landlord a reasonable deposit determined by Landlord from time to time for such keys. Tenant shall not make duplicate copies of such keys. Tenant shall not install additional locks or bolts of any kind upon any of the doors or windows of, or within, the Center, nor shall Tenant make any changes in existing locks or the mechanisms thereof. Tenant shall, upon the termination of its tenancy, provide Landlord with the combinations to all combination locks on safes, safe cabinets and vaults and deliver to Landlord all keys to the Center, the Premises and all interior doors, cabinets, and other key-controlled mechanisms therein, whether or not such keys were furnished to Tenant by Landlord. In the event of the loss of any key furnished to Tenant by Landlord, Tenant shall pay to Landlord the cost of replacing the same or of changing the lock or locks opened by such lost key if Landlord shall deem it necessary to make such a change.
18. Access may be had by Tenant to the Common Areas and to the Premises at any time between the hours of 8:00 A.M. and 6:00 P.M., Monday through Friday, legal holidays excepted. At other times access to the Center may be refused unless the person seeking admission is known to the watchman in charge, if any, and/or has a pass or is properly identified. Tenant shall be responsible for all persons for whom Tenant requests passes, and shall be liable to Landlord for all acts of such persons. Landlord shall in no case be liable for damages for the admission or exclusion of any person from the Center. In case of invasion, mob, riot, public excitement, or other commotion, Landlord reserves the right to prevent access to the Center for the safety of Tenants and protection of property in the Center.
19. For purposes hereof, the terms "Landlord", "Tenant", "Center" and "Premises" are defined as those terms are defined in the Lease to which these Rules and Regulations are attached. Wherever Tenant is obligated under these Rules and Regulations to do or refrain from doing an act or thing, such obligations shall include the exercise by Tenant of its best efforts to secure compliance with such obligation by the servants, employees, contractors, jobbers, agents, invitees, licensees, guests and visitors of Tenant. The term "Center" shall include the

Premises, and any obligations of Tenant hereunder with regard to the Center shall apply with equal force to the Premises and to other parts of the Center.

20. Landlord reserves the right to change these rules and to make such other and further reasonable rules and regulations as in its judgment may from time to time be needed for the safety, care and cleanliness of the Center, for the preservation of good order therein and when so changed or made, such modified or new rules shall be deemed a part hereof, with the same effect as if written herein, when a copy shall have been delivered to the Tenant or left with some person in charge of the demised premises.

EXHIBIT C

Services Furnished

1. Operatorless elevator service in common with other tenants at all times;
2. Men's & women's restrooms to be situated on the floor on which the Premises are located;
3. Water from the public water mains for public drinking, lavatory and toilet purposes, drawn through fixtures installed by Landlord;
4. A refrigerated drinking fountain on the floor on which the Premises are located;
5. A building directory on any floor where a tenant has an outside entryway;
6. Relamping and maintaining standard fluorescent lighting fixtures installed in Premises;
7. Heating and air conditioning during respectively, the seasons when such services shall be necessary for the use and occupancy of the Premises, on Monday through Friday from 8:00 A.M. to 6:00 P.M. (Saturdays, Sundays and holidays excepted); and
8. Refuse removal and janitor services and customary cleaning in and about the Premises (Saturdays, Sundays and holidays excepted); provided, however, that such service shall not include cleaning, maintenance and providing supplies for: computer centers, special equipment areas, locker rooms, or security vaults situated in the Premises.

III.F.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.

UNRANKED FACULTY APPOINTMENTS:

<u>Name</u>	<u>Department</u>	<u>Salary</u>	<u>Effective</u>
Alex D. Pinnon	Instructor/ Director of the William and Virginia Darr Honors Program	\$8,360 Annually*	8/16/2021 5/27/2022
* <i>Supplemental payment for Director of the William and Virginia Darr Honors Program</i>			

NON-ACADEMIC APPOINTMENT:

<u>Name</u>	<u>Position/Department</u>	<u>Salary</u>	<u>Effective</u>
Amy Ackerson	Director of Nursing, Administrative Duties (12 month appt)	\$11,250 Annually	7/1/2021 6/30/2022
Amy Ackerson	Assoc. Dean Duties (12 month appt.)	\$9,500 Annually	7/1/2021 6/30/2022
Barbara Caton	Coordinator of Nursing Programs/ Asst. Professor	\$9,000 Annually	8/16/2021 5/27/2022

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

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

(See Addendum C for Grant Related Supplemental Payments for the summer 2021 semester)

VOTE: **AYE** _____

NAY _____

ADDENDUM A

Per Course payments for the summer 2021 semester:

<u>Name</u>	<u>Department</u>	<u>Salary</u>
Emslie-Drummond, Dennis	VIN	\$1,336.49
Fisher, Kathryn	PLS	\$2,100.00
Fugitt, Stephen	REL	\$1,336.49
Geller, Joseph	VIN	\$1,670.61
Harper-McAfee, Sherry	COM	\$1,800.00
Johnson, Elizabeth	PSY	\$ 668.24
Johnson, Esme	ART	\$1,800.00
Killian, Candice	HST	\$1,002.37
Pendergrass, RA	PLS	\$2,100.00
Poindexter, Heather	HST	\$1,800.00
Priest, Shelia	REL	\$1,800.00
Sperry, Janice	MUS	\$1,800.00
Story, Randy	COM	\$1,800.00
Williams, Julie	EDU	\$2,100.00

ADDENDUM B

Supplemental payments for the summer 2021 semester:

<u>Name</u>	<u>Department</u>	<u>Salary</u>
Adams, Leigh	ENG	\$ 1,103.49
Albin, Craig	ENG	\$ 3,089.77
Boys, Cathy	CIS	\$ 5,585.00
Broyles, Thora	MTH	\$ 1,912.72
Carr, Judy	EDU/PSY/SOC	\$12,646.59
Cavitt, Anyta	EDU	\$ 73.57
Denton, Melinda	MTH	\$ 735.66
Estrella, Ana	BIO	\$ 5,674.22
Hart, James	CIS/TEC/Dept. Chair Duties	\$ 7,121.19
Howerton, Phillip	ENG	\$ 4,417.95
Keith, Renee	CFD	\$ 2,206.98
McCollom, Jason	HST/Dept. Chair Duties	\$ 6,735.66
Neff, Carla	ALH	\$ 3,335.10
Orf, Michael	HST/PLS	\$ 4,855.35
Phillips, Gary	Dept. Chair Duties	\$ 500.00
Pinnon, Alex	PHI	\$ 662.09
Priest, Frank	ENG	\$ 4,575.15
Rongali, Sharath	BIO	\$ 1,986.28
Rugutt, Joseph	CHM	\$ 3,531.16
Ryan, Tresa	Dept. Chair Duties	\$ 500.00
Smith, Brenda	CFD	\$ 1,324.19
Thakur, Rajiv	GRY	\$ 5,161.89
Towell, Jay	MTH/Dept. Chair Duties	\$ 5,998.89

ADDENDEM B cont'd.

<u>Name</u>	<u>Department</u>	<u>Salary</u>
Trick, Jerry	MTH/IDS Coord. Duties	\$ 5,031.17
Ward, V. Jane	EDU	\$ 3,531.17
Wheeler, Benjamin	BMS/Dept. Chair Duties	\$10,439.53
White, David J.	BUS/IDS/MGT/Dept. Chair Duties/ Dist. Learning Coord.	\$ 7,135.28
Wulff-Risner, Linda	AGR/IDS/Dept. Chair Duties	\$ 7,379.76

ADDENDUM C

Grant related supplemental payments for the summer 2021 session:

<u>Name</u>	<u>Department</u>	<u>Salary</u>
Cathy Boys	Co-PI for "Workers 4.0" Grant	\$ 6,335.00
James Hart	PI for "Workers 4.0" Grant	\$ 11,066.00
Joseph Rugutt	PI for "WP NMR Spectrometer" Grant	\$ 6,726.00

III.F.2.

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

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

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

APPOINTMENT:

<u>Name</u>	<u>Position-Department</u>	<u>Grade</u>	<u>Salary</u>	<u>Effective</u>
Allison S. Haught	Coordinator, Career Dev. Center WP Career Development Center	42	\$45,000 Annually	06/01/2021 09/30/2023

CHANGE OF STATUS:

<u>Name</u>	<u>Position-Department</u>	<u>Action</u>	<u>Effective</u>
Brenda A. Polyard	Dir., Univ./Comm. Programs WP Univ./Comm. Programs From: Dir., Univ./Comm. Programs Annual Salary: \$60,325 To: Dir., Univ./Comm. Programs / Interim Dir, Business & Support Serv. Annual Salary: \$60,325 + \$2,072 / monthly supplemental	Status Change	05/17/2021

RESIGNATION:

<u>Name</u>	<u>Position-Department</u>	<u>Effective</u>
Scott M. Schneider	Director, Business & Support Services WP Business & Support Services	05/31/2021

VOTE: **AYE** _____
 NAY _____

III.F.3.

RECOMMENDED ACTION – Proposed Revisions to the Missouri State University-West Plains Faculty Handbook

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

WHEREAS, the Chancellor of the West Plains campus, the Dean of Academic Affairs, the Missouri State University-West Plains Faculty Senate, and the Missouri State University-West Plains Faculty Handbook Revision Committee believe the Faculty Handbook should be revised;

WHEREAS, the General Counsel has reviewed, edited, and approved the revisions proposed; and

NOW, THEREFORE, BE IT RESOLVED that the proposed changes to the Faculty Handbook be approved as submitted.

VOTE: AYE _____

NAY _____

EXECUTIVE SUMMARY:

1. “Catch-all” for replacing “Division Chair” phrase throughout Handbook
2. Section 1.5.1.4 Associate Dean description
3. Section 1.5.2.1 Department Chair description
4. Section 3.5.1 Update to the Lecturer concerning performance evaluation
5. Section 4.4 Introduction modification
6. Section 4.4.1 Regular Performance Reviews modification
7. Section 4.4 Renumbering
8. Section 4.4.2 and 4.4.2.1 Probationary Faculty edits
9. Section 4.4.2.2 Evaluation of Probationary Faculty modification
10. Section 4.4.2.3 Reappointment and progress toward tenure process modification
11. Section 4.4.2.4 Promotion and Tenure process for Probationary Faculty modification
12. Section 4.4.3 and 4.4.3.1 Evaluation of Tenure Ranked Faculty modification
13. Section 4.4.4 New section concerning Evaluation of Non-Ranked Faculty
14. Section 4.4.5 Faculty Evaluation Committee and Divisional Personnel Committees modification
15. Section 4.4.6 Application for Reappointment, Promotion, and Tenure edits
16. Section 4.4.6.1 Application Portfolio edits
17. Section 4.4.7 Appeals of Evaluations or Recommendations edits
18. Section 8.3 Specific update of division chair phrase
19. Section 10.2 Word correction
20. Section 11.1.2 Specific update of division chair phrase
21. Section 11.1.3 Specific update of division chair phrase
22. Section 11.2 Specific update of division chair phrase
23. Section 11.3 Specific update of division chair phrase

The following revision to the Faculty Handbook is to replace “catch-all” phrase of “Division Chair” with “Associate Dean”:

Sections: Table of Contents, 2.3.1, 2.5, 3.4.2, 3.7, 4.2.3.2, 4.4.5, 5.2, 5.6, 5.8, 7.2.1, 7.4, 7.5.1, 7.6.2, 7.6.3, 7.6.4, 8.2, 8.7, 8.8.3, 11.1.1, 12.1, 12.2, 12.4, 14.2.3, 14.3.1, 14.4.2, and Appendix B: Academic Personnel Reduction During Exigency.

The following Section 1.5.1.4 of the Faculty Handbook is to replace “Assistant Dean” and its description with “Associate Dean” and its description:

1.5.1.4 Assistant Dean

The assistant dean of academic affairs is part of the leadership team for academic affairs and provides support to the dean in the operation of academic affairs. Areas of responsibility include community outreach, partnership development, supervision and management of off-site and special programs. The assistant dean of academic affairs works with the dean in the management of accreditation, assessment and strategic planning. The assistant dean of academic affairs supervises institutional research activities that provide information to support institutional planning, policy formation and decision making.

The following is the replacement being put forth for Board approval:

1.5.1.4 Associate Dean

The Associate Dean provides assistance to the Dean of Academic Affairs in the administration of the campus’ academic divisions. Duties may include, but is not limited to, department head and faculty recruitment, development, and evaluation; program development; program review; student advisement; divisional budgeting and budget control; and indirect supervision of the teaching, research, and service activities of the division. Additional duties specific to each division and/or the position, in service to Academic Affairs, Missouri State University-West Plains, and/or the University System may be required. These duties may include, but not be limited to, assessment coordination, accreditation oversight, coordination of the dual credit program, and workforce development programming.

The following Section 1.5.2.1 of the Faculty Handbook is to replace “Division Chair and Department Head” description with “Department Chair” description:

1.5.2.1 Division Chair and Department Head

The academic responsibilities of the campus are divided across four divisions: nursing and allied health; business, applied technology and public service; mathematics and science; and arts, education and social studies. The division chair is appointed by the dean of academic affairs and confirmed by the chancellor. The division chair is a full-time ranked faculty member and is given release time and a stipend during their time as division chair. Some divisions may have departments which require a department head to assist the division chair. The division chair and department heads are responsible for evaluating and supervising all faculty within their division including per course, adjunct and dual credit faculty, promoting assessment activities and directing their respective academic programs.

The following is the replacement being put forth for Board approval:

1.5.2.1 Department Chair

The Department Chair provides support to the Associate Dean in the administration of the academic division through the completion of duties within his/her respective department. These duties include, but may not be limited to, faculty recruitment, development, and evaluation; curriculum development and assessment; student advisement; departmental budgeting and budget control; class schedule planning, and general supervision of the teaching, research, and service and related scholarly activities of the department.

The Department Chair is supervised by the department’s respective Associate Dean and works in support of the Associate Dean in supervision of the faculty and staff of the department. The Department Chair will receive an annual evaluation from his/her respective Associate Dean. This evaluation will be conducted following each academic year and submitted to the Dean of Academic Affairs by June 30 of that year.

The Department Chair is to be appointed by fellow members of the department. When a clear decision for selecting a Chair cannot be reached, the Dean of Academic Affairs, in consultation with the department’s respective Associate Dean, will make the appointment. The Department Chair will serve for a two-year appointment but may extend his/her service if selected by the department and if approved by the Dean of Academic Affairs.

A Department Head is in a unique administrative position in that he or she is selected by and is responsible to both a departmental faculty and other University administrators—Associate Dean, Dean of Academic Affairs, and Chancellor. Accordingly, as per Section 12.2 of the Faculty Handbook, no academic administrator holds tenure as an administrator. Rather, all academic administrators will be evaluated on an annual basis, and may be recalled (a) at the election of a higher administrator; or (b) as a result of a faculty petition as per Section 12.2 of the Faculty Handbook. Additionally, as per Section 12.3, any tenured faculty member who

assumes an administrative position has the right of retreat (i.e., to return to the department of one's academic discipline, whether or not a position is open).

The following Section 3.5.1 of the Faculty Handbook is to update performance evaluations for a Lecturer:

3.5.1 Lecturer

A lecturer is appointed to teach specific courses full-time on a one-year term contract. The lecturer position is repeatable at the discretion of the University without the constraint of term limits. Continuing term appointments shall not create the presumption of the right to reappointment. Individual departments also may limit the number of times an individual's contract may be issued. As a holder of an unranked academic position, a lecturer is not eligible for tenure but has the same right to academic freedom accorded to ranked faculty.

Lecturers must be qualified by academic or practical experience appropriate for the responsibilities assigned. If a lecturer becomes a member of the ranked faculty, the length of the probationary period for tenure will be determined in accordance with section 3.7 and will be specified in the initial appointment contract letter. lecturers will be on 9-month contracts with compensation and benefits paid over a 12-month period.

The following is the replacement being put forth for Board approval:

3.5.1 Lecturer

A lecturer is appointed to teach specific courses full-time on a one-year term contract. The lecturer position is repeatable at the discretion of the University without the constraint of term limits. Continuing term appointments shall not create the presumption of the right to reappointment. Individual departments also may limit the number of times an individual's contract may be issued. As a holder of an unranked academic position, a lecturer is not eligible for tenure but has the same right to academic freedom accorded to ranked faculty.

Lecturers will undergo an annual performance evaluation as outlined in section 4.4.1.3 of the Faculty Handbook.

Lecturers must be qualified by academic or practical experience appropriate for the responsibilities assigned. If a lecturer becomes a member of the ranked faculty, the length of the probationary period for tenure will be determined in accordance with section 3.7 and will be specified in the initial appointment contract letter. Lecturers will be on 9-month contracts with compensation and benefits paid over a 12-month period.

The following Section 4.4 of the Faculty Handbook is to renumber the remaining part of the section:

- 4.4 Faculty Performance Evaluation Process
 - 4.4.1 Regular Performance Reviews
 - 4.4.2 Probationary Faculty
 - 4.4.2.1 Faculty Mentors
 - 4.4.2.2 Evaluation of Probationary Faculty
 - 4.4.2.3 Reappointment and Progress-Toward-Tenure Process
 - 4.4.2.4 Promotion and Tenure Process for Probationary Faculty
 - 4.4.3 Evaluation of Tenured Ranked Faculty
 - 4.4.3.1 Promotion for Tenured Faculty
 - 4.4.4 Faculty Evaluation Committee and Divisional Personnel Committees
 - 4.4.5 Application for Reappointment, Promotion, and Tenure
 - 4.4.5.1 Application Portfolio
 - 4.4.6 Appeals of Evaluations or Recommendations
 - 4.4.6.1 Appeals of Performance Evaluations
 - 4.4.6.2 Appeal of Promotion, Tenure, or Reappointment Recommendations
 - 4.4.7 Report on Faculty Evaluation

The following is the replacement being put forth for Board approval:

- 4.4 Faculty Performance Evaluation Process
 - 4.4.1 Regular Performance Reviews
 - 4.4.1.1 Probationary/**Tenure-Track** Faculty
 - 4.4.1.1.1 Faculty Mentors
 - 4.4.1.1.2 Evaluation of Probationary Faculty
 - 4.4.1.1.3 Reappointment and Progress-Toward-Tenure Process
 - 4.4.1.1.4 Promotion and Tenure Process for Probationary Faculty
 - 4.4.1.2 Tenured Ranked Faculty
 - 4.4.1.2.1 Promotion for Tenured Faculty
 - 4.4.1.3 Evaluation of Non-Ranked Faculty
 - 4.4.2 Faculty Evaluation Committee and Divisional Personnel Committees
 - 4.4.3 Application for Reappointment, Promotion, and Tenure
 - 4.4.3.1 Application Portfolio
 - 4.4.4 Appeals of Evaluations or Recommendations
 - 4.4.4.1 Appeals of Performance Evaluations
 - 4.4.4.2 Appeal of Promotion, Tenure, or Reappointment Recommendations
 - 4.4.5 Report on Faculty Evaluation

The following Section 4.4 of the Faculty Handbook is to modify the introduction:

4.4 Faculty Performance Evaluation Process

Each member of the ranked Faculty participates in five separate, but interrelated, evaluative processes: (1) an annual performance review by an immediate faculty supervisor or peer, (2) a review for tenure-eligible probationary faculty, (3) a review of application for tenure, (4) a review of Faculty Performance application for promotion and (5) for untenured, ranked faculty only, a review of application for annual appointment.

Each evaluation will review performance concerning teaching, professional activity and service and will provide any expectations for progression of performance regarding promotion or tenure and the role of individually negotiated assignments in these expectations. In negotiating individualized roles for faculty members, the dean of academic affairs is charged to carry out this task in a manner consistent with the Faculty Handbook.

The dean of academic affairs and division chairs shall work closely with the Faculty Evaluation Committee and Divisional Personnel Committees (see Section 4.4.4) throughout the year as needed to complete the faculty evaluation process.

The dean of academic affairs shall discuss faculty evaluation processes with the division chairs and department heads each fall semester.

The following is the replacement being put forth for Board approval:

4.4 Faculty Performance Evaluation Process

Each member of the ranked faculty participates in **the following** evaluative processes:

- 1. Annually develops a Faculty Development Plan (FDP) for the upcoming academic year which is reviewed by their Associate Dean or immediate faculty supervisor.**
- 2. Annually completes a self-evaluation of the previous academic year, including a review of the past year's FDP. This self-evaluation will be submitted to the Associate Dean or immediate faculty supervisor for their review.**
- 3. Annually receive a Faculty Performance Review (AFPR) by the Associate Dean or immediate faculty supervisor.**
- 4. When applying for reappointment, promotion, or tenure (RPT) the Divisional Personnel Committee will conduct a comprehensive review as described further in Section 4.4.**

Each evaluation will review performance concerning teaching, professional activity and service. **Evaluations** will provide **constructive feedback and suggestions for improving** performance regarding promotion or tenure. **Evaluations will also include** the role of individually negotiated assignments **(lab supervisor, program coordinator, grant writer, etc...)** and **will address areas of strengths and weaknesses regarding these assignments.** In negotiating individualized roles for faculty members, the **Dean of Academic Affairs** is charged to carry out this task in a manner consistent with the Faculty

Handbook.

The Dean of Academic Affairs and Associate Deans shall work closely with the Faculty Evaluation Committee and Divisional Personnel Committees (see section 4.4.2) throughout the year as needed to complete the faculty evaluation process.

The Dean of Academic Affairs shall review faculty evaluation processes with the Department Chairs and Associate Deans each fall semester.

The following Section 4.4.1 of the Faculty Handbook is to revise terminology:

4.4.1 Regular Performance Reviews

Annually, every ranked faculty member will submit the Goals, Objectives and Professional Development Agreement form for the following academic year and the corresponding self-evaluation to the appropriate division chair or immediate supervisor. Subsequently, the division chair or immediate supervisor will conduct a performance review and assign a composite rating for every ranked faculty member in his or her division. For probationary faculty only, the division chair shall seek the written input of the appropriate Divisional Personnel Committee. The division chair or immediate supervisor shall meet with each faculty member to discuss the results of his or her performance review. The faculty member shall sign the performance review and may append a response. The division chair or immediate supervisor shall forward the performance reviews to the dean of academic affairs. The dean shall either endorse or modify the recommended rating. In instances where the dean modifies the rating, the dean must provide a compelling rationale for the change in writing to the division chair and to the affected faculty member. Performance reviews for division chairs will be conducted by the dean of academic affairs.

At least four numerical or categorical ratings are to be used for the performance reviews. The ratings are to be designed to recognize both outstanding and unsatisfactory performances as well as those appraised as degrees of good or satisfactory. The dean of academic affairs and division chairs shall develop a clear set of expectations for satisfactory performance in the categories of teaching, professional activity and service.

A faculty member may appeal the performance rating as outlined in Section 4.4.6.1.

For probationary faculty, these performance reviews will form a basis for subsequent reviews, for reviews regarding progress toward promotion or tenure and for recommendations concerning promotion, tenure and annual appointment and should be kept on file in the office of academic affairs.

The following is the replacement being put forth for Board approval:

4.4.1 Regular Performance Reviews

By the last Friday in April, every ranked faculty member will submit **their Faculty Development Plan** for the **upcoming** academic year **to their Associate Dean** or immediate **faculty supervisor**.

By the third Wednesday in September, ranked faculty will submit their **self-evaluation for the previous academic year to their Associate Dean or immediate faculty supervisor**. Subsequently, the **reviewer** will conduct a performance review **for the previous academic year** and assign a composite rating for every ranked faculty member in his or her **jurisdiction**.

At least four numerical or categorical ratings are to be used for the performance reviews. The ratings are to be designed to recognize both outstanding and unsatisfactory

performances as well as those appraised as degrees of good or satisfactory. The Dean of Academic Affairs and Associate Deans shall develop a clear set of expectations for satisfactory performance in the categories of teaching, professional activity and service.

By the third Thursday in October, the reviewer shall meet with each faculty member to discuss the results of his or her performance review. **To acknowledge that she or he has received the performance review, the faculty member must sign the review before it is forwarded further. Signing the review does not imply that the faculty member endorses all that is stated therein. The faculty member may append a response before the evaluation is forwarded further, and this response will remain attached throughout the evaluation process. By the fourth Thursday in October, the reviewer shall forward the performance reviews to the Dean of Academic Affairs.**

By the first Monday in November, the dean shall either endorse or modify the recommended rating. In instances where the dean modifies the rating, the dean must provide a compelling rationale for the change in writing to the reviewer and to the affected faculty member. **Each faculty member shall receive notification of the dean's action regarding their performance review by the Third Wednesday in November, thus completing the faculty evaluation cycle.**

Performance reviews for Associate Deans and immediate faculty supervisors will be conducted by the Dean of Academic Affairs.

A faculty member may appeal the performance rating as outlined in Section 4.4.4. These performance reviews will form a basis for subsequent reviews, for reviews regarding progress toward promotion or tenure and for recommendations concerning promotion, tenure and annual appointment and should be kept on file in the office of Academic Affairs.

The following Section 4.4.2 and 4.4.2.1 of the Faculty Handbook is to revise numbering and terminology:

4.4.2 Probationary Faculty

4.4.2.1 Faculty Mentors

A new faculty member who is a first-year candidate for reappointment shall have the advice of a senior faculty mentor to assist him/her in preparing materials for submission to the office of academic affairs. The mentor shall be appointed by the dean of academic affairs in consultation with the division chair and the new faculty member and hold this responsibility formally for one year. The mentor should, however, continue to advise the new faculty member on an indefinite basis.

The following is the replacement being put forth for Board approval:

4.4.1.1 Probationary/Tenure-Track Faculty

4.4.1.1.1 Faculty Mentors

Untenured, ranked faculty members who are first-year candidates for reappointment shall have the advice of an appropriate faculty mentor to assist them in preparing for the reappointment process. The mentor shall be appointed by the Dean of Academic Affairs in consultation with the Department Chair and/or Associate Dean and the new faculty member and hold this responsibility formally for one year. The mentor should, however, continue to advise the new faculty member on an indefinite basis.

The following Section 4.4.2.2 of the Faculty Handbook is to revise numbering and terminology:

4.4.2.2 Evaluation of Probationary Faculty

Probationary faculty will undergo the following evaluations: [Forms can be found at <https://wp.missouristate.edu/academicaffairs/Forms.htm>]

- At least one classroom observation by the division chair, department head and/or a member of the tenured faculty annually
- Annual performance reviews completed by the division chair
- Annual review of progress toward tenure by the Divisional Personnel Committee and division chair (see below)
- Student evaluations for each course taught every semester

The following is the replacement being put forth for Board approval:

4.4.1.1.2 Evaluation of Probationary Faculty

Probationary faculty will undergo the following evaluations: [Forms **available through the Office of Academic Affairs**]

1. At least one classroom observation by the **Department Chair** and/or a member of the tenured faculty annually.
2. Annual performance reviews completed by the **Department Chair or Associate Dean or immediate faculty supervisor**.
3. Annual review of progress toward tenure by the Divisional Personnel Committee and **Associate Dean or immediate faculty supervisor**. (see below)
4. Student **course** evaluations for each course taught every semester.

The following Section 4.4.2.3 of the Faculty Handbook is to revise numbering and terminology:

4.4.2.3 Reappointment and Progress-Toward-Tenure Process

Every probationary faculty member must apply for each yearly appointment during his or her term of probation. The application must be made at the appropriate time as stated in the annual academic work calendar and in accordance with procedures outlined in section 4.4.5. Failure to do so will result in no appointment.

An annual review to assess whether a faculty member should be reappointed and to assess appropriate progress toward tenure shall be conducted by the Divisional Personnel Committee (DPC) and by the division chair. The division chair shall not be a participant in the voting or deliberations of the DPC. Based on the requirements of tenure listed in Section 3.6.2, the DPC will annually assess the probationary faculty member's cumulative record as he or she progresses toward the tenure decision year and will specify in writing one of three outcomes:

- a. that progress toward tenure is satisfactory
- b. that progress toward tenure is questionable, identifying areas for improvement and providing specific suggestions
- c. that progress toward tenure is unsatisfactory, providing specific rationale

In all cases the committee will provide clear feedback, identifying areas for improvement, making specific suggestions. Additionally, the committee will make a recommendation regarding continued appointment or non-reappointment. If the committee recommends non-reappointment, then appropriate rationale must be provided.

The DPC will forward its annual review evaluation, its recommendations and the applicant's portfolio to the division chair, who will add her or his evaluation and recommendations and pass all of these materials to the dean of academic affairs. The dean will also attach his or her evaluation and recommendations and will notify the chancellor of the outcome of this evaluation process. Copies of each evaluation and recommendation shall be provided to the candidate at each stage of this process before the portfolio, evaluation and recommendations are submitted to the next reviewer. To acknowledge that she or he has received these copies, the candidate must undersign each before the evaluation materials are forwarded further. Signing the evaluation does not imply that the candidate endorses all that is stated therein. The candidate may append a response before the evaluation is forwarded further and this response will remain attached throughout the evaluation process.

If the progress toward tenure is questionable or unsatisfactory, then the dean of academic affairs shall meet with the faculty member to discuss the areas of improvement that were identified and to discuss the implementation of suggested courses of action, as well as to discuss any other issues that need to be addressed. The dean of academic affairs, in consultation with the division chair, will also periodically follow-up with the faculty member throughout the upcoming academic year.

The following is the replacement being put forth for Board approval:

4.4.1.1.3 Reappointment and Progress-Toward-Tenure Process

Every probationary faculty member must apply for each **academic year** appointment during his or her term of probation. The application must be made at the appropriate time as stated in the annual academic work calendar (**October 1st**) and in accordance with procedures outlined in section 4.4.3. Failure to do so will result in no appointment.

An annual review to assess whether a faculty member should be reappointed and to assess appropriate progress toward tenure shall be conducted by the Divisional Personnel Committee (DPC) and by the **Associate Dean or immediate faculty supervisor**. The **Associate Dean or immediate faculty supervisor** shall not be a participant in the voting or deliberations of the DPC. Based on the requirements of tenure listed in Section 3.6.2, the DPC **serves as a pre-tenure committee and** will annually assess the probationary faculty member's cumulative record as he or she progresses toward the tenure decision year and will specify in writing one of three outcomes:

- a. that progress toward tenure is satisfactory
- b. that progress toward tenure is questionable, identifying areas for improvement and providing specific suggestions
- c. that progress toward tenure is unsatisfactory, providing specific rationale

In all cases the committee will provide clear feedback, identifying areas for improvement, making specific suggestions. Additionally, the committee will make a recommendation regarding continued appointment or non-reappointment. If the committee recommends non-reappointment, then appropriate rationale must be provided.

By the third Wednesday in December, the DPC will forward its annual review evaluation, its recommendations and the applicant's portfolio to the **Associate Dean** who will add her or his evaluation and recommendations and pass all of these materials to the **Dean of Academic Affairs**. The **Dean** will also attach his or her evaluation and recommendations and will notify the **Chancellor** of the outcome of this evaluation process. Copies of each evaluation and recommendation shall be provided to the candidate at each stage of this process before the portfolio, evaluation and recommendations are submitted to the next reviewer. To acknowledge that she or he has received these copies, the candidate must undersign each before the evaluation materials are forwarded further. Signing the evaluation does not imply that the candidate endorses all that is stated therein. The candidate may append a response before the evaluation is forwarded further, and this response will remain attached throughout the evaluation process.

If the progress toward tenure is questionable or unsatisfactory, then the **Dean of Academic Affairs** shall meet with the faculty member to discuss the areas of improvement that were identified and to discuss the implementation of suggested courses of action, as well as to discuss any other issues that need to be addressed. The **Dean of Academic Affairs**, in consultation with the **Associate Dean or immediate faculty supervisor**, will also periodically follow-up with the faculty member throughout the upcoming academic year.

The following Section 4.4.2.4 of the Faculty Handbook is to revise numbering and terminology:

4.4.2.4 Promotion and Tenure Process for Probationary Faculty

For promotion, the application must be made at the appropriate time as stated in the annual academic work calendar and in accordance with evaluation procedures outlined in section 4.4.2.1. The application for promotion may be withdrawn from consideration at any stage of the process.

The process of promotion review and tenure review follows the steps as shown below. The requirements for promotion are located in Section 3.4 and the requirements for tenure are located in Section 3.6. At each stage of the evaluation of promotion and/or tenure, a candidate will be given a copy of the evaluation and written rationale for the recommendation.

For tenure, in most cases, a probationary faculty member must apply for tenure no later than the fifth year of employment to remain employed beyond the sixth year. The application must be made at the appropriate time as listed in the academic work calendar and in accordance with evaluation procedures outlined in section 4.4. Failure to do so will result in no appointment for the year following the probationary period. In cases where the faculty member has negotiated for a shorter probationary period, the final tenure application year is specified in the faculty member's initial letter of employment. Candidates denied tenure by the dean of academic affairs in the final year for application are not permitted to reapply. Candidates who apply for early tenure (i.e., in a year prior to the final year for application as stated in the faculty member's initial letter of employment) may reapply up to and including the final year to apply. Although faculty hired at mid-year may "count" all work accomplished since the date of hire, the tenure clock for them begins the following August, unless otherwise negotiated.

Individuals whose initial appointment is to the associate professor rank must apply for tenure by the fourth year of their probationary status except in those circumstances where the dean has granted a temporary stopping of the tenure clock.

1. Faculty member submits application portfolio to the office of academic affairs [October 1*]
2. Divisional Personnel Committee reviews portfolio and writes recommendation [December 15]
3. Candidate receives copy and signs original committee recommendation
 - Committee forwards portfolio and recommendation to division chair
 - Division chair reviews materials and writes recommendation [January 15]
 - Candidate receives copy and signs original division chair recommendation
 - Committee and division chair recommendations and portfolio forwarded to dean
 - Dean reviews materials and writes recommendation [February 15]
 - Candidate receives copy and signs original of dean's recommendation
 - Dean forwards list of reappointments and non-reappointments and list of results of tenure and promotion decisions

*If a new faculty member starts in the fall semester, then the application portfolio is submitted on December 1.

The chancellor will submit reappointment, promotion and/or tenure recommendations to the president and Board of Governors and the dean of academic affairs will notify all applicants of the Board's actions. Recommendations from each level of the review process will be shared with the applicant by the reviewer(s) at each level. The applicant may withdraw the application at any level of the process prior to the review by the dean of academic affairs and the chancellor.

Throughout the entire review process, confidentiality must be maintained. Members at every level of decision-making must assume personal responsibility to ensure that confidentiality is not violated.

The following is the replacement being put forth for Board approval:

4.4.1.1.4 Promotion and Tenure Process for Probationary Faculty

For promotion, the application must be made at the appropriate time as stated in the annual academic work calendar (**October 1st**) and in accordance with evaluation procedures outlined in Section 4.4.3. The application for promotion may be withdrawn from consideration at any stage of the process.

The process of promotion review and tenure review follows the steps as shown below. The requirements for promotion are located in Section 3.4 and the requirements for tenure are located in Section 3.6. At each stage of the evaluation of promotion and/or tenure, a candidate will be given a copy of the evaluation and written rationale for the recommendation.

For tenure, in most cases, a probationary faculty member must apply for tenure no later than the fifth year of employment to remain employed beyond the sixth year. The application must be made at the appropriate time as listed in the academic work calendar (**October 1st**) and in accordance with evaluation procedures outlined in Section 4.4.3. Failure to do so will result in no appointment for the year following the probationary period. In cases where the faculty member has negotiated for a shorter probationary period, the final tenure application year is specified in the faculty member's initial letter of employment. Candidates denied tenure by the **D**ean of **A**cademic **A**ffairs in the final year for application are not permitted to reapply. Candidates who apply for early tenure (i.e., in a year prior to the final year for application as stated in the faculty member's initial letter of employment) may reapply up to and including the final year to apply. Although faculty hired at mid-year may "count" all work accomplished since the date of hire, the tenure clock for them begins the following August, unless otherwise negotiated.

Individuals whose initial appointment is to the associate professor rank must apply for tenure by the fourth year of their probationary status except in those circumstances where the dean has granted a temporary stopping of the tenure clock.

1. Faculty member submits application portfolio to the office of Academic Affairs **by the first Monday in November**.
2. Division Personnel Committee (DPC) reviews portfolio and writes recommendation **by the third Wednesday in December**. Candidate receives copy and signs original committee recommendation. **The DPC forwards portfolio and recommendation to the Associate Dean or immediate faculty supervisor.**
3. **By the second Friday in January, the Associate Dean or immediate faculty supervisor** reviews materials and writes recommendation. Candidate receives copy and signs recommendation. **All recommendations and portfolio forwarded to the Dean of Academic Affairs.**
4. **By the third Tuesday in February, the** Dean reviews materials and writes recommendation. Candidate receives copy and signs original of dean's recommendation. The Dean forwards list of reappointments and non-reappointments and list of results of tenure and promotion decisions **to the Chancellor.**

*If a new faculty member starts in the fall semester, then the application portfolio is submitted **by the first Monday in December.**

The Chancellor will submit reappointment, promotion and/or tenure recommendations to the President and Board of Governors and the Dean of Academic Affairs will notify all applicants of the Board's actions. Recommendations from each level of the review process will be shared with the applicant by the reviewer(s) at each level. The applicant may withdraw the application at any level of the process prior to the review by the Dean of Academic Affairs and the Chancellor.

Throughout the entire review process, confidentiality must be maintained. Members at every level of decision-making must assume personal responsibility to ensure that confidentiality is not violated.

The following Section 4.4.3 and 4.4.3.1 of the Faculty Handbook is to revise numbering and terminology:

4.4.3 Evaluation of Tenured Ranked Faculty

Tenured ranked faculty will undergo the following evaluations:

- a. At least one classroom observation by the division chair, department head and/or tenured faculty member every two years
- b. Annual performance review by the division chair
- c. Student evaluations for each course taught every semester

In cases where a tenured faculty member's performance is questionable or unsatisfactory and cannot be adequately addressed by division chair, see section 14.0 for an outline of the process that should be followed.

4.4.3.1 Promotion for Tenured Faculty

For promotion, the application must be made at the appropriate time as stated in the annual academic work calendar and in accordance with procedures outlined in section 4.4.5. The application for promotion may be withdrawn from consideration at any stage of the process.

The process of promotion review follows the steps as shown in Section 4.4.2.4. The requirements for promotion are located in Section 3.4. At each stage of the evaluation of promotion, a candidate will be given a copy of the evaluation and written rationale for the recommendation.

The following is the replacement being put forth for Board approval:

4.4.1.2 Tenured Ranked Faculty

4.4.1.2.1 Promotion for Tenured Faculty

For promotion, the application must be made at the appropriate time as stated in the annual academic work calendar (**October 1st**) and in accordance with procedures outlined in Section 4.4.**5**. The application for promotion may be withdrawn from consideration at any stage of the process.

The process of promotion review follows the steps as shown in Section 4.4.**1.1.4**. The requirements for promotion are located in Section 3.4. At each stage of the evaluation of promotion, a candidate will be given a copy of the evaluation and written rationale for the recommendation.

The following Section 4.4.4 of the Faculty Handbook is to revise numbering and terminology:

4.4.4 Evaluation of Non-Ranked Faculty

Lecturers and per-course/adjunct faculty (see Section 3.5 for definitions) are expected to attend annual workshops/trainings as conducted by the Office of Academic Affairs and will undergo the following evaluations:

- a. At least one classroom observation by the Division Chair, Department Head, and/or tenured faculty member each year.
- b. Student Evaluations for each course taught each semester

Additionally, Lecturers will undergo an annual performance evaluation by their Division Chair or Department Head and the appropriate Divisional Personnel Committee. Since lecturers do not have the same responsibilities and expectations as full-time ranked faculty members and since these responsibilities and expectations can vary from division to division, the Division Chair and DPC will have some latitude in their evaluations. However, all faculty are expected to 1) teach effectively; 2) be available to their students; and 3) to function within their department/division. More information concerning the responsibilities and expectations of non-ranked faculty may be found at the Office of Academic Affairs.

The Division Chair (or Department Head) will write the final evaluation and provide the Lecturer with a written copy. The purpose of the evaluation is to identify any areas where improvement can be made and provide constructive feedback. Should a lecturer apply for a full-time ranked faculty position, these evaluations shall become part of the candidate's file.

The following is the replacement being put forth for Board approval:

4.4.1.3 Evaluation of Non-Ranked Faculty

Lecturers and per-course/adjunct faculty (see Section 3.5 for definitions) are expected to attend annual workshops/trainings as conducted by the Office of Academic Affairs and will undergo the following evaluations:

- a. At least one classroom observation by the **Associate Dean**, Department Head, and/or tenured faculty member each year.
- b. Student Evaluations for each course taught each semester

Additionally, Lecturers will undergo an annual performance evaluation by their **Department** Chair or **Associate Dean (or immediate supervisor)** and the appropriate Divisional Personnel Committee. **All involved in the performance evaluations should realize that** Lecturers do not have the same responsibilities and expectations as full-time ranked faculty members. However, all faculty are expected to 1) teach effectively; 2) be available to their students; and 3) to function within their department/division. More information concerning the responsibilities and expectations of non-ranked faculty may be found at the Office of Academic Affairs.

The **Department Head or Associate Dean or immediate faculty supervisor** will write the final evaluation **utilizing information from the DPC's evaluation** and provide the Lecturer with a written copy. The purpose of the evaluation is to identify any areas where improvement can be made and provide constructive feedback. Should a lecturer apply for a full-time ranked faculty position, these evaluations shall become part of the candidate's file.

The following Section 4.4.5 of the Faculty Handbook is to revise numbering and terminology:

4.4.5 Faculty Evaluation Committee and Divisional Personnel Committees

The Faculty Evaluation Committee shall annually review evaluation procedures, including establishing the minimum and maximum weightings to be placed on the categories of performance (teaching, professional activity and University and community service) and submit proposed changes to the Faculty Senate. The Faculty Evaluation Committee should work closely with the Divisional Personnel Committees and the dean of academic affairs in this endeavor.

Annually, two divisional personnel committees (DPC) are formed as follows. The General Studies Divisional Personnel Committee will be formed for the arts, education and social sciences division and mathematics and science division and will consist of two tenured faculty members from each of those divisions. The Applied Sciences Divisional Personnel Committee will be formed for the business, applied technology and public service division and nursing and allied health division and will consist of two tenured faculty members from each of those divisions. The faculty members that will serve on these committees for each division will be elected from the pool of eligible tenured faculty members and will be elected by a plurality of votes by the ranked faculty in the division. (In the event that a division has fewer than two tenured faculty members, additional tenured faculty members from other divisions may be appointed by the dean to a total number of two. In such cases, the division chair and the faculty applicant(s) will submit a list of possible committee members for the dean's consideration and appointment). Members shall serve two-year, staggered terms and no member shall serve consecutive terms. Tenured faculty members who are seeking promotion or with a potential conflict of interest (usually evaluating a spouse) should not serve on the DPC.

The DPC will serve as the initial evaluating body for divisional faculty evaluations. Each DPC will select co-chairs (one chair from each division) that will be responsible for working with the division chair to establish and communicate internal application deadlines. The co-chairs convene the committee's meetings and generally are responsible for writing personnel recommendations for the candidates within his or her division based on the deliberations of the committee. Each DPC operates as an autonomous faculty body and therefore the division chair shall not participate in personnel committee proceedings or make decisions regarding its composition or actions. Inappropriate actions by individuals on the committee should be addressed by the committee co-chairs.

The application portfolio for candidates for reappointment, promotion and tenure will be presented to the co-chairs of the DPC, who will undertake the security of the application portfolio. At the time of evaluation for annual review of appropriate progress toward tenure, required performance reviews, promotion or tenure, the personnel committee will have access to the candidate's current vita as well as all prior personnel reviews generated by the division chair and DPC. Additional materials, supporting teaching, research and service, may be requested by DPC.

The DPC shall make the original recommendations in all cases involving annual review of appropriate progress toward tenure and/or reappointment of probationary faculty. If there

is a split vote among tenured faculty, the minority may file a report, signed by each member of the minority, which will be forwarded with the majority decision.

In instances of disagreement between the personnel committee and the division chair, there shall be a good faith effort to resolve these differences. If resolution is not possible, the division chair must offer in writing compelling reasons for disagreeing with the committee's recommendation before advancing his or her recommendation to the dean.

The following is the replacement being put forth for Board approval:

4.4.2 Faculty Evaluation Committee and Divisional Personnel Committees

The Faculty Evaluation Committee shall annually review evaluation procedures, including establishing the minimum and maximum weightings to be placed on the categories of performance (teaching, professional activity and University and community service) and submit proposed changes to the Faculty Senate. The Faculty Evaluation Committee should work closely with the Divisional Personnel Committees and the Dean of Academic Affairs in this endeavor.

At the annual August Faculty Workshop, two divisional personnel committees (DPC) are formed as follows. The General Studies Divisional Personnel Committee will be formed for the arts, education and social sciences division and mathematics and science division and will consist of **at least** two tenured faculty members from each of those divisions. The Applied Sciences Divisional Personnel Committee will be formed for the business, applied technology and public service division and nursing and allied health division and will consist of **at least** two tenured faculty members from each of those divisions. The faculty members that will serve on these committees for each division will be elected from the pool of eligible tenured faculty members and will be elected by a plurality of votes by the ranked faculty in the division. (In the event that a division has fewer than two tenured faculty members, additional tenured faculty members from other divisions may be appointed by the dean to a total number of two. In such cases, the **Associate Dean or immediate faculty supervisor** and the faculty applicant(s) will submit a list of possible committee members for the dean's consideration and appointment). Members shall serve two-year, staggered terms and **may be elected to** consecutive terms. Tenured faculty members who are seeking promotion or with a potential conflict of interest **shall** not serve on a DPC.

By the third Wednesday in September, the Chair of the Faculty Evaluation Committee will meet with the members of the DPCs for each Division and review procedures and deadlines for the faculty evaluation process and answer questions.

The DPC will serve as the initial evaluating body for divisional faculty evaluations. Each DPC will select co-chairs (one chair from each division) that will be responsible for working with the **associate dean or immediate faculty supervisor** to establish and communicate internal application deadlines. The co-chairs convene the committee's meetings and generally are responsible for writing personnel recommendations for the candidates within his or her division based on the deliberations of the committee. Each

DPC operates as an autonomous faculty body and therefore the **Associate Dean or immediate faculty supervisor** shall not participate in personnel committee proceedings or make decisions regarding its composition or actions. Inappropriate actions by individuals on the committee should be addressed by the committee co-chairs.

The application portfolio for candidates for reappointment, promotion and tenure will be presented to the co-chairs of the DPC, who will undertake the security of the application portfolio. At the time of evaluation for annual review of appropriate progress toward tenure, required performance reviews, promotion or tenure, the personnel committee will have access to the candidate's current vita as well as all prior personnel reviews generated by the **associate dean or immediate faculty supervisor** and DPC. Additional materials, supporting teaching, research and service, may be requested by DPC.

The DPC shall make the original recommendations in all cases involving annual review of appropriate progress toward tenure and/or reappointment of probationary faculty. If there is a split vote among tenured faculty, the minority may file a report, signed by each member of the minority, which will be forwarded with the majority decision.

In instances of disagreement between the personnel committee and the **Associate Dean** there shall be a good faith effort to resolve these differences. If resolution is not possible, the **Associate Dean** must offer in writing compelling reasons for disagreeing with the committee's recommendation before advancing his or her recommendation to the **Dean of Academic Affairs**.

The following Section 4.4.6 of the Faculty Handbook is to revise numbering and terminology:

4.4.6 Application for Reappointment, Promotion and Tenure

The dean of academic affairs shall present a copy of the evaluation procedures in an informal packet to new full-time faculty upon signing of their contracts for employment. Also, at the beginning of each academic year, the dean of academic affairs shall disseminate faculty evaluation procedure guidelines and appropriate forms to all faculty members. A candidate initiates the application process by completing the appropriate form and submitting it to the dean of academic affairs. The form is then forwarded to the appropriate personnel committee for verification of eligibility.

The following is the replacement being put forth for Board approval:

4.4.3 Application for Reappointment, Promotion and Tenure

The dean of academic affairs shall present a copy of the evaluation procedures in an informal packet (see the Appendix) to new full-time faculty upon signing of their contracts for employment. Also, at the beginning of each academic year, the dean of academic affairs shall disseminate faculty evaluation procedure guidelines and appropriate forms to all faculty members. A candidate initiates the application process by completing the appropriate form and submitting it to the dean of academic affairs **by October 1st**. The form is then forwarded to the appropriate personnel committee for verification of eligibility.

The following Section 4.4.6.1 of the Faculty Handbook is to revise numbering and terminology:

4.4.6.1 Application Portfolio

Once eligibility has been verified, the applicant for reappointment, promotion and/or tenure shall submit by January 15th to the office of academic affairs an application portfolio for consideration by the, Divisional Personnel Committee, division chair, the dean of academic affairs and the chancellor. This application portfolio should contain material that substantiates quality performance concerning teaching, professional activity and University and community service. Substantiating data should include: [Forms can be found at <https://wp.missouristate.edu/academicaffairs/forms.htm>]

- a. Signed and dated approved application for reappointment, promotion and/or tenure.
- b. Department and/or division evaluations, signed and dated, for the current and previous years to show growth in teaching, professional activities and service.
- c. Seated or virtual classroom evaluations, signed and dated, for the entire probationary period for those seeking reappointment or tenure and for the prior three years when promotion is sought.
- d. Prior years' DPC or RPT committee evaluations and recommendations and evidence of progress toward compliance with recommendations for those seeking reappointment and/or tenure.
- e. Evidence of participation in assessment processes for the entire probationary period for those seeking reappointment and/or tenure and for the prior three years when promotion is sought; e.g. annual assessment report.
- f. Any other peer or supervisory administrator evaluations for substantiation of growth in teaching, professional development and service.
- g. Signed and dated statements of goals and a self-evaluation, for the entire probationary period for those seeking reappointment or tenure and for the prior three years when promotion is sought.
- h. Student evaluations summaries for the entire probationary period for those seeking reappointment and/or tenure and for the prior three years when promotion is sought.
- i. Current curriculum vita (updated each year). Summarized documentation should be maintained in a professional portfolio to show activities previous to the past 12 months.
- j. Current course syllabi for each course taught in the past year.
- k. Publications of the preceding 12 months (titles of older publications should be in the curriculum vita).
- l. Workshops conducted or attended in the preceding 12 months.
- m. Professional conferences conducted or attended in the preceding 12 months.
- n. University service responsibilities during preceding 12 months.
- o. Community service projects during the preceding 12 months.
- p. Other relevant data from the previous 12 months, such as informal thank you notes from students or peers, news articles concerning activities of the applicant, etc. may be included as the last section of the application portfolio.

Applicants should compile the substantiating data in a three-ring binder or in the campus approved on-line software application and the contents should be arranged in the order

mentioned above. An index or table of contents must be included as the first page of the portfolio or in the online portfolio.

Completed RPT, DPC, dean and/or chancellor evaluations, as required by the evaluation process, will be placed in the front of the application portfolio as each is completed.

The following is the replacement being put forth for Board approval:

4.4.3.1 Application Portfolio

Once eligibility has been verified, the applicant for reappointment, promotion and/or tenure shall submit by **the first Monday in November** to the office of academic affairs an application portfolio for consideration by the, Divisional Personnel Committee, **Associate Dean or immediate faculty supervisor**, the **Dean of Academic Affairs** and the **Chancellor**. This application portfolio should contain material that substantiates quality performance concerning teaching, professional activity and University and community service. Substantiating data should include: [Forms **available through the Office of Academic Affairs**].

- a. Signed and dated approved application for reappointment, promotion and/or tenure.
- b. Department and/or division evaluations, signed and dated, for the current and previous years to show growth in teaching, professional activities and service.
- c. Seated or virtual classroom evaluations, signed and dated, for the entire probationary period for those seeking reappointment or tenure and for the prior three years when promotion is sought.
- d. Prior years' DPC evaluations and recommendations and evidence of progress toward compliance with recommendations for those seeking reappointment and/or tenure.
- e. Evidence of participation in assessment processes for the entire probationary period for those seeking reappointment and/or tenure and for the prior three years when promotion is sought; e.g. annual assessment report.
- f. Any other peer or supervisory administrator evaluations for substantiation of growth in teaching, professional development and service.
- g. Signed and dated statements of goals and a self-evaluation, for the entire probationary period for those seeking reappointment or tenure and for the prior three years when promotion is sought.
- h. Student evaluations summaries for the entire probationary period for those seeking reappointment and/or tenure and for the prior three years when promotion is sought.
- i. Current curriculum vita (updated each year). Summarized documentation should be maintained in a professional portfolio to show activities previous to the past 12 months.
- j. Current course syllabi for **a** course taught in the past year **and portions of other course syllabi, including assignments or other pertinent materials, which the applicant deems appropriate to their evaluation.**
- k. Publications of the preceding 12 months (titles of older publications should be in the curriculum vita).
- l. Workshops conducted or attended in the preceding 12 months.

- m. Professional conferences conducted or attended in the preceding 12 months.
- n. University service responsibilities during preceding 12 months.
- o. Community service projects during the preceding 12 months.
- p. Other relevant data from the previous 12 months, such as informal thank you notes from students or peers, news articles concerning activities of the applicant, etc. may be included as the last section of the application portfolio.

Applicants should compile the substantiating data in a three-ring binder or in the campus approved on-line software application and the contents should be arranged in the order mentioned above. An index or table of contents must be included as the first page of the portfolio or in the online portfolio.

Completed RPT, DPC, **academic** dean and/or chancellor evaluations, as required by the evaluation process, will be placed in the front of the application portfolio as each is completed.

The following Section 4.4.7 of the Faculty Handbook is to revise numbering and terminology:

4.4.7 Appeals of Evaluations or Recommendations

Informal reconsiderations of evaluation recommendations may occur at all administrative levels.

The following is the replacement being put forth for Board approval:

4.4.4 Appeals of Evaluations or Recommendations

Informal reconsiderations of evaluations and recommendations may occur at all administrative levels.

The following Section 4.4.7.1 of the Faculty Handbook is to revise numbering:

4.4.7.1 Appeals of Performance Evaluations

The following is the replacement being put forth for Board approval:

4.4.4.1 Appeals of Performance Evaluations

The following Section 4.4.7.2 of the Faculty Handbook is to revise numbering:

4.4.7.2 Appeal of Promotion, Tenure or Reappointment Recommendations

The following is the replacement being put forth for Board approval:

4.4.4.2 Appeal of Promotion, Tenure or Reappointment Recommendations

The following Section 4.4.8 of the Faculty Handbook is to revise numbering and terminology:

4.4.8 Report on Faculty Evaluation

Early in the fall semester of each academic year, the dean of academic affairs will present a report to the Faculty Senate regarding the outcome of faculty evaluations for the preceding year. In particular, all cases where positive or negative recommendations for reappointment, promotion or tenure that were unanimous through all levels up to the dean of academic affairs, but were reversed at that level or above, will be enumerated. Causes for each reversal will be stated without identifying by name the individuals involved. In addition, the dean of academic affairs will present a general accounting of the outcomes of original Divisional Personnel Committees and division chair recommendations for reappointment, promotion and tenure for the preceding year.

The following is the replacement being put forth for Board approval:

4.4.5 Report on Faculty Evaluation

Early in the fall semester of each academic year, the dean of academic affairs will present a report to the Faculty Senate regarding the outcome of faculty evaluations for the preceding year. In particular, all cases where positive or negative recommendations for reappointment, promotion or tenure that were unanimous through all levels up to the dean of academic affairs, but were reversed at that level or above, will be enumerated. Causes for each reversal will be stated without identifying by name the individuals involved. In addition, the dean of academic affairs will present a general accounting of the outcomes of original Divisional Personnel Committees and associate deans' recommendations for reappointment, promotion and tenure for the preceding year.

The following Section 8.3 of the Faculty Handbook is to replace the “Division Chair” phrase with “Department Chair and Associate Dean”:

8.3 Civil Duty Leave

Any full-time faculty member who is validly subpoenaed or summoned to involuntarily appear or serve as a juror in a judicial form or compelled to appear before a judicial legislative or administrative body with civil power to compel attendance during regularly scheduled work hours shall be entitled to receive leave with pay for a period of time necessary for such appearance. Any compensation received for the appearance, other than travel and meal allowances, shall be reported to the University and deducted from any salary paid by the University for such civil leave. Civil leave shall not be granted for appearances as an expert witness for a party to litigation. The faculty member must notify his/her division chair in writing in advance of the leave.

The following is the replacement being put forth for Board approval:

8.3 Civil Duty Leave

Any full-time faculty member who is validly subpoenaed or summoned to involuntarily appear or serve as a juror in a judicial form or compelled to appear before a judicial legislative or administrative body with civil power to compel attendance during regularly scheduled work hours shall be entitled to receive leave with pay for a period of time necessary for such appearance. Any compensation received for the appearance, other than travel and meal allowances, shall be reported to the University and deducted from any salary paid by the University for such civil leave. Civil leave shall not be granted for appearances as an expert witness for a party to litigation. The faculty member must notify his/her **Department Chair and Associate Dean** in writing in advance of the leave.

The following Section 10.2 of the Faculty Handbook is to correct “insure” to “ensure”:

10.2 Regulatory Guidelines for Research

Protection of a research environment for free and unfettered pursuit of knowledge is an important University responsibility. Infringement on this freedom must be restricted to those factors which are clearly essential to the protection of research subjects and the public at large.

There exist federal and state laws, regulations and guidelines in several areas which are designed for this purpose. In addition, the University community itself acts through its advisory committees or academic governance bodies to insure that individual research and scholarly projects incorporate appropriate safeguards.

The University has policies and procedures that assure research, as well as education and service projects where applicable, are conducted in compliance with governmental regulations with regards to animal care and use, bio-hazardous substances, export controlled materials and information and human subjects. Applicable policies and procedures can be found on the office of sponsored research and programs website under University policies, faculty members are to understand that the policies related to animal care and use, biosafety and export control also apply to educational projects, degree or course requirements and service projects.

Faculty members planning to use live vertebrate animals, bio-hazardous substances and human subjects in research projects regardless of the source of support must submit an application to the appropriate University compliance committee for review and approval prior to the start of the project, regardless of the source of funding. In some cases, external funding agencies require that certification of approval by these committees must accompany a proposal. Externally or internally supported projects will not be approved for expenditure of funds, unless the protocol has been approved by the applicable committee(s).

All personnel must be certified as having completed training on the federal regulations and University policy and procedures, as well as in topics related to the specific project and work environment before they can participate in these projects. Online training is generally available in all of these compliance areas through the OSRP website, but project and work environment specific training is to be provided by the PI.

The University also has established a mechanism for persons to report actual or suspected violations of governmental regulations and University policies and procedures related to the aforementioned compliance areas. The University views these "whistleblower" actions as an essential component of its role in monitoring activities to assure compliance with governmental regulations and the ethical standards to which all University personnel should strive.

The following is the replacement being put forth for Board approval:

10.2 Regulatory Guidelines for Research

Protection of a research environment for free and unfettered pursuit of knowledge is an important University responsibility. Infringement on this freedom must be restricted to those factors which are clearly essential to the protection of research subjects and the public at large.

There exist federal and state laws, regulations and guidelines in several areas which are designed for this purpose. In addition, the University community itself acts through its advisory committees or academic governance bodies to **ensure** that individual research and scholarly projects incorporate appropriate safeguards.

The University has policies and procedures that assure research, as well as education and service projects where applicable, are conducted in compliance with governmental regulations with regards to animal care and use, bio-hazardous substances, export controlled materials and information and human subjects. Applicable policies and procedures can be found on the office of sponsored research and programs website under University policies, faculty members are to understand that the policies related to animal care and use, biosafety and export control also apply to educational projects, degree or course requirements and service projects.

Faculty members planning to use live vertebrate animals, bio-hazardous substances and human subjects in research projects regardless of the source of support must submit an application to the appropriate University compliance committee for review and approval prior to the start of the project, regardless of the source of funding. In some cases, external funding agencies require that certification of approval by these committees must accompany a proposal. Externally or internally supported projects will not be approved for expenditure of funds, unless the protocol has been approved by the applicable committee(s).

All personnel must be certified as having completed training on the federal regulations and University policy and procedures, as well as in topics related to the specific project and work environment before they can participate in these projects. Online training is generally available in all of these compliance areas through the OSRP website, but project and work environment specific training is to be provided by the PI.

The University also has established a mechanism for persons to report actual or suspected violations of governmental regulations and University policies and procedures related to the aforementioned compliance areas. The University views these "whistleblower" actions as an essential component of its role in monitoring activities to assure compliance with governmental regulations and the ethical standards to which all University personnel should strive.

The following Section 11.1.2 of the Faculty Handbook is to replace “department head and dean” with “Department Chair and Associate Dean”:

11.1.2 Remunerated Outside Activities

University policy permits faculty members to engage in remunerated outside activities that are related to their professional interests and development, provided those activities 1) do not interfere with regular University duties and do not involve, on average, more than one work day per week during periods when the University is employing the individual on a full-time basis; 2) do not utilize University materials, facilities or resources except as specifically authorized by the appropriate department head and dean; 3) do not compete with the work of the University and are not otherwise contrary to the best interest of the University; 4) do not violate federal or state law; 5) do not represent a conflict of interest (Section 11.2) or violate other policies of the University; 6) do not convert confidential information or trade secrets of the University to their personal gain or advantage or to the gain or advantage of others and 7) do not entail a reduction in work load.

Because Missouri State University faculty members are hired primarily to teach, outside teaching by full-time faculty members at other institutions of higher education during periods when the University is employing the individual on a full-time basis is discouraged but may be permitted in exceptional circumstances with the knowledge of and written consent of the provost.

During periods when the University is not employing the individual on a full-time basis (for example, during the summer session and the intersession periods for a faculty member on a standard academic-year contract), a faculty member may engage in any lawful outside activity, including teaching for another institution, provided that activity 1) does not utilize University materials, facilities or resources except as specifically authorized by the appropriate department head and dean; 2) does not represent a conflict of interest (Section 11.2) or violate other policies of the University and 3) does not convert confidential information or trade secrets of the University to his/her personal gain or advantage or to the gain or advantage of others.

If a faculty member accepts supplemental compensation from Missouri State University for teaching or for performing another compensated University-related activity during a period when the University is not otherwise employing the individual on a full-time basis, remunerated outside activities combined with Missouri State University responsibilities must not exceed the equivalent of a full-time work load.

The following is the replacement being put forth for Board approval:

11.1.2 Remunerated Outside Activities

University policy permits faculty members to engage in remunerated outside activities that are related to their professional interests and development, provided those activities 1) do not interfere with regular University duties and do not involve, on average, more than one work day per week during periods when the University is employing the individual on a full-time basis; 2) do not utilize University materials, facilities or resources except as

specifically authorized by the appropriate **Department Chair and Associate Dean**; 3) do not compete with the work of the University and are not otherwise contrary to the best interest of the University; 4) do not violate federal or state law; 5) do not represent a conflict of interest (Section 11.2) or violate other policies of the University; 6) do not convert confidential information or trade secrets of the University to their personal gain or advantage or to the gain or advantage of others and 7) do not entail a reduction in work load.

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During periods when the University is not employing the individual on a full-time basis (for example, during the summer session and the intersession periods for a faculty member on a standard academic-year contract), a faculty member may engage in any lawful outside activity, including teaching for another institution, provided that activity 1) does not utilize University materials, facilities or resources except as specifically authorized by the appropriate **Department Chair and Associate Dean**; 2) does not represent a conflict of interest (Section 11.2) or violate other policies of the University and 3) does not convert confidential information or trade secrets of the University to his/her personal gain or advantage or to the gain or advantage of others.

If a faculty member accepts supplemental compensation from Missouri State University for teaching or for performing another compensated University-related activity during a period when the University is not otherwise employing the individual on a full-time basis, remunerated outside activities combined with Missouri State University responsibilities must not exceed the equivalent of a full-time workload.

The following Section 11.1.3 of the Faculty Handbook is to update the Division Chair phrase and capitalize “Dean of Academic Affairs”:

11.1.3 Procedures for Reporting Remunerated Outside Activities

Except during the summer when he or she is not under contract to the University, a full-time faculty member who engages in outside activities for which he or she is remunerated must report each such activity to his or her division chair prior to, when possible, the commencement of the activity. If in the division chair judgment the activity will interfere with the faculty member's performance of duties at the University or constitute a conflict of interest (see section 11.2), it is the responsibility of the division chair to discuss and attempt to resolve the problem with the faculty member. The division chair must identify the specific nature and extent of the faculty member's diminished effectiveness or the conflict of interest. If an agreement cannot be reached, the matter will be taken to the dean of academic affairs who will attempt to reach a resolution satisfactory to both the individual and the administration. The dean will make a final determination.

Because Missouri State University-West Plains faculty members are hired primarily to teach, outside teaching by full-time faculty members is permitted only with the knowledge of and written consent of the dean of academic affairs, except during the summer when Missouri State University faculty members are not under contract.

The following is the replacement being put forth for Board approval:

11.1.3 Procedures for Reporting Remunerated Outside Activities

Except during the summer when he or she is not under contract to the University, a full-time faculty member who engages in outside activities for which he or she is remunerated must report each such activity to his or her **Associate Dean** prior to, when possible, the commencement of the activity. If in the **Associate Dean's** judgment the activity will interfere with the faculty member's performance of duties at the University or constitute a conflict of interest (see section 11.2), it is the responsibility of the **Associate Dean** to discuss and attempt to resolve the problem with the faculty member. The **Associate Dean** must identify the specific nature and extent of the faculty member's diminished effectiveness or the conflict of interest. If an agreement cannot be reached, the matter will be taken to the **Dean of Academic Affairs** who will attempt to reach a resolution satisfactory to both the individual and the administration. The dean will make a final determination.

Because Missouri State University-West Plains faculty members are hired primarily to teach, outside teaching by full-time faculty members is permitted only with the knowledge of and written consent of the **Dean of Academic Affairs**, except during the summer when Missouri State University faculty members are not under contract.

The following Section 11.2 of the Faculty Handbook is to replace the “Division Chair” phrase with “Department Chair and Associate Dean”:

11.2 Conflict of Interest

A faculty member should avoid improper influences in institutionally related decisions and activities or the use of his or her position or the property of the University for personal, financial or political gain.

A conflict of interest occurs when any faculty member engages in those economic activities which are prohibited in section 11.2.1 or when a faculty member maintains an interest or relationship which prevents him or her from exercising independent judgment in the best interests of the University.

A faculty member must disclose to his or her division chair all relevant facts related to activities which might involve a conflict of interest.

The following is the replacement being put forth for Board approval:

11.2 Conflict of Interest

A faculty member should avoid improper influences in institutionally related decisions and activities or the use of his or her position or the property of the University for personal, financial or political gain.

A conflict of interest occurs when any faculty member engages in those economic activities which are prohibited in section 11.2.1 or when a faculty member maintains an interest or relationship which prevents him or her from exercising independent judgment in the best interests of the University.

A faculty member must disclose to his or her **Department Chair and Associate Dean** all relevant facts related to activities which might involve a conflict of interest.

The following Section 11.3 of the Faculty Handbook is to replace “American” with “United States,” update the Division Chair phrase, and replace “dean of the college” with “Dean of Academic Affairs”:

11.3 External Utterances and Political Activities

A faculty member at Missouri State University-West Plains possesses the same constitutional right to free expression as any private American citizen. However, a faculty member should not purport to be a spokesperson for the University unless designated as such by the chancellor (see section 3.2).

Missouri State University faculty members may engage in political activities as long as those activities do not interfere with fulfillment of their professional responsibilities to the University. A faculty member may request a leave without pay for such activities such as an election campaign or term of elective office.

Application for such a leave must be received by the division chair on or before April 1 preceding the beginning of the academic year in which the leave is to be taken. The division chair's written recommendation must accompany the faculty member's application prior to a decision by the dean of the college. The leave of absence may last no longer than one academic year.

A leave of absence incident to political activity will be subject in all other determinations to the regulations affecting any leave without pay. The conditions for each individual leave will be specified in writing by the dean of the college and a copy of those conditions will be given to the faculty member. These conditions will not be used to adversely affect the tenure status of a tenured faculty member. However, the time encumbered by a leave without pay will not be counted toward the attainment of tenure.

The following is the replacement being put forth for Board approval:

11.3 External Utterances and Political Activities

A faculty member at Missouri State University-West Plains possesses the same constitutional right to free expression as any private United States citizen. However, a faculty member should not purport to be a spokesperson for the University unless designated as such by the chancellor (see section 3.2).

Missouri State University faculty members may engage in political activities as long as those activities do not interfere with fulfillment of their professional responsibilities to the University. A faculty member may request a leave without pay for such activities such as an election campaign or term of elective office.

Application for such a leave must be received by the Associate Dean on or before April 1 preceding the beginning of the academic year in which the leave is to be taken. The Associate Dean's written recommendation must accompany the faculty member's application prior to a decision by the Dean of Academic Affairs. The leave of absence may last no longer than one academic year.

A leave of absence incident to political activity will be subject in all other determinations to the regulations affecting any leave without pay. The conditions for each individual leave will be specified in writing by the **Dean of Academic Affairs** and a copy of those conditions will be given to the faculty member. These conditions will not be used to adversely affect the tenure status of a tenured faculty member. However, the time encumbered by a leave without pay will not be counted toward the attainment of tenure.

III.F.4.

RECOMMENDED ACTION – Approval of Fiscal Year 2022 Salary and Benefits Overview for Missouri State University-West Plains Coaches.

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

BE IT RESOLVED by the Board of Governors for Missouri State University that the attached FY22 Overview of Salaries and Benefits for Missouri State-West Plains Coaches is hereby approved.

VOTE: **AYE** _____

NAY _____

Comments:

Employment Agreement two-year extension requested for Head Volleyball Coach Paula Wiedemann and Head Basketball Coach Jared Phay. Employment Agreement one-year extension to Assistant Volleyball Coach Susannah Kelley and Assistant Basketball Coach Jason Owens presented in the attached overview.

OVERVIEW OF FY22 SALARIES AND BENEFITS

Missouri State University-West Plains Coaches

[Submitted for approval at the Board of Governors meeting on June 18, 2021]

Name/Position: Paula M. Wiedemann, Head Volleyball Coach

FY21 Salary: \$57,100.00 annually for the contract period of July 1, 2021 – June 30, 2023

Achievement: Post-season incentive package not to exceed a total of \$8,000. Incentive package begins with the team's finish in the NJCAA Region 16 regular season (\$500 for first or second place) and ends with the NJCAA National Championship.

Other/Comments:

- Right to conduct volleyball camps and USVBA Junior Olympics Program for personal benefit
- Permission to contract independently with and receive compensation directly from a radio station approved by the University for purposes of participating in a "Coach's Show"
- Entitled to two tickets to Grizzly Athletics events
- Two year contract
- \$10,000 early cancellation clause

Name/Position: Susannah Kelley, Assistant Volleyball Coach

FY21 Salary: \$38,600.00 annually for the contract period of July 1, 2021 – June 30, 2022

Achievement: Post-season incentive package not to exceed a total of \$4,000. Incentive package begins with the team's finish in the NJCAA Region 16 regular season (\$250 for first or second place) and ends with the NJCAA National Championship.

Other/Comments:

- Entitled to two tickets to Grizzly Athletics events
- One year contract
- \$5,000 early cancellation clause.

Name/Position: Jared Phay, Head Basketball Coach

FY21 Salary: \$57,100.00 annually for the contract period of July 1, 2021 – June 30, 2023

Achievement: Post-season incentive package not to exceed a total of \$8,000. Incentive package begins with the team's finish in the NJCAA Region 16 regular season (\$500 for first or second place) and ends with the NJCAA National Championship.

Other/Comments:

- Right to conduct basketball camps and All Star events for personal benefit
- Permission to contract independently with and receive compensation directly from a radio station approved by the University for purposes of participating in a "Coach's Show"
- Entitled to two tickets to Grizzly Athletics events
- Two year contract
- \$10,000 early cancellation clause

Name/Position: Jason Owens, Assistant Basketball Coach

FY21 Salary: \$38,600.00 annually for the contract period of June 1, 2021 – June 30, 2022

Achievement: Post-season incentive package not to exceed a total of \$4,000. Incentive package begins with the team's finish in the NJCAA Region 16 regular season (\$250 for first or second place) and ends with the NJCAA National Championship.

Other/Comments:

- Entitled to two tickets to Grizzly Athletics events
- One year contract
- \$5,000 early cancellation clause.

EMPLOYMENT AGREEMENT

THIS EMPLOYMENT AGREEMENT ("Agreement"), is entered by and between the Board of Governors of **MISSOURI STATE UNIVERSITY**, West Plains, Missouri ("university") and Paula Wiedemann ("Coach") and is effective as of July 1, 2021 ("Effective Date").

WITNESSETH:

WHEREAS, the University currently employs Coach as its Head Women's Volleyball Coach, with additional duties as noted herein, and the parties desire to renegotiate, modify and extend the terms of Coach's employment, to the mutual benefit of the parties; and,

WHEREAS, the University and Coach have agreed to the terms and conditions of this Agreement, and desire to reduce their agreement to writing;

NOW, THEREFORE, in consideration of the promises, covenants, and agreements herein set forth, and for other good and valuable consideration, receipt of which is hereby acknowledged, the parties hereto covenant and agree as follows:

1. Term of Employment

The University does hereby employ Coach for a term from July 1, 2021, through June 30, 2023 ("Initial Term") as the Head Women's Volleyball Coach, subject to renewal or termination, on the terms and conditions hereinafter provided.

2. Duties

During each year that the Agreement is in effect, Coach shall be responsible for fulfilling the following duties:

- (a) **Head Women's Volleyball Coach.** Coach shall serve the University as its Head Women's Volleyball Coach, and shall at all times devote her whole time, attention, and energies to the conduct and coaching of intercollegiate women's volleyball on behalf of

the University, and to the administration and management of her coaching staff, and shall do and perform all services, acts, and things connected therewith as the Chancellor for the University shall from time-to-time direct, which are of a nature customarily and properly belonging to the duties of a University Head Women's Volleyball Coach.

- (b) **Other Activities.** Coach shall assist academic advisors to student-athletes in the Grizzly Volleyball program, assist with athletics fundraising, and teach the university course PED 135 during the fall and spring semesters, if scheduled by the academic department. Coach may also volunteer to teach additional courses, without compensation, over and above the provisions of this Agreement, at the approval of the Dean of Academic Affairs. Notwithstanding the foregoing provisions, she shall be permitted to conduct volleyball camps or clinics for her sole benefit as further described herein.

3. Compensation

As of the Effective Date, the University shall pay Coach the following compensation:

- (a) **Base Salary.** On an annual basis, the University shall pay Coach Fifty Seven Thousand, One Hundred Dollars and Zero Cents (\$57,100.00) ("Base Salary"). For the duration of the Agreement, Coach Base Salary shall be subject to any and all across-the-board salary increases provided to University's other employees.
- (b) **Payment Via University's Standard Payroll Procedure.** Coach's salary shall be paid in equal sums at such intervals as the University has established for its payroll procedure, less applicable taxes and withholdings.
- (c) **Eligibility for Incentive Payments.** Coach shall be eligible for additional incentive payments as specified in Section 5.

4. Additional Entitlements

- (a) **Fringe Benefits and Privileges.** The benefits and privileges accorded the University administrative, professional and staff employees, such as, but not limited to, paid vacation, sick leave, workers compensation, Missouri State Employees Retirement System (MOSERS), hospitalization/medical insurance, life insurance, long-term disability insurance, and other benefits established by the Board of Governors will likewise be accorded to Coach. It is agreed that the terms and conditions of the Faculty Handbook will not be regarded as a part of the Agreement and that Coach is not on tenure-track and is not receiving tenure.
- (b) **Expense Allowance.** All necessary and reasonable expenses incurred by Coach while recruiting or on official business for the University's athletic program will be paid/reimbursed to Coach, pursuant to University policy. Such expenses must be approved by the University's Chancellor upon presentation of expense vouchers and supporting documents; such approval not to be unreasonably withheld.
- (c) **Use of University Vehicles.** Coach expressly warrants and agrees that no university vehicles will be used to transport non-Missouri State students or non-Missouri State employees or for activities not involving Missouri State University. However, guests of the University traveling on official University business may ride as passengers in University vehicles if approved in advance by the Chancellor. It must be noted that no guarantee exists that liability coverage will be afforded to any guest in a university vehicle in the event of an accident.
- (d) **Tickets.** Coach shall be entitled to two tickets to each Grizzly Athletics events and all

tournament games at no cost to her for personal use and additional tickets as necessary to assist Coach in promoting and enhancing the University Women's Volleyball program.

- (e) **Coach's Show.** Coach shall be permitted to contract independently with and receive compensation directly from a radio station approved by the University for purposes of participating in a "Coach's Show." In participating in the Radio Show, Coach will not engage in conduct that does not well represent the University or the media outlet.

5. Other Compensation and Incentives

- (a) **Achievement Payments.** Coach shall be entitled to receive certain payments (before taxes) during the term of this agreement, if the University Women's Volleyball Team (the "Team") performs to certain levels of achievement. It is expressly understood that in no circumstances shall the total amount of achievement payments exceed \$8,000.00 annually during this Agreement period.

- i. **Category I (NJCAA Region XVI Regular Season).** In the event the team finishes in first or second place in the regular season of NJCAA Region XVI, an amount of \$500.00 will be paid.

ii. **Category II (NJCAA Region XVI Post-Season Tournament).**

- In the event the team advances to and participates in the championship game of the NJCAA Region XVI Post-Season Tournament, an amount of \$500.00 will be paid.
- In the event the team finishes as champion of the NJCAA Region XVI Post-Season Tournament, an additional amount of \$1,750.00 will be paid.

iii. Category III (NJCAA District Playoff Tournament).

- In the event the team advances to championship match of the NJCAA District Playoff Tournament, \$500.00 will be paid.
- In the event the team finishes as champion of the NJCAA District Playoff Tournament, or otherwise advances to the NJCAA National Post-Season Tournament, an additional amount of \$1,000.00 will be paid.

iv. Category IV (NJCAA National Post-Season Tournament).

- In the event the team wins the first-round game of the NJCAA National Post-Season Tournament, an additional amount of \$1,000.00 will be paid.
- The remaining balance of the \$8,000.00 maximum amount (\$2,750.00) for post-season achievement payments will be divided in equal portions based on the number of possible games remaining. For each remaining victory in the NJCAA National Post-Season Tournament, that portion will be paid.

6. Volleyball Camps

The University acknowledges that it is in the interest of the University to have women's volleyball camps during the summer. In this regard, Coach may conduct annual volleyball camps during the term of this agreement and, if she does so for her own benefit, the University shall make available both University facilities and contracted facilities for that purpose, subject to the following provisions as long as the Agreement remains in effect and is not canceled or terminated.

- (a) **University Fee Per Camp Enrollee.** Coach agrees to pay the University one dollar (\$1.00) per paid enrollee or one hundred dollars (\$100.00), whichever is the lesser sum, for the use of the contracted Volleyball facility.
- (b) **Insurance Obligations.** Coach agrees to secure commercial general liability insurance to cover the operation of the camp. Such insurance shall be in minimum liability limits of Five Hundred Thousand dollars (\$500,000.00) per person, and Two Million Dollars (\$2,000,000.00) in the aggregate, with the Board of Governors of Missouri State University named as additional insured. No such insurance shall be construed to constitute a waiver of any sovereign, governmental or official immunity. Coach agrees to increase the liability limits if requested by the university as a result of a change in Missouri law.
- (c) **Mandated Reporter Training.** Coach will attend and require all staff to attend any University-required mandated reporter and/or Title IX training prior to conducting any volleyball camps.
- (d) **Use of University's Housing System.** Coach shall be given access to the University's residence housing system for use in conjunction with volleyball camps, provided that she shall pay the then current daily rate charged by the University's Department of Residence Life for each camp enrollee. The University agrees to provide Coach with notice of any increase in residence hall rates for the subsequent year.
- (e) **No Guarantee as to Number of Camp Participants.** Coach does not guarantee any number of enrollees.
- (f) **Registration Fee, Revenue for Volleyball Camps.** The fee for each enrollee shall be

established by Coach. Coach shall be allowed to retain all revenues and income generated by such camp, less fees referenced above in Sections 6(a) and (d).

- (g) **Use of University Name, Logos in Camps Promotion.** Coach may use the University names, logos, and depictions on brochures and similar camp documentation. University funding and/or University personnel may be used for any required reconfiguration of playing surfaces for permitted camps.

7. Professional and Moral Conduct Required

It is understood that Coach is being employed by the University, which is a member institution of the National Junior College Athletic Association (“NJCAA”), for the purpose of administering, conducting, and coaching intercollegiate athletics. Accordingly, Coach agrees she will diligently conduct the athletic department under her direction in such a manner that NJCAA 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) Coach will make best efforts to ensure that the Team’s student-athletes conduct themselves with honesty and sportsmanship at all times.
- (b) Coach 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 athletic talent or the negotiating of a contract.
- (c) Coach will make best efforts to ensure that staff members of the University, or others serving on the Association's committees or acting as consultants, shall not, directly or by implication, use the Association's name or their affiliation with the Association in the endorsement of products or services.

- (d) Coach shall not represent, directly or indirectly, a student-athlete in the marketing of athletic 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.
- (e) Coach further agrees that she may be suspended for a period of time, without pay, or that her employment may be terminated, notwithstanding any other provisions of this agreement, if she is found by the NJCAA to be involved in violation of NJCAA regulations.
- (f) Accepting the role of a coach assumes the highest level of academic and athletic integrity, professionalism, responsibility and respect for the game, athletes, officials, administrators and the college community. The NJCAA has outlined the expectations in the “NJCAA Position Statement on Coaching and Athletic Administrator Ethics” which can be found in the NJCAA Handbook. In addition to and in conjunction with the NJCAA position, Coach will:
- Follow all rules, policies and procedures promoted by the college, conference, region and national association;
 - Serve the student-athletes as a positive role model and mentor;
 - Develop and train each student-athlete to reach each of their athletic, academic, character and leadership potential;
 - Be accountable and take responsibility for the actions of self, athletes and staff with respect to promoting good sportsmanship and respect for the game; and
 - My signature below indicates my commitment to coaching excellence, and Coach

agrees to follow the ideals as outlined in this Agreement.

Failure to maintain these provisions shall constitute material breach of this agreement.

8. **Non-Functional Personnel**

Non-functional or otherwise unauthorized personnel shall not occupy seating or space either on or adjacent to the team bench during competitions.

9. **Extension**

On or before April 1 during each year of this agreement, the University Chancellor, will conduct a performance review and evaluation of Coach and shall give Coach notice in writing stating whether it is willing to modify the agreement. Not later than thirty (30) calendar days following receipt of such notice, Coach shall respond by stating her acceptance or rejection, or her proposed modification of the salary offer extended by the University. If agreement upon the terms of such modification is reached, a new agreement document codifying the terms agreed upon shall be executed by the parties. Such agreement must be approved by the Board of Governors.

10. **Termination**

- (a) **Termination Due to Expiration of Term.** If no extension of the Agreement beyond the term specified above is made, this Agreement shall terminate as of the last day of the term (June 30, 2023).
- (b) **Termination for Incapacity; Cause.** This Agreement may be terminated at any time during the term, by the University, upon the occurrence of any one of the following events:
 - i. **Termination Due to Incapacity.** The Agreement shall terminate automatically if

Coach becomes totally disabled within the meaning of the University's disability insurance for employees of Coach staff classification so that she qualifies under the University's long-term disability plan, or if Coach becomes permanently disabled. Permanently disabled shall mean physical or mental incapacity of a nature which prevents Coach from performing her duties under the Agreement for a period of one hundred eighty (180) consecutive days. In the event termination occurs under this Section due to permanent disability at a time when Coach's University disability plan benefits are not sufficient to fund her compensation during the one hundred eighty (180) day waiting period to qualify under the University's long-term disability plan, the University will supplement those benefits to ensure Coach receives her full compensation.

- ii. **For Just Cause.** The term "just cause" is defined as acts by Coach constituting or involving dishonesty in interactions with athletic or University administration, dishonesty when representing the University that brings ill repute to the University, moral turpitude that brings ill repute to the University, conviction of a felony, and major infractions of NJCAA rules and regulations as determined by NJCAA, prolonged absence from duty without consent of the University Chancellor, and willful disregard for the welfare and safety of University student-athletes which has resulted in serious injury or death. No termination of employment for alleged "just cause" shall occur without first giving Coach notice in writing of the cause alleged, and an opportunity to be heard.
- iii. **Effect of Termination for Just Cause.** In the event the University terminates

Coach's employment, under Section 10(b)(ii) above, Coach shall not be entitled to any further compensation following the date of such termination, unless otherwise agreed to in writing by the University. Coach will, however, be entitled to all compensation and achievement payments earned through the date of termination.

11. Cancellation

- (a) **Cancellation Without Cause by Coach.** Coach may cancel this Agreement without penalty by giving written notice of cancellation on or after January 1 in the year of cancellation (final Agreement year); however, and notwithstanding any other provision of the Agreement, if Coach cancels this Agreement before January 1 in the year of cancellation, Coach shall pay as damages to the University the liquidated sum of \$10,000.00. (The January 1 date is calculated as one month after the end of the principal competitive season for volleyball). The parties agree that actual damages in the case of such cancellation are difficult, if not impossible, to determine. Such liquidated sum shall be paid within one hundred eighty (180) days of notice of cancellation and, if not paid in such time, will increase by one hundred (\$100.00) dollars per day until paid.
- (b) **Cancellation Without Cause by University.** Notwithstanding any provision of the Agreement to the contrary, University may also elect to cancel this Agreement in any year by notification to Coach in writing, on or before May 1. It is understood and agreed that cancellation does not require just cause or any cause. In the event of cancellation by University, Coach shall receive payment for the number of months remaining on the Agreement after the effective date times the base monthly rate by payment. For example, if the University cancels this Agreement as of June 30, 2022, then prior to May 1, 2022,

University will give Coach written notice of such intent. This Agreement will then be canceled as of June 30, 2022, and as of that date Coach will be paid a liquidated sum of Fifty Seven Thousand, One Hundred Dollars and Zero Cents (\$57,100.00). Said liquidated sum will be paid within thirty (30) days following the termination date and will be in full and complete satisfaction of all amounts which would be otherwise payable to Coach after the termination date. MOSERS retirement will not be paid on the liquidated sum. Social Security (FICA, Medicare tax) only will be paid on said liquidated sum, and standard payroll deduction for Social Security and income tax will be withheld. Coach will also be paid on or before the Cancellation any and all amounts actually earned by Coach on or before Cancellation Date.

12. Missouri Law


The laws of the State of Missouri shall govern this agreement, including the Missouri Sunshine Law. Coach acknowledges that the Agreement is a public document under the Sunshine Law, which the University may release without prior notice to her.

13. Entire Agreement

This Agreement constitutes the entire understanding between the parties, all previous oral and written statements, negotiations, and Letters of Employment having been incorporated herein. It may only be amended in writing signed by the parties.

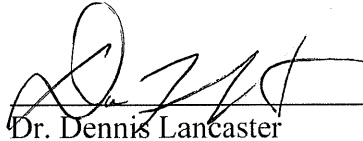
IN WITNESS WHEREOF, the parties have executed this Employment Agreement on the dates indicated below:

Coach



Paula Wiedemann
Head Coach Women's Volleyball

Missouri State University-West Plains



Dr. Dennis Lancaster
Chancellor

5-10-2021

Date

5/17/2021

Date

EMPLOYMENT AGREEMENT

THIS EMPLOYMENT AGREEMENT ("Agreement"), is entered by and between the Board of Governors of **MISSOURI STATE UNIVERSITY**, West Plains, Missouri, ("University") and Susannah Kelley ("Coach") and is effective as of July 1, 2021 ("Effective Date").

WITNESSETH:

WHEREAS, the University desires to employ Coach as Assistant Women's Volleyball Coach, and Coach desires to serve in the position of Assistant Women's Volleyball Coach under the terms and conditions set forth herein.

NOW, THEREFORE, in consideration of the promises, covenants, and agreements herein set forth, and for other good and valuable consideration, receipt of which is hereby acknowledged, the parties hereto covenant and agree as follows:

1. Term of Employment

The University does hereby employ Coach for a term from July 1, 2021, through June 30, 2022 ("Initial Term") as the Assistant Women's Volleyball Coach, subject to renewal or termination, on the terms and conditions hereinafter provided. Notwithstanding any provision of this Agreement to the contrary, this Agreement will expire as of June 30, 2022, without further notice, unless the parties affirmatively agree, in writing, to an extension or modification prior to June 30, 2022.

2. Duties

Coach shall be responsible for fulfilling the following duties:

(a) Assistant Women's Volleyball Coach. Coach shall serve the University as its Assistant Women's Volleyball Coach, and shall at all times devote her whole time, attention, and energies to the conduct of these various assignments on behalf of the University, and shall do and perform all services, acts, and things connected therewith as the Director of Athletics for the University, the Head Volleyball Coach, and her other immediate

supervisors shall from time-to-time direct, which are of a nature customarily and properly belonging to the duties of a University Assistant Women's Volleyball Coach. Specific duties as assistant coach shall include, but not be limited to, primary responsibility for student-athlete recruitment and academic development of student athletes.

- (b) **Other Activities.** Coach shall assume additional miscellaneous duties in course instruction, and residence hall supervision. Coach may teach one or more university courses during the fall and spring semesters (as academic schedule requires), assist with athletics fundraising, and provide on-call supervision for the campus residence hall.

3. Compensation

As of the Effective Date, the University shall pay Coach the following compensation:

- (a) **Base Salary.** On an annual basis, the University shall pay Coach Thirty Eight Thousand, Six Hundred Dollars and Zero Cents (\$38,600.00) ("Base Salary"). For the duration of the Agreement, Coach Base Salary shall be subject to any and all across-the-board salary increases provided to University's other employees, including any across-the-board salary increases provided on July 1, 2021.
- (b) **Payment Via University's Standard Payroll Procedure.** Coach's salary shall be paid in equal sums at such intervals as the University has established for its payroll procedure, less applicable taxes and withholdings.
- (c) **Eligibility for Incentive Payments.** Coach shall be eligible for additional incentive payments as specified in Section 5.

4. Additional Entitlements

- (a) **Fringe Benefits and Privileges.** The benefits and privileges accorded the University

administrative, professional and staff employees, such as, but not limited to, paid vacation, sick leave, workers compensation, Missouri State Employees Retirement System (MOSERS), hospitalization/medical insurance, life insurance, long-term disability insurance, and other benefits established by the Board of Governors will likewise be accorded to Coach. It is agreed that the terms and conditions of the Faculty Handbook will not be regarded as a part of the Agreement and that Coach is not on tenure-track and is not receiving tenure.

- (b) **Expense Allowance.** All necessary and reasonable expenses incurred by Coach while recruiting or on official business for the University's athletic program will be paid/reimbursed to Coach, pursuant to University policy. Such expenses must be approved by the University's Director of Athletics or other appropriate supervisors upon presentation of expense vouchers and supporting documents; such approval not to be unreasonably withheld.
- (c) **Use of University Vehicles.** Coach expressly warrants and agrees that no university vehicles will be used to transport non-Missouri State students or non-Missouri State employees or for activities not involving Missouri State University. However, guests of the University traveling on official University business may ride as passengers in University vehicles if approved in advance by the Director of Athletics. It must be noted that no guarantee exists that liability coverage will be afforded to any guest in a university vehicle in the event of an accident.
- (d) **Tickets.** Coach shall be entitled to two tickets to each Grizzly Athletics events and all tournament games at no cost to her for personal use.

5. Other Compensation and Incentives

(a) **Achievement Payments.** Coach shall be entitled to receive certain payments (before taxes) during the term of this agreement, if the University Women's Volleyball Team (the "Team") performs to certain levels of achievement. It is expressly understood that in no circumstances shall the total amount of achievement payments exceed \$4,000.00 annually during this Agreement period.

i. **Category I (NJCAA Region XVI Regular Season).** In the event the team finishes in first or second place in the regular season of NJCAA Region XVI, an amount of \$250.00 will be paid.

ii. **Category II (NJCAA Region XVI Post-Season Tournament).**

- In the event the team advances to and participates in the championship game of the NJCAA Region XVI Post-Season Tournament, an amount of \$250.00 will be paid.
- In the event the team finishes as champion of the NJCAA Region XVI Post-Season Tournament, an additional amount of \$875.00 will be paid.

iii. **Category III (NJCAA District Playoff Tournament).**

- In the event the team advances to the championship match of the NJCAA District Playoff Tournament, \$250.00 will be paid.
- In the event the team finishes as champion of the NJCAA District Playoff Tournament, or otherwise advances to the NJCAA National Post-Season Tournament, an additional amount of \$500.00 will be paid.

iv. **Category IV (NJCAA National Post-Season Tournament).**

- In the event the team wins the first round game of the NJCAA National Post-Season Tournament, an additional amount of \$500.00 will be paid.
- The remaining balance of the \$4,000.00 maximum amount (\$1,625.00) for post-season achievement payments will be divided in equal portions based on the number of possible games remaining. For each remaining victory in the NJCAA National Post-Season Tournament, that portion will be paid.

6. Volleyball Camps

The University acknowledges that it is in the interest of the University to have women's volleyball camps (including camps in the summer and an annual All-Star game or games in the spring). In this regard, Coach may participate in camps and clinics for her sole benefit and receive compensation therefrom, for camps sponsored by other University employees, and that Coach's duties to the University do not include service or participation in any such camps or clinics. This provision applies no matter when said camps or clinics are scheduled.

7. Professional and Moral Conduct Required

It is understood that Coach is being employed by the University, which is a member institution of the National Junior College Athletic Association (“NJCAA”), for the purpose of administering, conducting, and coaching intercollegiate athletics. Accordingly, Coach agrees she will diligently conduct the athletic department under her direction in such a manner that NJCAA 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) Coach will make best efforts to ensure that the Team’s student-athletes conduct themselves with honesty and sportsmanship at all times.

- (b) Coach 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 athletic talent or the negotiating of a contract.
- (c) Coach will make best efforts to ensure that staff members of the University, or others serving on the Association's committees or acting as consultants, shall not, directly or by implication, use the Association's name or their affiliation with the Association in the endorsement of products or services.
- (d) Coach shall not represent, directly or indirectly, a student-athlete in the marketing of athletic 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.
- (e) Coach further agrees that she may be suspended for a period of time, without pay, or that her employment may be terminated, notwithstanding any other provisions of this agreement, if she is found by the NJCAA to be involved in violation of NJCAA regulations.
- (f) Accepting the role of a coach assumes the highest level of academic and athletic integrity, professionalism, responsibility and respect for the game, athletes, officials, administrators and the college community. The NJCAA has outlined the expectations in the "NJCAA Position Statement on Coaching and Athletic Administrator Ethics" which can be found in the NJCAA Handbook. In addition to and in conjunction with the NJCAA position, Coach will:
 - Follow all rules, policies and procedures promoted by the college, conference,

region and national association;

- Serve the student-athletes as a positive role model and mentor;
- Develop and train each student-athlete to reach each of their athletic, academic, character and leadership potential;
- Be accountable and take responsibility for the actions of self, athletes and staff with respect to promoting good sportsmanship and respect for the game; and
- My signature below indicates my commitment to coaching excellence, and Coach agrees to follow the ideals as outlined in this Agreement.

Failure to maintain these provisions shall constitute material breach of this agreement.

8. Extension

On or before April 1 during each year of this agreement, the University's Director of Athletics, in conjunction with the University Chancellor, will conduct a performance review and evaluation of Coach and shall give Coach notice in writing stating whether it is willing to modify the agreement. Not later than thirty (30) calendar days following receipt of such notice, Coach shall respond by stating her acceptance or rejection, or her proposed modification of the salary offer extended by the University. If agreement upon the terms of such modification is reached, a new agreement document codifying the terms agreed upon shall be executed by the parties. Such agreement must be approved by the Board of Governors.

9. Termination

- (a) The Employee Handbook for Administrators, Professional and Support Staff Employees is incorporated herein by reference, and the personnel policies stated therein shall be

applicable to the terms of this agreement, specifically including but without limitation the provisions in Section 3.16 "Separation From Employment" and Section 9.0 "Employee Conduct."

- (b) If no extension of the agreement beyond the term specified above is made, this Agreement shall terminate as of the last day of the term.
- (c) In the event the University terminates Coach's employment, under subparagraph (b) above, Coach shall not be entitled to any further salary or benefits following the date of such termination, unless otherwise agreed to in writing by the University.

10. Cancellation

Coach may cancel this Agreement without penalty by giving written notice of cancellation on or after January 1 in the year of cancellation (final Agreement year); however, and notwithstanding any other provision of the Agreement, if Coach cancels this Agreement before January 1 in the year of cancellation, Coach shall pay as damages to the University the liquidated sum of \$5,000.00.

(The January 1 date is calculated as one month after the end of the principal competitive season for volleyball). The parties agree that actual damages in the case of such cancellation are difficult, if not impossible, to determine. Such liquidated sum shall be paid within one hundred eighty (180) days of notice of cancellation and, if not paid in such time, will increase by one hundred (\$100.00) dollars per day until paid.

11. Missouri Law

The laws of the State of Missouri shall govern this agreement, including the Missouri Sunshine Law. Coach acknowledges that the Agreement is a public document under the Sunshine Law, which the University may release without prior notice to her.

12. Entire Agreement

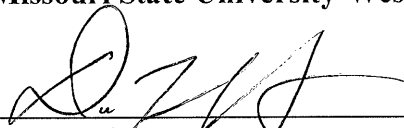
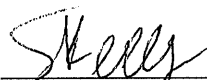
This Agreement constitutes the entire understanding between the parties, all previous oral and written statements, negotiations, and Letters of Employment having been incorporated herein.

It may only be amended in writing signed by the parties.

IN WITNESS WHEREOF, the parties have executed this Employment Agreement on the dates indicated below:

Coach

Missouri State University-West Plains



Susannah Kelley
Assistant Coach Women's Volleyball

Dr. Dennis Lancaster
Chancellor

5-11-21

5/17/2021

Date

Date

EMPLOYMENT AGREEMENT

THIS EMPLOYMENT AGREEMENT (“Agreement”), is entered by and between the Board of Governors of **MISSOURI STATE UNIVERSITY**, West Plains, Missouri, (“University”), and Jared Phay (“Coach”) and is effective as of July 1, 2021 (“Effective Date”).

WITNESSETH:

WHEREAS, the University desires to employ Coach as Head Men’s Basketball Coach, and Coach desires to serve in the position of Head Men’s Basketball Coach under the terms and conditions set forth herein.

NOW, THEREFORE, in consideration of the promises, covenants, and agreements herein set forth, and for other good and valuable consideration, receipt of which is hereby acknowledged, the parties hereto covenant and agree as follows:

1. Term of Employment

The University does hereby employ Coach for a term from July 1, 2021, through June 30, 2023 (“Initial Term”) as the Head Men’s Basketball Coach, subject to renewal or termination, on the terms and conditions hereinafter provided. The parties agree to review the terms and conditions of the Agreement after the 2021-2022 basketball season.

2. Duties

During each year that the Agreement is in effect, Coach shall be responsible for fulfilling the following duties:

- (a) Head Men’s Basketball Coach.** Coach shall serve the University as its Head Men’s Basketball Coach, and shall at all times devote his whole time, attention, and energies to the conduct and coaching of intercollegiate men’s basketball on behalf of the University, and to the administration and management of his coaching staff, and shall do and perform

all services, acts, and things connected therewith as the Director of Athletics for the University shall from time-to-time direct, which are of a nature customarily and properly belonging to the duties of a University Head Men's Basketball Coach.

- (b) **Other Activities.** Coach shall assist academic advisors to student-athletes in the Grizzly Basketball program, assist with athletics fundraising, and teach the university course PED 135 during the fall and spring semesters, if scheduled by the academic department. Coach may also volunteer to teach additional courses, without compensation, over and above the provisions of this Agreement, at the approval of the Dean of Academic Affairs. Notwithstanding the foregoing provisions, he shall be permitted to conduct summer basketball camps or clinics for his sole benefit as further described herein.

3. Compensation

As of the Effective Date, the University shall pay Coach the following compensation:

- (a) **Base Salary.** On an annual basis, the University shall pay Coach Fifty-seven Thousand, One Hundred Dollars and Zero Cents (\$57,100.00) ("Base Salary"). For the duration of the Agreement, Coach Base Salary shall be subject to any and all across-the-board salary increases provided to University's other employees, including any across-the-board salary increases provided on July 1, 2021.
- (b) **Payment Via University's Standard Payroll Procedure.** Coach's salary shall be paid in equal sums at such intervals as the University has established for its payroll procedure, less applicable taxes and withholdings.
- (c) **Eligibility for Incentive Payments.** Coach shall be eligible for additional incentive payments as specified in Section 5.

4. Additional Entitlements

- (a) **Fringe Benefits and Privileges.** The benefits and privileges accorded the University administrative, professional and staff employees, such as, but not limited to, paid vacation, sick leave, workers compensation, Missouri State Employees Retirement System (MOSERS), hospitalization/medical insurance, life insurance, long-term disability insurance, and other benefits established by the Board of Governors will likewise be accorded to Coach. It is agreed that the terms and conditions of the Faculty Handbook will not be regarded as a part of the Agreement and that Coach is not on tenure-track and is not receiving tenure.
- (b) **Expense Allowance.** All necessary and reasonable expenses incurred by Coach while recruiting or on official business for the University's athletic program will be paid/reimbursed to Coach, pursuant to University policy. Such expenses must be approved by the University's Director of Athletics upon presentation of expense vouchers and supporting documents; such approval not to be unreasonably withheld.
- (c) **Use of University Vehicles.** Coach expressly warrants and agrees that no University vehicles will be used to transport non-Missouri State students or non-Missouri State employees or for activities not involving Missouri State University. However, guests of the University traveling on official University business may ride as passengers in University vehicles if approved in advance by the Director of Athletics. It must be noted that no guarantee exists that liability coverage will be afforded to any guest in a university vehicle in the event of an accident.
- (d) **Tickets.** Coach shall be entitled to two tickets to each Grizzly Athletics events and all tournament games at no cost to him for personal use and additional tickets as necessary to assist Coach in promoting and enhancing the University Men's Basketball program.

- (e) **Coach's Show**. Coach shall be permitted to contract independently with and receive compensation directly from a radio station approved by the University for purposes of participating in a "Coach's Show." In participating in the Radio Show, Coach will not engage in conduct that does not well represent the University or the media outlet.

5. Other Compensation and Incentives

- (a) **Achievement Payments**. Coach shall be entitled to receive certain payments (before taxes) during the term of this agreement, if the University Men's Basketball Team (the "Team") performs to certain levels of achievement. It is expressly understood that in no circumstances shall the total amount of achievement payments exceed \$8,000.00 annually during this Agreement period.

- i. **Category I (NJCAA Region XVI Regular Season)**. In the event the team finishes in first or second place in the regular season of NJCAA Region XVI, an amount of \$500.00 will be paid.
- ii. **Category II (NJCAA Region XVI Post-Season Tournament)**.
 - In the event the team advances to and participates in the championship game of the NJCAA Region XVI Post-Season Tournament, an amount of \$500.00 will be paid.
 - In the event the team finishes as champion of the NJCAA Region XVI Post-Season Tournament, an additional amount of \$1,750.00 will be paid.
- iii. **Category III (NJCAA District Playoff Tournament)**. In the event the team finishes as champion of the NJCAA District Playoff Tournament, or otherwise advances to the NJCAA National Post-Season Tournament, an additional amount of \$1,500.00 will be paid.

iv. **Category IV (NJCAA National Post-Season Tournament).**

- In the event the team wins the first-round game of the NJCAA National Post-Season Tournament, an additional amount of \$1,000.00 will be paid.
- The remaining balance of the \$8,000.00 maximum amount (\$2,750.00) for post-season achievement payments will be divided in equal portions based on the number of possible games remaining. For each remaining victory in the NJCAA National Post-Season Tournament, that portion will be paid.

6. Basketball Camps

The University acknowledges that it is in the interest of the University to have men's basketball camps (including camps in the summer and an annual All-Star game or games in the spring). In this regard, Coach may conduct annual basketball camps during the term of this agreement and, if he does so for his own benefit, the University shall make available both University facilities and contracted facilities for that purpose, subject to the following provisions as long as the Agreement remains in effect and is not canceled or terminated.

(a) University Fee Per Camp Enrollee. Coach agrees to pay the University one dollar (\$1.00) per paid enrollee or one hundred dollars (\$100.00), whichever is the lesser sum, for the use of the contracted basketball facility.

(b) Insurance Obligations. Coach agrees to secure commercial general liability insurance to cover the operation of the camp. Such insurance shall be in minimum liability limits of Five Hundred Thousand Dollars (\$500,000.00) per person, and Two Million Dollars (\$2,000,000.00) in the aggregate, with the Board of Governors of Missouri State University named as additional insured. No such insurance shall be construed to constitute a waiver

of any sovereign, governmental or official immunity. Coach agrees to increase the liability limits if requested by the University as a result of a change in Missouri law.

- (c) **Mandated Reporter Training.** Coach will attend and require all staff to attend any University-required mandated reporter and/or Title IX training prior to conducting any basketball camps.
- (d) **Use of University's Housing System.** Coach shall be given access to the University's residence housing system for use in conjunction with basketball camps, provided that he shall pay the then current daily rate charged by the University's Department of Residence Life for each camp enrollee. The University agrees to provide Coach with notice of any increase in residence hall rates for the subsequent year.
- (e) **All-Star Game.** "Basketball camp" will include coach's conducting of an area All-Star game(s), including use of University facilities for practice and tournaments, with an additional insurance policy for the All-Star Game. It is further understood that use of the University vehicles is not permitted to transport participants. Coach will reimburse University any additional rental fees or charges incurred by the University for use of facilities as a result of the All-Star game(s).
- (f) **No Guarantee as to Number of Camp Participants.** Coach does not guarantee any number of enrollees.
- (g) **Registration Fee, Revenue for Basketball Camps.** The fee for each enrollee shall be established by Coach. Coach shall be allowed to retain all revenues and income generated by such camp, less fees referenced above in Sections 6(a) and (d).
- (h) **Use of University Name, Logos in Camps Promotion.** Coach may use the University names, logos, and depictions on brochures and similar camp documentation. University

funding and/or University personnel may be used for any required reconfiguration of playing surfaces for permitted camps.

7. Professional and Moral Conduct Required

It is understood that Coach is being employed by the University, which is a member institution of the National Junior College Athletic Association (“NJCAA”), for the purpose of administering, conducting, and coaching intercollegiate athletics. Accordingly, Coach agrees he will diligently conduct the athletic department under his direction in such a manner that NJCAA 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) Coach will make best efforts to ensure that the Team’s student-athletes conduct themselves with honesty and sportsmanship at all times.
- (b) Coach 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 athletic talent or the negotiating of a contract.
- (c) Coach will make best efforts to ensure that staff members of the University, or others serving on the Association’s committees or acting as consultants, shall not, directly or by implication, use the Association’s name or their affiliation with the Association in the endorsement of products or services.
- (d) Coach shall not represent, directly or indirectly, a student-athlete in the marketing of athletic 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.

(e) Coach further agrees that he may be suspended for a period of time, without pay, or that his employment may be terminated, notwithstanding any other provisions of this agreement, if he is found by the NJCAA to be involved in violation of NJCAA regulations.

(f) Accepting the role of a coach assumes the highest level of academic and athletic integrity, professionalism, responsibility and respect for the game, athletes, officials, administrators and the college community. The NJCAA has outlined the expectations in the “NJCAA Position Statement on Coaching and Athletic Administrator Ethics” which can be found in the NJCAA Handbook. In addition to and in conjunction with the NJCAA position, Coach will:

- Follow all rules, policies and procedures promoted by the college, conference, region, and national association;
- Serve the student-athletes as a positive role model and mentor;
- Develop and train each student-athlete to reach each of their athletic, academic, character and leadership potential;
- Be accountable and take responsibility for the actions of self, athletes, and staff with respect to promoting good sportsmanship and respect for the game; and
- My signature below indicates my commitment to coaching excellence, and Coach agrees to follow the ideals as outlined in this Agreement.
- Failure to maintain these provisions shall constitute material breach of this agreement.

8. Non-functional Personnel

Non-functional or otherwise unauthorized personnel shall not occupy seating or space either on or adjacent to the team bench during competitions.

9. Extension

On or before April 1 during each year of this agreement, the University's Director of Athletics, in conjunction with the University Chancellor, will conduct a performance review and evaluation of Coach and shall give Coach notice in writing stating whether it is willing to modify the agreement. Not later than thirty (30) calendar days following receipt of such notice, Coach shall respond by stating his acceptance or rejection, or his proposed modification of the salary offer extended by the University. If agreement upon the terms of such modification is reached, a new agreement document codifying the terms agreed upon shall be executed by the parties. Such agreement must be approved by the Board of Governors.

10. Termination

(a) **Termination Due to Expiration of Term.** If no extension of the Agreement beyond the term specified above is made, this Agreement shall terminate as of the last day of the term (June 30, 2023).

(b) **Termination for Incapacity; Cause.** This agreement may be terminated at any time during the term, by the University, upon the occurrence of any one of the following events:

- i. **Termination Due to Incapacity.** The Agreement shall terminate automatically if Coach becomes totally disabled within the meaning of the University's disability insurance for employees of Coach staff classification so that he qualifies under the University's long-term disability plan, or if Coach becomes permanently disabled. Permanently disabled shall mean physical or mental incapacity of a nature which prevents Coach from performing his duties under the Agreement for a period of one hundred eighty (180) consecutive days. In the event termination occurs under this Section due to permanent disability at a time when Coach's University disability

plan benefits are not sufficient to fund his compensation during the one hundred eighty (180) day waiting period to qualify under the University's long-term disability plan, the University will supplement those benefits to ensure Coach receives his full compensation.

- ii. **For Just Cause.** The term "just cause" is defined as acts by Coach constituting or involving dishonesty in interactions with athletic or University administration, dishonesty when representing the University that brings ill repute to the University, moral turpitude that brings ill repute to the University, conviction of a felony, and major infractions of NJCAA rules and regulations as determined by NJCAA, prolonged absence from duty without consent of the Athletic Director, and willful disregard for the welfare and safety of University student-athletes which has resulted in serious injury or death. No termination of employment for alleged "just cause" shall occur without first giving Coach notice in writing of the cause alleged, and an opportunity to be heard.
- iii. **Effect of Termination for Just Cause.** In the event the University terminates Coach's employment, under Section 10(b)(ii) above, Coach shall not be entitled to any further compensation following the date of such termination, unless otherwise agreed to in writing by the University. Coach will, however, be entitled to all compensation and achievement payments earned through the date of termination.

11. Cancellation

- (a) **Cancellation Without Cause by Coach.** Coach may cancel this Agreement without penalty by giving written notice of cancellation on or after April 1 in the year of cancellation (final Agreement year); however, and notwithstanding any other provision of

the Agreement, if Coach cancels this Agreement before April 1 in the year of cancellation, Coach shall pay as damages to the University the liquidated sum of \$10,000.00. (The April 1 date is calculated as one month after the end of the principal competitive season for men's basketball.) The parties agree that actual damages in the case of such cancellation are difficult, if not impossible, to determine. Such liquidated sum shall be paid within one hundred eighty (180) days of notice of cancellation and, if not paid in such time, will increase by one hundred dollars (\$100.00) per day until paid.

(b) Cancellation Without Cause by University. Notwithstanding any provision of the Agreement to the contrary, University may also elect to cancel this Agreement in any year by notification to Coach in writing, on or before May 1. It is understood and agreed that cancellation does not require just cause or any cause. In the event of cancellation by University, Coach shall receive payment for the number of months remaining on the Agreement after the effective date times the base monthly rate by payment. For example, if the University cancels this Agreement as of June 30, 2022, then prior to May 1, 2022, University will give Coach written notice of such intent. This Agreement will then be canceled as of June 30, 2022, and as of that date Coach will be paid a liquidated sum of Fifty-Seven Thousand, One Hundred Dollars and Zero Cents (\$57,100.00). Said liquidated sum will be paid within thirty (30) days following the termination date and will be in full and complete satisfaction of all amounts which would be otherwise payable to Coach after the termination date. MOSERS retirement will not be paid on the liquidated sum. Social Security (FICA, Medicare tax) only will be paid on said liquidated sum, and standard payroll deduction for Social Security and income tax will be withheld. Coach will also be

paid on or before the cancelation any and all amounts actually earned by Coach on or before
Cancelation Date.

12. Missouri Law

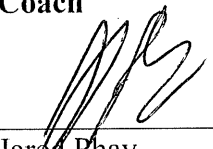
The laws of the State of Missouri shall govern this Agreement, including the Missouri Sunshine
Law. Coach acknowledges that the Agreement is a public document under the Sunshine Law,
which the University may release without prior notice to him.

13. Entire Agreement

This Agreement constitutes the entire understanding between the parties, all previous oral and
written statements, negotiations, and Letters of Employment having been incorporated herein.
It may only be amended in writing signed by the parties.

IN WITNESS WHEREOF, the parties have executed this Employment Agreement on the
dates indicated below:

Coach

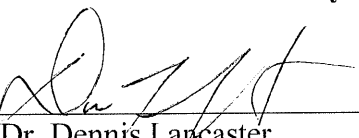


Jared Phay
Head Coach Men's Basketball

5/6/21

Date

Missouri State University-West Plains



Dr. Dennis Lancaster
Chancellor

5/7/21

Date

EMPLOYMENT AGREEMENT

THIS EMPLOYMENT AGREEMENT ("Agreement"), is entered by and between the Board of Governors of **MISSOURI STATE UNIVERSITY**, West Plains, Missouri, ("University") and Jason Owens ("Coach") and is effective as of June 1, 2021 ("Effective Date").

WITNESSETH:

WHEREAS, the University desires to employ Coach as Assistant Men's Basketball Coach, and Coach desires to serve in the position of Assistant Men's Basketball Coach under the terms and conditions set forth herein.

NOW, THEREFORE, in consideration of the promises, covenants, and agreements herein set forth, and for other good and valuable consideration, receipt of which is hereby acknowledged, the parties hereto covenant and agree as follows:

1. **Term of Employment**

The University does hereby employ Coach for a term from June 1, 2021, through June 30, 2022 ("Initial Term") as the Assistant Men's Basketball Coach, subject to renewal or termination, on the terms and conditions hereinafter provided. Notwithstanding any provision of this Agreement to the contrary, this Agreement will expire as of June 30, 2022, without further notice, unless the parties affirmatively agree, in writing, to an extension or modification prior to June 30, 2022.

2. **Duties**

Coach shall be responsible for fulfilling the following duties:

- (a) **Assistant Men's Basketball Coach**. Coach shall serve the University as its Assistant Men's Basketball Coach, and shall at all times devote his whole time, attention, and energies to the conduct of these various assignments on behalf of the University, and

shall do and perform all services, acts, and things connected therewith as the Director of Athletics for the University, the Head Basketball Coach, and his other immediate supervisors shall from time-to-time direct, which are of a nature customarily and properly belonging to the duties of a University Assistant Men's Basketball Coach. Specific duties as assistant coach shall include, but not be limited to, primary responsibility for student-athlete recruitment and academic development of student athletes.

- (b) **Other Activities.** Coach shall assume additional miscellaneous duties in course instruction, and residence hall supervision. Coach may teach one or more university courses during the fall and spring semesters (as academic schedule requires), assist with athletics fundraising, and provide on-call supervision for the campus residence hall.

3. Compensation

As of the Effective Date, the University shall pay Coach the following compensation:

- (a) **Base Salary.** On an annual basis, the University shall pay Coach Thirty Eight Thousand, Six Hundred Dollars and Zero Cents (\$38,600.00) ("Base Salary"). For the duration of the Agreement, Coach Base Salary shall be subject to any and all across-the-board salary increases provided to University's other employees, including any across-the-board salary increases provided on July 1, 2021.
- (b) **Payment Via University's Standard Payroll Procedure.** Coach's salary shall be paid in equal sums at such intervals as the University has established for its payroll procedure, less applicable taxes and withholdings.
- (c) **Eligibility for Incentive Payments.** Coach shall be eligible for additional incentive

payments as specified in Section 5.

4. Additional Entitlements

- (a) **Fringe Benefits and Privileges.** The benefits and privileges accorded the University administrative, professional and staff employees, such as, but not limited to, paid vacation, sick leave, workers compensation, Missouri State Employees Retirement System (MOSERS), hospitalization/medical insurance, life insurance, long-term disability insurance, and other benefits established by the Board of Governors will likewise be accorded to Coach. It is agreed that the terms and conditions of the Faculty Handbook will not be regarded as a part of the Agreement and that Coach is not on tenure-track and is not receiving tenure.
- (b) **Expense Allowance.** All necessary and reasonable expenses incurred by Coach while recruiting or on official business for the University's athletic program will be paid/reimbursed to Coach, pursuant to University policy. Such expenses must be approved by the University's Director of Athletics or other appropriate supervisors upon presentation of expense vouchers and supporting documents; such approval not to be unreasonably withheld.
- (c) **Use of University Vehicles.** Coach expressly warrants and agrees that no university vehicles will be used to transport non-Missouri State students or non-Missouri State employees or for activities not involving Missouri State University. However, guests of the University traveling on official University business may ride as passengers in University vehicles if approved in advance by the Director of Athletics. It must be noted that no guarantee exists that liability coverage will be afforded to any guest in a

university vehicle in the event of an accident.

- (d) **Tickets.** Coach shall be entitled to two tickets to each Grizzly Athletics events and all tournament games at no cost to him for personal use.

5. Other Compensation and Incentives

- (a) **Achievement Payments.** Coach shall be entitled to receive certain payments (before taxes) during the term of this agreement, if the University Men's Basketball Team (the "Team") performs to certain levels of achievement. It is expressly understood that in no circumstances shall the total amount of achievement payments exceed \$4,000.00 annually during this Agreement period.

- i. **Category I (NJCAA Region XVI Regular Season).** In the event the team finishes in first or second place in the regular season of NJCAA Region XVI, an amount of \$250.00 will be paid.
- ii. **Category II (NJCAA Region XVI Post-Season Tournament).**
 - In the event the team advances to and participates in the championship game of the NJCAA Region XVI Post-Season Tournament, an amount of \$250.00 will be paid.
 - In the event the team finishes as champion of the NJCAA Region XVI Post-Season Tournament, an additional amount of \$875.00 will be paid.
- iii. **Category III (NJCAA District Playoff Tournament).** In the event the team finishes as champion of the NJCAA District Playoff Tournament, or otherwise advances to the NJCAA National Post-Season Tournament, an additional amount of \$750.00 will be paid.

iv. **Category IV (NJCAA National Post-Season Tournament).**

- In the event the team wins the first round game of the NJCAA National Post-Season Tournament, an additional amount of \$500.00 will be paid.
- The remaining balance of the \$4,000.00 maximum amount (\$1,625.00) for post-season achievement payments will be divided in equal portions based on the number of possible games remaining. For each remaining victory in the NJCAA National Post-Season Tournament, that portion will be paid.

6. Basketball Camps

The University acknowledges that it is in the interest of the University to have men's basketball camps (including camps in the summer and an annual All-Star game or games in the spring). In this regard, Coach may participate in camps and clinics for his sole benefit and receive compensation therefrom, for camps sponsored by other University employees, and that Coach's duties to the University do not include service or participation in any such camps or clinics. This provision applies no matter when said camps or clinics are scheduled.

7. Professional and Moral Conduct Required

It is understood that Coach is being employed by the University, which is a member institution of the National Junior College Athletic Association ("NJCAA"), for the purpose of administering, conducting, and coaching intercollegiate athletics. Accordingly, Coach agrees he will diligently conduct the athletic department under his direction in such a manner that NJCAA 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) Coach will make best efforts to ensure that the Team's student-athletes always conduct

themselves with honesty and sportsmanship.

- (b) Coach 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 athletic talent or the negotiating of a contract.
- (c) Coach will make best efforts to ensure that staff members of the University, or others serving on the Association's committees or acting as consultants, shall not, directly or by implication, use the Association's name or their affiliation with the Association in the endorsement of products or services.
- (d) Coach shall not represent, directly or indirectly, a student-athlete in the marketing of athletic 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.
- (e) Coach further agrees that he may be suspended for a period of time, without pay, or that his employment may be terminated, notwithstanding any other provisions of this agreement, if he is found by the NJCAA to be involved in violation of NJCAA regulations.
- (f) Accepting the role of a coach assumes the highest level of academic and athletic integrity, professionalism, responsibility and respect for the game, athletes, officials, administrators and the college community. The NJCAA has outlined the expectations in the "NJCAA Position Statement on Coaching and Athletic Administrator Ethics" which can be found in the NJCAA Handbook. In addition to and in conjunction with the NJCAA position, Coach will:

- Follow all rules, policies and procedures promoted by the college, conference, region and national association;
- Serve the student-athletes as a positive role model and mentor;
- Develop and train each student-athlete to reach each of their athletic, academic, character and leadership potential;
- Be accountable and take responsibility for the actions of self, athletes and staff with respect to promoting good sportsmanship and respect for the game; and
- My signature below indicates my commitment to coaching excellence, and Coach agrees to follow the ideals as outlined in this Agreement.

Failure to maintain these provisions shall constitute material breach of this agreement.

8. Extension

On or before April 1 during each year of this agreement, the University's Director of Athletics, in conjunction with the University Chancellor, will conduct a performance review and evaluation of Coach and shall give Coach notice in writing stating whether it is willing to modify the agreement. Not later than thirty (30) calendar days following receipt of such notice, Coach shall respond by stating his acceptance or rejection, or his proposed modification of the salary offer extended by the University. If agreement upon the terms of such modification is reached, a new agreement document codifying the terms agreed upon shall be executed by the parties. Such agreement must be approved by the Board of Governors.

9. Termination

- (a) The Employee Handbook for Administrators, Professional and Support Staff Employees

is incorporated herein by reference, and the personnel policies stated therein shall be applicable to the terms of this agreement, specifically including but without limitation the provisions in Section 3.16 "Separation From Employment" and Section 9.0 "Employee Conduct."

- (b) If no extension of the agreement beyond the term specified above is made, this Agreement shall terminate as of the last day of the term.
- (c) In the event the University terminates Coach's employment, under subparagraph (b) above, Coach shall not be entitled to any further salary or benefits following the date of such termination, unless otherwise agreed to in writing by the University.

10. Cancellation

Coach may cancel this Agreement without penalty by giving written notice of cancellation on or after April 1 in the year of cancellation (final Agreement year); however, and notwithstanding any other provision of the Agreement, if Coach cancels this Agreement before April 1 in the year of cancellation, Coach shall pay as damages to the University the liquidated sum of \$5,000.00. (The April 1 date is calculated as one month after the end of the principal competitive season for men's basketball.) The parties agree that actual damages in the case of such cancellation are difficult, if not impossible, to determine. Such liquidated sum shall be paid within one hundred eighty (180) days of notice of cancellation and, if not paid in such time, will increase by one hundred (\$100.00) dollars per day until paid.

11. Missouri Law

The laws of the State of Missouri shall govern this agreement, including the Missouri Sunshine Law. Coach acknowledges that the Agreement is a public document under the Sunshine Law, which the University may release without prior notice to him.

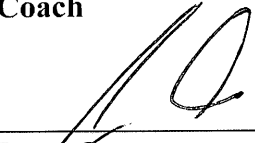
12. Entire Agreement

This Agreement constitutes the entire understanding between the parties, all previous oral and written statements, negotiations, and Letters of Employment having been incorporated herein.

It may only be amended in writing signed by the parties.

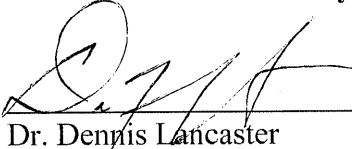
IN WITNESS WHEREOF, the parties have executed this Employment Agreement on the dates indicated below:

Coach



Jason Owens
Assistant Coach Men's Basketball

Missouri State University-West Plains



Dr. Dennis Lancaster
Chancellor

5-24-21

Date

6/2/2021

Date



REPORT ON 2021 LEGISLATIVE SESSION

The Missouri General Assembly passed the following legislation that could impact our operations at Missouri State University:

1. **Appropriations Bills** – This year’s appropriations bills included:
 - A \$3.5 million on-going appropriation increase for MSU
 - \$1.8 million in one-time funds to establish the MCCoE at JVIC
 - \$4 million in one-time funds for the Darr Agricultural Center facility expansion
 - \$1 million in one-time funds for a welding lab in West Plains

2. **Higher Education Omnibus (HB 297)** – Includes the following provisions:
 - Creates the Students’ Right to Know Act requiring public colleges and universities to report and publish certain information
 - Designates statewide missions for SEMO, Northwest Missouri State, and Harris-Stowe
 - Sunsets the Higher Education Student Funding Act (a.k.a., statutory tuition caps) on July 1, 2022
 - Allows public universities to convey land located on campus
 - Modifies statutory language for Missouri’s 529 program
 - Prohibits universities from preventing students from earning compensation for their name, image, and likeness
 - Creates a statewide plan for K-12 career and technical education certificates
 - Modifies the process for community college annexation

3. **Veteran Information and Services (SB 120)** – Requires state agencies to collect information about veteran status and provide information to veterans about available services and benefits.

4. **COVID Liability Protection (SBs 51 & 42)** – Limits liability for COVID exposure actions to situations where the plaintiff can prove by clear and convincing evidence that the defendant was willful or reckless and the exposure actually caused personal injury. Also contains protection for COVID medical liability and products liability actions.

5. **Uniform Athlete Agents Act (HB 273)** – Expands the definition of “athlete agent” to include agents who are prospecting, recruiting, or providing goods or services to potential clients and requires them to register as an athlete agent in Missouri. The bill outlines particular limitations for athlete agents when working with student athletes.

6. **Sunshine Law (HB 362)** – Includes provisions:
 - Clarifying that records concerning evacuation and lockdown procedures for buildings and infrastructure security information received from software or surveillance companies can be closed.
 - Adding email addresses and telephone numbers used for newsletters, notifications, advisories, alerts and periodic reports to the list of closed records.
 - Adding utility customer usage and billing records to the list of closed records.
 - Stating that a records request is considered withdrawn if the requester fails to pay copying fees with 30 days after the fees are requested, and allowing the public entity to charge the same fees if the same request is subsequently made.
7. **Work Leave for Domestic or Sexual Violence (HB 432)** – Requires public and private employers to provide employees with two weeks of unpaid leave if they or their family members are the victim of domestic or sexual violence.

The Missouri General Assembly also passed the following noteworthy legislation:

1. **Vaccine Passports (HB 271)** – Prohibits local governments from requiring documentation of vaccination for a person to access public services or accommodations.
2. **Local Public Health Orders (HB 271)** – Limits the ability of local health officials to close businesses, schools, and churches during a public health emergency to 30 days, subject to extension by a vote of the city or county governing body.
3. **Gas Tax (SB 262)** – Phases in a 12.5 cents per gallon gas tax over 5 years. Creates a refund process by which taxpayers can seek a refund of the tax increase they pay.
4. **Tax Increment Financing (SB 153)** – Prohibits TIF projects from being authorized in a flood plain with certain exceptions (the City of Springfield is excepted).
5. **Wayfair Fix (SB 153)** – Allows the state to impose a sales tax on online purchases made through vendors with a physical presence in the state. Several tax reductions were added to the bill to make it politically feasible. One such provision adds two additional 0.1% reductions to the phased-in state income tax reductions.
6. **Prescription Drug Monitoring Program (SB 63)** – Creates a program to collect and maintain patient controlled substance prescription dispensation information.
7. **Empowerment Scholarship Accounts (SB 86 and HB 349)** – Creates a capped K-12 grant/voucher program. Priority for grants will be given to students with IEPs and students on free and reduced lunch. Students must live in a county with a charter form of government or a city with at least 30,000 inhabitants to qualify for the program.
8. **Second Amendment Preservation Act (HBs 85 & 310)** – Declares federal laws that infringe on the right to bear arms invalid and prohibits enforcement of those laws.

Faculty Senate Report to MSU Board of Governors

June 4, 2021

The Faculty Senate has not met since the last Board of Governor's meeting in May, so there is no new business to report. However, I'd like to take a moment to outline some of the things we plan to work on for the next academic year.

FACULTY MORALE SURVEY RESPONSE

Every two years, the Senate's Faculty Concerns Committee administers a Faculty Morale Survey, to see what issues have arisen for faculty, and what the Senate can do to address them. Some of the issues are ongoing concerns, most notably salary, payment for overload and summer teaching, and benefits that seem out of keeping for similar institutions, and we will continue to work with the administration to address those. Other issues that were raised in this year's survey:

- Financial and space/supplies support for faculty research and travel
- Travel reimbursement procedures
- Funding for library collections (however, most faculty indicated satisfaction with library holdings)
- Lack of transparency about how decisions like budgeting and tenure and promotion are made at the department and college level

FACULTY HANDBOOK REVISION

The Faculty Handbook Revision Committee is currently considering revisions to the handbook that will more accurately and fully represent the university's commitment to equity, diversity, and inclusion. The committee is not a Faculty Senate committee, though the Faculty Senate has input into the faculty selected by the Provost to serve on the committee, and the Chair-Elect of Senate serves as an ex-officio member.

Once changes are finalized by the committee, they are brought forward to the Faculty Senate, which can then adopt the proposed changes as presented or offer their own revised version. If the Senate offers revision to the committee's proposed changes, the Handbook Revision Committee can either accept those revisions or send forward their version, alongside the Senate version, to the administration and Board.

It's in everyone's interest to have one agreed-upon version rather than two competing versions, so the committee and Senate have long adopted a practice of doing everything possible to find language acceptable to both entities, which sometimes takes a little more time. However, we all recognize that this is important and pressing work, and we anticipate that Senate will be able to consider proposed changes and forward suggestions to the administration and Board in fall semester.

MITIGATING LONG-TERM EFFECTS ON FACULTY TENURE AND PROMOTION FROM COVID-19

The difficulty of the pandemic is obviously being felt everywhere, and while we are all hopeful for a return to a new normal in Fall 2021, the Senate also plans to work closely with the Provost to mitigate long-term academic effects from the pandemic.

Faculty research is the core of the development and dissemination of knowledge at the university. The pandemic wreaked havoc on normal faculty outlets for research and presentation of results: academic conferences were postponed or canceled, clinical work was suspended, in-person collaborations were made much more difficult, archival research and field work was impossible because of travel restrictions, and publishers postponed or canceled publications, to name a few of the most damaging issues for faculty.

Of course, the university recognized this early on, and immediately permitted an extra year for probationary faculty to build their research dossiers for tenure and promotion. But concerns still remain, as departmental tenure and promotion guidelines are often very strict about what merits tenure and promotion, and in many cases, the outlets for dissemination of research are still not fully open. For example, a department's guidelines may require a book or article to be in print (rather than just accepted for publication), but if publishers are still not printing hard copies, the faculty member—through no fault of their own—may not be able to use work that in a normal year would have counted towards promotion.

These issues can delay tenure and promotion for probationary faculty, but they can also make it impossible for Associate Professors to pursue promotion to Professor in a timely manner, a concern not only for faculty retention, but also because a promotion to the next rank is one of the few opportunities for advancement—financial and otherwise—in an academic career.

INTERNAL SENATE ISSUES

Senate also, on an ongoing basis, reviews our processes and policies, to make sure they are efficient and in keeping with other university policies and practices. One of the chief roles of Senate is to oversee curriculum, including reviewing and processing curricular changes. Our online curricular process is in need of revision and we are working with the Office of the Registrar and other entities to make sure it allows departments to change curriculum to meet student, accreditation, and community demands in a timely manner. We also have several significant changes to make to our own Bylaws to bring them in line with current university practices.

As always, I am happy to speak with you about Senate's work at any time. Please feel free to contact me directly.

Sincerely,



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

VII.B.1.

RECOMMENDED ACTION – Faculty Handbook Proposed Revisions, Handbook Sections 12.4.1.1; 15.2.2.7; Revisions for Inclusive Language

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

WHEREAS, the Provost, the Faculty Senate, the Faculty Handbook Revision Committee, and the General Counsel believe Sections **12.4.1.1; 15.2.2.7; Revisions for Inclusive Language** of the Faculty Handbook should be revised; and

WHEREAS, the proposed changes will provide additional clarifications as outlined in the attached as Exhibits A through C;

NOW, THEREFORE, BE IT RESOLVED that Sections **12.4.1.1; 15.2.2.7; Revisions for Inclusive Language** which are attached as Exhibits A through C be approved as submitted.

VOTE: **AYE** _____

NAY _____

EXECUTIVE SUMMARY:

Format explanation: Strikeouts indicate language being removed. Text that is bold and underlined indicate a change and/or addition.

- **EXHIBIT A:** Revision to Section 12.4.1.1

Thirty tenured, ranked faculty members shall be elected by the Faculty Senate to serve three-year staggered terms as the University Hearing Committee (UHC). The Faculty Senate shall select one-third of the UHC membership annually in the regular February meeting of the Faculty Senate for service beginning in the next academic year. These faculty members shall be nominated by their College Council, which shall send three names annually to the Faculty Senate Office by February 1st. At least four of the thirty faculty members shall be from each college. **The Faculty Senate shall elect members from each college by plurality voting and two rounds of counting votes. The first count will elect the members with a plurality of votes to reach the minimum requirement of four faculty members per college. The second count, if needed, will elect the remaining members with a plurality of votes from all colleges until the annual one-third requirement of new members is obtained.** (Replacements, where necessary, shall be appointed by the Faculty Senate Executive Committee [FSEC] or filled by the Faculty Senate at the next annual appointment period.) Replacements appointed by Faculty Senate Executive Committee serve until the next annual election. A faculty member who is elected to the UHC may be re-elected to successive terms.

- **EXHIBIT B:** New Section 15.2.2.7 **Legally Mandated Changes**

In the event that regulatory or legislative mandates require immediate changes to this Handbook, that precludes meeting of the Faculty Senate, then the president of the university is hereby authorized to establish and implement provisions or make appropriate modifications to the

provisions as set forth here with notification of such provisions sent to the Faculty Handbook Revision Committee and the Faculty Senate Executive Committee. Such provisions will be immediately effective upon action by the president but will be reported to the Board at the next meeting of the Board by either the president or designee.

- **EXHIBIT C: Revisions for Inclusive Language**

Summary of edits:

- Removed gender-specific pronouns: his/he/his/himself, her/she/hers/herself
- Substituted “faculty member” or “faculty member’s” when the reference was unclear without pronoun use. Some language seems repetitive, but that option is better than leaving sexist language.
- Recast sentences where changes to pronouns created awkward phrasing
- Used the plural “they” as the best option for “faculty members” instead of “faculty member”
- Reworked the copyright examples in “Sec. VI University Copyright,” even though the examples were sourced.



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

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

PROJECT HIGHLIGHTS

- **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**. The Missouri State University Small Business Development Center (MSU SBDC) will continue to focus on helping their clients acquire capital by providing referral sources, business planning and loan preparation consulting services, communicating with local lenders and engaging in community outreach activities.
- **Michele Smith**, Assistant VP for Student Affairs/Dean of Students, received **\$20,000** from the **Missouri Scholarship and Loan Foundation** to provide a 12-week series specifically for Black, Indigenous People of Color (BIPOC) student leaders to better prepare them to address, bring awareness to and mentor other students in the areas of conflict resolution, cultural consciousness training, and leadership training.
- **Jason Ray**, Director of the Center for Resource Planning and Management, received a **\$205,000** grant from the **US Department of Commerce** through the **Southwest Missouri Council of Governments**. This projects principal tasks include implementation and reporting of the Comprehensive Economic Development Strategy and work completed in alignment with the EDA’s five investment priorities: 1) Recovery & Resilience, 2) Critical Infrastructure, 3) Workforce Development & Manufacturing, 4) Exports & FDI, and 5) Opportunity Zones.

RESULTS

As of the end of April, the University has submitted 300 proposals for support of University-based projects. To date, 260 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 \$69.0 million which includes approximately \$41.4 million in CARES Act grants. Some of these awards are for projects that extend over more than one year, but the full commitment for funds is allocated to the first year.

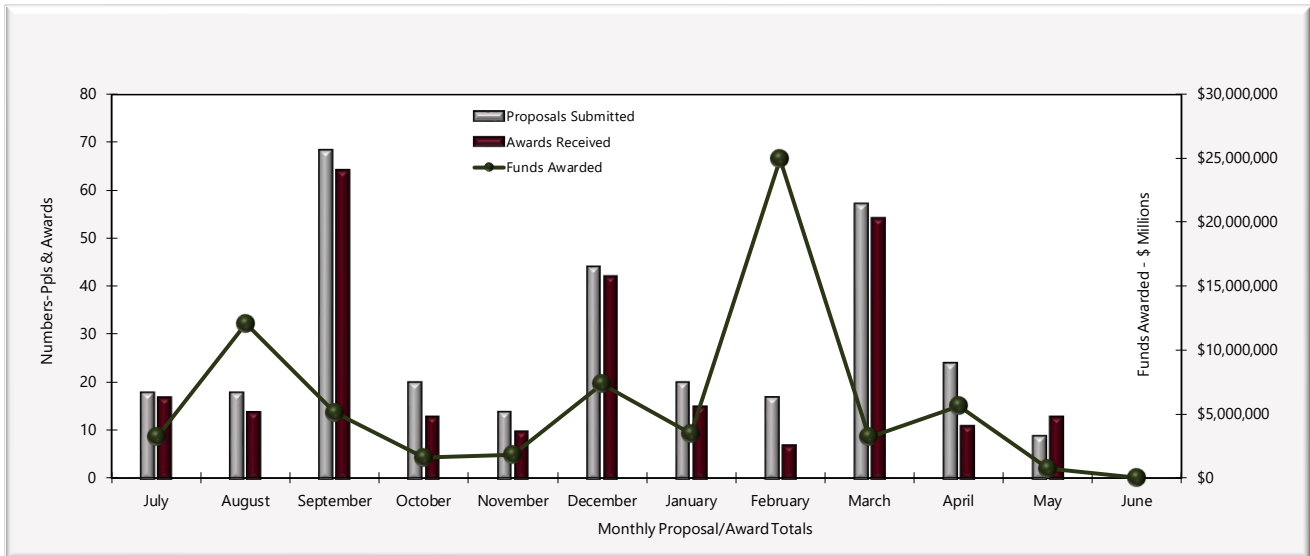
Key Indicators	Activity for FY 2021	% Change from FY 2020
Proposals Submitted	309	4%
Funds Requested	\$112,862,338	71%
Named Investigators	113	16%
Grants & Contracts Awarded	260	9%
Funds Awarded	\$69,056,298	64%

*Funds awarded includes \$41.4 million from CARES Act funding

External funding activity so far in FY 2021:

Sponsored Program Activity FY 2021

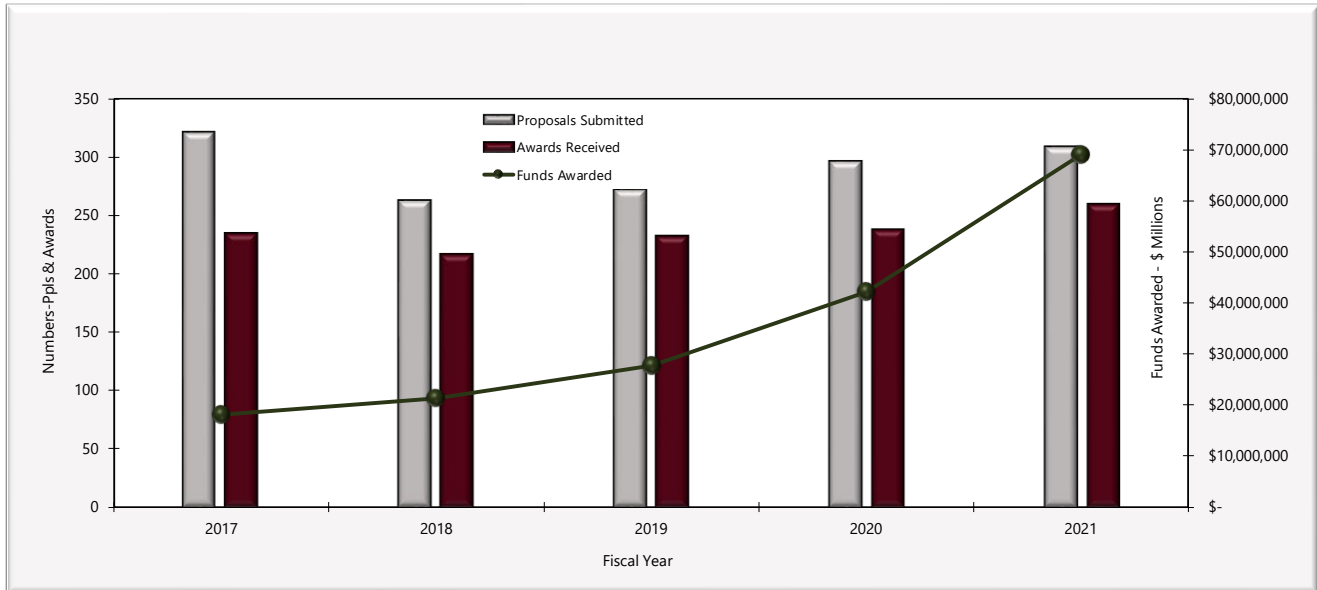
Month	Proposals Submitted	Total Awards	Dollars Awarded
July	18	17	\$3,204,415
August	18	14	\$12,100,887
September	68	64	\$5,093,808
October	20	13	\$1,582,253
November	14	10	\$1,848,019
December	44	42	\$7,350,894
January	20	15	\$3,437,630
February	17	7	\$24,902,299
March	57	54	\$3,186,837
April	24	11	\$5,625,547
May	9	13	\$723,709
June	0	0	\$0
	309	260	\$69,056,298



A comparison of activity over the last five years:

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

Fiscal Year	Proposals Submitted	Number of Awards						\$Millions	
		Education	Equipment	Facilities & Infrastructure	Research	Service	Ttl Awds	Requested	Awarded
2017	321	50	1	3	47	134	235	\$ 47,773,673	\$ 18,046,494
2018	263	47	0	7	39	124	217	\$ 51,772,965	\$ 21,380,845
2019	272	35	1	1	36	159	232	\$ 42,001,699	\$ 27,693,503
2020	296	32	0	3	42	161	238	\$ 66,170,274	\$ 42,185,363
2021	309	41	0	3	38	177	260	\$ 112,862,338	\$ 69,056,298



Grant and contract activity for FY 2021, through May:

Missouri State University
FY 21 Grant/Contract Activity by Unit

Unit	# Applying		# Awarded		Credit Share*			Actual**		
	Staff	Faculty	Staff	Faculty	Grants / Contracts		Award	Grants / Contracts		Award
					Submit	Awards	\$	Submit	Awards	\$
Administrative Services	2	0	2	0	3	3	\$ 926,244	3	3	\$ 926,244
The William H. Darr College of Agriculture	0	4	1	4	14	13	\$ 144,450	14	13	\$ 1,791,334
Center for Grapevine Biotechnology	0	1	0	0	1	0	\$ -	1	0	\$ -
Mid-America Viticulture & Enology Center	2	2	2	2	6	8	\$ 2,086,057	5	6	\$ 439,173
Judith Enyeart Reynolds College of Arts & Letters	0	8	0	8	11	11	\$ 2,112,510	6	6	\$ 393,908
Center for Dispute Resolution	0	1	0	1	3	3	\$ 45,180	3	3	\$ 45,180
Center for Writing in College, Career, & Community	1	1	1	1	6	2	\$ 399,676	2	1	\$ 3,996,749
College of Business	0	1	0	1	1	1	\$ 8,000	1	1	\$ 10,000
Center for Project Innovation & Management	0	0	0	0	0	0	\$ -	0	0	\$ -
College of Education	4	17	1	8	31	13	\$ 1,916,564	22	11	\$ 797,475
Agency for Teaching, Leading and Learning	1	0	1	1	4	7	\$ 1,877,364	4	6	\$ 1,877,364
Institute for Play Therapy	0	0	0	0	0	0	\$ -	0	0	\$ -
Institute for School Improvement	0	0	0	0	0	0	\$ -	0	0	\$ -
The McQueary College of Health & Human Services	2	23	2	16	42	35	\$ 1,316,351	34	32	\$ 1,326,956
Center for Research & Service	0	0	0	0	0	0	\$ -	0	0	\$ -
College of Humanities & Public Affairs	0	0	0	0	0	0	\$ -	0	0	\$ -
Center for Archaeological Research	1	1	1	1	14	20	\$ 526,280	10	13	\$ 526,280
Center for Community Engagement	0	0	0	0	0	0	\$ -	0	0	\$ -
Center for Economic Research	0	0	0	0	0	0	\$ -	0	0	\$ -
Center for Social Science & Public Policy Research	0	0	0	0	0	0	\$ -	0	0	\$ -
College of Natural & Applied Sciences	4	39	4	25	112	61	\$ 3,141,499	64	42	\$ 2,381,803
Bull Shoals Field Station	0	1	0	1	2	2	\$ 2,256	2	2	\$ 2,256
Center for Resource Planning & Management	2	0	2	0	9	6	\$ 463,417	7	5	\$ 463,417
Ozark Environmental Water Research Institute	1	1	1	1	3	6	\$ 164,375	2	3	\$ 159,400
Diversity & Inclusion	0	0	0	0	0	0	\$ -	0	0	\$ -
Graduate College	0	0	0	0	0	0	\$ -	0	0	\$ -
Information Services	0	0	0	0	0	0	\$ -	0	0	\$ -
Library	3	3	1	2	6	3	\$ 4,600	4	2	\$ 4,600
President	2	0	2	0	8	8	\$ 31,416,087	8	8	\$ 31,416,087
Provost	2	3	1	3	14	12	\$ 1,304,111	12	12	\$ 1,304,111
Ozarks Public Health Institute	0	1	0	1	3	3	\$ 309,233	2	2	\$ 301,917
Southwest Missouri Area Health Education Center	1	0	1	0	8	8	\$ 314,571	8	8	\$ 314,571
Research & Economic Development	6	0	4	0	41	32	\$ 3,659,035	41	32	\$ 3,809,035
Center for Applied Science & Engineering	3	0	3	0	7	8	\$ 5,979,490	6	8	\$ 5,979,490
Center for Biomedical & Life Sciences	0	1	0	1	8	7	\$ 117,792	8	7	\$ 117,792
International Leadership & Training Center	1	0	1	0	2	2	\$ 79,950	2	2	\$ 79,950
Jordan Valley Innovation Center	1	0	1	0	13	11	\$ 717,334	11	10	\$ 567,334
Small Business Development Center	1	0	1	0	11	9	\$ 396,353	9	9	\$ 396,353
Student Affairs	5	0	4	0	5	5	\$ 7,245,766	3	4	\$ 7,245,766
West Plains	3	3	4	1	15	9	\$ 2,381,753	15	9	\$ 2,381,753
TOTAL	48	111	41	78	403	308	\$ 69,056,298	309	260	\$ 69,056,298

* 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 June 18, 2021

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

Student African-American Brotherhood (SAAB):

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

SAAB efforts continuing in development of Ambassadors Council and meetings with local leaders in education, business, corporate, public and non-profit sectors. Missouri State University and Evangel developed two college chapters and two SAAB chapters developed at Central and Glendale high schools in Springfield Public School District. The first MSU/SAAB Scholarship Program was awarded to Glendale High School senior, Damion Jamere Morris, who plans to attend Missouri State University in the Fall 2021 semester.

Bear Bridge Faculty Mentoring Program: Program completed successful first year. Dr. Judith Martinez, Provost Fellow for Diversity/DDI Director of Special Programming, developed and coordinated program with faculty mentors and mentees. Dr. Martinez, the Office of the Provost and DDI engaged in planning to expand program.

United Academy for Inclusion and Belonging- AVPDI Dr. Juan Meraz developed professional DEI program for United Way of the Ozarks member non-profit organizations and SPD. Program sessions being planned for Fall 2021 and Spring 2022 semesters.

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. CDO Pratt is point of contact for MSU team that includes Dr. Dee Siscoe, Rob Hornberger, Heather

King, Dr. Ryan Reed, Dr. Kim Martin, Dr. Michele Smith, Dr. Kelly Wood, and Dr. Juan Meraz. PEN institutions are Fontbonne, Harris-Stowe, Maryville, Missouri State University, University of Missouri, SEMO, SLU, StLCC, UCM, UMKC, UMSL, and Webster University.

Facing Racism Institute (FRI) – Planning continues for upcoming academic school year. Dr. Leslie Anderson and Dr. Lyle Foster facilitate FR training in partnership with DDI and at the annual Collaborative Diversity Conference.

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.”

Missouri Bar Special Committee on Lawyers of Color in the Profession- CDO continues to serve 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.

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

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

Student Enrollment Management (SEM):

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

Giving Voice:

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

Faculty Diversity Coordinator:

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

Diversity Lunch & Learn for Faculty and staff:

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

Mini-Diversity Workshops:

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

Tough Talks:

he 2020-2021 campus sessions were facilitated by Dr. Lyle Q. Foster regarding national public health & racial crises. Three virtual sessions held this semester already with one session collaboration with Office of Multicultural Services “Reflections on Dr. Martin Luther King, Jr. **Community Tough Talks** initiated by community partners and facilitators Dr. Foster; Dr. Anderson and Francine Pratt.

Education Preparation Provider (EPP) Committee on Diversity:

CDO and AVPDI for attend monthly meetings of EPP Committee Chaired by Dr. Nate Quinn.

Diversity 101 for Supervisors:

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

Cultural Consciousness in the Workplace:

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

Cultural Consciousness in the Community Workplace-Workforce Diversity:

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

Student Diversity Leadership Training Program:

DDI and Division of Student Affairs Multicultural Student Services developed D & I training model for student organizations' leaders utilizing student peer trainers to be initiated this Fall semester. Program began January 21st and first cohort completed this semester.

President Councils on Diversity:

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

Scholar 2 Scholar Program (S2S):

S2S is a campus-wide research initiative for undergraduate students awarded work-study funds with interest in assisting faculty from all disciplines as research assistants on research projects. Dr. Judith Martinez, DDI Diversity Fellow, facilitates S2S administration. <https://diversity.missouristate.edu/Scholar2Scholar.htm>

Minorities in Business (MIB):

MIB is local non-profit corporation collaborating with DDI in promoting networking, capacity building and advocacy for MBE/WBE/DBE/ and emerging businesses. Executive Director resigned and search for interim ED underway.

Public Entities Diversity Workgroup Initiative:

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

Missouri Diversity Officers in Higher Education (MODOHE):

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

Missouri Developmental Disabilities Council (MODDC) African American School to Prison Pipeline Coalition:

CDO participates in statewide coalition meetings representatives from Springfield Public School District, Missouri State University, Prosper Springfield, Courageous Family

Counseling Group, West County Community Action Council, Boone County Resources. A 2-year grant funded project for collection and analysis of data that promotes systemic change and capacity building regarding the “school to prison pipeline” issues associated with African American students diagnosed with intellectual and developmental disabilities in order to promote equal access to services and quality educational opportunities.

Springfield Greene County Heritage Trail Advisory Council:

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

Globally Responsive Education and Teaching (GREAT):

AVPDI and Dr. Judith Martinez participated in planning meeting for the April 2022 Great Conference.

Diversity Executive Leadership Academy (DELA):

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

Provost’s Diversity Council:

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

Waynesville School District Leadership Team Diversity Training on Diversity Dialogues:

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

Missouri State University Long Range Planning Committee:

Dr. Lyle Foster participating in weekly planning sessions.

Institutional Racial Equity Initiative Grant (\$20k):

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

Submitted: June 9, 2021

X.B.

Student Affairs Report
Missouri State University Board of Governors
June 2021

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

Enrollment Management:

Summer 2021 opening day enrollment compared to summer 2020 is as follows:

- Total headcount: 8,464, up 88 (1.1%)
- Total first-time students: 964, down 42 (4.2%)
 - First-time new in college: 42, down -24 (36.4%)
 - First-time UG transfers: 169, down -2 (1.2%)
 - First-time degree seeking graduates: 506, down 26 (4.9%)
- Total continuing students: 7,348, up 105 (1.4%)
 - Continuing degree seeking undergraduates: 5,316, up 149 (2.9%)
 - Continuing degree seeking graduates: 1,916, up 147 (8.3%)
- Total degree-seeking undergraduates (new and returning): 5,613 5,486 127 2.3%
- Graduate Students
 - Total (new and returning, degree and non-degree seeking): 2,662, up 58 (2.2%)
 - Degree seeking: 2,494, up 123 (5.2%)
- Enrollment status
 - Students classified as full-time: 3,826, down 312 (7.5%)
 - Students classified as part-time: 4,638, up 400 (9.4%)
- Underrepresented students: 1,198, up 85 (7.6%)
- International students: 700, down 60 (7.9%)
- Residency
 - Students from Missouri: 6,253, up 116 (1.9%)
 - Students from out of state: 1,482, up 24 (1.6%)
- Total credit hours: 40,996, down 1,166 (2.8%)
 - Undergraduate credit hours: 27,650, down 1,196 (4.1%)
 - Graduate credit hours: 13,346, up 30 (0.2%)
 - Credit hours taken by MO residents: 30,745, down 103 (0.3%)
 - Credit hours taken by out of state students: 7,361, up 91 (1.3%)

Campus Recreation:

- The Foster Recreation Center is currently under construction with the removal and installation of new maple courts in the gymnasium.
- Summer Fitness Class is Hatha Yoga Mon-Thursday and free for all members.
- Consulted and hired Enterprise for climbing wall inspection which we passed but are expecting some recommendations for the future.

Residence Life, Housing and Dining Services:

- Residence Life, Housing and Dining Services successfully completed move out and transitioned to Intersession housing, welcoming early residents for TENT '21, Jump

Start, SOAR Leaders and some International students. Summer school housing will be in the Blair tower this summer to allow for a deep clean of Hammons House.

- The department is also hosting summer camps and conferences through August 1. They are also very excited to be planning for a return to normal with training in July and welcoming all residents back in August, bringing back Bear Crew, House Calls, Day of Service for the LLCs, just to mention a few.

Plaster Student Union:

- The IFC (Interfraternity Council) Spring 2021 GPA was 2.99, below the All-Men's Average of 3.03. Across all 18 chapters, a total of 63 4.0s were obtained
- The PHA (Panhellenic Association) Spring 2021 GPA was 3.37, above the All-Women's Average of 3.34. Across all 9 chapters, a total of 292 4.0s were obtained
- The NPHC (National Pan-Hellenic Council) Spring 2021 GPA was 2.46. Total current membership across all 6 organizations is 28, where two of them obtained 4.0s.
- The All-FSL (Fraternity/Sorority Life) Spring 2021 average was 3.20, slightly below the All-Campus average of 3.22
- A total of almost \$24,000 was raised for the Spring 2021 semester for various FSL philanthropies.

University Bookstore:

- **Bookstore Tent Sale Event** – After missing this event in 2020, the bookstore was able to hold our annual tent sale event, in-person, the week of May 3rd on the bookstore west patio. Huge success for the bookstore as we were able to move over 5,000 clothing items, over 3,000 souvenir and over 300 older gen technology items totaling over 120k in sales during this week. Huge benefit for all our customers to get some great prices on quality BearWear, souvenirs and technology with saving of 50%-75% off retail prices!
- **Commencement Days** – Very successful 2 days of commencement for the bookstore. We sold over 25k in clothing, souvenirs and graduation gifts/diploma frames between the main bookstore and the team store at the JQH Arena.
- **FY End-of-Year Inventory** –The process was completed on June 1 & 2 in the main bookstore. Overall shrink is under .6% for the bookstore, and well under the 1.62% 2020 average of the National Retail Federation shrink ratio.

Dean of Students Area:

- SOAR sessions 2021 have begun for the incoming fall class on Monday, June 7th. Sessions are held Mondays through Thursdays throughout the summer and 100 students are scheduled to participate each day.
- New Summer students participated in SOAR on Friday, June 4th with Jumpstart (18 students) and followed by a Virtual session (17 students).
- New Assistant Director for Student Conduct has been hired and has begun Monday, June 7th (Gabby Catlin).
- URSA current registration stands at 129 (as of June 8th), maximum is 175, URSA will be held on the MSU campus
- New Student Convocation 2021 will be held in JQH Arena on Sunday, August 22nd at 2pm. Coach Mox is the speaker. Students for 2021 as well as students 2020 who did not get to participate in New Student Convocation will be invited.

Magers Health and Wellness Center:

- Dr. Jennifer McNay is the newest member of our Magers Medical Staff. She is Board Certified in Internal Medicine and served patients for 26 years at Mercy Clinics in Springfield. Most recently, Dr. McNay was the President of Mercy Clinic, Springfield Communities. As one of her physician colleagues explained, ‘You are getting one of our finest.’ Dr. McNay states “I enjoy the practice of medicine and am committed to providing high quality care to the patients I serve.” When not working, Dr. McNay enjoys gardening, reading, travel, and time with her husband, Mark and their two adult children Riley and Anna.
- Magers Wellness Team hosted the Spring 2021 Maroon Moves Walking Challenge with 50 teams, comprised of 308 participants and a combined effort of 78,224,203 total steps taken!

Multicultural Services:

- TRIO Upward Bound is running a six-week summer institute starting June 7th. Students are engaged in college readiness curriculum, life skills and college prep workshops, college visits, community service and social/cultural activities. They will wrap up the summer with a 1-week camp for leadership and career exploration with Minnesota Business Venture.
- The Office for Access Programs is proud to announce that 13 students graduated and 18 students made the Dean’s List.
- Bears LEAD realized 19 FTNIC students on the Deans List for Spring 2021.
- Multicultural Programs has a Book Drive underway through August 23rd. Everyone is welcome to drop off any books that might be valuable to students.
- Staff are currently planning for the Annual Belong B Que on August 22nd and the Multicultural Networking Event on August 26th.

Respectfully submitted by,



Dr. Dee Siscoe
Vice President for Student Affairs

XII.A.

RECOMMENDED ACTION - Approval of Amendments to the *Employee Handbook for Administrative, Professional and Support Staff* employees and related policies.

The following resolution was moved by _____
in addition, seconded by _____:

WHEREAS, Administration recommends that certain revisions be made to the *Employee Handbook for Administrative, Professional and Support Staff* (“Employee Handbook”); and

WHEREAS, specifically, some revisions to the Employee Handbook are needed due to changes in operating procedures, clarification, process improvement, and overall ongoing changes to the handbook; and

WHEREAS, as a result of the proposed revisions to the Employee Handbook, similar revisions to the *Faculty Handbooks*, the Medical Plan, the Dental Plan, and/or other group insurance agreements may be required in order to ensure consistency and accuracy across these documents.

NOW, THEREFORE, BE IT RESOLVED by the Board of Governors for Missouri State University that the Employee Handbook be revised in accordance with Attachment A; that the *Faculty Handbooks*, Medical Plan and Dental Plan, and other group insurance agreements, be revised as necessary to ensure consistency between said documents and the Employee Handbook; and that the President and the Vice President for Administrative Services be granted authority to correct any typographical, grammatical, and formatting errors appearing from time to time to retain accuracy and consistency, to revise sections within the handbook to provide clarification or process improvement, to revise other University procedures and plan documents to allow the application of the above handbook changes, and to ensure compliance with applicable law.

VOTE: **AYE** _____

NAY _____

COMMENTS: Sections of the Employee Handbook have been updated to reflect current processes and existing practices, provide clarification on existing processes, and to correct grammatical, typographical, and formatting errors. Other sections of the Employee Handbook have been modified to streamline processes and ease administrative burden.

Please see the actual changes to be made within Attachment A. These changes are summarized as follows:

Language Clarifications and Updates to Reflect Current Processes

- Para: 2.4, 3.0, 3.4, 3.10, 6.1, 6.4.3, 6.11.18, 6.11.21, 6.11.26, 8.5, 9.4, 9.7

Language to Clarify Alcohol/Drug Abuse Policy including Medical Marijuana

- Para: 2.5

Language Updates to Comply with New State Law: Election to or Holding Public Office

- Para: 2.13.2

Language Change to the Remote Work Policy

- Para. 4.11

Language added to comply with HB 432/RSMO 285.630

- Para. 7.21

Language to Clarify and Update Grievance Procedures

- Para. 10.0, 10.1, 10.2, 10.3, 10.4

Attachment A:

2.4 DRUG-FREE WORKPLACE

Employees are expected and required to report to work on time and in appropriate mental and physical condition for work. Each employee is responsible to help ensure a drug-free, healthful, safe and secure work environment. The unlawful manufacture, distribution, dispensing, possession, or use of a controlled substance on University premises or while conducting University business off premises is absolutely prohibited. Violations of this policy will result in disciplinary action, up to and including termination, and may have legal consequences. Employees must, as a condition of employment, abide by the terms of this policy and report to the University any conviction under a criminal drug statute for violations occurring on or off University premises ~~while conducting University business~~. A report of a conviction must be made to the Office of Human Resources within five days after the conviction.

2.5 ALCOHOL/DRUG ABUSE POLICY

It is the policy of Missouri State University to prohibit the unlawful possession, purchase, manufacture, use, sale or distribution of illicit drugs and alcohol by employees on University property or as part of any of its activities. The University has the right to require an employee to undergo alcohol and/or drug testing when there is a reasonable suspicion that the employee might be under the influence of alcohol or drugs. If an employee is found in violation of University policy, federal or state laws, or local ordinances, the circumstances accompanying each individual case will be considered when determining the consequences. Violations of this policy will result in disciplinary action, up to and including termination, and may have legal consequences. The University does not condone the abuse of alcohol and drugs; it does, however, recognize that employees with alcohol or drug-related problems should be encouraged to seek help in dealing with such problems. Employees are encouraged to use the University's counseling services, campus-related self-help groups (Adult Children of Alcoholics, Alcoholics Anonymous, or Narcotics Anonymous) and health insurance plans, as appropriate, when facing alcohol or drug-related problems.

The use of a legal substance/drug, or the use of medical marijuana under applicable Missouri law, does not allow an employee to report to work under the influence. If an employee believes that he/she needs an accommodation due to the use of a legal drug or for the use of medical marijuana, the employee shall request an accommodation pursuant to the University's Disability and Reasonable Accommodation policy found in Section 2.3 of the Employee Handbook.

2.13.2 Election to or Holding Public Office

Consistent with state law, employees are permitted to run for any elective office, including any partisan political office. Such campaign activity must be conducted on the employee's own time and shall not interfere with University duties.

To avoid any actual or apparent conflicts of interest, employees are not permitted to maintain full-time employment with the university while holding an elected, partisan position at the county, state, or federal level.

The policy is subject to any applicable provision of law or determination of the Missouri Ethics Commission.

3.0 Employment Policies and Procedures

At Missouri State University, all applicants for employment will be treated courteously and given fair and equitable consideration for employment in accordance with the University Non-discrimination Policy (2.1) within this handbook. All new employees are selected on the basis of experience, education, ability, training, and other job-related factors.

The University is committed to maintaining an environment that encourages full utilization and adequate reward of the individual employee's effort, achievement, and cooperation. Every employee is given a fair opportunity to advance in the University organization as the employee's abilities warrant and as job openings occur.

The Office of Human Resources is responsible for the employment process for staff positions in all departments of the University. Staff positions include administrative, professional, and support staff. Administrators and search officials are designated as decision-makers for recruitment and hiring actions and are responsible for compliance with ~~*The Guidelines for Hiring Faculty, Academic Administrators and Executive, Administrative and Professional Staff*~~ Recruiting a Diverse Workforce: Guidelines for Hiring Faculty, Academic Administrators and Executive, Administrative and Professional Staff Search Guidelines. No employment offer may be made until all employment guidelines have been followed. Chairs of search committees or hiring officials are required to complete a training session annually through the Office for Institutional Equity and Compliance on how to conduct a legal and effective search.

3.4 JOB POSTING

University system-wide vacancy announcements of full-time positions are available:

- online on the University's Web Site, Employment Opportunities
- on the bulletin board outside the Office of Human Resources, Carrington Hall
- ~~on a 24-hour telephone recording at (417) 836-4683~~
- ~~on a 24-hour Bid Information Hotline for bargaining unit employees at (417) 836-8367 for notice of awards for bargaining unit positions at various campus locations~~
- Online Union Bids and Awards for bargaining unit positions.
- with various affirmative action recruitment sources.

3.10 ORIENTATION

New full-time employees will attend an orientation program conducted by the Office of Human Resources. During orientation, employees receive information regarding University policies, compensation and benefit programs, and other general information about the University. Employees will complete the required employment paperwork. All new employees are required to complete the online Compliance Training as part of the new hire orientation program. (See Section 2.2.1 of this handbook – ~~Sexual Harassment Training Policy~~ Discrimination and Harassment Training Policy). Employees may be required to complete additional compliance training for their individual job responsibilities as directed by

their supervisor). Departments will provide their employees with a more specific orientation about the department and the employee's position.

4.11 TELECOMMUTING/REMOTE WORK

Telecommuting/Remote work is a work arrangement in which employees routinely perform their regular job responsibilities away from their primary business location. Telecommuting/Remote work is normally considered an alternate worksite arrangement to an employee's primary work location for a defined period of time. Remote work shall be the exception to work at the primary business location.

Telecommuting/Remote work is a privilege, rather than a matter of right or entitlement. In order for an employee to be eligible to telecommute for work/work remotely, the employee must complete the Employee Agreement for Participation in Remote Work Program Telecommuting Program form, have his/her supervisor's approval, major administrator approval, and meet the following criteria:

- Successful completion of probationary period;
- Documented performance is satisfactory or whose performance rating on their last evaluation is at least satisfactory;
- Demonstrated ability to work effectively with minimal supervision; and
- Demonstrated ability to establish priorities and effectively manage time.
- Ability to articulate the reason for remote work and the agreed upon duration.

6.1 INSURANCE BENEFITS

All full-time regular employees are provided the following insurance benefits (insurance benefits are not extended to part-time employees). The descriptive statement provided for each benefit is a summary statement. Detailed information on the various insurance coverages are available in the employee benefit booklets issued during orientation; copies are also available in the Office of Human Resources or on the Human Resources web page. Insurance and Cafeteria Plan claim forms are available and can be downloaded from the Office of Human Resources web page.

6.11.18 Parking

A current Missouri State University parking permit is required and must be displayed in order to park in any University parking lot. Parking permits must be purchased at the Transit Operations Center located at 700 East Elm Street, (417) 836-4825 or through the employee's parking portal at mymissouristate.edu. Designated parking spaces are provided for the disabled in accordance with the Americans with Disabilities Act. A University permit (commuter, residence, reserved, vendor, special, presidents, etc.) and a state issued disabled placard or license plate is-are required to be displayed to park in a designated disabled parking space. Visitor parking is available in metered lots and parking spaces throughout campus. Details on the location of visitors' parking areas can be obtained at the Transit Operations Center. Vehicles that are illegally parked or which do not display a University parking permit will be ticketed by University Safety personnel. All parking tickets-citations issued by the Transportation Services department/Office of University Safety must be paid at the Bursar's Office or online through the employee's Accounts Receivable account.

Parking ~~tickets-citations~~ may be appealed ~~to-through~~ the Parking ~~Appeals Services o~~Office, located in the Transit Operations Center at 700 E. Elm Street, or through the employees parking portal at mymissouristate.edu, within ~~15~~ business days of the date of the ticket. Fines are assessed daily to employees' Accounts Receivable and if not appealed within five business days will remain on the account until paid. Failure to pay the fine or appeal the ticket within 15 days will result in the parking fine being assessed to the employee's Accounts Receivable account. Failure to pay the fine will ~~also~~ subject an employee to appropriate action through administrative channels. Missouri State University reserves the right to temporarily close any parking lot/area for University purposes. When possible, advance notice will be given. Further parking information can be found in the parking regulations listed on the Transportation Services website or by contacting Transportation Services at 417-836-4825.

On the West Plains campus, parking permits may be purchased and tickets paid at the Business Office. Parking tickets may be appealed to the Coordinator of Student Life & Development, located in Putnam Student Center at 127 ½ Jefferson Avenue or on the Campus Safety website within 15 days of the date of the ticket.

6.11.21 Postal Service

The University operates a U.S. Postal Services Contract Station in Plaster Student Union, Room 210, (417) 836-5342. Hours of operation are Monday through Friday from 8:00 a.m. to ~~45~~:00 p.m. Services include stamps, money orders, and mailing packages as well as certified, registered, insured, international, and express mail. Stamps and other postal items can only be purchased with cash. The Contract Station is closed during all official University holidays.

6.11.26 Wellness Program

The University supports the culture of employee wellness based upon healthy lifestyles choices and offers all employees the opportunity to take advantage of Wellness Programming offered through the Magers Health and Wellness Center and Campus Recreation. The components of the University's Wellness Program include the following:

- Health Risk Assessment (HRA).
- Tobacco Use Statement.
- MSU Health Insurance Utilization Education Program.
- Periodic health and wellness screenings (lipid profiles, fitness assessments, blood pressure checks, nutrition analysis, etc.).
- Non-credit fitness and wellness classes (CPR/First Aid, yoga, tai chi, aerobics, water aerobics, meditation, financial peace and more).
- Smoking Cessation Programs.
- Well coaching via group and one-on-one meetings.
- ~~Weight Management Program—Weight Watchers at Work.~~
- Educational programs and presentations (Women's and Men's health forums and lunch-and-learn opportunities).
- Resource materials (pamphlets, handouts, CD's, DVD's, websites, etc.).
- Immunizations and travel medicine assistance.

7.21 LEAVE FOR VICTIMS OF DOMESTIC OR SEXUAL VIOLENCE

Effective, August 28, 2021, the university will provide employees (whether full-time or part-time) who themselves have been the victim of domestic or sexual violence, or who have a family or household member who has been the victim of domestic or sexual violence, with unpaid leave in accordance with the requirements of Mo. Rev. Stat. § 285.630. For purposes of this type of leave, a “family or household member” means a “spouse, parent, son, daughter, other person related by blood or by present or prior marriage, other persons who share a relationship through a son or daughter, and persons jointly residing in the same household.”

An employee who qualifies for leave under Mo. Rev. Stat. § 285.630 is entitled to a total of two (2) workweeks of leave (i.e., 10 days) during any twelve-month period; provided, however, that an employee may not take unpaid leave that exceeds the amount of unpaid leave time authorized by the FMLA.

Leave may be taken either consecutively or intermittently in order to address the incident of violence by:

1. Seeking medical attention for, or recovering from, physical or psychological injuries caused by domestic or sexual violence to the employee or the employee’s family or household member;
2. Obtaining service from a victim services organization for the employee or the employee’s family or household member;
3. Obtaining psychological or other counseling for the employee or the employee’s family or household member;
4. Participating in safety planning, temporarily or permanently relocating, or taking other actions to increase the safety of the employee or the employee’s family or household member from future domestic or sexual violence or to ensure economic security; or
5. Seeking legal assistance or remedies to ensure the health and safety of the employee or the employee’s family or household member, including preparing for or participating in any civil or criminal legal proceeding related to or derived from domestic or sexual violence.

An employee who wishes to apply for leave under this Section 7.21 must contact the Title IX Office at (417) 836-6810 or TitleIX@MissouriState.edu. The university reserves the right to require an employee to provide documentation confirming the domestic or sexual violence, consistent with Mo. Rev. Stat. § 285.630.5-6.

Note: The leave referenced in this Section 7.21 is intended to be coextensive with the requirements of Mo. Rev. Stat. § 285.630 and any interpreting regulations, if any, such that any inconsistencies between this Section 7.21 and Missouri law are resolved in favor of state law and/or regulations.

8.5 STAFF EXCELLENCE IN UNIVERSITY SERVICE AWARD

The purpose of the Staff Excellence in University Service Award is to recognize excellence in service to the University among staff employees. These awards are intended to provide incentives for continued workplace performance for full-time staff employees who make significant contributions to the University community.

8.5.1 Eligibility

Full-time, regular employees in administrative, professional, and support staff positions from the Springfield, Mountain Grove and West Plains campuses who do not hold faculty rank and who earn less than \$90,000 annually are eligible to receive an award. Nominees must have completed at least one year of full-time employment at Missouri State University and be actively employed at the time of the award. ~~are eligible to receive an award.~~ There is no limit on the number of times that an individual employee may receive an award, but individuals may not receive an award in two consecutive years.

8.5.2 Nomination and Selection of Award Recipients

Staff Excellence in University Service Award recipients must be nominated for the award and can be nominated by currently enrolled students, employed staff, faculty, or administrators. Selection of recipients is done by a Review Committee. Superior service can be demonstrated in many forms such as:

- superior service for a significant project or program during a specific time period
- performing duties above and beyond the call of duty in a special situation
- exceptional job performance on a daily basis

Awards are available for full-time, regular staff employees and are awarded based upon the recommendation of the Review Committee and University administration.

9.4 DISCIPLINARY GUIDELINES FOR MISCONDUCT

Employees whose work performance does not meet required standards or who violate rules, regulations or policies of the University, as determined by a preponderance review of the available evidence, may be disciplined according to the seriousness or repetition of the violation. While formal disciplinary steps usually are not required for dismissal of probationary or part-time employees, supervisors and department heads must contact the Office of Human Resources regarding appropriate dismissal procedures for all employees including probationary or part-time employees before taking such action.

Certain actions can cause employees to be disciplined, including but not limited to the following:

- Insubordination
- Refusal to obey directions or accept assignments; refusal to work required overtime
- Inefficiency, incompetency, or inability in the performance of duties
- Careless workmanship or negligence in the performance of duties
- Disregarding safety and/or security regulations
- "Horseplay" which endangers self or other employees
- Sleeping, loitering or loafing during working hours
- Reporting to work under the influence of drugs or alcohol; refusal to consent to drug or alcohol testing
- Unlawful manufacture, distribution, dispensing, possession or use of controlled substances on University property or as part of University activities
- Unauthorized possession use or distribution of alcohol on University property or in conjunction with university activities.

- Excessive, unnecessary or unauthorized use of University supplies, materials, equipment, or vehicles particularly for personal purposes
- Unauthorized use or misuse of all computer systems, equipment, and software
- Careless, negligent or improper use of University property including official vehicles
- Conducting personal business during work hours
- Excessive or unauthorized use of telephones
- Habitual or flagrant improper use of leave privileges; failure to return from approved leave of absence
- Continual tardiness or chronic absenteeism; failure to notify supervisor of absence
- Leaving the job during working hours without permission
- Fraudulent acts, dishonesty, or misrepresentation including falsifying employment application or work records or other University work records: including their own or another employee's work record such as falsifying time records
- Conviction of a criminal act or illegal activity reasonably related to conduct relevant to the workplace
- Fighting or using obscene, abusive, or threatening language or gestures
- Theft or not reporting one's knowledge of theft of University property
- Gambling during working hours
- Unauthorized possession of ammunition, firearms, explosive weapons, other weapons or weapons components as defined in Missouri Revised Statutes Section 571.010~~(2),(6),(10),(11),(13),(17) and (18~~ (1), (2), (3), (4), (6), (7), (8), (9), (10), (12), (13), (14), (15), (16), (18), (19), and (20)), on University premises or while on University business. Authorization to possess such items on University property may be granted by the Director of University Safety or his/her designee
- Viewing, creating, and/or distributing pornographic materials while at work or utilizing University resources
- Violating the University's policies prohibiting discrimination and/or harassment
- Violating University rules, policies, regulations, or departmental work rules
- Unauthorized release of confidential information from official records
- Disorderly or immoral conduct on the University premises
- Smoking where prohibited
- Misconduct off duty which reflects discredit on or causes embarrassment to the University or to the State of Missouri

9.7 GENERAL PROVISIONS FOR DISCIPLINARY ACTIONS

Disciplinary actions must be documented in writing. A copy of the disciplinary action must be given to the employee involved. A copy of the disciplinary action must also be sent to the director of human resources. ~~With the exception of the first warnings, a~~ A copy shall also be included as a permanent part of the employee's personnel file.

Employees represented by the bargaining unit and covered under the Memorandum of Agreement between the University and The International Brotherhood of Electrical Workers (IBEW) and/or The International Brotherhood of Teamsters Local Union 245 have the right to request the presence of the union steward at a disciplinary meeting in which the employee is to be issued any written discipline.

~~If the disciplinary action taken is a termination of employment, an employee will be provided with notice of the reason for the proposed termination and afforded an opportunity to respond to the proposed action prior to the implementation of the termination.~~

It is the policy of the University to be fair and impartial in all its relations with employees and to recognize the dignity of the individual. Fairness and consistency require that certain general principles of administering discipline be followed by all supervisors. Representatives in the Office of Human Resources are available to discuss the appropriate course of action in a particular case. Disciplinary action involving transfer, compensation reduction, withholding salary increases, demotion, suspension or dismissal are accomplished upon the recommendation of the department head, appropriate vice president, and with the approval of the Director of Human Resources.

By approval of this *Employee Handbook*, discretion in the administration of discipline is vested by the Board of Governors in the University Administration, and subject to review by the Board of Governors in certain circumstances, as authorized through the grievance procedure. In the event that an employee feels he/she has been dealt with inappropriately regarding disciplinary action, the employee may refer to the Grievance Procedure (See Chapter 10 of this handbook).

10.0 GRIEVANCE PROCEDURE

This grievance procedure is designed to address both disciplinary actions and complaints and disputes between the employee and the University over working relationships, working conditions, employment practices or differences in interpretation of policies. This grievance procedure applies only to non-probationary, full-time employees. The grievance steps available to an employee is dependent on the nature of the grievance. Not all grievance steps listed below are available in all circumstances. Each step specifies when it is available to an employee. Union employees are covered by the grievance procedure established in the Memorandum of Agreement between the University and The International Brotherhood of Electrical Workers (IBEW), AFL-CIO, Local No. 453 and The International Brotherhood of Teamsters Local Union 245.

This grievance procedure does not apply to employees who have been subjected to disciplinary action, up to and including termination of employee, pursuant to Op1.02-11 Title IX Sexual Harassment Grievance Procedure Policy, as such policy includes its own specific grievance procedure.

When an issue or dispute regarding general employment matters arises between an employee and his/her supervisor or co-worker, the employee is encouraged to first discuss the concern with his/her immediate

supervisor or the Office of Human Resources. Many general concerns may be resolved through this dialogue and communication.

Employees who believe they have a legitimate grievance may undertake the following procedure in order to resolve the matter. In certain circumstances, employees may be suspended either with or without pay, as determined appropriate by the University, pending the outcome of the grievance procedure. In cases of employment termination, the grievance procedure may be utilized after the termination effective date.

As outlined in the *Missouri State University Nondiscrimination Policy* (see Chapter 2), the University maintains a grievance procedure incorporating due process available to any employee who believes he or she has been discriminated against on the basis of a protected class. Missouri State University is an Equal Opportunity/Affirmative Action/Minority/Female/Veteran/Disability employer. Inquiries concerning the complaint/grievance procedure related to sex discrimination, including sexual harassment and sexual assault, should be addressed to the Title IX Coordinator, Carrington hall 205, 901 S. National Ave., Springfield, Missouri 65897, TitleIX@missouristate.edu, 417-836-8506, or to the Office for Civil Rights. All other inquiries concerning the grievance procedure, Affirmative Action Plan, or compliance with federal and state laws and guidelines should be addressed to the Equal Opportunity Officer, Office for Institutional Equity and Compliance, Carrington Hall, Suite 205, 901 S. National Ave, Springfield, Missouri, 65897, equity@missouristate.edu, 417-836-4252, or to the Office of Civil Rights. (Res Board Policies No. 70-11; Bd. Min. 10-28-11.).

10.1 STEP 1 - IMMEDIATE SUPERVISOR

Step 1 is available to employees that are subject to any disciplinary action and employees that have general concerns regarding their working relationships/environment. Discussion of the problem with the immediate supervisor is encouraged as a first step with the objective of resolving the matter informally. The majority of disputes, complaints, or misunderstandings can be resolved at this level. Employees should bring their grievances to the attention of their supervisor in a timely manner in order to resolve it as quickly as possible. Generally, in order for a grievance to be timely, it must be presented within 10 work days of occurrence. The supervisor will have 10 work days to inform the employee in writing of the decision regarding the grievance. There may be situations that employees feel cannot be discussed with their immediate supervisor. In these instances, employees are encouraged to request a meeting ~~with their department head or administrator with~~ the Office of Human Resources is available to assist or advise employees regarding grievance procedures discuss their concerns.

10.2 STEP 2 - APPEAL TO THE DEPARTMENT HEAD LEVEL

Step 2 is only available to employees that are appealing a disciplinary decision that resulted in suspension without pay, disciplinary suspension, or dismissal (as listed in Sections 9.5.3-9.5.5 of the Progressive Disciplinary Action). If the problem is not resolved as provided in Step 1, then the employee may formalize the grievance by submitting it in writing to the department head level. The written grievance will identify the policy or regulation which is alleged to have been violated, will contain the remedy sought, and will be signed and dated by the employee. A written grievance should be filed by the employee within 10 work days after the supervisor has rendered a decision to the employee. In an effort to resolve the problem, the department head level will consider the facts, conduct an investigation, may give the employee the opportunity to present the case orally, and also may review the matter with a member of the Office of Human Resources. The department head level may affirm, reverse or modify the

supervisor's decision, and will notify the employee of the decision in writing within 10 work days after receiving the appeal.

10.3 STEP 3 - APPEAL TO THE VICE-PRESIDENTIAL LEVEL

Step 3 is only available to employees that are appealing a disciplinary decision that resulted in suspension without pay, disciplinary suspension, or dismissal (as listed in Sections 9.5.3-9.5.5 of the Progressive Disciplinary Action). If an employee is not satisfied with the decision of the department head level, he/she may appeal to the appropriate vice presidential level or designee within five (5) work days after receiving that decision. The appeal will be in writing and will include all of the information included in the initial grievance and subsequent appeals, all the decisions related thereto, and any other pertinent information the employee may wish to submit. The appeal will be signed and dated. The vice presidential level will investigate the grievance and will allow the employee to present the case orally. The vice presidential level has the option of appointing a three-member panel from the University community to also hear the case and review the actions to ensure that University procedures have been followed and due process has been afforded to the employee. The vice presidential level may affirm, reverse, or modify the previous decision in writing within 10 work days after receiving the appeal. On the West Plains campus, this appeal step is made to the Chancellor.

10.4 STEP 4 - APPEAL TO THE PRESIDENT

Step 4 is only available to employees that are appealing a disciplinary decision that resulted in suspension without pay, disciplinary suspension, or dismissal (as listed in Sections 9.5.3-9.5.5 of the Progressive Disciplinary Action). If an employee is not satisfied with the decision rendered at Step 3 of the grievance procedure, he/she may appeal to the President within five (5) work days after receiving that decision. The appeal will be in writing, and will include all of the information included in the initial grievance and subsequent appeals, all decisions related thereto, and any other pertinent information the employee may wish to submit. The appeal will be signed and dated.

The President will initiate an investigation into the matter and may give the employee the right to present his/her case orally. The President may affirm, reverse, or modify the previous decision and, within a reasonable time frame, will notify the employee of the decision in writing. The appeal, together with the President's findings, may be reported to the Board of Governors. Further appeal to the Board of Governors is not available unless the Board, as a matter within its discretion, takes action to hear the appeal.

10.5 STEP 5 - APPEAL TO THE BOARD OF GOVERNORS

No disciplinary action may be appealed to the Board of Governors except for dismissal (i.e., termination of employment). In such cases, an appeal to the Board of Governors must be made in writing by the employee, and must be filed with the University President within ten (10) workdays following the issuance of the findings by the University President; otherwise the findings and resulting dismissal become final. Upon receipt of the written appeal, the University President will notify the Chair of the Board of Governors. In its sole discretion, the board may either hear the appeal, or refuse to hear the appeal (thereby affirming the findings of the university president and the employee's dismissal). In the event that the board decides to hear the appeal, the Chair of the Board will schedule the grievance appeal for hearing at the next regular Board meeting, or as otherwise determined appropriate by the Chair of the Board. The appeal may be formal or informal, and the time and place of such appeal will be

communicated within a reasonable time to all parties involved. The Board, or its designated committee, shall have access to all facts and information it may feel are relevant and material to the issue. Parties involved in the appeal may be represented by counsel. The presiding officer selected by the Board of Governors will rule on all questions of evidence and procedure. Upon conclusion of such appeal, the Board or its designated committee will render a finding in writing which will be final.

10.6 GENERAL GRIEVANCE PROVISIONS

The decisions received during the Grievance Procedure will be considered final unless the employee asks for further review as previously described. If the employee does not ask for further review of the grievance, within the specified time limit, the grievance will not be considered further. The time limits established for each step in the process allow expeditious resolution of grievances. These time limits are firm unless the parties involved in the grievance mutually agree in writing to extend the time limit. Such extensions of the time limits may be justified by the complexity of the case or by the availability of individuals involved. The University will not tolerate any form of retaliation against employees availing themselves of this procedure. The procedure should not be construed, however, as preventing, limiting, or delaying the University from taking disciplinary action against any individual, up to and including termination, in circumstances (such as those involving problems of overall performance, conduct, attitude, or demeanor) where the University deems disciplinary action appropriate.

XIII.A.

RECOMMENDED ACTION – Approval of Third Amendment to Build to Suit Real Estate Purchase Agreement for a Residence Hall to be Constructed at 630 East Madison, Springfield, Missouri.

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

WHEREAS, the University and Bryan Student Housing, LLC have an existing Build to Suit Real Estate Purchase Agreement dated May 23, 2018 for the design and construction of a new residence hall;

WHEREAS, on or about May 15, 2020, the parties amended the Agreement in order to modify the timeline for completion of the residence hall (“First Amendment”);

WHEREAS, on or about December 11, 2020, the parties again amended the Agreement in order to modify the timeframe Buyer’s payment to Seller of Holding Costs (“Second Amendment”);

WHEREAS, significant delays in the completion of the residence hall have occurred due to COVID-19, weather, and challenges with the Seller’s initial general contractor, such that the parties desire to again amend the Agreement with respect to the timeline for completion and purchase of the new residence hall; and

WHEREAS, the Amendment changes the final completion date to no later than May 30, 2022 and the purchase date to July 2, 2022, the Seller will be responsible for purchasing extended warranties as necessary to meet required materials and labor warranties, and the Purchase Price will be reduced by up to One Hundred Twenty Five Thousand Dollars (\$125,000.00) in Buyer’s Costs to help off-set any additional expenses.

NOW, THEREFORE, BE IT RESOLVED by the Board of Governors for Missouri State University that the Third Amendment, attached hereto, between Missouri State University and Bryan Student Housing, LLC, for the purchase, in fee simple absolute title, of a residence hall, and the real estate parcel on which it is situated (“Residence Hall”), to be constructed at 630 East Madison, Springfield, Missouri be approved; and

BE IT FURTHER RESOLVED that the administration of the University, including the Vice President for Administrative Services, be authorized to prepare and execute the Third Amendment to Build to Suite Real Estate Purchase Agreement and related documents, and perform other acts as may be necessary to complete the project without the necessity of further Board approval, so long as the total project budget is not exceeded.

VOTE: **AYE**_____

NAY_____

COMMENTS:

The residence hall will be substantially completed on or before April 1, 2022, with closing to occur on or before July 2, 2022.

Because of the delay in construction completion, the Seller will purchase extended warranties as necessary to meet the materials and labor warranty requirements set forth in the Project Manual. The Seller will remain responsible for all punch-list, warranty, and environmental issues.

The Third Amendment also provides a mechanism through which the University can recoup up to \$125,000 if it incurs additional project costs related to construction of the dining hall and retail space due to the delay in project completion.

This Third Amendment to Build to Suit Real Estate Purchase Agreement has been drafted and approved by both the University's outside counsel and General Counsel.

It is recommended that the attached contract be approved.

THIRD AMENDMENT TO
BUILD TO SUIT REAL ESTATE PURCHASE AGREEMENT

This Third Amendment to Build to Suit Real Estate Purchase Agreement (“Second Amendment”) is made and entered into by and between Bryan Student Housing, LLC, a Missouri limited liability company (the “Seller”) and the Board of Governors of Missouri State University (the “Buyer”) and is effective as of this ____ day of June, 2021 (“Effective Date”).

WHEREAS, on or about May 23, 2018, the parties entered into a Build to Suit Real Estate Purchase Agreement (“Agreement) for the design and construction of a new residence hall;

WHEREAS, on or about May 15, 2020, the parties amended the Agreement in order to modify the timeline for completion of the residence hall (“First Amendment”);

WHEREAS, on or about December 11, 2020, the parties again amended the Agreement in order to modify the timeframe for Buyer’s payment to Seller of Holding Costs (“Second Amendment”); and

WHEREAS, significant delays in the completion of the residence hall have occurred due to COVID-19, weather, and challenges with the Seller’s initial general contractor, such that the parties desire to again amend the Agreement with respect to the timeline for the completion and purchase of the residence hall, as further set forth herein.

NOW, THEREFORE, in consideration of the foregoing recitals, the mutual promises, and agreements contained herein, and for other good and valuable consideration the receipt and sufficiency of which are hereby acknowledged, the Parties hereby agree as follows:

1. Each instance of the date “March 1, 2021” shall be stricken from the Agreement and replaced with the date “March 1, 2022.”
2. Each instance of the date “April 1, 2021” shall be stricken from the Agreement and replaced with the date “April 1, 2022.”
3. Each instance of the date “May 15, 2021” shall be stricken from the Agreement and replaced with the date “May 15, 2022.”
4. Each instance of the date “May 30, 2021” shall be stricken from the Agreement and replaced with the date “May 30, 2022.”
5. Each instance of the date “June 2, 2021” shall be stricken from the Agreement and replaced with the date “June 2, 2022.”
6. Each instance of the date “July 1, 2021” shall be stricken from the Agreement and replaced with the date “July 1, 2022.”
7. Each instance of the date “July 2, 2021” shall be stricken from the Agreement and replaced with the date “July 2, 2022.”

8. Each instance of the date “July 2, 2022” shall be stricken from the Agreement and replaced with the date “July 2, 2023.”

9. The parties hereby agree that the Initial Project Schedule shall be updated and construed in accordance with the scheduling changes set forth in this Third Amendment, without the necessity of formally revising or amending the Initial Project Schedule. In the event that there is an inconsistency between the Initial Project Schedule, as previously agreed to, and this Third Amendment, the terms and conditions of this Third Amendment shall control.

10. Section 1(e) of the Agreement is hereby deleted in its entirety and replaced with the following:

(e) Final Completion. The parties agree that for purposes of this Agreement, final completion of the Improvements shall mean that all Work required by the Construction Documents is completed, including completion of all punch list items and remediation or correction of any hazards or areas of concern identified in Buyer’s pre-closing environmental assessment, in accordance with the Construction Documents (“Final Completion”). Final completion shall be certified by the Architect and approved by Buyer upon completion of the Work and all Punch List items to the satisfaction of Buyer, with such approval from Buyer not being unreasonably withheld, conditioned or delayed. Seller must deliver to Buyer at or prior to Final Completion, all Operations and Maintenance Manuals, all Contractor, Manufacturer and Equipment Warranties, As-built Drawings, and every other Work, information and material required for the operation and maintenance of the facilities constructed upon the premises. Seller must achieve Final Completion no later than May 30, 2022. For the avoidance of doubt, in the event that Final Completion of the Improvements is achieved prior to May 30, 2022, Closing shall occur within 30 days of Final Completion, as contemplated by Section 1(l) of the Agreement.

11. Section 1(o) of the Agreement is hereby deleted in its entirety and replaced with the following:

(o) Budgeting. Buyer is a Missouri public entity, and as such it receives funds that are appropriated by the State of Missouri, and it cannot commit to make payments beyond its current fiscal year (FY). Therefore, both parties reserve the right to cancel the Agreement upon 10 days’ prior written notice in the event Buyer determines, and notifies Seller, that it cannot satisfy its obligations under this Agreement from its budgets for FY 2019-20, FY 2020-21, FY 2021-22, or FY 2022-23. Buyer will use its bonding capacity to pay the Purchase Price to the extent possible. Buyer agrees to use due diligence to secure the Purchase Price through the issuance of bonds. Buyer also agrees to take all reasonably steps necessary to include in its budget for FY 2019-20, FY 2020-21, FY 2021-22, or FY 2022-23 such funds as shall be required to satisfy its obligations hereunder to the extent not paid by the proceeds of bonds issued by Buyer. Furthermore, Buyer shall keep Seller updated on the status of its annual budgets and shall provide prompt written notice to Seller of any shortfalls that may prevent Buyer from satisfying its obligations under this Agreement. Buyer agrees to notify Seller in July 2021 whether the funding for the Purchase Price was

approved for the 2022 FY budget. If funding is not approved at such time, Seller shall have the right to immediately cease construction of the Work.

12. Section 1(p) of the Agreement is hereby deleted in its entirety and replaced with the following:

(p) Warranty. Seller warrants to Buyer for a period of one (1) year from the date of Final Completion that all materials and equipment utilized in the performance of the Work and incorporated into the Project shall be of good quality and new, that the Work will conform to the requirements of the Construction Documents, and that the Work will be free from defects. Work that fails to conform to these requirements may be deemed defective, including Work not properly approved or authorized by Buyer. Seller also agrees to assign to Buyer, as first occupant of the completed project, all manufacturer, contractor, and supplier warranties associated with the equipment, materials, and Work (including without limitation, all warranties affecting the roof systems, HVAC systems, etc.) as required by the Construction Documents. The contractor agreement shall include the standard warranty language from the AIA construction contract A201 form, as well as language in which the contract acknowledges and agrees to the aforementioned assignment from Seller to Buyer. In light of the delay in Project completion, Seller agrees to purchase extended warranties if necessary to meet the materials and labor warranty requirements set forth in Article 3.5.2 of Section 00 72 00 – 1 of the Project Manual for the New Residence Hall.

13. Environmental Assessment. Buyer shall retain Environmental Works, Inc. for the purpose of obtaining a pre-closing environmental assessment of the Improvements, including an evaluation of indoor air quality. Buyer shall be responsible for paying for such assessment; however, Seller shall be responsible for remediating any environmental/health concerns relating to water infiltration during construction identified in the assessment, which remediation efforts shall include implementation of any and all recommendations in the assessment at Seller's sole expense. Environmental Works, Inc. shall review any and all remediation activities and conduct additional sampling to determine whether the identified concerns have been fully rectified. Seller shall be responsible for continued remediation, at Seller's expense, until Environmental Works, Inc. confirms that any and all recommendations have been satisfactorily implemented.

14. Buyer's Costs. Buyer has incurred, or anticipates that it will incur, additional costs related to the construction of the dining hall and retail space as a direct result of the delay in Project completion. Prior to Closing, Buyer and Seller will negotiate in good faith for a credit against the Purchase Price in the amount of any such additional costs actually incurred by Buyer, if any; provided, however, that any such credit shall not exceed \$125,000.

15. Capitalized Terms. Capitalized terms that are not otherwise defined in this Third Amendment shall have the same meaning ascribed to them in the Agreement, as amended.

16. Counterparts. This Agreement may be executed in one or more counterparts, each of which shall be deemed an original and all of which shall be deemed one and the same Agreement.

17. Ratification of Other Terms and Conditions of Agreement. Except as expressly provided herein, all other terms and conditions of the Agreement, as previously amended, are hereby ratified and shall remain in full force and effect.

IN WITNESS WHEREOF, the parties have executed this Third Amendment as of the Effective Date indicated above.

SELLER:

BRYAN STUDENT HOUSING, LLC

By:  _____

Name: Brad Gebhard

Title: Chief Operating Officer

BUYER:

BOARD OF GOVERNORS OF
MISSOURI STATE UNIVERSITY

By: _____

Name: Matthew D. Morris

Title: Vice President for Administrative Services

XIII.B.

RECOMMENDED ACTION – Approval of Real Estate Contract for the sale of Property at 838 E. Walnut Street, 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 University enter into the attached Real Estate Contract for the sale, in fee simple absolute title, of certain real estate located at 838 E. Walnut, Springfield, Missouri for the amount of Four Hundred Fifteen Thousand and 00/100ths Dollars (\$415,000.00)

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

VOTE: **AYE** _____

NAY _____

COMMENTS:

The property is sited to the north of the main Springfield campus.

With the addition of the Art Gallery at 326 N. Boonville in Springfield, the Judith Enyeart College of Arts and Letters has a facility that better meets the needs of the college for exhibition space, in a location in close proximity to Brick City, home of Art and Design. As approved at the March Board of Governors Executive Committee meeting, proceeds from the sale of the property will be repurposed to fund a portion of the John Goodman Amphitheatre.

This property was appraised for \$415,000.00 on December 15, 2020 by Southwest Valuation, LLC. The Real Estate Contract has been reviewed and approved by University General Counsel.

XIII.C.

RECOMMENDED ACTION – Approval of Parking Lot Agreement for Properties at 353 N. Campbell, 354 N. Campbell, and 237 W. Mill Street, Springfield, Missouri.

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

WHEREAS, the Missouri State University Development Corporation has entered into a real estate contract to sell certain property located at 353 N. Campbell and 237 W. Mill Street, Springfield, Missouri to the City of Springfield; and

WHEREAS, 354 N. Campbell is a current City owned property that the University utilizes for parking; and

WHEREAS, Administration recommends that the University enter into a lease agreement whereby it will lease the Parking Lots from the City of Springfield under the terms and conditions summarized below.

NOW, THEREFORE, BE IT RESOLVED by the Board of Governors for Missouri State University that the Parking Lot Agreement with the City of Springfield for Properties located at 353 N. Campbell, 354 N. Campbell, and 237 W. Mill Street, Springfield, Missouri is approved.

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

VOTE: **AYE**_____

NAY_____

COMMENTS:

The properties are parking lots located within IDEA Commons. The properties will be utilized by the City of Springfield for the Renewal of Jordan Creek Storm Water Improvement Project. City Council approved the parking lot agreement on June 1, 2021.

The university will enter into a no cost lease agreement with the City for utilization of the parking lots until the earlier of 9/1/2027 or date upon which the City begins excavation on these lots.

University will be responsible for improving, repairing, and maintaining the parking lots, at University expense, for the duration of the lease.

The agreement has been reviewed and approved by University General Counsel.

**Parking Lot Agreement
for Properties at
353 N. Campbell and 354 N. Campbell Avenue and 237 W. Mill Street**

Whereas, City of Springfield and Board of Governors of Missouri State University entered into a Memorandum of Understanding dated August 4, 2017, regarding the purchase of property and use of parking lots.

Whereas, the sale of 353 N. Campbell, as contemplated in the MOU, has occurred which requires the City to allow MSU to continue to use certain parking lots and storage building as described herein until construction of the Renew Jordan Creek project begins.

Whereas, the parties wish to update the agreement to reflect satisfied and remaining obligations pursuant to the MOU do hereby enter into this parking agreement which shall supersede and replace any inconsistent terms in the existing MOU.

The City grants a license per the terms and conditions set forth below for the use of the City's parking lots located at 354 N. Campbell Street (Parcel ID # 881324209010), 353 N. Campbell Ave. (Parcel ID # 881323101001), and at 237 W. Mill St. (Parcel ID # 881324209004). See attached Exhibit A showing location of parcels. University will:

1. Use the City's parking lots solely for parking passenger motor vehicles, small passenger vans and small passenger trucks, except with the City's consent. With the City's consent, University may also use the City's parking lots for non-overnight parking of traditional school buses used to transport elementary/secondary students to attend academic programs or athletics competitions on the University campus.
2. Maintain the City's parking lots consistent with adjacent University parking lots. Trash and snow removal shall be a continuing item throughout the week, with snow removed from the lot in a manner to provide ease of walking to and from the City sidewalks. Grass shall be cut no less than monthly during the months of April through October.
3. Notify the City in writing and by telephone (at 417-864-1876) immediately upon the occurrence of any damage to either of the City's parking lots. If damage is caused by University (including its agents, employees, students and/or invitees), then University shall be responsible for all costs or repairs or, at its option, for competing the repairs itself.
4. Enforce parking regulations consistent with other University parking lots, including necessary monitoring, ticketing, and towing, according to current University policy.
5. Provide appropriate signage, chains, curb markings, etc. to facilitate University's enforcement of regulations and work with the City on agreeable placement and use.
6. Restrict parking by University students and staff to parking only in the normal parking spaces. No vehicles shall be parked so as to block or impede the ingress or egress of any other motor vehicle.
7. Grant priority to the City for parking during special daytime or evening functions provided that City shall notify the University's Parking Office (at 417-836-4334) of the need for such priority not less than forty-eight (48) hours in advance of such functions.
8. Pay the cost of lighting for the City's parking lots if/as applicable and replace burned out lights.
9. Pay the City \$00.00 per annum for use of the City's parking lots.

10. 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.
11. University will remove all items from storage building on or before the date when the City begins excavation on these lots including demolition of the storage building.
12. Term: Missouri State University will have the right to use the described premises for the described uses until the earlier of 9/1/2027 or date upon which the City begins excavation on these lots.

As of the date of this agreement, MSU has not developed the lot at 344 N. Main (Parcel ID # 881323101002). See attached Exhibit A for location of parcel. The license to utilize this lot, as described in the MOU, is hereby terminated by agreement.

IN WITNESS WHEREOF, the parties hereto have set their hands and seals on the day and year herein stated.

CITY OF SPRINGFIELD, MISSOURI

BOARD OF GOVERNORS OF MISSOURI STATE UNIVERSITY

Maurice S. Jones
 By: [Maurice S. Jones \(Jun 7, 2021 09:29 CDT\)](#)
 City Manager or his/her designee
 Date: Jun 7, 2021

Signature: _____
 Matthew D. Morris, Vice President for Administrative Services
 Date: _____

APPROVED AS TO FORM
Kyle Tolbert
[Kyle Tolbert \(Jun 4, 2021 13:41 CDT\)](#)
 City Attorney or Assistant City Attorney

RECOMMENDED BY

 Director of Public Works or Acting Director

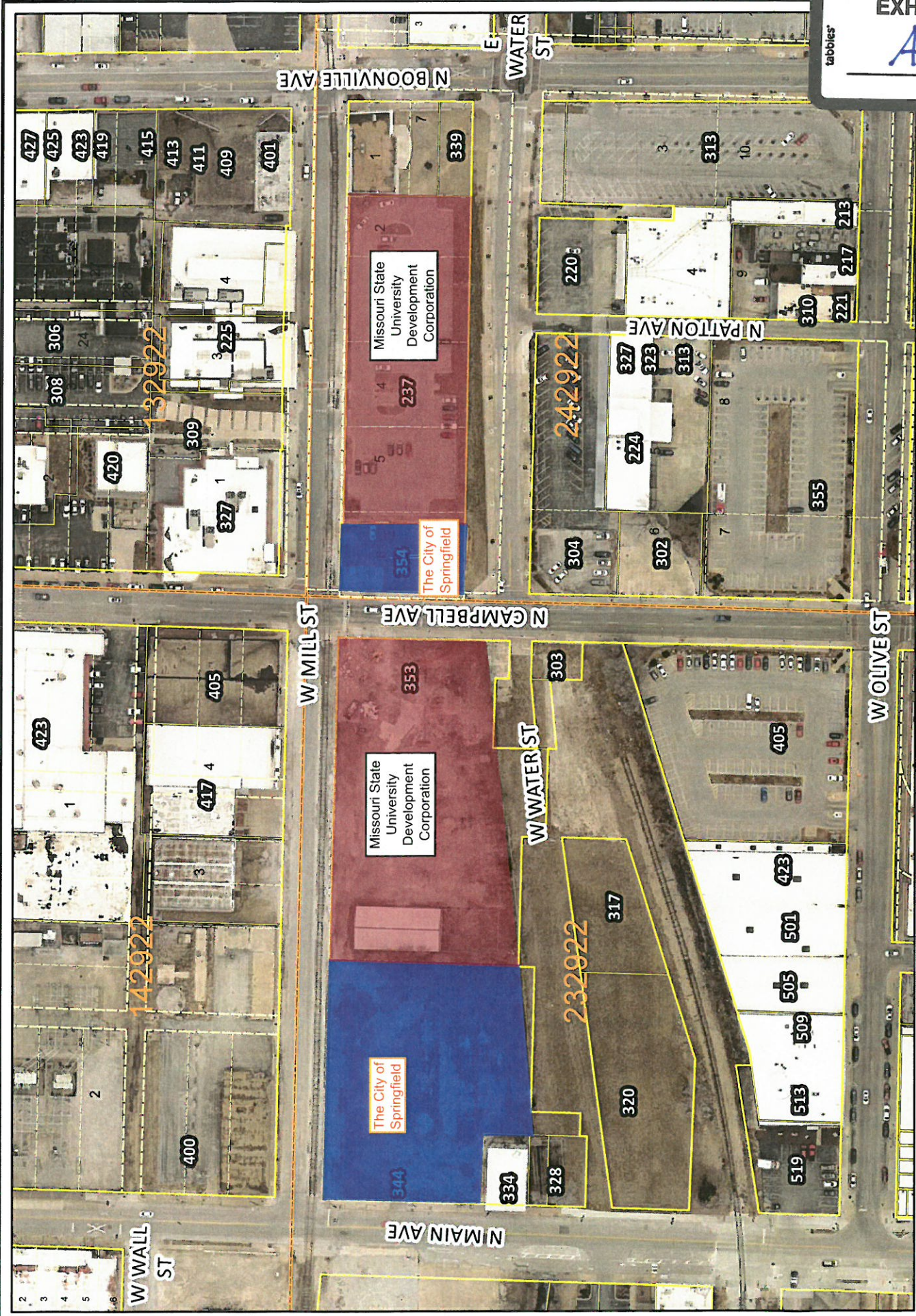


EXHIBIT
A

DISCLAIMER: All information included on this map is provided "as-is" for general information purposes only. The City of Springfield, Missouri, does not warrant, express or implied, concerning the reliability, or suitability of the data for any particular use. The City of Springfield, Missouri, and all other contributing parties shall not be liable for any liability whatsoever associated with the use of this map.



SCALE: 1:1,600



XIII.D.

RECOMMENDED ACTION – Approval of bid and award of a contract to construct a new parking lot 56 within IDEA Commons.

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

BE IT RESOLVED by the Board of Governors for Missouri State University that the low bid of Carson-Mitchell, Inc. in the amount of Seven Hundred Eighty-eight Thousand Fifty-three and 00/100ths dollars (\$788,053.00) for the base bid plus alternates 2, 3, and 4 to construct a new parking lot 56 within IDEA Commons be accepted, approved, and awarded.

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

Project Budget	
Consultant Fees	\$18,300.00
Construction Costs	\$788,053.00
Project Administration	\$78,805.00
Construction Contingency	\$118,208.00
Furniture, Fixtures, and Equipment	\$0.00
Telecommunications	\$0.00
Relocation Costs	\$0.00
Total Project Budget	\$1,003,366.00
Funding Source	
Parking Lots, IDEA Commons budget	\$1,003,366.00
Total Funding Source	\$1,003,366.00

BE IT FURTHER RESOLVED that this be paid from the Parking Lots, IDEA Commons budget funded from the sale of properties at 237 W. Mill Street and 353 N. Campbell Avenue, Transportation Services Net Assets, and Administrative Services budget.

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

VOTE: AYE _____

NAY _____

COMMENTS:

The bid received on this project is as follows:

Contractor	Carson Mitchell, Inc.
Base Bid	\$639,400.00
Alternate 1	\$217,362.00
Alternate 2	\$109,309.00
Alternate 3	\$37,500.00
Alternate 4	\$1,844.00
Unit Price 1	\$30.00 per cubic yard
Total (Base Bid + Alt. 2, 3, and 4)	\$788,053.00

This project constructs a new asphalt parking lot 56 on the property located south of Tampa Street between Jefferson and Robberson Avenues. Work is scheduled to be completed during the fall 2021 semester.

Alternate 2 removes and replaces the existing parking lot 48, located at Phelps Street and Jefferson Avenue, with asphalt. Alternate 3 relocates an existing kiosk on campus to the new lot 56. Alternate 4 widens the sidewalk along Robberson Avenue to six feet in width. It is recommended that these alternates be accepted.

Alternate 1 would have included concrete paving in lieu of asphalt paving on lot 56. This alternate is not accepted due to cost.

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

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

This project will be paid from the Parking Lots, IDEA Commons budget funded from the sale of properties at 237 W. Mill Street and 353 N. Campbell Avenue, Transportation Services Net Assets, and Administrative Services budget.

XIV.A.

MISSOURI STATE UNIVERSITY

FINANCE NO.

Request for FY22 Internal Operating Budget

The following resolution was moved by _____

and seconded by _____.

BE IT RESOLVED by the Board of Governors for Missouri State University that the Internal Operating Budget for the year ending June 30, 2022, consisting of \$192,729,479 in budgeted operating revenues, \$108,101,710 in budgeted non-operating revenues, \$281,302,477 in budgeted expenses, \$(15,554,152) in budgeted transfers and \$764,607 in budgeted non-recurring allocations be adopted and administered through the following funds:

	Budgeted Operating Revenues*	Budgeted Non- Operating Revenues	Budgeted Expenses	Budgeted Transfers	Increase (Decrease) in Net Position (including non-recurring allocations)	Non-recurring Allocations	Increase (Decrease) in Net Position (excluding non-recurring allocations)
Springfield Campus							
Operating Fund	\$ 119,275,890	\$ 90,250,590	\$ 195,795,696	\$ (11,348,296)	\$ 2,382,488	\$ 764,607	\$ 3,147,095
Total Designated Funds**	18,694,309	4,768,005	21,435,254	(2,726,329)	(699,269)	-	(699,269)
Total Auxiliary System Fund	49,017,376	6,303,653	51,662,040	(1,367,822)	2,291,167	-	2,291,167
Total Springfield Campus	186,987,575	101,322,248	268,892,990	(15,442,447)	3,974,386	764,607	4,738,993
West Plains Campus							
Operating Fund	4,016,504	6,289,312	10,422,305	119,828	3,339	-	3,339
Total Designated Funds	100,000	485,000	563,733	(21,266)	1	-	1
Total Auxiliary System Fund	1,625,400	5,150	1,423,449	(210,267)	(3,166)	-	(3,166)
Total West Plains Campus	5,741,904	6,779,462	12,409,487	(111,705)	174	-	174
Total Budget	\$ 192,729,479	\$ 108,101,710	\$ 281,302,477	\$ (15,554,152)	\$ 3,974,560	\$ 764,607	\$ 4,739,167

*Budgeted Operating Revenues are net of \$34,850,470 of Scholarships.

**Budgeting Reserves in the SCUF fund for student approved IT projects in the amount of \$730,170.

Amelia Counts
Chair of the Board

Passed at Meeting of
June 18, 2021

Rowena A. Stone
Secretary

The FY22 Internal Operating Budget does not include the following: operating fund carryforward balances, other enrollment fees and supplemental course fee revenues and associated dedicated expenses; all grant related revenues and associated dedicated expenses including Pell Grants; and any other similar dedicated revenues and expenses for self-supporting ventures.

The FY22 Internal Operating Budget can be found at:
<https://www.missouristate.edu/financialservices/documentsandreports.htm>

XIV.B.

RECOMMENDED ACTION – Approval of the HEERF III Summer Distribution Plan

WHEREAS, the Federal Department of Higher Education announced on May 11, 2021 the awards for the Higher Education Emergency Relief Funds III;

WHEREAS, the Springfield Campus was awarded \$20,758,527 for student aid and the West Plains campus was awarded \$1,770,684 for student aid;

NOW, THEREFORE, BE IT RESOLVED by the Board of Governors for Missouri State University that the following Immediate Assistance Grant utilization a portion of the HEERF III student aid portion be approved.

Amelia Counts
Board Chair

Passed at the meeting of
June 18, 2021

Rowena Stone
Secretary to the Board

Immediate Assistance Grant

Summary and Eligibility

The Immediate Assistance Grant is designed to provide immediate relief to students with exceptional need for expenses related to the disruptions due to the Coronavirus. Immediate Assistance Grants in the amount of \$250 will be automatically awarded and immediately distributed to students who meet all of the following criteria:

- Enrolled as an undergraduate student at MSU during the Summer 2021 semester, and
- Have an expected family contribution for the 2020-2021 aid year of less than \$5,712

Awarding Procedure

Eligible students will be identified by the Office of Student Financial Aid. Immediate Assistance Grants will be awarded to eligible recipients at an accepted status.

Because HEERF III Emergency Assistance Grant funds authorized under the American Rescue Plan Act are not considered federal financial assistance, a corresponding cost of attendance (COA) budget component of \$250 will be added to recipients' Summer 2021 COA to negate any impact the grant may have on recipients' financial aid eligibility.

HEERF III grants may not be packaged to student aid offers in a manner that might be misconstrued as utilization for marketing or recruitment purposes. For this reason, all eligible recipients will be identified and grants issued on June 21, 2021, after regular Summer 2021 disbursements have been issued on both campuses.

Recipients will not be given the opportunity to provide written or electronic consent to have Immediate Assistance Grants applied to outstanding MSU account charges. All Immediate Assistance Grant funds will be refunded directly to the recipients, bypassing outstanding charges. Should a recipient wish to apply funds from their Immediate Assistance Grant to outstanding MSU account charges, they may do so after the funds have been refunded to them.

Estimated Cost

Based on historic summer semester Pell recipient enrollment rates, the following are the anticipated costs for the Immediate Assistance Grant:

- Missouri State University – Springfield: \$200,000 - \$400,000
- Missouri State University – West Plains: \$50,000 - \$60,000

XIV.C.

**MISSOURI STATE UNIVERSITY FOUNDATION
INCOME SUMMARY TOTALS BY TYPE AND SOURCE
7/01/2020 TO 5/31/2021**

SOURCE	UNRESTRICTED CURRENT	RESTRICTED CURRENT	ENDOWMENT	GIFTS OF PROPERTY	NON-GIFT INCOME*	TOTAL 7/01/2020 TO 5/31/2021	TOTAL 7/01/2019 TO 5/31/2020
ALUMNI	\$76,136	\$2,247,540	\$1,634,559	\$5,997	\$262,833	\$4,227,065	\$6,336,406
FRIENDS	9,001	1,579,927	214,671	1,988,597	233,710	\$4,025,906	3,445,360
PARENTS	3,896	115,315	42,260	10	14,500	\$175,981	166,090
FOUNDATIONS	5,050	3,484,097	58,371	0	5,650	\$3,553,168	2,628,991
ORGANIZATIONS	15,638	712,112	5,215,585	37,785	3,300	\$5,984,420	4,872,645
BUSINESSES	23,024	1,694,429	82,461	3,391,838	1,274,133	\$6,465,885	4,251,598
GIFT TOTAL	\$132,745	\$9,833,420	\$7,247,907	\$5,424,227	\$1,794,126	\$24,432,425	\$21,701,090

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

DEFERRED GIFT COMMITMENTS

	UNRESTRICTED CURRENT	RESTRICTED CURRENT	ENDOWMENT	GIFTS OF PROPERTY	TOTAL 7/01/2020 TO 5/31/2021	TOTAL 7/01/2019 TO 5/31/2020
DEFERRED GIFTS	0	0	3,358,501	0	\$ 3,358,501	24,536,061

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

	NUMBER OF DONORS 7/1/2020 TO 5/31/2021	NUMBER OF DONORS 7/1/2019 TO 5/31/2020
ALUMNI	5,785	5,419
FRIENDS	10,613	10,528
PARENTS	1,141	1,177
FOUNDATIONS	53	50
ORGANIZATIONS	225	275
BUSINESSES	554	769
TOTAL	18,371	18,218

**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 May		Running Totals		Year
		No.	Amount	No.	Amount	No.	Amount	No.	Amount	
Annual Gifts	FY 20	5,570	\$165,203	62	\$216,292	5,632	\$381,495	63,599	\$6,020,922	FY 20
	FY 21	5,931	\$140,605	46	\$354,509	5,977	\$495,114	68,324	\$7,772,612	FY 21
Special Campaigns	FY 20	15	\$3,540	8	\$835,717	23	\$839,257	849	\$7,609,023	FY 20
	FY 21	37	\$9,450	12	\$51,725	49	\$61,175	742	\$6,609,623	FY 21
One Time Gifts	FY 20	0	\$0	11	\$241,500	11	\$241,500	95	\$8,071,145	FY 20
	FY 21	0	\$0	7	\$758,350	7	\$758,350	104	\$10,050,190	FY 21
TOTALS	FY 20	5,585	\$168,743	81	\$1,293,509	5,666	\$1,462,252	64,543	\$21,701,090	FY 20
	FY 21	5,968	\$150,055	65	\$1,164,584	6,033	\$1,314,639	69,170	\$24,432,425	FY 21

MarCom updates since the May 13, 2021 meeting

COVID-19

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

Giving Day

All teams are playing a critical role in the upcoming Giving Day campaign. They are meeting weekly with the Foundation and the Giving Day consultant as they develop plans and execution strategies.

Web Strategy and Development (WSD)

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

University Communications (UC)

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

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

Visual Media

The team continues work on new high-production-value videos and photography for Mind’s Eye. They completed a “normal” return-to-campus video with President Smart that was used on social media and by Enrollment Management.

Photographers are currently finalizing photography for Mind’s Eye.

Editorial and Design Services (EDS)

The team continues to be very busy partnering with Admissions and the Foundation print pieces along with summer events and the Giving Day campaign.

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

XVI.A.

RECOMMENDED ACTION: Approval of the 2021-2026 Long-Range Plan

The following resolution was moved by _____ and seconded by _____

WHEREAS, the 2021-2026 long-range plan (LRP) has been drafted and prepared by the LRP steering committee with assistance from EAB; and

WHEREAS, the draft of the LRP included four themes: Evolving Academic Directions for Future Careers, Global Engagement, Inclusive Excellence Driving University Success and Community Leadership and Partnerships; and

WHEREAS, the draft LRP was presented to, and input was solicited from, constituents across campus and in the community -- including faculty, staff, students, alums, donors and community members; and

WHEREAS, the LRP executive committee approved the final draft of the LRP and key performance indicators (“KPIs”) for presentation and approval by the Board of Governors;

NOW BE IT RESOLVED by the Board of Governors for Missouri State University that the 2021-2026 Long-Range Plan, as presented by the LRP executive committee, be accepted and approved.

VOTE: AYE _____

 NAY _____

XVI.B.

RECOMMENDED ACTION – Approval of the 2021-2026 Master Plan.

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

BE IT RESOLVED by the Board of Governors for Missouri State University that the 2021-2026 Master Plan, as presented by Planning, Design and Construction, be accepted and approved.

VOTE: **AYE** _____

NAY _____

COMMENTS:

The 2021-2026 Master Plan documents realistic projects that have the potential to be completed in the next five years.

- a. Projects categorized as **Underway** are as follows:
 - i. Grand Street Underpass
 - ii. John Goodman Amphitheatre
 - iii. Kampeter Health Sciences Hall
 - iv. New Residence Hall
 - v. Plaster Student Union Multicultural Resource Center and Office of Student Engagement Phase I
 - vi. Jordan Valley Innovation Center Addition (JVIC 4)
 - vii. Darr Agriculture Springfield Public School Magnet School

- b. Projects categorized as **Planned** are as follows:
 - i. Plaster Student Union Addition for the Multicultural Resource Center Phase II
 - ii. Temple Hall Addition
 - iii. Temple Hall Renovation
 - iv. University Safety Master Plan
 - v. Jordan Valley Innovation Center Material Braider Addition (JVIC 6)
 - vi. Darr Agriculture Small Animal Educational Facility
 - vii. Darr Agriculture Precision Agriculture Educational Facility

2021-2026 Master Plan – Main Campus

Underway Planned City of SGF

Projects categorized as **Planned** are as follows:

- Plaster Student Union Addition for the Multicultural Resource Center Phase II
- Temple Hall Addition
- Temple Hall Renovation
- University Safety Master Plan



Projects categorized as **Underway** are as follows:

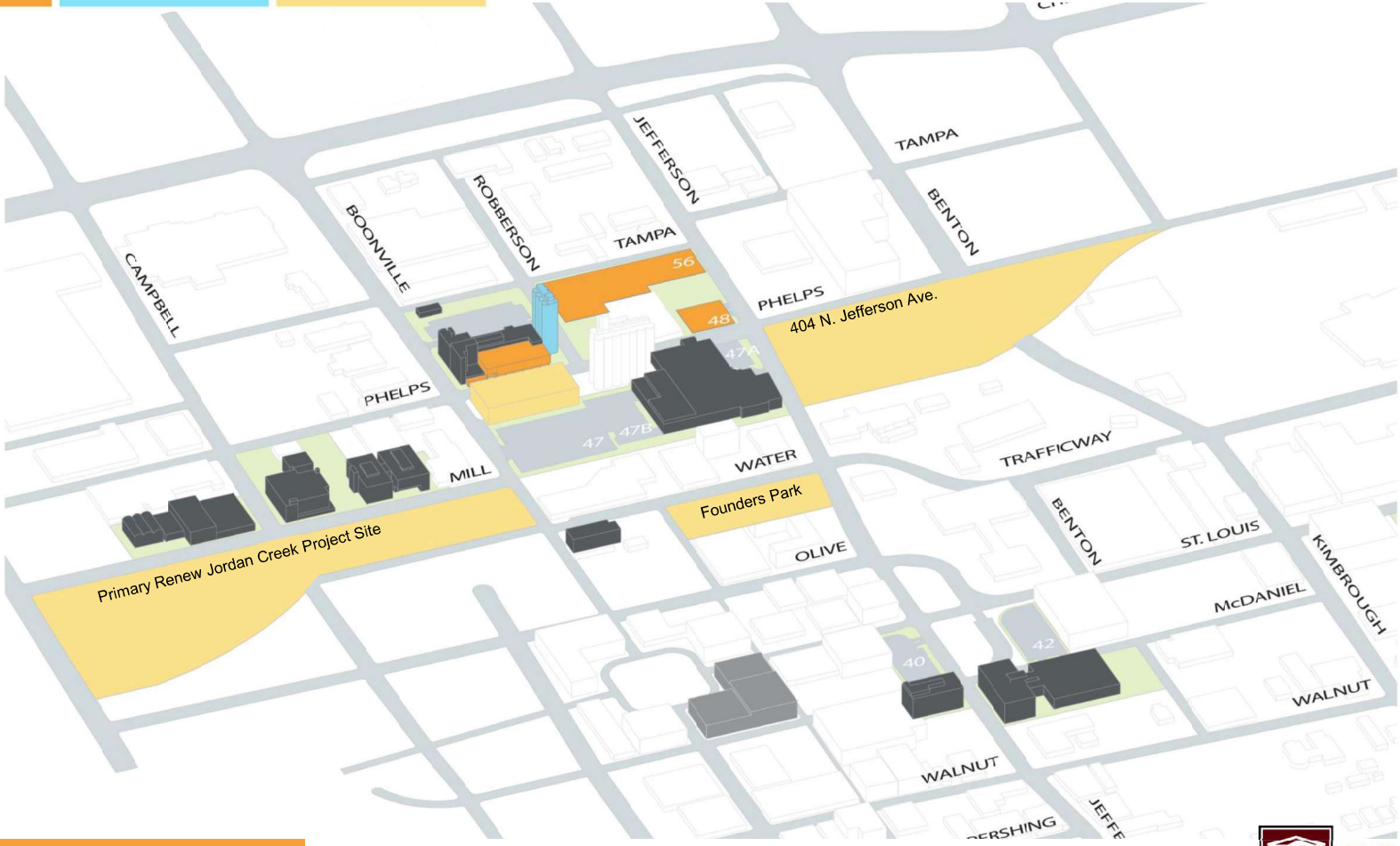
- Grand Street Underpass
- John Goodman Amphitheatre
- Kampeter Health Sciences Hall
- New Residence Hall
- Plaster Student Union Multicultural Resource Center and Office of Student Engagement Phase I



2021-2026 Master Plan – Downtown Campus

Underway Planned City of SGF

Projects categorized as **Planned** are as follows:
 Jordan Valley Innovation Center Material Braider Addition (JVIC 6)



Projects categorized as **Underway** are as follows:
 Jordan Valley Innovation Center Addition (JVIC 4)



2021-2026 Master Plan – Darr Agriculture Campus

Underway **Planned**

Projects categorized as **Planned** are as follows:

- Darr Agriculture Small Animal Educational Facility
- Darr Agriculture Precision Agriculture Educational Facility



Projects categorized as **Underway** are as follows:

- Darr Agriculture Springfield Public School Magnet School



XVII.A.

RECOMMENDED ACTION – Adoption of 2022 Meeting Schedule of Missouri State University Board of Governors

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

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

WHEREAS, the Board of Governors has requested a schedule, when possible, of having the Board Committees meet in the morning prior to a 1:00 p.m. Board meeting.

THEREFORE, BE IT RESOLVED that the Board of Governors for Missouri State University approve the attached schedule of meetings for calendar year 2022.

VOTE: **AYE** _____

NAY _____

**MISSOURI STATE UNIVERSITY
BOARD OF GOVERNORS
2022 MEETING SCHEDULE**

Date	Time	Location	Notes
Friday, February 18	1:00 p.m.	Springfield	Board Committee meetings held earlier in the morning.
Thursday and Friday April 7-8	4/7 – 1:00 p.m. 4/8 – 8:30 a.m.	St. Louis	Long-Range Plan retreat with EAB.
Thursday, May 19	1:00 p.m.	Springfield	Board Committee meetings held earlier in the morning. Commencement ceremonies on May 20 in Springfield and May 21 in West Plains.
Friday, June 24	1:00 p.m.	West Plains	Board Committee meetings held earlier in the morning.
Thursday and Friday, August 4-5	8/4 – 1:00 p.m. 8/5 – 8:30 a.m.	Branson	Two-day retreat.
Friday, October 28	1:00 p.m.	Springfield	Board Committee meetings held earlier in the morning. Homecoming festivities held over the weekend.
Thursday, December 15	1:00 p.m.	Springfield	Board Committee meetings held earlier in the morning. Commencement ceremonies on December 16.

XVIII.

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