



## Board of Governors' Meeting

<https://missouristate.zoom.us/j/93215171205>

Thursday, 6/18/2020 2:00 PM -

Friday, 6/19/2020 12:00 PM CT

### I. Roll Call Presented By: Governor Craig Frazier

### II. Approval of Minutes Presented By: Governor Craig Frazier

*05.14.2020.OpenMinutes - Page 4*

*05.15.2020.OpenMinutes - Page 14*

### III. Consent Agenda Presented By: Governor Craig Frazier

#### A. President

##### 1. Approval of FY2020-2021 Employment Agreements for Athletics Administrators

*III.A.1. Approval of FY2020-2021 Employment Agreements for Athletics Administrators - Page 22*

##### 2. Approval of FY2020-2021 Employment Agreements for Athletics Head Coaches

*III.A.2. Approval of FY2020-2021 Employment Agreements for Athletics Head Coaches - Page 43*

##### 3. Approval of FY2020-2021 Employment Agreements for Assistant Coaches

*III.A.3. Approval of FY2020-2021 Employment Agreements for Assistant Coaches - Page 53*

#### B. West Plains Campus

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

*III.B.1. Academic personnel action(s) West Plains Campus June 2020 - Page 70*

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

*III.B.2. Non-academic personnel action(s) West Plains Campus June 2020 - Page 72*

##### 3. Approval of New Program for Associate of Applied Science in Business – Human Resources Option

*III.B.3. MSU BOG Resolution - AAS in Business - Human Resources Option 4-27-20 - Page 74*

##### 4. Approval of New Program for Associate of Applied Science in Technology – Advanced Fabrication Technology Option

*III.B.4. MSU BOG Resolution - AAS in Technology - Advanced Fabrication Technology and Certificate Addition 4-27-20 - Page 77*

##### 5. Approval of New Program for Associate of Science in Computer Science

*III.B.5. MSU BOG Resolution - AS in Computer Science 4-27-20 - Page 80*

#### C. Human Resources

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

*III.C.1. AcadboardJune2020 - Page 83*

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

*III.C.2. NonacadJune2020 - Page 111*

##### 3. Approval of Employees placed on 2/3 pay

*III.C.3. 2\_3 Reduction\_June2020 - Page 118*

##### 4. Approval of FY21 Additional Fringe Benefits to be Funded by Missouri State University or the Missouri State University Foundation

*III.C.4. Approval of FY21 Additional Fringe Benefits to be Funded by Missouri State University or the Missouri State University Foundation - Page 121*

### IV. Report on Coronavirus-related events, issues and decisions Presented By: President Clif Smart

#### A. Update on Phase IV: Recovery and Reopening Plans

**1. Springfield Campus Presented By: President Clif Smart**

**a Masking and Health Precautions**

**b Personnel Decisions**

*IV.A.1.b. Temporary Pay Reduction and Schedule Adjustment Policy - Page 124*

**2. West Plains Campus Presented By: Dr. Shirley Lawler**

**B. Policies Presented By: President Clif Smart**

*IV.B. BOG Resolution - COVID-19 Policies - 06 02 2020 - Page 126*

**1. Return to Campus and Travel Policy (through June)**

**2. Intercollegiate Athletics Re-entry Policy**

**3. Extension of Vacation Accrual Policy**

**4. CARES Act Distribution - Phase 3**

**C. Directives Presented By: President Clif Smart**

**1. Employee Wellness Incentive Program - Flu Shot Option**

*IV.C.1. Flu Shot-Biometrics - Page 129*

**2. Cleaning and Disinfecting Guidelines**

*IV.C.2. Cleaning and Disinfecting Guidelines - Page 130*

**3. Guidelines for Events**

*IV.C.3. Guidelines for Events - Page 131*

**V. Budget Update Presented By: President Clif Smart and Mr. Steve Foucart**

**A. Updated FY2020 Budget Outlook and Year-to-Date Financial Review April 2020**

*V.A. FY20 SRECNA April BOG Review - Page 133*

**B. Review FY2021 Internal Operating Budget**

**1. Springfield Operating Budget Review**

*V.B.1. FY2021 Budget Review - SGF Operating - Page 137*

**2. Springfield Auxiliary System Budget Review**

*V.B.2. FY2021 Budget Review - SGF Auxillary - Page 139*

**3. West Plains Campus Budget Review**

*V.B.3. FY2021 Budget Review - WP Operating - Page 140*

**4. Approval of FY2021 Internal Operating Budget**

*V.B.4. Approval of FY21 Internal Operating Budget - Page 141*

**VI. Human Resources**

**A. 2019 Medical Plan Update Presented By: Mr. Matt Morris**

*VI.A. Medical Plan Calendar Year 2019 Utilization - Page 142*

**VII. President's Report Presented By: President Clif Smart**

**A. University Climate Update**

**VIII. West Plains Campus**

**A. Report from the Chancellor**

**B. Approval of Honorary Associate of Applied Science Degree to Mark B. Collins**

*VIII.B. 2020 Honorary Degree BOG Resolution - Mark Collins - Final - Page 144*

**IX. Academic Affairs**

**A. Report from the Provost Presented By: Dr. Frank Einhellig**

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

*IX.A.1. BOG Resolution for Faculty Handbook 2020 - Page 146*

**2. Summer School Enrollment**

**3. Fall 2020 Class Adjustments, Technology Enhancements, and Professional Development for Faculty**

**4. Dialogue and Collaboration efforts with Community Colleges**

## 5. Council for the Accreditation of Educator Preparation (CAEP) considerations

### X. Research and Economic Development (written report only)

#### A. Sponsored Project Report – Dr. Jim Baker, Vice President for Research and Economic Development & International Programs, will provide a written report

*X.A. Sponsored Project Report - Page 150*

### XI. Diversity and Inclusion (written report only)

#### A. Diversity and Inclusion Report – Mr. West Pratt, Chief Diversity Officer/Assistant to the President, will provide a written report

*XI.A. Diversity and Inclusion Report - Page 154*

### XII. Student Affairs (written reports only)

#### A. Student Body Report - Ms. Tara Orr, Student Body President, will provide a written report

*XII.A. Student Body Report - Page 160*

#### B. Student Affairs Report – Dr. Dee Siscoe, Vice President for Student Affairs, will provide a written report

*XII.B. Student Affairs Report June 2020 - Page 161*

### XIII. Staff Senate (written report only)

#### A. Staff Senate Report – Ms. A'dja Jones, past chair of Staff Senate, will provide a written report

*XIII.A. Staff Senate Report - Page 164*

### XIV. Marketing and Communications (written report only)

#### A. Marketing and Communications Report – Ms. Suzanne Shaw, Vice President for Marketing and Communications, will provide a written report

*XIV.A. Marketing and Communication Report - Page 165*

### XV. Facilities

#### A. Approval of consultant and authority to enter into an agreement for professional services in conjunction with the renovation of the Professional Building Presented By: Mr. Matt Morris

*XV.A. Resolution for Professional Building Consultant - Page 167*

### XVI. Financial

#### A. Procurement Activity Report Presented By: Mr. Steve Foucart

*XVI.A.1. 0620 Board Report For Approval - Page 169*

*XVI.A.2. 0620 Board Report For Informational Purposes Only - Page 176*

#### B. Report of Naming Gift and Approval of Resolution Presented By: Mr. Brent Dunn

#### C. Development Report (written report only) – Mr. Brent Dunn, Vice President for University Advancement, will provide a written report

*XVI.C. Development Report - Page 181*

### XVII. New Business

#### A. Approval of Adoption of 2021 Meeting Schedule of Missouri State University Board of Governors Presented By: Governor Craig Frazier

*XVII.A. 2021 Board Meeting Schedule resolution - Page 183*

### 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 185*

### XIX. Adjournment

### XX. Date of Next Meeting: Thursday, August 6, 2020, 11:30 a.m., West Plains, Missouri

**MINUTES OF THE BOARD OF GOVERNORS’  
MISSOURI STATE UNIVERSITY  
MAY 14, 2020, 1:00 P.M.**

<https://missouristate.zoom.us/j/97954240407>

**1. Roll Call**

Present –

Ms. Craig Frazier, Chair  
Ms. Amy Counts, Governor  
Mr. Gabriel Gore, Governor  
Ms. Beverly Miller Keltner, Governor  
Ms. Lynn Parman, Governor  
Ms. Carol Silvey, Governor  
Ms. Carrie Tergin, Governor  
Mr. Jay Wasson, Governor

Absent –

Mr. Chris Waters, Governor  
Mr. William Miller, Student Governor

Also Present – Clifton M. Smart III, President

Jim Baker, Vice President for Research and Economic Development & International Programs  
Donna Christian, Director of Internal Audit and Risk Management  
Jeff Coiner, Chief Information Officer  
Ryan DeBoef, Chief of Staff and Assistant to the President for Governmental Relations  
Rachael Dockery, General Counsel and Chief Compliance Officer  
Brent Dunn, Vice President for University Advancement  
Frank Einhellig, Provost  
Steve Foucart, Chief Financial Officer  
David Hough, Dean of the College of Education  
Shirley Lawler, Chancellor of the West Plains Campus  
Kyle Moats, Director of Athletics  
Matt Morris, Vice President for Administrative Services  
Wes Pratt, Chief Diversity Officer and Assistant to the President  
Suzanne Shaw, Vice President for Marketing and Communications  
Dee Siscoe, Vice President for Student Affairs  
Rowena Stone, Secretary of the Board

**2. Presiding** – The presiding officer for the meeting was Mr. Craig Frazier, Chair of the Board of Governors. He called the meeting to order at 1:05 p.m. via Zoom webinar.

**3. Approval of Minutes** – Mr. Frazier mentioned that the first order of business was the approval of minutes for the open and closed meetings that took place on February 19 and 21, 2020. Ms. Carol Silvey so moved, receiving a second from Ms. Lynn Parman.

Motion passed 8-0.

**4. Committee Reports** – Mr. Frazier reported on the Executive Committee meeting held on March 18, 2020. He reported that the committee approved a Master of Fine Arts program in Dramatic Writing and a Master of Science program in Kinesiology. He shared that in closed session, the committee discussed the need for the university to make timely decisions in response to the coronavirus pandemic and approved a resolution delegating authority to President Smart through the end of the spring 2020 semester to make policies, directives, and decisions necessary for the university to respond to the COVID-19 threat.

**5. Report on Coronavirus-related Events, Issues, and Decisions**

- A. COVID 19 update for Missouri and Springfield - Mr. Clay Goddard, Director of Health for Springfield-Greene County Health Department, and Mayor Ken McClure provided information and an overview of Greene County's response to COVID-19. The report covered the symptoms of COVID-19, an overview of high-risk individuals, and prevention methods. Additionally, information on the timeline of events, orders, and number of cases in Greene County was shared.
- B. Overview and Summary of Events - President Clif Smart and Mr. David Hall, Director of University Safety, provided information and an overview of Missouri State University's response to COVID-19 on the Springfield campus. Mr. Hall shared information on Missouri State's emergency management response team which worked with the Springfield/Greene County team to be consistent. The core executive team, led by a small steering team, was divided into several different branches which included academics, events, travel, business units, technology, auxiliary units, operational units, and West Plains. Mr. Hall also stated that ad hoc work groups have been created to address mask guidelines, employment policies, testing and contact tracing, return-to-work guidelines, signage, and barrier/shielding efforts.
- C. Phase I: Transitioning to a New Work and Delivery of Classes Plan - President Smart provided information on the university's phase I plan. He shared information on classifying employees as critical vs. non-critical workers. He reviewed how non-critical workers were placed in one of three categories: work from home, repurposing employees to other areas and tasks, or 2/3 pay no-work responsibility. Currently, there are 162 in the 2/3 pay category which saves the university around \$200,000.00 per month. He stated that Missouri State is proud to not have laid off or furloughed a single employee because of the COVID-19 pandemic.

President Smart called upon Dr. Frank Einhellig, Provost, to provide information on the transition to online classes. Dr. Einhellig highlighted that spring classes were moved to alternative delivery methods by March 30 and summer enrollment was transferred to all online. He shared that instructional support was enhanced for faculty which included providing Zoom licenses, trainings for transitioning of classes, and laptop computer loans. Dr. Einhellig covered policy modifications made to assist students and faculty with the transition. These modifications

included removing restrictions to expand the pass/not pass grade application, broadening student admissions for summer and fall of 2020 without ACT/SAT scores, dropping the GRE/GMAT requirement for most graduate-program admissions, and extending the tenure clock by one year for pre-tenure faculty. He then highlighted additional supplemental student support which included program and degree adjustments, limiting project and research completion in some labs, offering online tutoring, keeping the Meyer Library computer lab open, providing internet hotspot connections, providing remote access to specialized software in certain labs, and creating a flexible final exam option. Additional communications were created to assist with the transition as well. Communications included instructor contacts with classes, information on tips and help for the transition, text and email options for the Student Success Hotline, website postings of COVID-19 information, and notifications of scheduled changes for summer and fall. Lastly, Dr. Einhellig shared that the Higher Learning Commission (HLC) requested a report for the university's action in response to COVID-19 and reported that HLC was pleased with all measures taken.

President Smart then provided an overview and requested the ratification of the temporary COVID-19 Work, Compensation, and Benefits Policies (Miscellaneous No. 35-20). Ms. Beverly Miller Keltner made a motion to approve, receiving a second from Ms. Amy Counts.

Motion passed 8-0.

President Smart completed the review of phase I in highlighting the directives put in place as part of the response to COVID-19. Directives included extending spring break, moving classes online for spring and summer 2020, creating division critical worker plans, repurposing employees and moving others to the reduced pay/nonwork status, implementing a travel prohibition through June 30, cancelling university events through June 30, modifying parking restrictions, and the extending the tenure clock.

- D. Phase II: Student Support - President Smart then provided an overview on the initial decisions and overview of phase II of the response plan. He shared that the university had hundreds of people involved in these efforts and that several individuals have been asked to report on their areas.

Dr. Dee Siscoe, Vice President of Student Affairs, shared an update on university housing. Highlights of her report included the moving out of students in a timely manner, consolidating remaining on campus students to three facilities, moving dining services to a "take-out" capacity, and providing room and board refunds to students.

Dr. Kelly Wood, Director of the Center for Academic Success & Transition, provided an updated on the Student Success Hotline and other contact efforts. Dr. Wood shared that the Student Success Response Team consists of 11 staff

members that monitor and respond to emails and texts to help students work through their concerns and help them successfully remain in their classes. She shared information on other communication campaigns in which students were reached and discussed future possibilities for the hotline.

Dr. Keri Franklin, Director of Assessment, provided data on the Bears Care Online Transition Survey that was administered. Dr. Franklin shared that there was a 46% response rate in which feedback was received from 7,245 students. The survey assessed five main categories: physical well-being, mental well-being, learning tools, persistence/retention, and internal measures that covered topics of satisfaction with university communication and acknowledgement of helpful personnel. Overall, 95% of respondents said university administration communication was great/good/okay. Dr. Franklin reported that after students completed the survey, they received a confirmation email with information and links to resources such as counseling, the food pantry, housing, tutoring services, and the student success hotline information. She added that university departments were provided with names of students that indicated that they would like to be contacted.

Dr. Siscoe reported on additional calling strategies from the Division of Student Affairs. University personnel called 1,215 family members and current students and 475 family members of new students. Other calls were made to students that remained in ResLife, students who had questions and concerns about food and housing resources, and students who wanted information on mental health resources. She shared that the overall response to these calls was very positive.

Dr. Dave Meinert, Dean of the College of Business, reported on calling strategies completed by the colleges. He shared that student outreach efforts included emails to students after classes resumed, specific responses to Student Success Hotline inquiries, reminders to students to register for the summer and fall semesters, calls to students not logging in to Blackboard, and follow-up call requests received from the Bears Care Online Transition Survey. He shared that calls were completed by associate deans, department heads, advisors, administrative assistants, and graduate assistants from each college.

Mr. Ryan DeBoef, Chief of Staff and Assistant to the President for Governmental Relations, provided an overview of financial support available to students through the Foundation and CARES Act. Missouri State University created a three-phase plan for distribution of CARES Act funding. Phase one was a \$250.00 payment to students with an expected family contribution (EFC) less than \$12,000, phase two included an application process for students to receive financial assistance up to \$1,000.00, and phase three covered the equitable distribution of the remaining funds available. Mr. DeBoef shared that students could also apply for the emergency scholarship fund through the Missouri State University Foundation. This fund is an existing scholarship program that provides financial assistance to students facing an unplanned and life-altering situation or hardship at no fault of

their own. He reported that 114 scholarships totaling \$80,000.000 was awarded this semester.

President Smart then provided an overview and requested the ratification of the temporary COVID-19 Student Policies (Miscellaneous No. 36-20) that included the housing/dining refund policy, modification to Op5.01-3 freshmen admission requirements to be test-optional for fall, modification to Op3.04-37 pass/not pass grading option policy, and the CARES Act emergency financial aid distribution policy. President Smart asked for a vote to ratify the policies. Ms. Lynn Parman made a motion to approve, receiving a second from Mr. Jay Wasson.

Motion passed 8-0.

President Smart then highlighted the directives put in place for Phase II. Directives included increasing the threshold from \$200.00 to \$1,000.00 for financial holds on university accounts, consolidating and repurposing student housing, the senior physical therapy tuition refund, rescheduling and conducting virtual commencements, extending various deadlines, graduating health care cohorts early, and establishing the return to finish scholarship.

Dr. Rob Hornberger, Associate Vice President for Enrollment Management and Services, concluding the report on Phase II by providing information on fall 2020 enrollment indicators and recruitment initiatives. Dr. Hornberger shared that indicators prior to COVID-19 were up. With current indicators, the university is up in applications and admits with first time new in college students (FTNIC). He commented that we are also up in applications but down in admits for new transfer students. Dr. Hornberger shared that the Common App and application fee waiver efforts have a potential positive influence on apps but a negative influence on yield. Additional indicators reviewed were housing contracts, confirmation fees, FAFSA filings, FTNIC scholarships numbers, SOAR numbers, and registrations. Dr. Hornberger then covered recruitment disruptions due to COVID-19 and alternative methods the university used to respond. President Smart shared that while indicators help the university to plan budgets, COVID-19 has been very challenging and enrollment data will come in late as a result.

- E. Phase III: FY2020 Budget Revisions (details tomorrow) - President Smart provided a brief overview on Phase III: FY Budget Revisions. He shared that because of a \$7.6 million dollar withhold from the state, the university has put a focus on preserving assets and conserving resources. He reviewed directives put in place that included building closures, a university wide hiring freeze, reducing part-time and student workers, evaluating and postponing all nonessential maintenance and repair projects, modifying various contracts, eliminating the summer internet class premium for faculty, voluntary executive pay cuts, and moving employees to the 2/3 pay category.



President Smart called on Mr. Steve Foucart, Chief Financial Officer, to cover ways in which the university can use phase II of the CARES Act funding to recover. Mr. Foucart covered two categories in which the university can be reimbursed. In category one, roughly \$4.7 million for housing, dining, and other refunds provided to students in the spring semester will be requested. He shared that the second category is to cover any increase in cost to offer classes online for the spring, summer, and fall 2020 semesters. He shared that the Department of Education will continue to provide guidance on other areas in which the university can use these funds.

President Smart shared that a further analysis on the budget will be reviewed at the meeting scheduled the following day. He shared that the work the university has done to preserve assets has made up for most of the withhold that has occurred.

- F. Phase IV: Recovery and Reopening Plans - President Smart provided a brief overview of Phase IV: Recovery and Reopening Plans. He shared that the executive team agreed that it is essential for the university to be open for the fall semester. He commented that due to the COVID-19 pandemic, state budget withholds, and uncertainty of enrollment numbers, the university is developing its recovery and reopening plans with caution. President Smart then called upon Dr. Einhellig to start a series of reports from various areas.

Dr. Einhellig highlighted academic reopening plans. He shared that Meyer Library was open with card access, MCHHS Clinics are doing limited operations, science research labs have limited use, advising continues mostly by Zoom, and academic department offices continue to telecommute for the immediate future. Reopening of offices and academic spaces will happen in phases with plans to practice social distancing within offices.

Dr. Einhellig then reported on preparations for the fall semester to enhance safety for students, staff, and faculty. These preparations include evaluating the risk of each class based on number of students, room size, and nature of the curriculum. Additionally, assessment of faculty preparedness to delivery classes in an alternate method would continue. Dr. Einhellig shared class adjustment strategies to reduce population density of classes. Dr. Einhellig concluded his report by sharing information on assistance for faculty through professional development and on infrastructure support to equip classrooms for enhanced online capabilities.

Dr. Siscoe shared information on the reopening plans for Student Affairs and auxiliary units. Highlights of her report included that Magers Health and Wellness, ResLife, and Housing and Dining remain open and that all other areas will gradually return to campus over the next eight weeks. She added that there is an increased focus on keeping reopening safe. She concluded her report by outlining the efforts to help transition students to be a bear. These efforts include

campus visits and tours resuming, SOAR being reconfigured to one-day programs with half of the sessions on campus and half online, reopening the Bookstore, Foster Recreation Center, and the Plaster Student Union in modified formats, and reformatting traditional welcome activities.

Ms. Jen Cox, University Space Manager and Director of Support Services - Administrative Service, provided information on plans for on campus events. She shared that all events have been cancelled through June 30 and events scheduled in July and August will be based on state and local guidelines and university directives. Ms. Cox then reviewed the Event Risk Assessment that was created to help mitigate risks or make the decision to postpone events.

Mr. Kyle Moats, Director of Intercollegiate Athletics, provided information on reopening plans for Athletics. He shared the core principles set by the NCAA for the resocialization for college athletics. Mr. Moats reported that in June, the university would open facilities for voluntary workouts with additional focus on sanitizing, social distancing, and cleaning of facilities. He also shared that in July, practice would resume for fall sports with the NCAA and local rules and guidelines being met.

Mr. Matt Morris, Vice President for Administrative Services then shared highlights on the plans of the operations branch. He shared that 150 employees of the operations branch were classified as essential workers that continued to be on campus regularly. Mr. Morris shared that the operations branch reduced risk exposure for employees by using personal protection equipment, modified procedures on person-to-person contact, moved documents to a digital format, staggered clock-in times and staggered shifts to practice social distancing.

Mr. Jeff Coiner, Chief Information Officer, reviewed recovery and reopening plans with focus on technology. Recovery plans included updating Blackboard interfaces with additional training, creating a website with online resources, purchasing equipment and software licenses, adjusting staffing to support remote workforce and student needs, moving the Help Desk to Meyer Library, adjusting the computer lab layout to improve social distancing, and developing webpages to support emergency financial aid requests, pass/not pass options, CARES Act requests and tracking. Reopening plans included supporting the needs of faculty for alternative delivery of classes, expanding the ability to access computer labs to support more students while maintaining health and safety guidelines, making changes to customer facing spaces and procedures that promote social distancing practices, considering additional equipment and software needs for remote student and employee work, continuing to provide opportunities for staff to work remotely, balancing staffing needs to support on campus services with remote access and support, and continuing to develop and adopt innovative technology solutions that support the university's goals.

Mr. Brad Bodenhausen, Associate Vice President of International Education and Training, provided a report on the recovery and reopening plans for international students and travel. He shared that the primary impact was on student mobility. Issues faced included shifting seated classes to online settings for China Programs, cancelling spring and summer Study Away programs, and international students in Springfield being unable to return home. Mr. Bodenhausen shared plans for operations from March to May that included providing crisis support to international students and adjusting the fall 2020 recruitment strategy. He concluded his report by sharing an enrollment outlook for international programs for fall 2020. The Springfield campus is projected to have significantly lower enrollment of international students, but the China campuses are expected to increase by over 150 students. Mr. Bodenhausen shared that due to COVID-19, there has been a loosening of regulations that allow international students to take classes online. He stated that the university plans to create blended options for customized cohort programs and new international graduate students to provide additional options to more students.

Dr. Dave Muegge, Director of Magers Health and Wellness Center, provided a report on the health of students and employees. Highlights of his report included information on efforts made by Magers Family Health and Wellness Center to remain open with additional precautions put in place. Dr. Muegge also shared data from the COVID-19 antigen testing at Magers with 59 normal results, 4 positive results, and 1 pending result.

Dr. Siscoe then reported on commencement plans for May graduates. Based on survey results, students prefer an in-person commencement ceremony over a virtual ceremony. As a result, May 2020 graduates will have the opportunity to walk at a special ceremony scheduled for October 18, 2020, or at one of the December 11, 2020 ceremonies. She shared that additional efforts were being made to congratulate students. These efforts include a video conferring of degrees on May 15, 2020 from President Smart, a welcome to the Alumni Association from Mr. Brent Dunn, Vice President for University Advancement, congratulation messages from college deans, and virtual celebrations for various populations and organizations.

- G. Phase V: FY2021 (to be discussed tomorrow) - President Smart shared that focus of Phase V: FY21 Budget would be discussed the following day.

In the interest of time, Mr. Frazier recessed the May 14, 2020, Board of Governors' meeting at 5:31 p.m. and scheduled the remainder of the meeting to be concluded the following day with a start time of 8:00 a.m.

The Board of Governors' meeting returned from recessed on May 15, 2020 at 8:00 a.m.

- H. Communications Report - Ms. Suzanne Shaw, Vice President for Marketing and Communications, provided a report on the communications efforts in response to COVID-19. She shared a timeline of specific communications, information on

future planned communications, resources available to the campus community on staying informed, and videos with content specific related to the pandemic. Ms. Shaw also shared images of edits to the Missouri State webpage to welcome students back to campus and digital marketing plans to aid with recruitment. She concluded her report by highlighting specific social media efforts to keep students connected and excited about Missouri State University.

6. **West Plains Campus** - Dr. Shirley Lawler, Chancellor of West Plains Campus, provided a report on the West Plains Campus's response to the COVID-19 pandemic. She shared that much of what the West Plains campus has done has mirrored the response taken by the Springfield campus. She shared a timeline of events for the Phase I transition for faculty, staff, and students. She shared information on Phase II: Student Support which included the GrizCare Helpline being established, contacting more than 1,000 current students to assist with any issue they were having, and administering a survey to students about the transition to online learning. Dr. Lawler then shared Phase IV: Recovery Plans which included the return to campus plan and the scheduling of a virtual townhall meeting to communicate plans to faculty, staff, and students. She concluded her report by providing an overview of the communications timeline for West Plains.
7. **President's Report** – President Smart provided a report that covered the following topics:
  - A. Jefferson City Update – President Smart shared that the state budget was passed a week ago which included flat funding for all higher education. Governor Parson has indicated that there will be additional cuts and the university expects withholds on July 1, 2020. He stated that today is the last day that the legislature is in session and the university does not expect any impacts from legislature passed today.
  - B. SEM Update - The Strategic Enrollment Management (SEM) plan has been put on hold due to the COVID-19 pandemic. The steering committee has been repurposed to focus on short term recruitment and retention initiatives. The plan is to restart SEM planning at the same time the university begins plans on the next long-range plan.
  - C. Approval of 2020 Wall of Fame Inductees – President Smart then asked for approval of the 2020 Wall of Fame Inductees (Awards No. ##-##) approver former Missouri State University employees be added to the Wall of Fame. The 2020 recommended inductees are Dr. Michael Carlie, Dean Karen Horny, Mr. Paul Kincaid, Ms. Marcia Morriset, Dr. Howard Orms, and Ms. Judi Smith. Ms. Silvey made a motion to approve, receiving a second from Ms. Counts.

Motion passed 8-0.

8. **Academic Affairs** – Dr. Einhellig provided a report that covered the following topics:

- A. Dr. Einhellig presented a resolution of appreciation for Dr. Saibal Mitra's service as Chair of the Faculty Senate for 2019-2020 academic year. Moved and seconded, respectively, by Ms. Miller Keltner and Ms. Parman.

Motion passed 8-0.

- B. Dr. Einhellig then recognized recipients of the Missouri State Foundation Awards for Teaching, Research, and Service for 2020. Recipients of the teaching awards were Dr. Kent Ragan of the College of Business, Dr. Kayla Lewis of Reading Foundations and Technology, and Dr. Kyoungtae Kim of Biology. Recipients of the research awards were Dr. Wenping Qui of Environmental Plant Science, Dr. Carol Miller of Finance and General Business, and Dr. Paul Durham of Biology.

#### **9. Staff Senate**

- A. Ms. A'dja Jones, Chair of Staff Senate, shared a year in review of Staff Senate events and efforts. Highlights of her report included Staff Senate raising funds for breast cancer research and the Staff Senate Scholarship, providing professional development opportunities for staff members, increasing involvement in public affairs events, creating a new staff appreciation week initiative, and cultivating a deeper sense of community among staff. Additionally, Ms. Jones thanked the members of the 2019-2020 leadership team and introduced the 2020-2021 leadership team.
- B. Mr. Morris presented a resolution to offer of commendation to Ms. Jones for her service as Chair of Staff Senate. Ms. Counts made a motion, receiving a second from Mr. Gabriel Gore.

Motion passed 8-0.

#### **10. New Business**

- A. Mr. Frazier shared that last order of business was the appointment of committee members to the Excellence in Public Affairs selection committees. Mr. Frazier appointed Ms. Counts and Ms. Silvey to the faculty committee and himself and Ms. Parman to the staff committee.

- 11. Adjournment** – Mr. Frazier adjourned the meeting at 9:00 a.m. on the motion of Ms. Counts, the second of Mr. Gore, and the unanimous vote of the Board.



Rowena Stone  
Secretary to the Board

**MINUTES OF THE BOARD OF GOVERNORS’  
MISSOURI STATE UNIVERSITY  
MAY 15, 2020, 9:00 A.M.**

<https://missouristate.zoom.us/j/95810403835>

**1. Roll Call**

Present –

Ms. Craig Frazier, Chair  
Ms. Amy Counts, Governor  
Mr. Gabriel Gore, Governor  
Ms. Beverly Miller Keltner, Governor  
Ms. Lynn Parman, Governor  
Ms. Carol Silvey, Governor  
Ms. Carrie Tergin, Governor  
Mr. Jay Wasson, Governor

Absent –

Mr. Chris Waters, Governor  
Mr. William Miller, Student Governor

Also Present – Clifton M. Smart III, President

Jim Baker, Vice President for Research and Economic Development & International Programs  
Donna Christian, Director of Internal Audit and Risk Management  
Jeff Coiner, Chief Information Officer  
Ryan DeBoef, Chief of Staff and Assistant to the President for Governmental Relations  
Rachael Dockery, General Counsel and Chief Compliance Officer  
Brent Dunn, Vice President for University Advancement  
Frank Einhellig, Provost  
Steve Foucart, Chief Financial Officer  
David Hough, Dean of the College of Education  
Shirley Lawler, Chancellor of the West Plains Campus  
Kyle Moats, Director of Athletics  
Matt Morris, Vice President for Administrative Services  
Wes Pratt, Chief Diversity Officer and Assistant to the President  
Suzanne Shaw, Vice President for Marketing and Communications  
Dee Siscoe, Vice President for Student Affairs  
Rowena Stone, Secretary of the Board

1. **Presiding** – The presiding officer for the meeting was Mr. Craig Frazier, Chair of the Board of Governors. He called the meeting to order at 9:12 a.m. via Zoom webinar.
2. **Consent Agenda** – Mr. Frazier noted that the first item of business was the approval of the Consent Agenda. Items included in the Consent Agenda are:

President

Approval of FY 2020/2021 Employment Agreements for Assistant Coaches (Human Resources No. 1641-20)

West Plains Campus

Approval of Actions Concerning Academic Employees (West Plains Campus Personnel No. 445-20)

Approval of Actions Concerning Non-Academic Employees (West Plains Campus Personnel No. 446-20)

Approval of Separation Agreement and Mutual release between the University and Chris Popp (West Plains Campus Personnel No. 447-20)

Approval of Fiscal Year 2020 Salary Benefits Overview for Missouri State University – West Plains Athletics (West Plains Campus Personnel No. 448-20)

Approval Employment Agreement of Jared Phay as head Men’s Basketball Coach (West Plains Campus Personnel No. 449-20)

Approval of Expenditures to Implement Student Approved Capital Projects (West Plains Finance No. 35-20)

Academic Affairs

Approval of new Program for Bachelor of Science in Equine Science (Curriculum No. 396-20)

Procurement and Financial

Approval of Procurement Activity Report (Purchasing Activity Report No. 488-20)

Approval of Rental Rates for Space in the Kenneth E. Meyer Alumni Center for Various Departments and University Related Offices (Agreement No. 436-20)

Facilities and Equipment

Approval of Activity Report for the Month of April 2020 (Activity Report No. 310-20)

Human Resources

Approval of Actions Concerning Academic Employees (Human Resources No. 1642-20)

Approval of Actions Concerning Non-Academic Employees (Human Resources No. 1643-20)

Approval of Executive Team Pay Reductions for May/June 2020 (Human Resources No. 1644-20)

Approval of Employees placed on 2/3 Pay through May 31, 2020 (Human Resources No. 1645-20)

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

Motion passed 8-0.

### **3. Finance and Facilities**

- A. FY2020 Budget Update and Decisions - President Smart provided a budget update for fiscal year 2020 (FY2020). He shared that budgeting management has been an issue for FY2020 due to Governor Parson's withhold of \$7.6 million dollars that resulted in the Springfield campus receiving \$7.1 million less than anticipated and the West Plains campus receiving less than over half a million in funds. He shared that aside from the shortfall from state funding, the university is having to manage the \$4.7 million in refunds issued to students due to COVID-19. President Smart shared that the immediate strategy to manage these issues was through preserving assets. He stated that the university has been successful in its efforts. At the beginning of the FY2020, Missouri State University had \$63 million in operating reserves with planned expenditures of \$8 million. Through conservative management efforts, the university currently has \$57.5 million in reserves. President Smart highlighted that this number is without any layoffs or furloughs due to COVID-19, unlike many other universities that had to make employee cuts.

President Smart called upon Mr. Steve Foucart, Chief Financial Officer, to review the revised budget numbers for FY2020. Mr. Foucart shared numbers for operating revenue, operating expenses, and non-operating revenues with an estimate for year end reserves at \$57,567,361.70. President Smart shared that he anticipates the university will have over \$58 million in reserves by the end of June due to the cost saving measures taken during the COVID-19 pandemic. He added that as the university thinks about FY2021 and the challenging budget year ahead, knowing we have reserves will be an important factor in setting the budget.

Mr. Foucart then shared information on the FY2020 auxiliary budgets. He mentioned that items that typically generate revenue (i.e. events, bookstore, etc.) have been closed or cancelled due to COVID-19. He shared that \$4.5 million in CARES Act funds have helped to cover some of these items and that with other cost savings measures the university anticipates being down \$2.4 million in the auxiliary systems.

Mr. Foucart then reviewed the operating, designated, and auxiliary budgets for West Plains. He shared that the estimated year end reserves are at \$3,286,676.31.



- B. Financial Update - Mr. Foucart provided updates on the year-to-date financial statements.

Mr. Brent Dunn, Vice President for University Advancement, provided a brief Development report. He highlighted that the Foundation is up \$4.3 million in April compared to the same time last year and at a total of \$20.2 million. He commented that this is the first time the university has reached the \$20 million mark this early in the year. He shared that the Onward, Upward Campaign is tracking well with several years still to go.

- C. Approval of FY2021 Fee Resolutions - President Smart provided an overview of the fee summary. He mentioned that this is the first step in the process for establishing the FY21 budget as it sets tuition and fees for the upcoming year. He highlighted changes from the last tuition and fee discussion held with the Board. Changes included a \$8.00 per semester fee on the Springfield campus to expand mental health counseling services and education that was voted on by the student body and an increase of \$2.00 per credit hour for Missouri resident undergraduate tuition on the West Plains campus.

Mr. Steve Foucart, Chief Financial Officer, recommended approval of the following resolutions:

1. 2020-2021 fee schedule board resolution amendment Springfield campus (Fees No. 157-20).
2. 2020-2021 fee schedule board resolution amendment West Plains campus (West Plains Fees No. 18-20).

Moved and seconded, respectively, by Ms. Silvey and Ms. Miller Keltner.

Motions passed 8-0.

- D. FY2021 Budget Update - President Smart reviewed the FY2021 Budget Principles. The university will evaluate all FY2021 cost savings options utilizing the following factors: potential to generate substantial savings, impact on the university's mission, impact on employees and workforce morale, impact on university risk and compliance, impact on university's ability to generate revenue, and to improve efficiency and processes. He shared that the FY2021 budget will also include strategic investments to support revenue. The process to develop the FY2021 budget will include transparency and university-wide communication and input from stakeholders. President Smart then presented the resolution for approval of the FY2021 Budget Principles (Finance No. 1086-20).

Ms. Lynn Parman made a motion for approval with one modification, receiving a second from Ms. Miller Keltner.

Motion passed 8-0.

President Smart and Mr. Foucart then reviewed the operating budget model for FY2021. President Smart shared the budget will be presented for approval at the June Board meeting due to the uncertainty of state budgeting and enrollment. He stated that the data presented today was to provide information on the work currently completed and to receive feedback from the Board.

President Smart shared that with revenue sources for FY2021 are at \$4,628,205.00, expenses are at \$589,893.00, and there is an anticipated increase of \$1,007,748.00. He reviewed an analysis based on a \$10 million reduction level. Cost saving measures included hiring freezes, eliminating the internet teaching incentive for faculty, delaying the opening of the new residence hall, reducing repairs and classroom upgrades by 25%, and the interest income saved due to the delay in purchasing the new residence hall. President Smart then shared potential additional cost savings measures that could be taken if necessary on a \$20 million reduction level. Additional cost measures included reducing repairs and classroom upgrades by 50%, reducing the President's Enhancement fund by 25%, reducing academic equipment by 75%, reducing travel budgets by 50% in all areas, utilizing \$4 million in reserves, and options of potential personnel reductions. President Smart then reviewed a cost reduction history from FY2018-2021.

Mr. Foucart then reviewed the West Plains FY2021 operating budget. The estimate available of funds for FY2021 are at \$257,663.00.

Mr. Foucart shared information on the FY2021 auxiliary budget overview that projects a preliminary budget loss of \$2,221,423.00. Mr. Foucart called upon Mr. Kyle Moats, Director of Athletics, to provide information on potential revenue shortfalls for Athletics. Mr. Moats shared that items impacting the numbers include decreased funding from NCAA and Missouri Valley Conference, football game guarantees, ticket revenue, Bears Fund donations, suite sales, licensing, and concessions. Mr. Moats shared areas that will address the revenue shortfalls that include operations, scheduling, travel size limits, personnel, travel, game guarantees, scholarships, summer school, and apparel.

- E. Facilities Update - Mr. Allen Kunkel provided an update on the IDEA Commons project. He provided a project overview and shared project renderings. He shared that the JVIC Expansion is ready to begin and that the overall IDEA Commons expansion is tentative due to impacts of COVID-19.

Ms. Rachael Dockery, General Counsel and Chief Compliance Officer, outlined the terms of the agreements related to Phase 1 of the IDEA Commons expansion: construction and expansion of the Jordan Valley Innovation

Center (JVIC #4) and asked for approval of the resolution (Agreement No. 436-20). Ms. Counts so moved, receiving a second from Ms. Miller Keltner.

Motion passed 8-0.

Mr. Matt Morris, Vice President for Administrative Services, provided an update on university projects. He shared information on the effects that COVID-19 has had and that projects are being categorized as ongoing or on hold. As a result, 133 projects have been canceled with 38 design projects and 17 construction projects ongoing.

Mr. Morris then presented an amendment to the agreement to build to suit real estate purchase agreement for the new residence hall to be constructed at 630 East Madison, Springfield, Missouri. The amendment moves the purchase date back by a year and approves an increase of holding costs to be paid by the university to help off-set additional expenses that the seller will incur by delaying completion and purchase by a year. Mr. Morris asked for approval of the resolution (Agreement No. 437-20), receiving a motion from Ms. Carrie Tergin and a second from Ms. Miller Keltner.

Motion passed 8-0.

President Smart then shared information on the opportunity to host the Student African American Brotherhood (SAAB) on campus. The university agrees to provide furnished space as part of a two-year agreement at no cost to SAAB. President Smart called upon Mr. Wes Pratt, Chief Diversity Officer and Assistant to the President, to provide information on SAAB. Mr. Pratt shared that SAAB is a national organization that provides systems to support young men of color who embark upon and complete post-secondary education. SAAB has over 250 chapters throughout the nation and it increases the number of men of color graduating from college. He shared that persistence rates for SAAB members from freshman to sophomore year of college is at 80%, nearly double the national rate, and completion rates for graduation at 86%. Springfield's SAAB affiliate chapter, Brother 2 Brother, has had 78 total student members since its inception and has 94% retention and graduate rates. Mr. Pratt shared that SAAB has received support for its relocation from the Community Foundation of the Ozarks. Mr. Pratt then asked for ratification of the facility use and cooperation agreement by and between the Board of Governors of Missouri State University and the Student African American Brotherhood (Agreement No. 148-20). Mr. Gabriel Gore made a motion for approval, receiving a second from Ms. Silvey.

Motion passed 8-0.

- F. Procurement Report - Mr. Foucart presented the procurement activity report for approval (Purchasing Activity Report No. 489-20). The report included

the approval of the Public Broadcasting Service Membership Dues for Broadcast Services - Ozarks Public Television (OPT). Ms. Miller Keltner so moved for approval, receiving a second from Ms. Counts.

Motion passed 8-0.

#### **4. Student Affairs**

A. Report from the Student Body President – Mr. Abdillahi Dirie, Student Body President, gave an overview of accomplishments for the Springfield campus over the past year. He thanked everyone for their support. Mr. Dirie then introduced the 2020-2021 Student Body President, Ms. Tara Orr, a senior majoring in marketing, advertising, and promotion. Ms. Orr shared some areas of focus for the coming year.

B. Approval of the Wyrick Expenditures Passed by Student Vote – Dr. Siscoe, Vice President for Student Affairs, provided an overview of the Wyrick expenditures passed by a student vote in April 2020 to be implemented in FY2020 and asked for approval (Finance No. 1087-20). The expenditure approved was to combine the Multicultural Resource Center and MRC annex into one facility on the first floor of the Plaster Student Union, with a portion of the funds coming from the Wyrick account. The student body approved \$400,000.00 for construction of the first phase with additional funds for the project being covered by university funds when able. A motion was made by Mr. Gore and seconded by Ms. Counts.

Motion passed 8-0.

C. Dr. Siscoe offered a commendation to Mr. Abdillahi Dirie for service as Student Body President. Moved and seconded, respectively, by Ms. Counts and Ms. Miller Keltner.

Motion passed 8-0.

D. Dr. Siscoe then offered a commendation to Mr. Ethan Schroeder for service as Student Body Vice President. A motion was made by Mr. Gore and seconded by Ms. Parman.

Motion passed 8-0.

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

BE IT RESOLVED by the Board of Governors for Missouri State University that a closed meeting with closed records and closed vote, be held during a recess of this May 15, 2020, meeting of the Board of Governors to consider items of business pursuant to:

- A. R.S.Mo. 610.021(1). “Legal actions, causes of action, or litigation involving a public governmental body...”
- B. R.S.Mo. 610.021(3). “Hiring, firing, disciplining or promoting of particular employees by a public government body...”
- C. R.S.Mo. 610.021(10). “Software codes for electronic data processing and documentation thereof...”
- D. R.S.Mo. 610.021(17). “Confidential or privileged communications between a public governmental body and its auditor...”

Ms. Miller Keltner moved the approval of the resolution and Mr. Gore seconded the motion.

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

Mr. Frazier declared the resolution passed unanimously. The open meeting recessed at 1:10 p.m. to go into closed session.

The open meeting was reconvened at 1:48 p.m.

- 6. Adjournment** – Mr. Frazier adjourned the meeting at 1:48 p.m., on the motion of Ms. Tergin, the second of Ms. Counts, and the unanimous vote of the Board.



Rowena Stone  
Secretary to the Board

III.A.1.

**RECOMMENDED ACTION – Approval of FY20-FY21 Employment Agreements for Athletics Administrators.**

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

**WHEREAS**, the University desires to continue its employment of 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 FY200-2021 Employment Agreements for Athletics Administrators.

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

Comments:

The salaries remain unchanged from FY2019-2020 except for the increase of across-the-board raise implemented and provided by the University.

The compensation is subject to any across-the-board reductions or furloughs implemented by the University.



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:** Chastity A. Hunt

**Position:** Senior Associate Athletics Director / SWA

**Term:** July 1, 2020 – June 30, 2021

**Compensation:** \$100,182

\*This compensation is subject to any across-the-board reductions or furloughs implemented by the University.

**Achievement Payments:**

**Other Benefits and Incentives:**

ADMINISTRATOR

MISSOURI STATE UNIVERSITY

  
\_\_\_\_\_  
Chastity A. Hunt

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

6/1/2020  
\_\_\_\_\_  
Date

\_\_\_\_\_  
Date

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



**Missouri State**  
UNIVERSITY

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**Name of Administrator: Alexander Hirdler**

**Position: Assistant Athletics Director for Compliance**

**Term: July 1, 2020 – June 30, 2021**

**Compensation: \$50,000 annually\***

\*This compensation is subject to any across-the-board reductions or furloughs implemented by the University.

**Achievement Payments:**

**Other Benefits and Incentives:**

ADMINISTRATOR

  
\_\_\_\_\_  
Alexander Hirdler

MISSOURI STATE UNIVERSITY

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

6-2-2020  
\_\_\_\_\_  
Date

\_\_\_\_\_  
Date

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**Missouri State**  
UNIVERSITY

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**Name of Administrator:** Melissa Goodman

**Position:** Assistant Athletics Director for Business Administration

**Term:** July 1, 2020 – June 30, 2021

**Compensation:** \$49,473 Annually \*

\*This compensation is subject to any across-the-board reductions or furloughs implemented by the University.

**Achievement Payments:**

**Other Benefits and Incentives:**

ADMINISTRATOR

  
\_\_\_\_\_  
Melissa Goodman

MISSOURI STATE UNIVERSITY

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

6-4-2020  
\_\_\_\_\_  
Date

\_\_\_\_\_  
Date

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



**Missouri State**  
UNIVERSITY

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**Name of Administrator: Danielle Niepert**

**Position: Director of Athletics Marketing and Promotions**

**Term: July 2, 2020 – June 30, 2021**

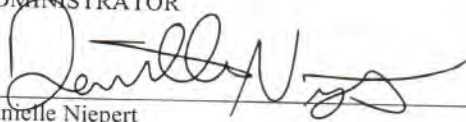
**Compensation: \$34,717\***

\*This compensation is subject to any across-the-board reductions or furloughs implemented by the University.

**Other Benefits and Incentives:**

Text

ADMINISTRATOR

  
\_\_\_\_\_  
Danielle Niepert

MISSOURI STATE UNIVERSITY

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

\_\_\_\_\_  
Date **June 3, 2020**

\_\_\_\_\_  
Date

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



# Missouri State UNIVERSITY

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**Name of Administrator:** Richard Kindhart

**Position:** Assistant Athletics Director for Athletics Communications

**Term:** July 1, 2020 – June 30, 2021

**Compensation:** \$75,298\*

\*This compensation is subject to any across-the-board reductions or furloughs implemented by the University.

**Achievement Payments:**

**Other Benefits and Incentives:**

ADMINISTRATOR

Richard Kindhart

MISSOURI STATE UNIVERSITY

Clifton M. Smart III  
President

6/2/20

Date

Date

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



# Missouri State. UNIVERSITY

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**Name of Administrator:** Benjamin Adamson

**Position:** Assistant Director for Athletics Communications

**Term:** July 1, 2020 – June 30, 2021

**Compensation:** \$49,973\*

\*This compensation is subject to any across-the-board reductions or furloughs implemented by the University.

**Achievement Payments:**

**Other Benefits and Incentives:**

ADMINISTRATOR

*Ben Adamson*

Benjamin Adamson

MISSOURI STATE UNIVERSITY

Clifton M. Smart III  
President

6-3-20

Date

Date

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



**Missouri State**  
UNIVERSITY

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**Name of Administrator:** James Penkalski

**Position:** Director of Athletics Medical and Rehabilitation Services

**Term:** July 1, 2020 – June 30, 2021

**Compensation:** \$72,569\*

\*This compensation is subject to any across-the-board reductions or furloughs implemented by the University.

**Achievement Payments:**

**Other Benefits and Incentives:**

ADMINISTRATOR

MISSOURI STATE UNIVERSITY

  
James Penkalski

Clifton M. Smart III  
President

6/3/20  
Date

Date

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



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**Name of Administrator:** Mitchell Hauschildt

**Position:** Prevention, Rehabilitation and Physical Performance Coordinator

**Term:** July 1, 2020 – June 30, 2021

**Compensation:** \$49,094\*

\*This compensation is subject to any across-the-board reductions or furloughs implemented by the University.

**Achievement Payments:**

**Other Benefits and Incentives:**

ADMINISTRATOR

  
\_\_\_\_\_  
Mitchell Hauschildt

MISSOURI STATE UNIVERSITY

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

6/2/20  
\_\_\_\_\_  
Date

\_\_\_\_\_  
Date

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



**Missouri State**  
UNIVERSITY

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**Name of Administrator:** Shannon Derricks

**Position:** Assistant Director of Athletics Medical and Rehabilitation Services

**Term:** July 1, 2020 – June 30, 2021

**Compensation:** \$54,054\*

\*This compensation is subject to any across-the-board reductions or furloughs implemented by the University.

**Achievement Payments:**

**Other Benefits and Incentives:**

ADMINISTRATOR

MISSOURI STATE UNIVERSITY

Shannon Derricks

Clifton M. Smart III  
President

6/3/2020

Date

Date

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



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**Name of Administrator:** Steve Sawchak

**Position:** Athletic Trainer, Athletic Medical and Rehabilitation Services

**Term:** July 1, 2020 – June 30, 2021

**Compensation:** \$49,586\*

\*This compensation is subject to any across-the-board reductions or furloughs implemented by the University.

**Achievement Payments:**

**Other Benefits and Incentives:**

ADMINISTRATOR

Steve Sawchak

MISSOURI STATE UNIVERSITY

Clifton M. Smart III  
President

JUNE 3, 2020

Date

Date

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# Missouri State UNIVERSITY

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**Name of Administrator: Susan Atkinson**

**Position: Athletic Trainer, Athletic Medical and Rehabilitation Services**

**Term: July 1, 2020 – June 30, 2021**

**Compensation: \$40,936\***

\*This compensation is subject to any across-the-board reductions or furloughs implemented by the University.

**Achievement Payments:**

**Other Benefits and Incentives:**

ADMINISTRATOR

*Susan Atkinson*  
\_\_\_\_\_  
Susan Atkinson

MISSOURI STATE UNIVERSITY

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

6/4/20  
\_\_\_\_\_  
Date

\_\_\_\_\_  
Date

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**Name of Administrator:** Tyler Landgraf

**Position:** Athletic Trainer, Athletic Medical and Rehabilitation Services

**Term:** July 1, 2020 – June 30, 2021

**Compensation:** \$43,004\*

\*This compensation is subject to any across-the-board reductions or furloughs implemented by the University.

**Achievement Payments:**

**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

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:** Daniel Raines

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

**Term:** July 1, 2020– June 30, 2021

**Compensation:** \$57,217\*

\*This compensation is subject to any across-the-board reductions or furloughs implemented by the University.

**Achievement Payments:**

**Other Benefits and Incentives:**

ADMINISTRATOR

*Daniel L Raines*

Daniel Raines

*6/2/20*

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:** Stephen Carberry

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

**Term:** July 1, 2020 – June 30, 2021

**Compensation:** \$37,662\*

\*This compensation is subject to any across-the-board reductions or furloughs implemented by the University.

**Achievement Payment(s):**

ADMINISTRATOR

  
\_\_\_\_\_  
Stephen Carberry

MISSOURI STATE UNIVERSITY

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

6/3/2020  
\_\_\_\_\_  
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:** A'dja Jones

**Position:** Director, Student Athlete Development and Community Relations

**Term:** July 1, 2020 – June 30, 2021

**Compensation:** \$41,779\*

~~\*This compensation is subject to any across-the-board reductions or furloughs implemented by the University.~~

**Achievement Payment(s):**

ADMINISTRATOR

Adja Jones

MISSOURI STATE UNIVERSITY

Clifton M. Smart III  
President

Date

6/3/20

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:** Chris Steck

**Position:** Assistant Strength and Conditioning Coach, M Basketball and Men's Golf

**Term:** July 1, 2020 – June 30, 2021

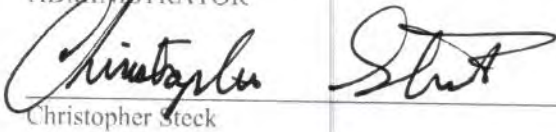
**Compensation:** \$40,000 annually\*

\*This compensation is subject to any across-the-board reductions or furloughs implemented by the University.

**Achievement Payments:**

**Other Benefits and Incentives:**

ADMINISTRATOR

  
\_\_\_\_\_  
Christopher Steck

MISSOURI STATE UNIVERSITY

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

6-3-2020  
\_\_\_\_\_  
Date

\_\_\_\_\_  
Date

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





**Missouri State**  
UNIVERSITY

**ATHLETICS EMPLOYMENT AGREEMENT – ADMINISTRATOR**

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

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

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

**Name of Administrator:** Amanda Mills

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

**Term:** July 1, 2020 – June 30, 2021

**Compensation:** \$40,000 annually \*

\*This compensation is subject to any across-the-board reductions or furloughs implemented by the University.

**Achievement Payments:**

**Moving Expenses:**

**Other Benefits and Incentives:**

ADMINISTRATOR

MISSOURI STATE UNIVERSITY

*Amanda Mills*

Amanda Mills

Clifton M. Smart III  
President

06/03/2020

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 FY 2020-2021 Employment Agreements for Athletics Head Coaches.**

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

**WHEREAS**, the University desires to continue its employment of the individuals referenced in the attached Exhibit A, subject to the terms and conditions 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 FY2020-2021 Employment Agreements for Athletic Head Coaches.

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

Comments:

The salaries remain unchanged from FY2019-2020 except for the increase of across-the-board raise implemented and provided by the University.

The compensation is subject to any across-the-board reductions or furloughs implemented by the University.



# Missouri State UNIVERSITY

## ATHLETICS EMPLOYMENT AGREEMENT – HEAD COACH

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

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

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

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

**Name of Coach:** Rob Brewer

**Position:** Head Coach

**Sport:** Women's Soccer

**Term:** July 1, 2020 – June 30, 2021

**Compensation:** \$54,452 \*

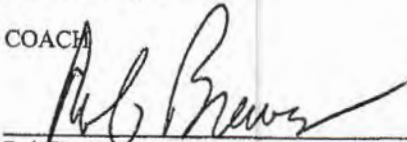
\*This compensation is subject to any across-the-board reductions or furloughs implemented by the University.

**Achievement Payments:**

**Other Benefits and Incentives:**

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

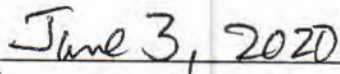
COACH

  
\_\_\_\_\_  
Rob Brewer

MISSOURI STATE UNIVERSITY

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

Date

  
\_\_\_\_\_

Date

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



**Missouri State**  
UNIVERSITY

**ATHLETICS EMPLOYMENT AGREEMENT – HEAD COACH**

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

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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 – Head Coach\*, which is incorporated herein by this reference.

**Name of Coach: David Collins**

**Position: Head Coach**

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

**Term: July 1, 2020 – June 30, 2021**

**Compensation: \$64,817\***

\*This compensation is subject to any across-the-board reductions or furloughs implemented by the University.

**Achievement Payments:**

**Other Benefits and Incentives:**

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

COACH

David Collins

MISSOURI STATE UNIVERSITY

Clifton M. Smart III  
President

Date

6/3/20

Date

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



**Missouri State**  
UNIVERSITY

**ATHLETICS EMPLOYMENT AGREEMENT – HEAD 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 – Head Coach\*, which is incorporated herein by this reference.

**Name of Coach:** Jordan Fife

**Position:** Director of W. Track and Field and W. Cross Country

**Sport:** Women’s Track and Field / Women’s Cross Country

**Term:** July 3, 2020 – June 30, 2021

**Compensation:** \$62,000\*

\*This compensation is subject to any across-the-board reductions or furloughs implemented by the University.

**Achievement Payments:**

**Other Benefits and Incentives:**

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

COACH

Jordan Fife

MISSOURI STATE UNIVERSITY

Clifton M. Smart III  
President

Date

6/3/20

Date

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



**Missouri State**  
UNIVERSITY

**ATHLETICS EMPLOYMENT AGREEMENT – HEAD COACH**

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

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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 – Head Coach\*, which is incorporated herein by this reference.

**Name of Coach:** Holly Hesse

**Position:** Head Coach

**Sport:** Softball

**Term:** July 1, 2020 – June 30, 2021

**Compensation:** \$85,941 annually\*


\*This compensation is subject to any across-the-board reductions or furloughs implemented by the University.

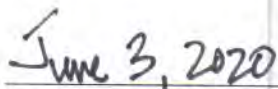
**Achievement Payments:**

**Other Benefits and Incentives:**

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

COACH

  
\_\_\_\_\_  
Holly Hesse

  
\_\_\_\_\_  
Date

MISSOURI STATE UNIVERSITY

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

\_\_\_\_\_  
Date

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



# Missouri State UNIVERSITY

## ATHLETICS EMPLOYMENT AGREEMENT – HEAD COACH

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

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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 – Head Coach\*, which is incorporated herein by this reference.

**Name of Coach: Kevin Kane**

**Position: Head Coach**

**Sport: Women’s Golf**

**Term: July 1, 2020 – June 30, 2021**

**Compensation: \$41,931\***

\*This compensation is subject to any across-the-board reductions or furloughs implemented by the University.

**Achievement Payments:**

**Other Benefits and Incentives:**

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

COACH

Kevin Kane

Date

6/2/20

MISSOURI STATE UNIVERSITY

Clifton M. Smart III  
President

Date

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





# Missouri State UNIVERSITY

## ATHLETICS EMPLOYMENT AGREEMENT – HEAD 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 – Head Coach\*, which is incorporated herein by this reference.

**Name of Coach: Jonathan Leamy**

**Position: Head Coach**

**Sport: Men’s Soccer**

**Term: July 1, 2020 – June 30, 2021**

**Compensation: \$63,652\***

\*This compensation is subject to any across-the-board reductions or furloughs implemented by the University.

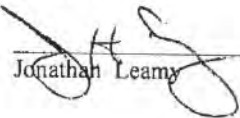
**Achievement Payments:**

**Other Benefits and Incentives:**

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

COACH

MISSOURI STATE UNIVERSITY

  
Jonathan Leamy

Clifton M. Smart III  
President

4/3/20  
Date

Date

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



**Missouri State**  
UNIVERSITY

**ATHLETICS EMPLOYMENT AGREEMENT – HEAD COACH**

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

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

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

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

**Name of Coach:** Neal Stafford

**Position:** Head Coach

**Sport:** Men’s Golf

**Term:** July 1, 2020 – June 30, 2021

**Compensation:** \$33,787

\*This compensation is subject to any across-the-board reductions or furloughs implemented by the University.

**Achievement Payments:**

**Other Benefits and Incentives:**

Coach may participate in camps and/or Clinics

COACH

Neal Stafford

MISSOURI STATE UNIVERSITY

Clifton M. Smart III  
President

6-2-2020

Date

Date

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



# Missouri State UNIVERSITY

## ATHLETICS EMPLOYMENT AGREEMENT – HEAD COACH

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

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

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

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

**Name of Coach:** Mallory Weber

**Position:** Head Coach

**Sport:** Women’s Tennis

**Term:** July 1, 2020-June 30, 2021

**Compensation:** \$38,575 annually\*

\*This compensation is subject to any across-the-board reductions or furloughs implemented by the University.

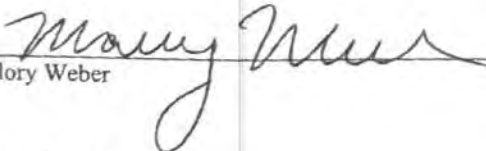
**Achievement Payments:**

**Other Benefits and Incentives:**

Coach may participate in camps and/or Clinics

COACH

MISSOURI STATE UNIVERSITY

  
Mallory Weber

Clifton M. Smart III  
President

6/3/20  
Date

Date

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

## ATHLETICS EMPLOYMENT AGREEMENT TERMS AND CONDITIONS – HEAD COACH

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

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

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

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

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

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

- a. Coach agrees to pay the University the amount (per enrollee or otherwise) set forth in this Agreement (if any such amount is set forth in this Agreement). Coach does not guarantee any number of enrollees.
- b. Coach agrees to secure commercial general liability insurance to cover its operation. Such insurance shall be in minimum liability limits of Three Hundred Thousand Dollars (\$300,000) per person, and Two Million Dollars (\$2,000,000) in the aggregate, with the Board of Governors of Missouri State University named as an additional insured. No such insurance shall be construed to constitute a waiver of any sovereign, governmental or official immunity.
- c. The University will provide facilities for such camp or clinic at no additional charge; however, University facilities provided for such camp or clinic shall be limited to those ordinarily used for the Sport, subject to such further limitations (if any) set forth in this Agreement.
- d. If this Agreement sets forth rates for residence hall housing for camp enrollees, the University will provide residence hall housing for camp enrollees at such rates.
- e. Coach will not alter the University’s facilities, will be responsible for all damages to the University’s facilities, and will comply with the University’s policies and reasonable instructions with regard to camp or clinic activities occurring on or in the University’s facilities.

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

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

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

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

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

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

III.A.3.

**RECOMMENDED ACTION – Approval of FY20-2021 Employment Agreements for Assistant Coaches.**

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

**WHEREAS**, the University desires to continue its employment of the individuals referenced in the attached Exhibit A, 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 FY2020-2021 Employment Agreements for the Assistant Coaches.

**VOTE:**      **AYE** \_\_\_\_\_

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

**Comments:**

The salaries remain unchanged from FY2019-2020 except for the increase of across-the-board raise implemented and provided by the University.

The compensation is subject to any across-the-board reductions or furloughs implemented by the University.



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:** Paul Evans

**Position:** Assistant Coach

**Sport:** Baseball

**Term:** July 1, 2020-June 30, 2021

**Compensation:** \$72,496\*

\*This compensation is subject to any across-the-board reductions or furloughs implemented by the University.

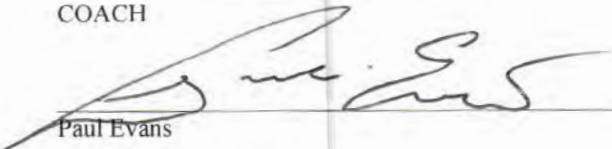
**Achievement Payments:**

**Other Benefits and Incentives:**

Coach may participate in camps and/or clinics

COACH

MISSOURI STATE UNIVERSITY

  
\_\_\_\_\_  
Paul Evans

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

6-3-20  
\_\_\_\_\_  
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:** Matthew Lawson

**Position:** Assistant Coach

**Sport:** Baseball

**Term:** July 1, 2020-June 30, 2021

**Compensation:** \$52,071 annually\*

\*This compensation is subject to any across-the-board reductions or furloughs implemented by the University.

**Achievement Payments:**

**Other Benefits and Incentives:**

Coach may participate in camps and/or clinics

COACH

MISSOURI STATE UNIVERSITY

  
Matthew R. Lawson

Clifton M. Smart III  
President

6-2-20  
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:** Sue Frederick

**Position:** Associate Head Coach

**Sport:** Softball

**Term:** July 1, 2020–June 30, 2021

**Compensation:** \$52,234\*

\*This compensation is subject to any across-the-board reductions or furloughs implemented by the University.

**Achievement Payments:**

**Other Benefits and Incentives:**

Coach may participate in camps and/or clinics

COACH

*Sue Frederick*  
\_\_\_\_\_  
Sue Frederick

MISSOURI STATE UNIVERSITY

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

*June 3, 2020*  
\_\_\_\_\_  
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:** Elizabeth (Beth) Perine

**Position:** Associate Head Coach

**Sport:** Softball

**Term:** July 1, 2020-June 30, 2021

**Compensation:** \$52,234\*

\*This compensation is subject to any across-the-board reductions or furloughs implemented by the University.

**Achievement Payments:**

**Other Benefits and Incentives:**

Coach may participate in camps and/or clinics

COACH

Elizabeth (Beth) Perine

MISSOURI STATE UNIVERSITY

Clifton M. Smart III  
President

6.3.20

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, 2020-June 30, 2021

**Compensation:** \$38,071\*

\*This compensation is subject to any across-the-board reductions or furloughs implemented by the University.

**Achievement Payments:**

**Other Benefits and Incentives:**

Coach may participate in camps and/or clinics

COACH

Chelsea Dirks-Ham

6/3/2020

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:** Jeffrey “Ethan” Jacobsen

**Position:** Assistant Head Coach

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

**Term:** July 1, 2020-June 30, 2021

**Compensation:** \$26,856\*

\*This compensation is subject to any across-the-board reductions or furloughs implemented by the University.

**Achievement Payments:**

**Other Benefits and Incentives:**

Coach may participate in camps and/or clinics

COACH

*Jeffrey Ethan Jacobsen*

Jeffrey “Ethan” Jacobsen

MISSOURI STATE UNIVERSITY

Clifton M. Smart III  
President

6/3/2020

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:** Carmelita Jeter

**Position:** Associate Head Coach

**Sport:** Women’s Track and Field

**Term:** July 1, 2020-June 30, 2021

**Compensation:** \$53,533 annually\*

\*This compensation is subject to any across-the-board reductions or furloughs implemented by the University.

**Achievement Payments:**

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

COACH

MISSOURI STATE UNIVERSITY

Carmelita Jeter

Clifton M. Smart III  
President

June 4 2020

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, 2020-June 30, 2021

**Compensation:** \$40,235 annually\*

\*This compensation is subject to any across-the-board reductions or furloughs implemented by the University.

**Achievement Payments:**

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

COACH

Jacob Brydson

MISSOURI STATE UNIVERSITY

Clifton M. Smart III  
President

6/3/2020

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: James Huelskamp**

**Position: Assistant Coach**

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

**Term: July 1, 2020-June 30, 2021**

**Compensation: \$14.13/hour (part time)\***

\*This compensation is subject to any across-the-board reductions or furloughs implemented by the University.

**Achievement Payments:**

**Other Benefits and Incentives:**

Coach may participate in camps and/or clinics

COACH

*James Huelskamp*  
James Huelskamp

MISSOURI STATE UNIVERSITY

Clifton M. Smart III  
President

*June 3 2020*  
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:** Michaela Crall

**Position:** Operations Assistant, Athletics

**Sport:** Women’s Basketball

**Term:** July 1, 2020 - June 30, 2021

**Compensation:** \$15.75 hourly / 32,759 Annually\*

\*This compensation is subject to any across-the-board reductions or furloughs implemented by the University.

**Achievement Payments:**

**Other Benefits and Incentives:**

ASSISTANT COACH

Michaela Crall, Operations Assistant-WBB

6/2/2020

Date

BOARD OF GOVERNORS  
MISSOURI STATE UNIVERSITY

Clifton M. Smart III  
President

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, 2020 - June 30, 2021

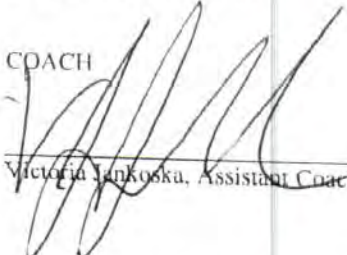
**Compensation:** \$70,000 annually \*

\*This compensation is subject to any across-the-board reductions or furloughs implemented by the University.

**Other Benefits and Incentives:**

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

COACH

  
\_\_\_\_\_  
Victoria Jankoska, Assistant Coach

Date

6-3-20

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:** Charles Michael Seabolt

**Position:** Associate Head Coach/Sport Director for Men’s Soccer

**Sport:** Men’s Soccer

**Term:** July 1, 2020-June 30, 2021

**Compensation:** \$31,433 annually\*

\* This compensation is subject to any across-the-board reductions or furloughs implemented by the University.

**Achievement Payments:**

**Other Benefits and Incentives:**

Coach may participate in camps and/or clinics

COACH

*Charles Michael Seabolt*

Charles Michael Seabolt

MISSOURI STATE UNIVERSITY

Clifton M. Smart III  
President

June 3rd 2020

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, 2020-June 30, 2021

**Compensation:** \$31,988 annually \*

\*This compensation is subject to any across-the-board reductions or furloughs implemented by the University.

**Achievement Payments:**

**Other Benefits and Incentives:**

Coach may participate in camps and/or clinics

COACH

Kirk Nelson

MISSOURI STATE UNIVERSITY

Clifton M. Smart III  
President

6/3/20

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, 2020-June 30, 2021

**Compensation:** \$ 115,224 annually\*

\*This compensation is subject to any across-the-board reductions or furloughs implemented by the University.

**Achievement Payments:**

**Other Benefits and Incentives:**

Coach may participate in camps and/or clinics.

Use of one (1) automobile

COACH

Jase Herl

Date

6/3/2020

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:** Corey Gipson

**Position:** Associate Head Coach

**Sport:** Men's Basketball

**Term:** July 1, 2020-June 30, 2021

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

\*This compensation is subject to any across-the-board reductions or furloughs implemented by the University.

**Achievement Payments:**

**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

6-3-20

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** - Approval of Actions Concerning Academic Employees.

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

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

**(See Addendum A for Supplemental Payments for the spring 2020 semester)**

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

**ADDENDUM A**

**Supplemental payments for the spring 2020 semester:**

<u>Name</u>	<u>Department</u>	<u>Salary</u>
Ana Estrella	Online Course Development for BIO 210	\$ 900

III.B.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>
Douglas Cooley II	Director, Residence Life WP WP Student Life & Development	42	\$42,500 Annually	06/01/2020 to 05/31/2021
Jason Owens	Assistant Men's Basketball Coach WP Men's Athletics	UN	\$38,000 Annually	06/01/2020

**CHANGE OF STATUS:**

<u>Name</u>	<u>Position-Department</u>	<u>Action</u>	<u>Effective</u>
Victoria L. Bean	Food Service Attendant WP Food Service	COVID-19 2/3s Pay	04/06/2020 to 7/31/2020
Alexandra E. Graham	Writing Specialist/Testing Crd WP Grizzly Tutoring Lab	COVID-19 2/3s Pay	04/27/2020 to 05/15/2020
Sophia L. Skinner	Circulation/Shelving Supervisor WP Garnett Library	COVID-19 2/3s Pay	04/03/2020 to 07/05/2020
Dawn M. Dionne	Food Services Manager WP Food Service	COVID-19 2/3s Pay	06/01/2020 to 7/26/2020
Thora J. Broyles	Preparatory Math Specialist WP Grizzly Tutoring Lab	COVID-19 2/3s Pay	05/18/2020 to 6/28/2020

**TERMINATION:**

<u>Name</u>	<u>Position-Department</u>	<u>Effective</u>
Beverly C. Greene	General Buyer WP Drago College Store	05/01/2020



**VOTE:**     **AYE** \_\_\_\_\_

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

III.B.3.

**RECOMMENDED ACTION** – Approval of the Associate of Applied Science in Business – Human Resources option.

**BE IT RESOLVED** by the Board of Governors for the Missouri State University of the Associate of Applied Science in Business – Human Resources option be approved for submission to the Coordinating Board of Higher Education.

**VOTE:**        **AYE** \_\_\_\_\_

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

**COMMENTS:**

1. Individuals with human resources knowledge and skills are in demand, with an anticipated 5% growth in the industry nationwide over the next 10 years, according to the Bureau of Labor Statistics.
2. MSU-WP advisory board members and local employers have indicated a need in the area for people with knowledge in the human resources area and for this type of degree and certificate.
3. Students completing this degree will be prepared to sit for the Associate Professional in Human Resources (aPHR) exam, an industry recognized credential for human resource professionals.
4. The Human Resource Option utilizes many existing courses, included in other degrees. Two courses unique to this degree include the Associate Professional in Human Resources (aPHR) course and the Benefits Administration course.
5. The Human Resources Option is a new option in the existing Associate of Applied Science in Business program.
6. The proposed Associate of Applied Science in Business – Human Resources Option will prepare students for a career as a human resources specialist.
7. A certificate in Human Resources is included as part of this program.

## Associate of Applied Science in Business – Human Resources Option

General Education Requirements	Credit Hours
CIS 101 Computers for Learning	3
COM 115 Fundamentals of Public Speaking	3
ENG 110 Writing I	3
IDS 110 Student Success	2
<b><i>Civics: Select three (3) credit hours</i></b>	
HST 121 Survey of US History to 1877	
HST 122 US History Since 1877	3
PLS 101 American Democracy and Citizenship	
<b><i>Economics: Select three (3) credit hours</i></b>	
ECO 155 Principles of Macroeconomics	3
ECO 165 Principles of Microeconomics	
<b><i>Mathematical Science: Select three (3) credit hours</i></b>	
MGT 130 Business Mathematics	3
MTH 100 Intermediate Applied Mathematics or higher	
<b>General Education Total</b>	<b>20</b>
Business Requirements	Credit Hours
ACC 201 Introduction to Financial Accounting	3
BUS 135 Introduction to Business	3
BUS 170 Business and Professional Ethics	3
BUS 297 International Business (capstone course)	3
LAW 231 Legal Environment of Business	3
MGT 120 Introduction to Management	3
MGT 286 Business Communications	3
QBA 237 Basic Business Statistics	3
<b>Business Total</b>	<b>24</b>
Human Resources Option	Credit Hours
ACC 220 Payroll Accounting	1
BUS 180 Associate Professional in Human Resources (aPHR)	3
CIS 201 Computer Applications for Business	3
MGT 140 Benefits Administration	2
MGT 299 Internship in Business Management	2
WES 110 Preparing for Today's Workforce	3
WES 126 Workplace Psychology	1
WES 140 Critical Thinking	1
<b>Human Resources Option Total</b>	<b>16</b>
<b>Total Hours Required:</b>	<b>60</b>

**Degree Notes:**

- Math requirements exclude MTH 197 or MTH 297.
  - Students are required to complete a minimum of three (3) credit hours of math, regardless of placement.
  - Electives must be approved by the department.
  - Students should confirm the transferability of courses with their transfer university before completing courses at MSU-WP.
- 

**Certificate in Human Resources**

	<b>Credit Hours</b>
ACC 220 Payroll Accounting	1
BUS 180 Associated Professional in Human Resources (aPHR)	3
CIS 101 Computers for Learning	3
CIS 201 Computer Applications for Business	3
MGT 140 Benefits Administration	2
MGT 286 Business Communications	3
WES 110 Preparing for Today's Workforce	3
WES 120 Negotiations and Conflict Resolution	1
WES 126 Workplace Psychology	1
WES 137 Generations in the Workplace	1
WES 140 Critical Thinking	1
WES 145 Business Ethics	1
<b>Human Resources Total</b>	<b>24</b>

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III.B.4.

**RECOMMENDED ACTION** – Approval of the Associate of Applied Science in Technology – Advanced Fabrication Technology option.

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

**VOTE:**        **AYE** \_\_\_\_\_

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

**COMMENTS:**

1. Individuals with welding and fabrication skills continue to be in high demand throughout the region and state.
2. The MSU-WP manufacturing advisory board and local employers have consistently reported difficulty in filling welding positions.
3. The proposed program focuses on advanced skills, such as robotic welding, structural design and fabrication, which are also in high demand.
4. The Advanced Fabrication Option includes four new courses, with the remainder of the degree utilizing existing courses.
5. The Advanced Fabrication Option is a new option in the existing Associate of Applied Science in Technology program.
6. The proposed Associate of Applied Science in Technology – Advanced Fabrication Technology Option will prepare students for a career in advanced welding and fabrication.
7. A certificate in Advanced Fabrication Technology is included as part of this program.

## Associate of Applied Science in Technology – Advanced Fabrication Technology Option

General Education Requirements	Credit Hours
CIS 101 Computers for Learning	3
COM 115 Fundamentals of Public Speaking	3
ENG 110 Writing I	3
ENG 221 Writing II: Writing for the Professions	3
IDS 110 Student Success	2
<b><i>Civics: Select three (3) credit hours</i></b>	
HST 121 Survey of US History to 1877	
HST 122 US History Since 1877	3
PLS 101 American Democracy and Citizenship	
<b>General Education Total:</b>	<b>17</b>
Technology Requirements	Credit Hours
TEC 101 Mathematics for the Trades	3
TEC 297 Technology in Action (capstone)	2
<b>Technology Total:</b>	<b>5</b>
Advanced Fabrication Technology Option	Credit Hours
TEC 110 Print reading and Basic Computer-Aided Drafting (CAD)	3
TEC 115 Welding Safety, Materials and Processes	3
TEC 175 Welding Technology	3
TEC 210 Advanced Welding Technology	3
TEC 215 Structural Design and Fabrication	3
TEC 275 Automated Systems	3
TEC 280 Robotic Arc Welding	3
TEC 299 Technology Internship	3
Technology Elective	14
<b>Advanced Fabrication Technology Total:</b>	<b>38</b>
<b>Total Hours Required:</b>	<b>60</b>

**Degree Notes:**

- Math requirements exclude MTH 197 or MTH 297.
  - Students are required to complete a minimum of three (3) credit hours of math, regardless of placement.
  - Electives must be approved by the department.
  - Students should confirm the transferability of courses with their transfer university before completing courses at MSU-WP.
- 

**Certificate in Advanced Fabrication Technology**

	<b>Credit Hours</b>
TEC 101 Math for the Trades	3
TEC 110 Print reading and Basic Computer-Aided Drafting (CAD)	3
TEC 115 Welding Safety, Materials and Processes	3
TEC 175 Welding Technology	3
TEC 210 Advanced Welding Technology	3
TEC 215 Structural Design and Fabrication	3
TEC 275 Automated Systems	3
TEC 280 Robotic Arc Welding	3
<b>Advanced Fabrication Technology Total:</b>	<b>24</b>

III.B.5.

**RECOMMENDED ACTION** – Approval of the new Associate of Science in Computer Science

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

**VOTE:**        **AYE** \_\_\_\_\_

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

**COMMENTS:**

1. The Associate of Science in Computer Science is a new transfer degree and contains the Missouri Higher Education Core Transfer Curriculum (Core 42).
2. Specific general education and computer science courses needed for transfer to the Missouri State University Bachelor of Science in Computer Science are included in this degree.
3. This degree fills a gap in the program offerings at MSU-WP as students interested in pursuing a bachelors degree in computer science do not have another viable option on the West Plains Campus.
4. The proposed program includes three unique computer science courses, while the remaining classes are existing classes included in other degree programs.
5. While the proposed degree is primarily structured as a transfer degree, students will gain computer knowledge and skills that can be applied to careers requiring an associates degree. For example, computer support specialists have an anticipated job growth of 10% nationwide, according to the Bureau of Labor Statistics (BLS).
6. Many of the careers requiring bachelors degrees in computer science have higher than average job growth over the next 10 years, according to BLS,
7. Students completing this degree will be prepared for transfer to the Bachelor of Science in Computer Science at Missouri State University.



## Associate of Science in Computer Science

Written Communications		Credit Hours
ENG 110 Writing I		3
<b>Writing II: Select three (3) credit hours</b>		
ENG 210 Writing II: Academic Writing		3
ENG 221 Writing II: Writing for the Professions		
Oral Communications		Credit Hours
COM 115 Fundamentals of Public Speaking		3
Mathematical Sciences		Credit Hours
MTH 261 Analytic Geometry & Calculus I		5
MTH 280 Analytic Geometry & Calculus II		5
Natural Sciences		Credit Hours
<b>Physics: Select four (4) or five (5) credit hours</b>		
PHY 123 Introduction to Physics I		
PHY 203 Foundations of Physics I		
Select an additional natural science courses from the list of approved Natural Sciences Core 42 courses, to equal a minimum of seven (7) credit hours, including PHY 123 or PHY 203.		7
Social and Behavioral Science		Credit Hours
PSY 121 Introductory Psychology		3
ECO 165 Principles of Microeconomics		3
<b>Civics: Select three (3) credit hours</b>		
HST 121 Survey of US History to 1877		
HST 122 US History Since 1877		3
PLS 101 American Democracy and Citizenship		
Humanities and Fine Arts		Credit Hours
Select nine (9) credit hours in at least two (2) disciplines, from the list of approved Humanities and Fine Arts Core 42 courses.		9
Institutional Requirements		Credit Hours
CIS 101 Computers for Learning		3
IDS 110 Student Success		2
Computer Science Requirements		Credit Hours
CSC 130 The World of Computer Science		3
CSC 131 Computational Thinking		4
CSC 232 Data Structures		4
<b>Total Hours</b>		<b>60</b>

**Degree Notes:**

- Math requirements exclude MTH 197 or MTH 297.
  - Students are required to complete a minimum of three (3) credit hours of math, regardless of placement.
  - Electives must be approved by the department.
  - Students should confirm the transferability of courses with their transfer university before completing courses at MSU-WP.
  - This degree is a transfer degree and contains the Missouri Higher Education Core Transfer Curriculum (Core 42).
-

III.C.1.

MISSOURI STATE UNIVERSITY

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

**RANKED FACULTY APPOINTMENT:**

<u>Name</u>	<u>Position-Department</u>	<u>Salary</u>	<u>Effective</u>
Vera Stanojevic	Professor	\$43,899	08/17/20
	Mathematics (50% FTE)	annually	05/14/21

**UNRANKED FACULTY APPOINTMENTS (Term):**

<u>Name</u>	<u>Position-Department</u>	<u>Salary</u>	<u>Effective</u>
Lisa Langston	Clinical Instructor	\$42,000	08/10/20
	School of Social Work	annually	05/14/21

(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>
Anthony Clark	Assistant Professor Computer Science	05/15/20
Cindy McMeley	Instructor Childhood Education & Family Studies	05/15/20
Gabriel Saenz	Assistant Professor Psychology	05/15/20
Soo Shin	Assistant Professor Information Technology & Cybersecurity	05/15/20

**RETIREMENTS:**

<u>Name</u>	<u>Position-Department</u>	<u>Effective</u>
Paris DePaepe	Professor Counseling, Leadership & Special Education	05/15/20
Patti Salinas	Associate Professor Criminology & Criminal Justice	05/15/20
Melody LaPreze	Assistant Professor Management	12/15/20

**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.

Jeremy Chesman	Professor, Music Fall 2020 To complete development of curriculum and training materials for the Suzuki Organ method
Shouchuan Hu	Distinguished Professor, Mathematics Spring 2021 Nonhomogeneous Boundary Value Problems
Day Ligon	Professor, Biology Academic Year 2020/2021 Conservation Biology of Freshwater Turtles in Belize
John Llewellyn	Professor, Religious Studies Fall 2020 Work on research topic "Partition of India and Pakistan"
Jun Luo	Professor, Geography, Geology & Planning Fall 2020 Exploring geographic variations of presidential election 2016 with a GIS-based machine learning framework.

Mahua Mitra	Professor, Economics Fall 2020 Work on project that will deal with the role of the federal research in the U.S. Housing Crisis
Bukola Oyeniya	Associate Professor, History Academic Year 2020/2021 Complete work on a manuscript dealing with the Boko-Haram
Indira Palacios-Valladares	Associate Professor, Political Science Academic year 2020/2021 “How Grievances Matter: Student Movements in the Southern Cone”
Ridwan Sakidja	Professor, Physics, Astronomy & Materials Science Fall 2020 Work on computational research/advanced and novel materials.
Matthew Siebert	Associate Professor, Chemistry Fall 2020 A Course for Gasoline Production from Biofuel – Investigating Atomic-level Processes in Thermal Cracking of Biodiesel
Elizabeth Sobel	Professor, Sociology & Anthropology Fall 2020 Further research on “A Historical Archaeology of Race in the Missouri Ozarks, 1880 – 1950”
Rhonda Stanton	Associate Professor, English Fall 2020 Work on an interactive textbook and accompanying teacher’s guidebook: Beginning Technical Writing
Michael Suttmoeller	Associate Professor, Criminology & Criminal Justice Fall 2020 Will work on completion of a manuscript topic “Conservation Law Enforcement”

**CHANGE OF STATUS:**

<u>Name</u>	<u>Position-Department</u>	<u>Action</u>	<u>Effective</u>
William Paul Deal	Department Head	Continuation of	07/01/19
	Associate Professor Psychology	Appointment	06/30/24
Sara Brummel	From: Associate Professor Theatre & Dance	Status Change	05/01/20
	To: Faculty Emeritus Theatre & Dance		
Barri Tinkler	From: Associate Dean College of Education Professor Reading, Foundations & Technology \$120,000 annually	Status Change	05/01/20 06/30/21
	To: Associate Dean College of Education Interim Department Head Counseling, Leadership & Special Education Professor Reading, Foundations & Technology \$120,000 annually (\$10,000 annual supplemental)		
Judith Meyer	From: Professor Geography Geology & Planning	Status Change	06/01/20
	To: Faculty Emeritus Geography Geology & Planning		
Andrea Applegate	From: Assistant Professor Physician Assistant Studies \$82,947 annually	Status Change	07/01/20
	To: Director of Assessment Assistant Professor Physician Assistant Studies \$82,947 annually (\$600 monthly supplemental)		

Academic Personnel Board Actions, cont'd.

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Julia Combs	Department Head Professor Music	Continuation of Appointment	07/01/20 06/30/22
Jeanne Cook	Department Head Associate Professor Physical Therapy	Continuation of Appointment	07/01/20 06/30/25
Michele Day	Director Professor School of Social Work	Continuation of Appointment	07/01/20 06/30/25
Toby Dogwiler	Department Head Professor Geography, Geography & Planning From: \$116,064 annually To: \$121,000 annually	Continuation of Appointment & Salary Adjustment	07/01/20 06/30/25
Shannon Hauschildt	From: Assistant Professor Physician Assistant Studies \$83,420 annually To: Associate Program Director Assistant Professor Physician Assistant Studies \$83,420 annually (\$600 monthly supplemental)	Status Change	07/01/20
Nathan Miracle	From: Assistant Professor Physician Assistant Studies \$82,947 annually To: Director of Academic Education Assistant Professor Physician Assistant Studies \$82,947 annually (\$600 monthly supplemental)	Status Change	07/01/20
Mary Jane Pardue	Department Head Professor Media, Journalism & Film	Continuation of Appointment	07/01/20 06/30/25

Academic Personnel Board Actions, cont'd.

Page 6

Daniel Crafts	From: Associate Professor Hospitality Leadership To: Faculty Emeritus Hospitality Leadership	Status Change	08/01/20
Paris DePaepe	From: Professor Counseling, Leadership & Special Education To: Faculty Emeritus Counseling, Leadership & Special Education	Status Change	08/01/20
Glenn Pace	From: Senior Instructor Management To: Faculty Emeritus Management	Status Change	08/01/20
Mark Putman	From: Associate Professor Theatre & Dance To: Faculty Emeritus Theatre & Dance	Status Change	08/01/20
Eric Bosch	Distinguished Professor Chemistry From: \$95,807 annually To: \$100,807 annually	Salary Adjustment	08/10/20
Timothy Daugherty	Professor Psychology From: \$97,562 annually To: \$102,562 annually	Salary Adjustment	08/10/20
Kevin Evans	Professor Geography Geology & Planning From: \$72,474 annually To: \$77,474 annually	Salary Adjustment	08/10/20
William Meadows	Professor Sociology & Anthropology From: \$73,694 annually To: \$78,694 annually	Salary Adjustment	08/10/20





Nora Cox	Senior Instructor
Jason Howard	Instructor
Jerri Lynn Kyle	Senior Instructor
Taleyna Morris	Instructor
Heather Walters	Senior Instructor

Department of English

Angela Bell	Visiting Assistant Professor
Sara Burge	Senior Instructor
Mara Cohen Ioannides	Senior Instructor
Joel Coltharp	Instructor
Tracy Dalton	Senior 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	Senior Instructor
Cristina Pippa	Instructor

Department of Modern & Classical Languages

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
Samuel Oram	Artist-in-Residence
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
Julia Ravenscraft	Instructor
Kristen Thornton	Instructor

Department of Finance & General Business

Jana Ault-Phillips	Instructor
Russell Meek	Instructor

Department of Marketing

David Hammons	Instructor
Courtney Pham	Senior Instructor
Carly Pierson	Instructor

Department of Information Technology & Cybersecurity

Rebekah Austin	Instructor
Richard Burton	Instructor
Radhika Kaula	Instructor
Jennifer Lowenthal-Hershey	Instructor
Raju Mainali	Instructor
Patrick Sells	Instructor
Jo Lynne Stalnaker	Instructor
Cathryn Van Landuyt	Senior Instructor

Department of Technology & Construction Management

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

COLLEGE OF EDUCATION

Department of Reading, Foundations & Technology

Annice McLean	Senior Instructor
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MCQUEARY COLLEGE OF HEALTH & HUMAN SERVICES

School of Anesthesia

Rickey Albaugh

Clinical Assistant Professor  
(07/01/2020 to 06/30/2021)

Department of Biomedical Sciences

Natalie Allen

Clinical Assistant Professor  
Instructor

Rebecca Allen

(07/01/2020 to 06/30/2021)

Jaime Gnau

Clinical Instructor  
(07/01/2020 to 06/30/2021)

Nicole Gorley

Instructor

Sarah Murray

Senior Instructor

Daniela Novotny

Instructor

Joseph Williams

Senior Instructor

Department of Communication Sciences & Disorders

Sonia Arora

Visiting Assistant Professor

Sarah Barber

Clinical Associate Professor

Edith Bobbitt-Boyce

Clinical Associate Professor  
(07/01/2020 to 06/30/2021)

Debbie Cron

Clinical Professor  
(07/01/2020 to 06/30/2021)

Karen Engler

Clinical Professor  
(07/01/2020 to 06/03/2021)

Kimberly Ireland

Clinical Instructor  
(07/01/2020 to 06/30/2021)

Lauren Jones

Clinical Assistant Professor  
(07/01/2020 to 06/30/2021)

Sarah Jones

Clinical Assistant Professor  
(07/01/2020 to 06/30/2021)

Holly Metcalf

Clinical Assistant Professor

Tara Oetting

Clinical Professor  
(07/01/2020 to 06/30/2021)

Jennifer Pratt

Clinical Associate Professor  
(07/01/2020 to 06/30/2021)

Department of Kinesiology

Jodie Adams

Practitioner-in-Residence

Amy Blansit

Instructor

Zachary Burt

Instructor  
(07/01/2020 to 06/30/2021)

Daniel Garten

Instructor

Kirsten Hatz

Senior Instructor

School of Nursing

Kathy Adams

Clinical Assistant Professor

Shelley Carter

Clinical Assistant Professor

Karla Conner

Clinical Assistant Professor

Alyssa Dieterich

Clinical Assistant Professor

Alisha Jones

Clinical Assistant Professor

Ronda Entlicher-Stewart

Clinical Assistant Professor

Kathryn Patterson

Clinical Associate Professor  
(07/01/2020 to 06/30/2021)

Brandon Rachal

Clinical Assistant Professor

Ami Rohr

Clinical Assistant Professor

Maria Shade

Clinical Assistant Professor

Ashley Simpson

Clinical Assistant Professor

Alisha Tuttle

Clinical Assistant Professor

Tammy Yoes

Clinical Assistant Professor

Department of Occupational Therapy

Tara Boehne

Clinical Assistant Professor  
(07/01/2020 to 06/30/2021)

Traci Garrison

Clinical Assistant Professor

Gordon Tsubira

Clinical Assistant Professor  
(07/01/2020 to 06/30/2021)

Department of Psychology

Hannah Harris

Instructor  
(07/01/2020 to 06/30/2021)

Ashley Payne

Instructor

Tanya Whipple

Instructor

School of Social Work

Natalie Curry

Clinical Assistant Professor

Tiffany Havlin

Clinical Assistant Professor

Regina Russell

Clinical Assistant Professor

Department of Sports Medicine & Athletic Training

Allan Liggett

Clinical Associate Professor  
(07/01/2020 to 06/30/2021)

COLLEGE OF HUMANITIES & PUBLIC AFFAIRS

Department of Criminology & Criminal Justice

Diane Leamy	Senior Instructor
Paula Rector	Senior Instructor
Caryn Saxon	Senior Instructor
Ivy Yarckow-Brown	Senior Instructor

Department of Economics

Julie Gallaway	Senior Instructor
John Rabon	Instructor

Department of History

Jacynda Ammons	Instructor
Marlin Barber	Senior Instructor
John Gram	Instructor

Department of Philosophy

Michael Boyle	Senior Instructor
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Department of Political Science

Nick Beatty	Instructor
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Department of Religious Studies

Amy Artman	Instructor
Lora Hobbs	Senior Instructor
Micki Pulleyking	Senior Instructor

Department of Sociology & Anthropology

Jason Shepard	Instructor
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COLLEGE OF NATURAL & APPLIED SCIENCES

Department of Biology

L. Michelle Bowe	Senior Instructor
Tara Herring	Instructor
Tina Hopper	Instructor
Angela Plank	Instructor (07/01/2020 to 06/30/2021)
Melissa Schoeben	Instructor

Department of Chemistry

Scott Curtis	Instructor
Brian High	Senior Instructor
Helena Metzker	Senior Instructor

Department of Geography, Geology & Planning

Damon Bassett	Senior Instructor
Melanie Carden-Jessen	Instructor
Debbie Corcoran	Senior Instructor
Linnea Iantria	Senior Instructor

Department of Hospitality Leadership

Abbe Ehlers	Senior Instructor
Wajeana White	Instructor

Department of Mathematics

Joann Barnett	Instructor
Patti Blanton	Senior Instructor
Robert Brown	Senior Instructor
Roger Bunn	Instructor
Sylvia Carr	Instructor
Carolyn Shand-Hawkins	Instructor
Donna Sherrill	Senior Instructor
Gary Stafford	Senior Instructor
Lind Sun	Instructor
Kimberly Van Ornum	Senior Instructor
Fan Zhou	Instructor

**GRANTED TENURE:**

(Effective August 10, 2020, unless otherwise noted)

COLLEGE OF AGRICULTURE

Department of Environmental Plant Science & Natural Resources

Michael Goerndt	Associate Professor
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COLLEGE OF ARTS & LETTERS

Department of English

Leslie Seawright Assistant Professor

Department of Modern & Classical Languages

Heidi Backes Assistant Professor

Vanessa Rodriguez de la Vega Assistant Professor

COLLEGE OF BUSINESS

School of Accountancy

Kerri Tassin Assistant Professor

Department of Management

Jason DeBode Associate Professor

COLLEGE OF EDUCATION

Department of Counseling, Leadership & Special Education

Megan Boyle Assistant Professor

Jon Turner Assistant Professor

Department of Greenwood Laboratory School

Tara Bonebrake Instructor

Jennifer Hopkins Instructor

MCQUEARY COLLEGE OF HEALTH & HUMAN SERVICES

Department of Occupational Therapy

Ashlea Cardin Assistant Professor

Sapna Chakraborty Assistant Professor

Department of Psychology

Mike Clayton Assistant Professor

Leslie Echols Assistant Professor

Adena Young-Jones Associate Professor

School of Social Work

Amanda Keys Assistant Professor



COLLEGE OF HUMANITIES & PUBLIC AFFAIRS

Department of Criminology & Criminal Justice

Ethan Amidon

Assistant Professor

Department of Economics

Subhasree Basu Roy

Assistant Professor

Department of Religious Studies

Vadim Putzu

Assistant Professor

COLLEGE OF NATURAL & APPLIED SCIENCES

Department of Biology

Sean Maher

Assistant Professor

Ryan Udan

Assistant Professor

Department of Chemistry

Gautam Bhattacharyya

Assistant Professor

Department of Computer Science

Razib Iqbal

Assistant Professor

Department of Mathematics

Steven Senger

Assistant Professor

Patrick Sullivan

Assistant Professor

LIBRARY SERVICES

Department of the Library

Jessica Bennett

Assistant Professor  
(07/01/2020 to 06/30/2021)

Rachel Besara

Associate Professor  
(07/01/2020 to 06/30/2021)

**PROMOTIONS:**

**Change of academic rank (new rank indicated)**

(Effective August 10, 2020 unless otherwise noted)

COLLEGE OF AGRICULTURE

Department of Animal Science

William Boyer

Senior Instructor  
(07/01/2020 to 06/30/2021)

Department of Environmental Plant Science & Natural Resources

Michael Goerndt

Associate Professor

COLLEGE OF ARTS & LETTERS

Department of Art & Design

Steve Willis

Distinguished Professor

Department of English

Leslie Seawright

Associate Professor

Department of Modern & Classical Languages

Heidi Backes

Associate Professor

Vanessa Rodriguez de la Vega

Associate Professor

Department of Music

James Parsons

Distinguished Professor

Paula Patterson

Professor

COLLEGE OF BUSINESS

School of Accountancy

Kerri Tassin

Associate Professor

Department of Management

Jason DeBode

Associate Professor

Department of Merchandising & Fashion Design

Jenifer Roberts

Associate Professor

COLLEGE OF EDUCATION

Department of Counseling, Leadership & Special Education

Megan Boyle

Associate Professor

Amelia Chenoweth

Senior Instructor

Jon Turner

Associate Professor

MCQUEARY COLLEGE OF HEALTH & HUMAN SERVICES

Department of Biomedical Sciences

Daniela Novotny

Senior Instructor

Joshua Smith

Professor

Department of Communication Sciences & Disorders

Kimberly Ireland

Clinical Assistant Professor  
(07/01/2020 to 06/30/2021)

Department of Master of Public Health

David Claborn

Professor

Department of Occupational Therapy

Ashlea Cardin

Associate Professor

Sapna Chakraborty

Associate Professor  
(07/01/2020 to 06/30/2021)

Department of Physical Therapy

James Hackney

Professor  
(07/01/2020 to 06/30/2021)

Elizabeth Williamson

Professor  
(07/01/2020 to 06/30/2021)

Department of Physician Assistant Studies

Kimberly Cook

Clinical Associate Professor  
(07/01/2020 to 06/30/2021)

Department of Psychology

Mike Clayton

Associate Professor

Leslie Echols

Associate Professor

Adena Young-Jones

Professor

School of Social Work

Amanda Keys

Associate Professor

COLLEGE OF HUMANITIES & PUBLIC AFFAIRS

Department of Criminology & Criminal Justice

Ethan Amidon

Associate Professor

Department of Economics

Subhasree Basu Roy

Associate Professor

John Rabon

Senior Instructor

Department of History

John Chuchiak

Distinguished Professor

Department of Political Science

Gabriel Ondetti

Professor

Department of Religious Studies

Vadim Putzu

Associate Professor

COLLEGE OF NATURAL & APPLIED SCIENCES

Department of Biology

Sean Maher

Associate Professor

Ryan Udan

Associate Professor

Department of Chemistry

Gautam Bhattacharyya

Associate Professor

Helena Metzker

Senior Instructor

Department of Computer Science

Razib Iqbal

Associate Professor

Department of Mathematics

Robert Brown

Senior Instructor

Steven Senger

Associate Professor

Patrick Sullivan

Associate Professor

Xingping Sun

Distinguished Professor

LIBRARY SERVICES

Department of the Library

Jessica Bennet

Associate Professor  
(07/01/2020 to 06/30/2021)

Rachel Besara

Professor  
(07/01/2020 to 06/30/2021)

Grace Jackson-Brown

Professor

**ADDENDUM A**

**The following have been appointed as Per Course Faculty for the spring semester: January 13, 2020 through May 15, 2020.**

<u>Name</u>	<u>Department</u>	<u>Salary</u>
Elliott, Anson	College of Agriculture	\$3,000.00
Fox, Emily	Counseling Leadership & Special Ed	\$815.00
Groves, Jeffrey	Graduate College	\$360.00
Killingsworth, Alyssa	College of Agriculture	\$3,600.00
Moore, Paul	School of Nursing	\$480.00
Speckman, Cynthia	Graduate College	\$440.00

**ADDENDUM B**

**The following have been appointed as Summer Faculty for the summer semester: June 8, 2020 through July 31, 2020**

<u>Name</u>	<u>Department</u>	<u>Salary</u>
Adamson, Reesha	Counseling Leadership & Special Ed	\$9,804.00
Amberg III, Richard	Media Journalism & Film	\$4,658.00
Ampleman, James	Marketing	\$3,300.00
Bakker, Klaas	Communication Sciences & Disorders	\$4,187.00
Barber, Sarah	Communication Sciences & Disorders	\$3,844.00
Barnett, Helen	Sociology & Anthropology	\$2,850.00
Baumlin, James	English	\$7,225.00
Bennett, Susan	Theatre & Dance	\$2,448.00
Berquist, Charlene	Communication	\$19,782.00
Botsford, Diana	Graduate College	\$3,000.00
Bourhis, John	Communication	\$7,375.00
Brodeur, Amanda	Biomedical Sciences	\$819.00
Bronson, Lisa	Defense & Strategic Studies	\$7,000.00
Brooks, Patrick	Biomedical Sciences	\$3,000.00
Brown, Michele	Social Work	\$7,050.00
Brown, Michelle	Reading Foundations & Technology	\$4,890.00
Burge, Sara	English	\$6,474.00
Busdieker-Jesse, Nichole	College of Agriculture	\$5,137.00
Butcher, Deanna	Communication	\$3,133.00
Cafagna, Marcus	English	\$4,710.00
Carden-Jessen, Melanie	Geography Geology & Planning	\$4,642.00
Cardin, Ashlea	Occupational Therapy	\$2,063.00
Chaston, Joel	English	\$5,726.00
Choate, Lenetta	Psychology	\$2,745.00
Christian, McCall	Sports Medicine & Athletic Training	\$3,000.00
Clayton, Michael	Psychology	\$4,494.00
Cockrum, Leslie	Communication Sciences & Disorders	\$2,445.00
Collins, Christopher	Communication	\$17,964.00
Cornelius-White, Jeffrey	Counseling Leadership & Special Ed	\$7,900.00
Cox, Nora	Communication	\$3,266.00
Crosby, Shannon	Biomedical Sciences	\$3,000.00
Czyzniejewski, Michael	English	\$9,162.00
Dalton, Tracy	English	\$6,700.00
DePaepe, Paris	Counseling Leadership & Special Ed	\$6,124.00
Dillon, Randy	Communication	\$6,521.00

Academic Personnel Board Actions, cont'd.

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Dimond, Jack	Media Journalism & Film	\$3,472.00
Dixon, Stephanie	Psychology	\$2,445.00
Dollar, Susan	Social Work	\$13,462.00
Drake, Nancy	Physical Therapy	\$915.00
Dudash-Buskirk, Elizabeth	Communication	\$4,790.00
Dunn, Amy	Reading Foundations & Technology	\$2,745.00
English, Catherine	English	\$4,683.00
Evans, Ashley	Physical Therapy	\$1,500.00
Fallone, Melissa	Psychology	\$9,098.00
Foster, Jeffery	Psychology	\$7,237.00
Franklin, Thomas	Communication Sciences & Disorders	\$13,263.00
Frauenhoffer, Megan	Art & Design	\$3,162.00
Frederick, Dana	Management	\$3,506.00
Galloway, James	Kinesiology	\$7,088.00
Gdovin, Jacob	Kinesiology	\$5,619.00
Gibson, Hugh	Kinesiology	\$5,267.00
Gillam, Ken	English	\$4,769.00
Goddard, Stacy	Kinesiology	\$4,309.00
Goeringer, Michael	Counseling Leadership & Special Ed	\$3,558.00
Gorley, Nicole	Biomedical Sciences	\$6,504.00
Harrison, Glenda	Sociology & Anthropology	\$2,850.00
Harvey, Michelle	Theatre & Dance	\$6,000.00
Hatz, Kristin	Kinesiology	\$1,530.00
Havlin, Tiffany	Social Work	\$6,772.00
Hellman, Andrea	English	\$8,140.00
Herring, Sean	English	\$4,175.00
Hoelscher, Carisa	Communication	\$13,982.00
Hollibaugh, Casey	Kinesiology	\$3,000.00
Homburg, Andrew	Music	\$3,109.00
Horine, Debbie	School of Nursing	\$3,000.00
Horton, Leonard	Media Journalism & Film	\$1,353.50
Hough, Lyon	Biomedical Sciences	\$843.00
Hulgus, Joseph	Counseling Leadership & Special Ed	\$12,374.00
Hulme, Amy	Biomedical Sciences	\$729.00
Jackson, Wendy	Social Work	\$2,445.00
Jamos, Abdullah	Communication Sciences & Disorders	\$3,014.00
John, Judith	English	\$5,460.00
Joswick, David	Technology & Construction Mgmt	\$3,900.00
Jung, Choi	Music	\$6,000.00
Kaf, Wafaa	Communication Sciences & Disorders	\$15,867.00
Kang, Sung-Wan	Social Work	\$5,791.00



Academic Personnel Board Actions, cont'd.

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Karr, Jeffrey	Modern & Classical Languages	\$2,448.00
Kartchner, Kerry	Defense & Strategic Studies	\$7,000.00
Keller, Clara	Communication Sciences & Disorders	\$2,445.00
Keys, Amanda	Social Work	\$8,752.00
Killingsworth, Alyssa	College of Agriculture	\$3,600.00
Kim, Junyoung	Kinesiology	\$2,758.00
Kovacs, Lazslo	Biology	\$9,535.00
Krumme, Gregg	Biomedical Sciences	\$3,258.00
Kyle, Jerri Lynn	Communication	\$9,829.00
Leggitt, Stephen	Media Journalism & Film	\$2,754.00
Lewis, Robert	Media Journalism & Film	\$4,060.00
Madden, Etta	English	\$12,000.00
Masterson, Jerry	Kinesiology	\$6,434.00
Mazanec, Brian	Defense & Strategic Studies	\$7,000.00
McAnarney, Delene	Occupational Therapy	\$2,000.00
McClure, Patrick	Arts & Letters	\$2,448.00
Metcalf, Holly	Communication Sciences & Disorders	\$9,151.00
Millana, Jocelyn	Media Journalism & Film	\$4,060.00
Mitchell, Wayne	Psychology	\$5,182.00
Mitts, Maryann	Kinesiology	\$3,000.00
Moore, Rachel	Communication Sciences & Disorders	\$2,445.00
Morris, Eric	Communication	\$6,793.00
Morris, Taleyna	Communication	\$3,198.00
Newman, Jonathan	English	\$4,060.00
Newman, Mary	Psychology	\$4,858.00
Novik, Melinda	Kinesiology	\$9,664.00
Obafemi-Ajayi, Tayo	Cooperative Engineering	\$14,789.00
Paliliunas, Dana	Psychology	\$3,000.00
Parker, Lane	Technology & Construction Mgmt	\$4,000.00
Payne, Ashley	Psychology	\$6,576.00
Perkins, Amy	Reading Foundations & Technology	\$2,445.00
Perryman, Amber	Reading Foundations & Technology	\$4,890.00
Phelps, Quinton	Biology	\$20,334.00
Piland, Deborah	Biomedical Sciences	\$3,000.00
Pilkenton, Andrew	Art & Design	\$2,448.00
Post, Rana	Childhood Ed & Family Studies	\$4,890.00
Powell, Sara	Kinesiology	\$5,714.00
Prakash, Puneet	Finance & General Business	\$10,080.00
Proctor, Lisa	Communication Sciences & Disorders	\$13,600.00
Prosono, Marvin	Sociology & Anthropology	\$5,793.00
Qiu, Xiaomin	Int'l Leadership & Training Ctr	\$4,638.00

Academic Personnel Board Actions, cont'd.

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Rimal, Arbindra	College of Agriculture	\$3,600.00
Rogers, Lori	English	\$3,248.00
Rost, Ann	Psychology	\$12,910.00
Scales, Megan	Sociology & Anthropology	\$2,850.00
Schoeben, Melissa	Biology	\$1,950.00
Scott, Shari	Counseling Leadership & Special Ed	\$5,588.00
Seawright, Leslie	English	\$4,060.00
Shi, Yili	English	\$5,547.00
Shoumikin, Andrei	Defense & Strategic Studies	\$6,820.00
Simmons, Jake	Communication	\$18,088.00
Slone, Allison	Communication Sciences & Disorders	\$2,445.00
Smith, Diane	School of Nursing	\$3,000.00
Smith, Sharina	Finance & General Business	\$3,300.00
Spates, Stephen	Communication	\$3,982.00
Stanbrough, CaSandra	Psychology	\$4,137.00
Stanton, Rhonda	English	\$4,658.00
Stockburger, David	Psychology	\$4,789.00
Sudbrock, Christine	College of Agriculture	\$2,675.00
Sweetman, Heidi	Reading Foundations & Technology	\$5,490.00
Tarbox, Judy	English	\$6,450.00
Terry, Sean	Geography Geology & Planning	\$3,180.00
Thomas, Kyle	Theatre & Dance	\$6,000.00
Thomas-Tate, Shurita	Communication Sciences & Disorders	\$5,256.00
Timson, Benjamin	Biomedical Sciences	\$8,506.00
Turner, John	English	\$7,169.00
Twibell, Andreww	Media Journalism & Film	\$5,000.00
Uribe-Zarain, Ximena	Counseling Leadership & Special Ed	\$1,500.00
Visio, Michelle	Psychology	\$10,914.00
Walker, Amy	Modern & Classical Languages	\$2,448.00
Wang, Jianjie	Biomedical Sciences	\$821.00
Weaver, Margaret	English	\$5,643.00
Weber, Andrea	Counseling Leadership & Special Ed	\$2,745.00
Wehrman, Erin	Communication	\$3,982.00
Whipple, Tanya	Psychology	\$7,379.00
Whisenhunt, Brooke	Psychology	\$11,349.00
White, Timothy	Media Journalism & Film	\$9,432.00
Wilson, Dan	Kinesiology	\$9,676.00
Wisdom, Barry	Management	\$6,281.00
Witte, Hugh	Finance & General Business	\$9,713.00
Woodard, Rebecca	Kinesiology	\$12,752.00
Wynne, Kelly	Counseling Leadership & Special Ed	\$11,000.00

Academic Personnel Board Actions, cont'd.

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Yadon, Carly	Psychology	\$4,670.00
Young-Jones, Adena	Psychology	\$4,598.00
Zimmerman, David	Psychology	\$4,414.00

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

<u>Name</u>	<u>Department</u>	<u>Salary</u>
Backes, Heidi	Modern & Classical Languages	\$250.00
Bennett, Jessica	Library	\$507.00
Dicke, Crystal	Library	\$187.00
Echols, Leslie	Psychology	\$1,921.00
Fallone, Melissa	Psychology	\$1,320.00
Garland, Diana	Center for Academic Success & Transition	\$2,400.00
Hines, James	School of Accountancy	\$3,589.00
Johns, Justin	Social Work	\$2,445.00
Novakowski, Julia	Reading Foundations & Technology	\$3,000.00
Nugent, Pauline	Modern & Classical Languages	\$500.00
Odneal, Marilyn	College of Agriculture	\$1,800.00
Penkalski, Melissa	School of Nursing	\$533.00
Wait, D. Alexander	Biology	\$3,885.00

**ADDENDUM D**

**The following have been appointed as Graduate Teaching Assistants for the summer semester: June 1, 2020 through July 31, 2020.**

<u>Name</u>	<u>Department</u>	<u>Salary</u>
Abdullah, Muhammad	Geography Geology & Planning	\$2,235.00
Armstrong, Robert	Geography Geology & Planning	\$2,235.00
Bahl, Alex	Communication Sciences & Disorders	\$1,118.00
Beard, Austin	Mathematics	\$2,235.00
Britland, Curtis	History	\$2,235.00
Cadle, Samantha	English	\$2,235.00
Chastine, Kaila	Management	\$2,235.00
Chitwood, Sierra	Center for Academic Success & Transition	\$2,235.00
Eldardiry, Yousry	Marketing	\$2,235.00
Fleece, Nicholas	Mathematics	\$2,235.00
Gore, Lauren	Finance & General Business	\$2,235.00
Griffin, Logan	Psychology	\$2,235.00
Hetland-Purna, Ariana	Sports Medicine & Athletic Training	\$2,235.00
Islam, Mohammad Tauhidu	Physics, Astronomy & Material Sciences	\$1,118.00
Islam, Sajal	Physics, Astronomy & Material Sciences	\$1,118.00
Khanal, Shashi	Computer Science	\$2,235.00
Knight, Alyssa	English	\$2,235.00
Krishnan, Sudha	Physics, Astronomy & Material Sciences	\$1,118.00
Lear, Beta	English	\$2,235.00
Lyon, Keelyn	Communication Sciences & Disorders	\$1,118.00
Maggi, Mallory	Theatre & Dance	\$2,235.00
Mundy, Shelbi	College of Agriculture	\$2,720.00
Odom, Tyler	Chemistry	\$2,235.00
Primrose, Katie	Sports Medicine & Athletic Training	\$2,235.00
Rodery, Morgan	Biology	\$2,720.00
Simpson, Jesse	Computer Science	\$2,235.00
Singleton, Leah	Accounting	\$2,235.00
Snobl, Rae	English	\$2,235.00
Sudduth, Samantha	Communication Sciences & Disorders	\$1,118.00
Zobair, Md Abu	Physics, Astronomy & Material Sciences	\$1,118.00

**The following have been appointed as Graduate Teaching Assistants for the academic year: August 10, 2020 through May 14, 2021.**

<u>Name</u>	<u>Department</u>	<u>Salary</u>
Beard, Austin	Mathematics	\$10,880.00
Diaz, Devin	Kinesiology	\$10,880.00
Pullen, Madison	Kinesiology	\$10,880.00

III.C.2.

MISSOURI STATE UNIVERSITY

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

**RESIGNATIONS:**

<u>Name</u>	<u>Position-Department</u>	<u>Effective</u>
Brenda Whalen	Administrative Assistant II Residence Life, Housing & Dining Services	04/30/20
Rashad Turner	Campus Safety Specialist University Safety	05/14/20
Adam Lang	Assistant Strength & Conditioning Coach Athletics Strength & Conditioning	05/15/20
Courtney McCormick	Admissions Counselor Office of Admissions	05/29/20
Justin Sissel	Farm Operations Manager Agriculture	05/31/20
Tamaria Few	Director Office of Human Resources	06/10/20
Jennifer Rideout	Project Supervisor Center for Archaeological Research	06/15/20
Megan Clark	Senior Planner Center for Resource Planning & Management	06/30/20
Lauren Cornelison	Senior Research Scientist Center for Biomedical & Life Sciences	06/30/20
Shirley Lawler	Chancellor West Plains	06/30/20

**RETIREMENTS:**

<u>Name</u>	<u>Position-Department</u>	<u>Effective</u>
Nelia Baughman	Executive Assistant III Dean of Students	05/31/20

Non-academic Personnel Board Actions, cont'd.

Page 2

Sheryl Birkes	Administrative Specialist II Financial Aid	05/31/20
Don Brockman	Physician Medical Staff Magers Health & Wellness Center	05/31/20
Deborah Gallion	Director Marketing & Promotions Juanita K. Hammons Hall for Performing Arts	05/31/20
David Chapman	Construction Technician Facilities Management	06/30/20
Randy Donelson	Access Control Specialist Facilities Maintenance	06/30/20

**DECEASED:**

<u>Name</u>	<u>Position-Department</u>	<u>Effective</u>
Glenn Fletcher	Maintenance General Mechanic Facilities Maintenance	05/23/20

**LAY-OFF:**

<u>Name</u>	<u>Position-Department</u>	<u>Effective</u>
Robert Grant	Instructional & Simulation Support Administrator McQueary College of Health & Human Services	06/01/20

**SEPARATION FROM EMPLOYMENT:**

<u>Name</u>	<u>Position-Department</u>	<u>Effective</u>
Franqua Bedell	Assistant Coach Intercollegiate Athletics	05/01/20
Andre Battle	Custodian I Custodial Services	05/07/20
Stephanie Kitka	Membership Coordinator – Radio & TV Broadcast Services+	05/19/20
Robert Talburt	Fire Prevention & Planning Specialist University Safety	05/28/20



Non-academic Personnel Board Actions, cont'd.

Page 3

Terri Del Conte	Head Athletics Coach Intercollegiate Athletics	06/30/20
Eric Doennig	Assistant Director Athletics Communications	06/30/20
Jeremiah Frey	Head Strength & Conditioning Coach Athletics Strength & Conditioning	06/30/20

**CHANGE OF STATUS:**

<u>Name</u>	<u>Position-Department</u>	<u>Action</u>	<u>Effective</u>
Joseph Morris	From: Director New Student & Family Programs To: Director Orientation & Transition Programs	Title Change	12/11/19
Denise Lofton	From: Benefits Specialist Office of Human Resources GR 42, \$42,470 annually To: Interim Assistant Director of Human Resources – Benefits Office of Human Resources GR 42, \$42,470 annually (\$750 monthly supplemental)	Status Change	01/07/20
Jill Murphy	From: Employment Specialist Office of Human Resources GR 42, \$47,566 annually To: Interim Assistant Director of Human Resources – Employment Office of Human Resources GR 42, \$47,566 annually (\$750 monthly supplemental)	Status Change	03/09/20
Dana Ford	Head Athletics Coach Intercollegiate Athletics From: \$386,558 annually To: \$425,000 annually	Salary Adjustment	04/01/20

Non-academic Personnel Board Actions, cont'd.

Page 4

Sheldon Everett II	From: Operations & Video Manager- Men's Basketball Intercollegiate Athletics \$48,983 annually To: Assistant Coach Intercollegiate Athletics \$78,000 annually	Promotion	05/01/20
Melisa Hamilton	From: Receptionist efactory GR 10, \$28,434 annually To: Administrative Specialist II efactory GR 12, \$30,000 annually	Promotion	05/01/20
Rachel Knight	From: Assistant to General Manager KSMU & Ozarks Public Television Broadcast Services GR 44, \$88,996 annually To: General Manager-KSMU & Ozarks Public Television Broadcast Services GR 48, \$102,496 annually	Promotion	05/16/20
William Butts	Residence Hall Host/Hostess Residence Life, Housing & Dining Services	Continuation of Appointment	05/17/20 07/26/20
Pam Compton	Residence Hall Host/Hostess Residence Life, Housing & Dining Services	Continuation of Appointment	05/17/20 07/26/20
William Gibbs	Residence Hall Host/Hostess Residence Life, Housing & Dining Services	Continuation of Appointment	05/17/20 07/26/20
Jennifer Meyer	Residence Hall Host/Hostess Residence Life, Housing & Dining Services	Continuation of Appointment	05/17/20 07/26/20

Non-academic Personnel Board Actions, cont'd.

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Nathan Yancy	Residence Hall Host/Hostess Residence Life, Housing & Dining Services	Continuation of Appointment	05/17/20 07/26/20
Stacie Reeves	Residence Hall Receptionist Residence Life, Housing & Dining Services	Continuation of Appointment	05/20/20 07/26/20
Geraldyn McKenzie	From: Assistant Director Human Resources – Compensation & Information Management Office of Human Resources GR 45, \$68,332 annually To: Interim Director Office of Human Resources Assistant Director Human Resources – Compensation & Information Management Office of Human Resources GR 45, \$68,332 annually (\$1,500 monthly supplemental)	Status Change	05/23/20
Pam Behling	From: Administrative Specialist II University Safety To: Staff Emeritus University Safety	Status Change	06/01/20
Julia Baer	International Services Coordinator International Services From: GR 42, \$39,300 annually (100% FTE) To: GR 42, \$29,475 annually (75% FTE)	Status Change	06/01/20
Judith Campbell	From: Academic Administrative Assistant II Counseling, Leadership & Special Education To: Staff Emeritus Counseling, Leadership & Special Education	Status Change	06/01/20

Non-academic Personnel Board Actions, cont'd.

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Cynthia Chandler-Clayton	From: Academic Administrative Assistant II Physician Assistant Studies To: Staff Emeritus Physician Assistant Studies	Status Change	06/01/20
Janet Erickson	From: Library Associate I Library To: Staff Emeritus Library	Status Change	06/01/20
Ann Herring	From: Director, Registration Services Missouri State Outreach To: Staff Emeritus Missouri State Outreach	Status Change	06/01/20
Catherine McFall	From: Accounting Specialist Theatre & Dance To: Staff Emeritus Theatre & Dance	Status Change	06/01/20
Rachel Rigby	From: Academic Administrative Assistant III Biology GR 13, \$30,634 annually To: Coordinator Office of the Registrar GR 16, \$38,002 annually	Promotion	06/01/20
Karishma Agarwal	Clinical Education Manager Southwest Missouri Area Health Education Center	Continuation of Appointment	07/01/20 06/30/21
Trisha Bradley	Director Southwest Missouri Area Health Education Center	Continuation of Appointment	07/01/20 06/30/21
Cassandra Henne	Project Coordinator Southwest Missouri Area Health Education Center	Continuation of Appointment	07/01/20 06/30/21

Non-academic Personnel Board Actions, cont'd.

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La Trisha Lavish	Health Career Coordinator Southwest Missouri Area Health Education Center	Continuation of Appointment	07/01/20 06/30/21
Heather Phillips	Health Career Coordinator Southwest Missouri Area Health Education Center	Continuation of Appointment	07/01/20 06/30/21
Jeremy Emery	From: Field & Maintenance Crew Leader Agriculture-Mtn Grove GR 24, \$29,168 annually To: Cellar Technician Agriculture-Mtn Grove GR 25, \$31,637 annually	Promotion	08/03/20

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

III.C.3.

## MISSOURI STATE UNIVERSITY

BE IT RESOLVED by the Board of Governors for Missouri State University that the following employees in non-critical roles continue on 2/3 pay from June 1 through the dates indicated below.

<u>Name</u>	<u>Job Title</u>	<u>Department</u>	<u>End Date</u>
Abbey, Mike	Campus Safety Specialist	University Safety	7/31/2020
Adamson, Benjamin	Asst Dir Athletics Communications	Athletics Communications	6/12/2020
Akin, James	Custodian I	Custodial Services	7/5/2020
Altic, Bruce	Custodian I	Residence Life, Housing & Dining Services	6/30/2020
Arnsmeier, David	Distributed User Support Specialist	College of Business	6/30/2020
Balsters, Bradley	Accounting Specialist	Study Away	7/31/2020
Barnes, Josh	Custodial Specialist	Residence Life, Housing & Dining Services	6/30/2020
Baumgartner, Vernon	Custodian I	Plaster Student Union	6/21/2020
Bean, Victoria	Food Service Attendant	West Plains	7/31/2020
Berry, Jessica	Assistant Teacher	Child Development Center	6/30/2020
Bingham, Brent	Custodial Specialist	Residence Life, Housing & Dining Services	6/30/2020
Blevins, William	Dispatch Specialist	University Safety	7/31/2020
Brandenburg, Teresa	Asst Dir of Campus Recreation-Fitness	Campus Recreation	6/21/2020
Brewer, Kimberly	Assistant Teacher	Child Development Center	6/30/2020
Broyles, Thora	Preparatory Math Specialist	West Plains	6/28/2020
Campbell, Garry	Custodian I	Custodial Services	7/5/2020
Canella, John	Campus Safety Specialist	University Safety	7/31/2020
Christian, Karen	Custodian I	Custodial Services	7/5/2020
Cooper, Lisa	Custodian I	Custodial Services	7/5/2020
Daniels, Tom	Custodian I	Residence Life, Housing & Dining Services	6/30/2020
Davis, Ron	Custodian I	Residence Life, Housing & Dining Services	6/30/2020
Davis-Cunningham, Margrie	Custodian I	Custodial Services	7/5/2020
Dawson, April	Postal Services Specialist	Postal Services	7/31/2020
Deever, Nakia	Custodian I	Custodial Services	7/5/2020
Dewitt, Clyta	Administrative Assistant II	Bookstore	6/14/2020
Dionne, Dawn	Food Services Manager	West Plains	7/26/2020
Dotson, Brandy	Custodian I	Plaster Student Union	6/21/2020
Dotson, Seth	Custodian I	Plaster Student Union	6/21/2020
Douglas, Addie	Custodial Foreman	Campus Recreation	6/21/2020
Driver, Donna	Custodian I	Residence Life, Housing & Dining Services	6/30/2020
Dugan, Susan	Event & Meeting Services Coordinator	Event & Meeting Services	6/21/2020
Durden, Karen	Library Associate I	Library	7/31/2020
Eagleman, Laketa	Administrative Assistant II	West Plains	6/30/2020

Easley, Rob	Custodial Specialist	Residence Life, Housing & Dining Services	6/30/2020
Edwards, Christine	Library Associate I	Library	7/31/2020
Elders, Vicki	Administrative Specialist II	Career Center	7/3/2020
Ellison, Tyrone	Custodian I	Custodial Services	7/5/2020
Finch, Ken	Custodian I	Custodial Services	7/5/2020
Fossett, Shaun	Mental Health Clinician	Counseling Center	6/28/2020
Fox, Daniel James	Asst Dir PSU-Fac & Operations	PSU Administration	6/21/2020
Francka, Jacob	Maintenance General Mechanic	Campus Recreation	6/21/2020
Freres, Lindsay	Assistant Teacher	Child Development Center	6/30/2020
Gibson, Peggy	Custodian I	Custodial Services	7/5/2020
Good, William	Distributed User Support Specialist	Natural & Applied Sciences	7/3/2020
Greer, Brenda	Custodian I	Custodial Services	7/5/2020
Hale, Carole	Academic Administrative Assistant II	School of Accountancy	6/28/2020
Hankins, Amy	Library Associate II	Library	7/31/2020
Hawkins, Thomas	Custodian I	Custodial Services	7/5/2020
Henry, Leslie	Groundskeeper	Grounds Services	7/15/2020
Heslip, Christina	Custodian I	Custodial Services	6/15/2020
Hoggarth, Josh	Custodian I	Residence Life, Housing & Dining Services	6/30/2020
Hyde, Ross	Groundskeeper-Horticulturist	Grounds Services	7/15/2020
Jones, Brian	Custodian Supply, Delivery & Storage	Custodial Services	7/5/2020
Kingham, Susan	Administrative Assistant III	Student Engagement	7/5/2020
Knackstedt, Konya	Asst Dir of Campus Rec - Business Operations	Campus Recreation	6/21/2020
Lanpher, Larry	Grounds Equipment Mechanic	Grounds Services	6/15/2020
Laswell, Kevin	Custodian I	Residence Life, Housing & Dining Services	6/30/2020
Lee, Anthony	Custodian I	Plaster Student Union	6/21/2020
Marre, Ted	Custodian I	Residence Life, Housing & Dining Services	6/30/2020
Martin, Galen	Assoc Dir of Campus Recreation	Campus Recreation	6/8/2020
Mattheis, Jon	Construction Technician	Facilities Management	7/5/2020
McCoy, Mindi	Administrative Assistant III	Multicultural Services	7/31/2020
McEowen, Lisa	Library Associate III	Library	7/31/2020
McLaughlin, John	Custodian I	Residence Life, Housing & Dining Services	6/15/2020
McMillian, Sandra	Custodian I	Plaster Student Union	6/21/2020
Meadows, Brenda	Custodian I	Plaster Student Union	7/31/2020
Mendez, Joanna	Study Away Advisor	Study Away	6/28/2020
Mills, Nancy	Administrative Assistant III	Juanita K. Hammons Hall	6/30/2020
Minor, Andy	Custodian I	Custodial Services	7/5/2020
Money, Austin	Asst Dir of Campus Rec-Outdoor Adventures	Campus Recreation	6/21/2020
Moore, Julie	Asst Dir PSU-Bldg Svcs & Stdt Training	PSU Administration	6/21/2020
Morrison, Jeffery	Custodial Supervisor	Plaster Student Union	6/21/2020
Netzer, Fred	Groundskeeper	Grounds Services	7/15/2020

Netzer, Kelly	Groundskeeper	Grounds Services	7/15/2020
Nowell, Anjanette	Director Sponsorships & Educational Programs	Juanita K. Hammons Hall	6/28/2020
O'Connell, Brenda	Administrative Assistant II	Hammons Student Center	6/30/2020
Oliver, Michelle	Residence Hall Receptionist	Residence Life, Housing & Dining Services	6/30/2020
Ortiz, Frank	Custodial Supervisor	Custodial Services	7/5/2020
Orzek, Ann	Mental Health Clinician	Counseling Center	6/28/2020
Otte, Melissa	Assistant Teacher	Child Development Center	6/30/2020
Pearce, Lori	Event & Meeting Services Coordinator	Plaster Student Union	6/30/2020
Pettijohn, Catherine	ELI Academic Specialist	English Language Institute	7/31/2020
Plaster, Dan	Campus Safety Specialist	University Safety	7/31/2020
Pulliam, Matthew	Engineering Shop & Lap Supervisor	Cooperative Engineering	7/3/2020
Ragsdale, Chansouk	Library Associate II	Library	7/31/2020
Santos, Theodore	Custodian I	Custodial Services	7/5/2020
Scriven, Leslie	Custodian I	Custodial Services	7/5/2020
Skinner, Sophia	Circulation/Shelving Supervisor	West Plains	7/5/2020
Slaven, Robert	Groundskeeper	Grounds Services	7/15/2020
Spivy, James	Custodian I	Custodial Services	7/5/2020
Stevens, Kimberly	Administrative Assistant I	Residence Life, Housing & Dining Services	6/15/2020
Stillwell, Seth	Custodian I	Custodial Services	7/5/2020
Tharp, Billie	Safety & Transportation Technician	University Safety	7/31/2020
Tipton, Natalee	Athletics Equipment Attendant	Kinesiology	6/30/2020
Toebben, Braden	Athletics Equipment Attendant	Kinesiology	6/30/2020
Underlin, Nancy	Academic Administrative Assistant II	Economics	7/31/2020
Underwood, Judy	Custodian I	Custodial Services	7/5/2020
Vaughan, David	Director	Environmental Management	7/5/2020
Vaughan, Lori	Administrative Assistant II	Planning, Design & Construction	7/31/2020
Wantland, Carisma	Cust Inv & Equip Repair Foreman	Custodial Services	6/8/2020
Wantland, Jason	Custodian I	Custodial Services	7/5/2020
Ward, Sandra	Custodian I	Custodial Services	7/5/2020
Welch, Granvill	Custodian I	Custodial Services	7/5/2020
Wells, Randy	Custodian I	Custodial Services	7/5/2020
Williams, Aaliyah	Assistant Teacher	Child Development Center	6/30/2020
Withrow, David	Maintenance Painter	Facilities Maintenance	7/31/2020
Wright, Amy	Assistant Teacher	Child Development Center	6/30/2020

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



III.C.4.

**RECOMMENDED ACTION** – Approval of FY21 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 2020-2021 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)

Ms. Cheryl Caldwell  
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)

Mr. Scott Schneider  
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)

IV.B.1.b.

**Temporary Pay Reduction and Schedule Adjustment Policy**

This policy will go into effect upon the determination by President Smart by the end of September 2020 that the university's financial situation in fiscal year 2021 requires the cost-savings generated by the pay reductions described below. President Smart may terminate the policy at any time if he determines that the cost-savings are no longer necessary. Otherwise this policy will automatically terminate at the end of the day on June 30, 2021.

**Temporary Pay Reductions**

Base salary for fulltime faculty and staff will be reduced as follows for each month in which this policy is in effect:

**Option 1 (\$3,102,000 cost savings; 1,412 employees impacted)**

<b>Annual Salary in FY2021 Budget</b>	<b>Percentage of Salary Reduction</b>
\$40,000 - \$100,000	2.5%
> \$100,000	5%

**Option 2 (\$2,894,000 cost savings; 1,187 employees impacted)**

<b>Annual Salary in FY2021 Budget</b>	<b>Percentage of Salary Reduction</b>
\$45,000 - \$100,000	2.5%
> \$100,000	5%

**Option 3 (\$2,703,000 cost savings; 1,019 employees impacted)**

<b>Annual Salary in FY2021 Budget</b>	<b>Percentage of Salary Reduction</b>
\$50,000 - \$100,000	2.5%
> \$100,000	5%

The salaries of full-time employees earning an annual salary of less than \$40,000/\$45,000/\$50,000 per year will not be reduced. An employee's salary will also not be reduced if doing so would violate prevailing wage determinations or other legal requirements.

If the university's fiscal year 2021 financial situation requires additional costs-savings after the pay reductions described in this policy are implemented, the university may consider additional pay reductions or other personnel actions.

**2020-2021 Academic Calendar Adjustment**

The university will adjust the academic calendar and cancel classes on the following days:

- November 23 and 24, 2020
- January 11 and 12, 2021
- May 5 and 6, 2021

If this policy does not go into effect, the academic calendar will not be adjusted and the university will continue normal operations on all of the days listed above. If this policy goes into effect but is

terminated before June 30, 2021, a decision will be made at the time of termination whether to readjust the 2020-2021 academic calendar.

**Extra Given Days for Staff**

The university will treat the following days as “extra given days”:

- October 8 and 9, 2020
- November 23 and 24, 2020
- January 4 and 5, 2021

Fulltime nonexempt employees who are assigned to work on the extra given days will be paid in accordance with the Employee Handbook.

If this policy does not go into effect, the university will continue normal operations on all of the days listed above. If this policy goes into effect but is terminated before June 30, 2021, a decision will be made at the time of termination whether to eliminate some of the extra given days.

DRAFT

IV.B.

**RECOMMENDED ACTION – Ratification of Temporary COVID-19 Policies.**

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

**WHEREAS**, on March 18, 2020, the Executive Committee of the Board of Governors delegated to the President of the University (“President”) the authority to make such policies, directives, and decisions as are reasonably necessary for the University to appropriately respond to the COVID-19 threat while still discharging its mission as a public institution of higher education (“COVID-19 Response Measures”) and, on May 15, 2020, the Board of Governors subsequently extended such authority through June 30, 2020;

**WHEREAS**, on March 18, 2020, the President implemented a “Return-to-Campus and Travel Policy,” which established general precautions and testing requirements for employees who are returning to work on campus, and also confirmed that travel restrictions previously implemented in March will expire June 30, 2020;

**WHEREAS**, on May 26, 2020, the President implemented an “Athletics Re-Entry Policy,” which established COVID-19 Clearance Procedures (including risk assessment and COVID-19 testing) for all intercollegiate athletes, and all athletics personnel whose duties require immediate and close interaction with athletes, before they will be permitted to participate in individual workouts, group/team activities, or team competitions, and also established certain transmission control measures;

**WHEREAS**, on June 1, 2020, the President implemented a “COVID-19 Vacation Accrual Policy,” which temporarily suspended the maximum annual vacation accrual caps set forth in the Employee Handbook, to provide staff with one (1) additional year (i.e., through June 30, 2021) to utilize all vacation accrued before they would be subject to forfeiture of any excess accrued leave;

**WHEREAS**, on June 1, 2020, the President approved an updated version of the “CARES Act Financial Distribution Process Policy,” which provides that, under the third and final phase of student distribution, the remaining \$1.7 million will be distributed to Title IV-eligible students who lived in campus housing during the Spring 2020 semester and Title IV-eligible student-athletes who received a reduction in their Spring 2020 housing stipend;

**WHEREAS**, on May 15, 2020, the Board of Governors directed the President, personally and/or by and through his designees, to make a full report to the Board of Governors of any COVID-19 Response Measures that have been taken from that date through the date of the June Board of Governors meeting; and

**WHEREAS**, Administration requests that the Board of Governors ratify the four (4) aforementioned policies

**NOW, THEREFORE, BE IT RESOLVED** by the Board of Governors for Missouri State University that the “Return-to-Campus and Travel Policy,” “Athletics Re-Entry Policy,” “COVID-19 Vacation Accrual Policy,” and the “CARES Act Financial Distribution Process Policy” are hereby ratified.

**VOTE:**        **AYE**\_\_\_\_\_

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

**Notes:**

**Return-to-Campus and Travel Policy**

This policy sets forth general mitigation efforts that employees should take upon returning to campus and establishes exclusionary criteria (e.g., COVID-19 positive test result, current COVID-19 symptoms) that prevents employees from returning to campus. The policy also provides that travel restrictions implemented in March will expire effective June 30, 2020. Effective July 1, 2020, cost center heads are responsible for implementing processes to evaluate and approve out-of-state travel.

This policy is effective through December 31, 2020.

**Athletics Re-Entry Policy**

This policy implements COVID-19 Clearance Procedures that all student-athletes, and athletics personnel who work closely with student-athletes, must undergo before participating in individual workouts, group/team activities, or team competitions. The COVID-19 Clearance Procedure includes completion of a risk-assessment survey and COVID-19 infection testing.

The policy also establishes certain COVID-19 transmission controls, including social distancing when possible, use of personal protective equipment (“PPE) such as masks, regular facility sanitation, daily risk assessment, and maintenance of daily sign-in sheets to facilitate contact tracing.

This policy is effective through December 31, 2020.

**COVID-19 Vacation Accrual Policy**

This policy temporarily suspends the maximum annual vacation accrual caps set forth in the Employee Handbook. As per the Employee Handbook, employees are only permitted to carry forward up to two (2) times their annual vacation accrual from one fiscal year to the next. Thus, under normal circumstances, on July 1<sup>st</sup>, an employee would lose any vacation leave accrued in excess of two (2) times their maximum accrual amount. This policy permits employees to carry their entire vacation accrual forward into the new fiscal year, thereby providing them with a full additional year to utilize such leave. The maximum annual vacation accrual caps will resume

effect on July 1, 2021.

### **CARES Act Financial Distribution Process Policy**

At its May meeting, the Board of Governors ratified the distribution process established for the first two (2) phases of the student financial assistance provided under the CARES Act. In the first two (2) phases, \$6.2 million was distributed to students.

This policy provides that the remaining \$1.7 million in funds will be distributed as housing assistance in two (2) circumstances:

- (1) Residence Hall Housing Assistance Grants in the amount of \$670 will be automatically awarded and immediately distributed to students who meet all the following criteria:
  - Enrolled as a degree-seeking student at MSU in spring 2020;
  - Eligible to participate in programs under Section 484 in Title IV of the Higher Education Act of 1965;
  - Not enrolled exclusively in an online program; and
  - Had an active Spring 2020 housing contract prior to the disruptions to campus operations.
- (2) Housing Assistance Grants of \$800 will also be automatically allocated to student-athletes who experienced reductions to their housing stipends in Spring 2020 and who meet all of the following criteria:
  - Enrolled as a degree-seeking student at MSU in spring 2020;
  - Eligible to participate in programs under Section 484 in Title IV of the Higher Education Act of 1965;
  - Not enrolled exclusively in an online program;
  - Experienced a reduction in Spring 2020 housing stipend; and
  - Did not receive a Residence Hall Housing Assistance Grant.



IV.C.1.

**EMPLOYEE WELLNESS INCENTIVE PROGRAM – FLU SHOT OPTION**

Maintaining good health is more important than ever during a pandemic and getting your flu shot is an important part of staying well. This year, employees have the option of getting a flu shot to fulfill their wellness activity in order to reduce the employee portion of the health insurance premium by \$30 per month. Submission of the results of a biometric screening completed between January 1, 2020 through December 1, 2020 is an alternative to the flu shot to fulfill the wellness activity and reduce the employee portion of the health insurance premium by \$30 per month.

Get your **flu shot** or complete your biometric screening by December 1, 2020 in order to save \$30 per month on the employee health insurance premium for calendar year 2021. Flu shots will be available at Magers Health and Wellness Center from September 14 through December 1. Biometric screenings can be scheduled online at locations and times convenient for you.

**Open enrollment** begins November 1, 2020 and continues through December 1, 2020. Open enrollment is the period when employees can review, elect, decline, and make changes to their benefits for the next calendar year. All elections and changes made during the open enrollment period are effective January 1, 2021.

Online enrollment in the **cafeteria plan** for calendar year 2021 is available from November 1 through December 1, 2020. The cafeteria plan allows you to pay insurance premiums and non-covered medical or dental expenses or dependent care costs on a pre-tax basis, saving you money.

DRAFT

## IV.C.2.

### **CLEANING AND DISINFECTING GUIDELINES**

In an effort to prevent the transmission of COVID-19 throughout the campus community, the University is issuing the following guidelines regarding cleaning and disinfecting.

Disinfecting for health continues to be a priority for custodial teams. In response to COVID-19, cleaning frequencies have been revised to place more time and emphasis on public, high-touch spaces.

- Lounges, auditoriums, kitchens, conference rooms, break rooms, locker rooms, and restrooms will be cleaned and disinfected daily.
- Classrooms will be disinfected up to three times in each 24-hour period, Monday-Friday, dependent on the schedule of each classroom. Classrooms will be closed at certain times to allow for disinfecting. Schedules for classrooms will be available through EMS and posted in each classroom by Building Coordinators at the beginning of each semester.
- In workout areas and weight rooms, disinfecting products will be available for users to disinfect equipment before and after use. Schedules for workout facilities and spaces will be modified to allow staff members to disinfect the areas.
- In all buildings, custodial will focus on high touch surfaces including push and pull plates, door knobs, hand rails, entrances, push and pull partitions, desks and table tops, light switches, sink faucet handles, soap, toilet paper, and towel dispensers, water fountains, elevator buttons, vending machines, etc.
- Hospital grade disinfectants EPA registered for use against SARS-CoV-2 (COVID-19) will be used.
- In order to increase cleaning frequencies in public, high-touch spaces, and classrooms; other modifications will be necessary. In E&G facilities, service in office areas will be once a week or as needed, and floor care in public areas will be completed on an as needed basis. Special circumstances or events necessitating a modification to this schedule should be communicated through a [Work Request](#) for Custodial review and response or by calling Work Management at (417) 836-8400.
- Departments who would like computer lab equipment disinfected or need additional disinfecting in lounges, kitchens, conference rooms, and break rooms, beyond the daily service provided by Custodial may purchase cleaning materials for departmental use. Cleaning materials such as gloves, disinfectant in spray bottles, paper towels, disinfectant wipes, and hand sanitizer can be purchased by department via [Work Request](#) and delivered by Central Receiving. Custodial supplies should be purchased through [Work Request](#) to insure that products used are EPA registered for use against SARS-CoV-2 (COVID-19) and that Safety Data Sheets are available. Additional information is available on the [Facilities Management web site](#). It is the intent that these supplies be stocked centrally within departments for use by individuals on an as needed basis.

Custodial teams will continue to monitor and revise their plan to meet the needs and support the safety of students, faculty, staff, and guests.

### IV.C.3.

#### **GUIDELINES FOR EVENTS**

In an effort to prevent the transmission of COVID-19 throughout the campus community, the University is implementing the following guidelines governing university events occurring on campus. All events will adhere to state, local and university orders, policies, and guidance regarding the number of individuals who may gather in a group activity or event. Capacity is calculated by the length times width of a space, divided by thirty.

#### **JUNE EVENTS**

All events for the month of June 2020 have been canceled.

#### **JULY EVENTS**

1. Social Distancing: Event attendees should maintain at least six (6) feet of distance from non-family members.
2. Indoor Event Size and Space: Indoor events will be allowed to operate at up to 50% of the occupancy for the facility through July 23rd.
3. Outdoor spaces: Outdoor events will be allowed to operate with the following parameters:
  - July 1<sup>st</sup> through July 5<sup>th</sup> – Limited to 25% of space occupancy
  - July 6<sup>th</sup> through July 23<sup>rd</sup> – Limited to 50% of space occupancy
4. For Athletic and Recreation Fields: The use of the athletic and recreation fields will be allowed to operate with the following parameters:
  - July 1<sup>st</sup> through July 5<sup>th</sup> – Field activities limited to 25% of field occupancy
  - July 6<sup>th</sup> through July 23<sup>rd</sup> – Field activities limited to 50% of field occupancy and stands limited to 50% of seating occupancy
5. Risk Assessment Matrix – If an event does not meet the requirements set forth above, the event organizer may request an exception to these requirements by completing a risk assessment matrix for each planned event, which risk assessment matrix is available upon request from [eventmeetingservices@missouristate.edu](mailto:eventmeetingservices@missouristate.edu). The matrix must be completed and submitted to Event and Meeting Services, which department is responsible for tracking all such matrices and forwarding them on to the Events Branch for evaluation. The matrix responses will be used to determine whether an event will be approved.
  - The risk matrix determines whether an event exceeds the university's tolerance for risk. Where possible, risk mitigation actions should be utilized, and events should be reworked to lower risk.
  - The Events Branch will review all risk matrices for events and determine whether approval to proceed will be granted. Emergency Preparedness will be consulted as needed during this evaluation process and will provide final review and approval of every event with a risk matrix score below 60.
  - In addition to utilizing the risk matrix, Athletics and Entertainment will work within their contracts and Greene County Health guidance and rules for their events.
6. EMS – Each event organizer will be required to input their event request in EMS, the university's space and event management software. Every event occurring on campus must be listed in EMS.

**EFFECTIVE DATE**

These guidelines go into effect on May 27, 2020 and supersedes all prior university rules and policies on the subjects covered herein. All provisions of these guidelines will be in effect through July 31, 2020 unless otherwise set forth herein.

Missouri State University  
 Statement of Revenues, Expenses and Changes in Net Position - unaudited  
 Operating Funds

	FY2020 Budget	Estimate 2020 Budget Based on March YTD	Estimate 2020 Budget Based on April YTD	New Budget Variances	Key Variances
<b>Operating Revenue</b>					
Tuition and fees	\$ 139,988,339.50	\$ 139,263,215.05	\$ 139,155,128.58	\$ (108,086.47)	
Scholarships and fellowships	(27,911,903.00)	(26,488,920.72)	(26,344,140.46)	144,780.26	
Grants and contracts	150,000.00	35,040.85	39,293.53	4,252.68	
Other revenues	1,853,674.00	1,616,315.40	1,788,372.16	172,056.76	
<b>Total Operating Revenue</b>	<u>114,080,110.50</u>	<u>114,425,650.58</u>	<u>114,638,653.81</u>	<u>213,003.23</u>	
<b>Operating Expenses</b>					
Salaries	113,330,662.54	109,563,973.80	109,280,086.00	(283,887.80)	
Benefits	45,172,818.30	43,671,442.22	43,558,286.00	(113,156.22)	
Utilities	5,310,011.00	5,027,519.32	4,957,402.00	(70,117.32)	
Supplies and services	28,020,844.88	27,608,763.47	26,046,496.00	(1,562,267.47)	Reduced travel and supplies
<b>Total Operating Expenses</b>	<u>191,834,336.72</u>	<u>185,871,698.81</u>	<u>183,842,270.00</u>	<u>(2,029,428.81)</u>	
<b>Operating Income (Loss)</b>	<u>(77,754,226.22)</u>	<u>(71,446,048.23)</u>	<u>(69,203,616.19)</u>	<u>2,242,432.04</u>	
<b>Other Non-operating Revenues (Expenses)</b>					
State appropriations	83,230,032.00	76,142,000.00	76,142,000.00	-	State Withhold
Gifts	861,151.00	853,327.52	853,327.52	-	
Other	3,645,983.00	4,340,938.46	4,000,000.00	(340,938.46)	Interest Income
Debt Service Transfers	(3,143,025.00)	(2,956,795.19)	(2,956,795.19)	-	
<b>Increase (Decrease) in Net Position Before Operating Transfers</b>	<u>6,839,914.78</u>	<u>6,933,422.56</u>	<u>8,834,916.14</u>	<u>1,901,493.58</u>	
Operating Transfers, capital	(3,200,000.00)	(8,006,509.75)	(8,312,438.00)	(305,928.25)	Board/President Approved Projects
Operating Transfers, net	(4,504,624.00)	(4,504,624.00)	(5,104,624.00)	(600,000.00)	Transfer to Auxiliary
<b>Increase (Decrease) in Net Position</b>	<u>\$ (864,709.22)</u>	<u>\$ (5,577,711.19)</u>	<u>\$ (4,582,145.86)</u>	<u>995,565.33</u>	
<b>Estimated Year End Reserves</b>		\$ 57,567,361.70	\$ 58,562,927.03	995,565.33	
<b>On June 1, 2020 Governor Parson's announced a \$4,283,945 withhold for Missouri State University System Impact on the Springfield Operating Fund, not included in the above</b>			\$ (3,843,981.00)		

Missouri State University  
Statement of Revenues, Expenses and Changes in Net Position - unaudited  
Auxiliary Funds

	FY2020 Budget	Estimate 2020 Budget Based on March YTD	Estimate 2020 Budget Based on April YTD	New Budget Variances	
<b>Operating Revenue</b>					
Tuition and fees	\$ 12,322,446.00	\$ 11,718,413.60	\$ 11,718,413.60	\$ -	
Scholarships and fellowships	(5,906,738.00)	(5,492,576.98)	(5,593,518.78)	(100,941.80)	
Grants and contracts	10,000.00	6,987,137.00	4,643,094.00	(2,344,043.00)	CARES ACT Funds used in FY2021
Other revenues	47,711,059.00	38,072,316.87	38,110,384.86	38,067.99	
<b>Total Operating Revenue</b>	<u>54,136,767.00</u>	<u>51,285,290.49</u>	<u>48,878,373.68</u>	<u>(2,406,916.81)</u>	
<b>Operating Expenses</b>					
Salaries	20,515,596.04	18,967,657.64	18,825,802.00	(141,855.64)	
Benefits	5,943,502.22	5,495,054.35	5,453,958.00	(41,096.35)	
Utilities	2,574,830.00	2,046,543.02	2,060,939.00	14,395.98	
Supplies and services	20,575,172.00	20,711,435.65	19,098,044.00	(1,613,391.65)	Reduced travel/supplies/services
<b>Total Operating Expenses</b>	<u>49,609,100.26</u>	<u>47,220,690.65</u>	<u>45,438,743.00</u>	<u>(1,781,947.65)</u>	
<b>Operating Income (Loss)</b>	<u>4,527,666.74</u>	<u>4,064,599.84</u>	<u>3,439,630.68</u>	<u>(624,969.16)</u>	
<b>Other Non-operating Revenues (Expenses)</b>					
State appropriations	-	-	-	-	
Gifts	4,744,951.00	3,244,951.00	3,244,951.00	-	
Other	43,500.00	163,268.31	183,908.48	20,640.17	
Debt Service Transfers	(12,687,644.88)	(12,463,295.94)	(12,463,295.94)	-	
<b>Increase (Decrease) in Net Position Before Operating Transfers</b>	<u>(3,371,527.14)</u>	<u>(4,990,476.79)</u>	<u>(5,594,805.78)</u>	<u>(604,328.99)</u>	
Operating Transfers, capital	(1,757,662.00)	(1,757,662.00)	(1,757,662.00)	-	
Operating Transfers, net	4,309,724.44	4,370,552.78	4,970,552.78	600,000.00	Transfer from operating fund
<b>Increase (Decrease) in Net Position</b>	<u>\$ (819,464.70)</u>	<u>\$ (2,377,586.01)</u>	<u>\$ (2,381,915.00)</u>	<u>(4,328.99)</u>	

**Footnotes:**

Debt service transfer includes \$947,969 reserve transfer

Missouri State University  
Statement of Revenues, Expenses and Changes in Net Position - unaudited  
West Plains Operating, Designated and Auxiliaries

	FY2020 Budget	Estimate 2020 Budget Based on March YTD	Estimate 2020 Budget Based on April YTD	New budget Variances
<b>Operating Revenue</b>				
Tuition and fees	\$ 4,545,939.00	\$ 5,153,871.72	\$ 5,152,036.72	\$ (1,835.00)
Scholarships and fellowships	(496,000.00)	(640,624.53)	(606,785.21)	33,839.32
Grants and contracts	-	109,123.00	156,671.00	47,548.00
Other revenues	1,850,402.00	1,356,222.97	1,299,977.58	(56,245.39)
<b>Total Operating Revenue</b>	<u>5,900,341.00</u>	<u>5,978,593.16</u>	<u>6,001,900.09</u>	23,306.93
<b>Operating Expenses</b>				
Salaries	7,010,840.38	6,890,397.20	6,890,397.20	0.00
Benefits	2,303,876.90	2,264,297.30	2,264,297.30	(0.00)
Utilities	326,984.00	344,184.83	338,144.55	(6,040.28)
Supplies and services	2,378,347.30	2,521,231.29	2,512,409.93	(8,821.36)
<b>Total Operating Expenses</b>	<u>12,020,048.58</u>	<u>12,020,110.62</u>	<u>12,005,248.98</u>	<u>(14,861.64)</u>
<b>Operating Income (Loss)</b>	<u>(6,119,707.58)</u>	<u>(6,041,517.46)</u>	<u>(6,003,348.89)</u>	<u>38,168.57</u>
<b>Other Non-operating Revenues (Expenses)</b>				
State appropriations	6,477,715.00	5,967,329.00	5,967,329.00	-
Gifts	45,000.00	45,000.00	45,000.00	-
Other	90,150.00	90,150.00	90,150.00	-
Debt Service Transfers	(111,704.29)	(89,471.84)	(89,471.84)	-
<b>Increase (Decrease) in Net Position Before Operating Transfers</b>	<u>381,453.13</u>	<u>(28,510.30)</u>	<u>9,658.27</u>	<u>38,168.57</u>
Operating Transfers, capital	-	-	-	-
Operating Transfers, net	-	(8,170.39)	(8,170.39)	-
<b>Increase (Decrease) in Net Position</b>	<u>\$ 381,453.13</u>	<u>\$ (36,680.69)</u>	<u>\$ 1,487.88</u>	<u>\$ 38,168.57</u>
<b>Estimated Year End Reserves</b>		<u>\$ 3,286,676.31</u>	<u>\$ 3,324,844.88</u>	
<b>On June 1, 2020 Governor Parson's announced a \$4,283,945 withhold for Missouri State University System Impact on the West Plains Budget, not included in the above</b>			<u>\$ (317,191.00)</u>	

Missouri State University  
Statement of Revenues, Expenses and Changes in Net Position - unaudited  
All Funds

	Current YTD April 30, 2020	Prior YTD April 30, 2019	% Increase/ (Decrease) to Prior YTD
<b>Operating Revenue</b>			
Tuition and fees	\$ 172,978,214.57	\$ 176,448,398.37	-1.97%
Scholarships and fellowships	(73,166,751.25)	(75,688,326.93)	-3.33%
Grants and contracts	37,846,094.35	31,051,256.35	21.88%
Other revenues	54,409,228.60	63,811,310.83	-14.73%
<b>Total Operating Revenue</b>	192,066,786.27	195,622,638.62	-1.82%
<b>Operating Expenses</b>			
Salaries	138,245,271.60	134,855,284.31	2.51%
Benefits	47,459,031.78	46,064,019.42	3.03%
Utilities	6,078,024.61	6,319,841.79	-3.83%
Supplies and services	60,077,293.72	58,508,317.28	2.68%
<b>Total Operating Expenses</b>	251,859,621.71	245,747,462.80	2.49%
<b>Operating Income (Loss)</b>	(59,792,835.44)	(50,124,824.18)	
<b>Other Non-operating Revenues (Expenses)</b>			
State appropriations	73,451,384.00	67,900,860.00	8.17%
State appropriations-capital	2,449,523.38	-	
Federal Pell grants to students	24,487,993.01	26,785,099.27	-8.58%
Gifts	7,706,908.26	7,644,381.81	0.82%
Other	(1,340,463.51)	1,478,920.43	-190.64%
Debt Service Transfers	-	-	
<b>Increase (Decrease) in Net Position Before Operating Transfers</b>	46,962,509.70	53,684,437.33	-12.52%
Operating Transfers, net	0.00	(0.00)	
<b>Increase (Decrease) in Net Position</b>	\$ 46,962,509.70	\$ 53,684,437.33	-12.52%

Footnotes:

Will draw CARES ACT institutional funds for housing and meal refunds in June \$4.8 million



V.B.1.

**Missouri State University FY2021 Estimate for Springfield  
Operating Fund**

**Anticipated Increase (Shortfall) Base FY2021 Budget** \$1,007,748

**Cost saving measures**

Open positions Frozen Through 6/30/2021	4,931,000
No internet incentive	2,188,657
Delay opening new residence hall	868,000
Reduce repairs/classroom upgrades 25%	538,750
Interest income due to delay in purchasing new residence hall	384,017
To Save \$10 Million	<u>\$9,918,172</u>

Reduce repairs/classroom upgrades additional 50%	1,077,500
Reduce President's Enhancement 25%	275,000
Reduce Academic Equipment 75%	375,000
Reduce Travel Budget 50% all areas	753,500
Reserves	4,000,000
<b>Total Cost Savings Measures</b>	<u><b>\$16,399,172</b></u>

**Additional Budget Impacts From Base Budget**

Budget assumption appropriation reduction	(9,250,000)
Additional 666 MO UG student decline	(4,177,149)
Additional 666 MO UG student decline Auxiliary System	(745,142)
250 fewer students in residence life from FY2020	(1,773,635)
Final Budget fringe rate with MOSERS	(451,681)
Other	(1,565)
<b>Total Additional Budget Impacts From Base Budget</b>	<u><b>(\$16,399,172)</b></u>

Missouri State University  
 Operating Budget  
 Springfield Operating Fund

	<u>FY21 Budget</u>	<u>FY20 Budget</u>	<u>Variance</u>	
<b>Operating Revenue</b>				
Tuition and fees	\$ 136,044,399.50	\$ 139,988,339.50	\$ (3,943,940.00)	
Scholarships and fellowships	(28,869,740.00)	(27,911,903.00)	(957,837.00)	
Grants and contracts	150,000.00	150,000.00	-	
Sales and services of educational services	152,767.00	152,767.00	-	
Sales and services - auxiliaries	-	-	-	
Other revenues	1,565,111.00	1,700,907.00	(135,796.00)	
<b>Total Operating Revenue</b>	<u>109,042,537.50</u>	<u>114,080,110.50</u>	<u>(5,037,573.00)</u>	Fee Resolution, 1,500 fewer students
<b>Operating Expenses</b>				
Faculty and Staff Salaries	99,260,063.74	105,444,169.44	(6,184,105.70)	Frozen Positions/Budget Cuts/Internet
Part-time help	1,151,242.10	1,205,865.30	(54,623.20)	
Student help	1,677,298.52	1,678,799.64	(1,501.12)	
Overtime	89,830.27	95,836.00	(6,005.73)	
Graduate Assistants	4,257,251.00	4,080,080.53	177,170.47	
Other personnel	7,175,621.89	7,060,581.47	115,040.42	
Benefits	45,345,041.77	45,998,729.93	(653,688.16)	Frozen Positions/Cuts/Internet/MOSERS
Utilities	5,306,811.00	5,310,011.00	(3,200.00)	
Capital outlay	2,284,848.47	5,905,158.37	(3,620,309.90)	Greenwood
Travel	745,035.00	1,507,330.39	(762,295.39)	50% Travel reduction 75% Classroom M&R Reduction/Other
Supplies and services	14,239,895.46	16,293,525.22	(2,053,629.76)	
Other	6,159,490.17	6,227,330.90	(67,840.73)	
Bad debt expense	1,287,500.00	1,287,500.00	-	
Supplies and services	24,716,769.10	31,220,844.88	(6,504,075.78)	
<b>Total Operating Expenses</b>	<u>181,804,307.50</u>	<u>195,034,336.72</u>	<u>(13,230,029.22)</u>	
<b>Operating Income (Loss)</b>	<u>(72,761,770.00)</u>	<u>(80,954,226.22)</u>	<u>8,192,456.22</u>	
<b>Other Non-operating Revenues (Expenses)</b>				
State appropriations	73,980,032.00	83,230,032.00	(9,250,000.00)	
Gifts	861,151.00	861,151.00	-	
Investment income	4,000,000.00	3,615,983.00	384,017.00	Interest Income
Interest on capital asset-related debt	-	-	-	
Other non-operating revenue (expense)	30,000.00	30,000.00	-	
Debt Service Transfers	(2,987,674.00)	(3,143,025.00)	155,351.00	
Operating Transfers, net	(7,982,878.00)	(4,504,624.00)	(3,478,254.00)	Primarily Reduced Auxiliary Support
<b>Net Non-operating Revenues</b>	<u>67,900,631.00</u>	<u>80,089,517.00</u>	<u>(12,188,886.00)</u>	
<b>Increase (Decrease) in Net Position</b>	<u>(4,861,139.00)</u>	<u>(864,709.22)</u>	<u>(3,996,429.78)</u>	
<b>Non-Recurring Allocations In Budget</b>	<u>861,139.00</u>	<u>4,053,173.00</u>	<u>(3,192,034.00)</u>	Greenwood
<b>Increase (Decrease) in Net Position excluding non-recurring</b>	<u>\$ (4,000,000.00)</u>	<u>\$ 3,188,463.78</u>	<u>\$ (7,188,463.78)</u>	

\$16.4 million dollar savings case, allows for a \$9,250,000 appropriation reduction, 10.9%.  
 1,500 fewer Missouri resident undergraduate students from FY2020  
 250 fewer students in residence life from FY2020  
 University operates on a traditional schedule

V.B.2.

Missouri State University  
Operating Budget  
Springfield Auxiliary Funds

	<u>FY21 Budget</u>	<u>FY20 Budget</u>	<u>Variance</u>	
<b>Operating Revenue</b>				
Tuition and fees	\$ 10,582,517.00	\$ 12,322,446.00	\$ (1,739,929.00)	1,500 fewer students
Scholarships and fellowships	(5,906,738.00)	(5,906,738.00)	-	
Grants and contracts	10,000.00	10,000.00	-	
Sales and services of educational services	1,389,701.00	1,989,701.00	(600,000.00)	Shows
Sales and services - auxiliaries	40,964,356.00	45,166,677.00	(4,202,321.00)	Fewer students, including Res Life
Other revenues	234,926.00	554,681.00	(319,755.00)	
<b>Total Operating Revenue</b>	<u>47,274,762.00</u>	<u>54,136,767.00</u>	<u>(6,862,005.00)</u>	
<b>Operating Expenses</b>				
Faculty and Staff Salaries	14,816,330.71	15,858,283.54	(1,041,952.83)	Frozen positions/cost reductions
Part-time help	804,299.00	804,299.00	-	
Student help	3,052,789.00	3,073,879.00	(21,090.00)	
Overtime	130,110.00	130,110.00	-	
Graduate Assistants	649,024.50	649,024.50	-	
Other personnel	4,636,222.50	4,657,312.50	(21,090.00)	
Benefits	5,881,582.79	5,943,502.22	(61,919.43)	
Utilities	2,576,330.00	2,574,830.00	1,500.00	
Capital outlay	280,140.00	275,000.00	5,140.00	
Travel	2,070,836.00	2,030,745.00	40,091.00	
Supplies and services	15,760,795.00	15,506,538.00	254,257.00	
Other	2,456,589.00	2,324,898.00	131,691.00	
Bad debt expense	446,751.00	437,991.00	8,760.00	
Supplies and services	21,015,111.00	20,575,172.00	439,939.00	
<b>Total Operating Expenses</b>	<u>48,925,577.00</u>	<u>49,609,100.26</u>	<u>(683,523.26)</u>	
<b>Operating Income (Loss)</b>	<u>(1,650,815.00)</u>	<u>4,527,666.74</u>	<u>(6,178,481.74)</u>	
<b>Other Non-operating Revenues (Expenses)</b>				
State appropriations	-	-	-	
Federal stabilization funds	-	-	-	
Gifts	6,244,951.00	4,744,951.00	1,500,000.00	Gift Delayed Until FY2021
Investment income	43,500.00	43,500.00	-	
Interest on capital asset-related debt	-	-	-	
Other non-operating revenue (expense)	-	-	-	
Debt Service Transfers	(11,450,193.41)	(12,687,644.88)	1,237,451.47	Actual Debt Service, No Reserve
Operating Transfers, Decrease to Operating Fur	3,678,254.00		3,678,254.00	
Operating Transfers, net	4,309,725.02	2,552,062.44	1,757,662.58	Res Life M&R
<b>Net Non-operating Revenues</b>	<u>2,826,236.61</u>	<u>(5,347,131.44)</u>	<u>8,173,368.05</u>	
<b>Increase (Decrease) in Net Position</b>	<u>1,175,421.61</u>	<u>(819,464.70)</u>	<u>1,994,886.31</u>	
			-	
			-	
<b>Non-Recurring Allocations In Budget</b>	<u>-</u>	<u>942,780.83</u>	<u>(942,780.83)</u>	
<b>Increase (Decrease) in Net Position excluding non-recurring</b>	<u>\$ 1,175,421.61</u>	<u>\$ 123,316.13</u>	<u>\$ 1,052,105.48</u>	

V.B.3.

**Missouri State University  
Operating Budget  
West Plains**

	<u>FY21 Budget</u>	<u>FY20 Budget</u>	<u>Variance</u>	
<b>Operating Revenue</b>				
Tuition and fees	\$ 4,664,689.00	\$ 4,545,939.00	\$ 118,750.00	Fee resolution
Scholarships and fellowships	(491,267.00)	(496,000.00)	4,733.00	
Grants and contracts	-	-	-	
Sales and services of educational services	141,000.00	141,000.00	-	
Sales and services - auxiliaries	1,522,924.00	1,543,773.00	(20,849.00)	
Other revenues	165,629.00	165,629.00	-	
<b>Total Operating Revenue</b>	<u>6,002,975.00</u>	<u>5,900,341.00</u>	<u>102,634.00</u>	
<b>Operating Expenses</b>				
Faculty and Staff Salaries	6,330,087.51	6,499,978.43	(169,890.92)	Frozen Positions
Part-time help	338,876.63	341,034.95	(2,158.32)	
Student help	165,492.45	165,286.00	206.45	
Overtime	4,541.00	4,541.00	-	
Graduate Assistants	-	-	-	
Other personnel	508,910.08	510,861.95	(1,951.87)	
Benefits	2,351,050.87	2,303,876.90	47,173.97	
Utilities	341,984.00	326,984.00	15,000.00	
Capital outlay	66,915.00	66,915.00	-	
Travel	82,004.00	82,154.00	(150.00)	
Supplies and services	832,350.30	862,442.30	(30,092.00)	
Other	1,376,892.00	1,336,836.00	40,056.00	
Bad debt expense	30,000.00	30,000.00	-	
Supplies and services	2,388,161.30	2,378,347.30	9,814.00	
<b>Total Operating Expenses</b>	<u>11,920,193.76</u>	<u>12,020,048.58</u>	<u>(99,854.82)</u>	
<b>Operating Income (Loss)</b>	<u>(5,917,218.76)</u>	<u>(6,119,707.58)</u>	<u>202,488.82</u>	
<b>Other Non-operating Revenues (Expenses)</b>				
State appropriations	5,811,698.00	6,477,715.00	(666,017.00)	
Gifts	45,000.00	45,000.00	-	
Investment income	90,150.00	90,150.00	-	
Interest on capital asset-related debt	-	-	-	
Other non-operating revenue (expense)	-	-	-	
Debt Service Transfers	(111,704.29)	(111,704.29)	-	
Operating Transfers, net	-	-	-	
<b>Net Non-operating Revenues</b>	<u>5,835,143.71</u>	<u>6,501,160.71</u>	<u>(666,017.00)</u>	
<b>Increase (Decrease) in Net Position</b>	<u>(82,075.05)</u>	<u>381,453.13</u>	<u>(463,528.18)</u>	

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, 2021, consisting of \$181,282,465 in budgeted operating revenues, \$94,480,960 in budgeted non-operating revenues, \$262,455,456 in budgeted expenses, \$(16,359,349) in budgeted transfers and \$861,139 in budgeted non-recurring allocations be adopted and administered through the following funds:

	<b>Budgeted Operating Revenues*</b>	<b>Budgeted Non- Operating Revenues</b>	<b>Budgeted Expenses</b>	<b>Budgeted Transfers</b>	<b>Increase (Decrease) in Net Position (including non-recurring allocations)</b>	<b>Non-recurring Allocations</b>	<b>Increase (Decrease) in Net Position (excluding non-recurring allocations)</b>
<b>Springfield Campus</b>							
Operating Fund	\$ 109,042,538	\$ 78,871,183	\$ 181,804,308	\$ (10,970,552)	\$ (4,861,139)	\$ 861,139	\$ (4,000,000)
Total Designated Funds	18,962,190	3,374,478	19,805,378	(1,814,878)	\$ 716,412	-	\$ 716,412
Total Auxiliary System Fund	47,274,762	6,288,451	48,925,577	(3,462,214)	\$ 1,175,422	-	\$ 1,175,422
<b>Total Springfield Campus</b>	<b>175,279,490</b>	<b>88,534,112</b>	<b>250,535,263</b>	<b>(16,247,644)</b>	<b>(2,969,305)</b>	<b>861,139</b>	<b>(2,108,166)</b>
<b>West Plains Campus</b>							
Operating Fund	4,286,380	5,456,698	10,012,242	119,828	(149,336)	-	(149,336)
Total Designated Funds	100,000	485,000	502,150	(21,266)	61,584	-	61,584
Total Auxiliary System Fund	1,616,595	5,150	1,405,801	(210,267)	5,677	-	5,677
<b>Total West Plains Campus</b>	<b>6,002,975</b>	<b>5,946,848</b>	<b>11,920,193</b>	<b>(111,705)</b>	<b>(82,075)</b>	<b>-</b>	<b>(82,075)</b>
<b>Total Budget</b>	<b>\$ 181,282,465</b>	<b>\$ 94,480,960</b>	<b>\$ 262,455,456</b>	<b>\$ (16,359,349)</b>	<b>\$ (3,051,380)</b>	<b>\$ 861,139</b>	<b>\$ (2,190,241)</b>

\*Budgeted Operating Revenues are net of \$35,498,745 of Scholarships.

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Craig Frazier  
Chair of the Board

Passed at Meeting of  
June 19, 2020

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Rowena A. Stone  
Secretary

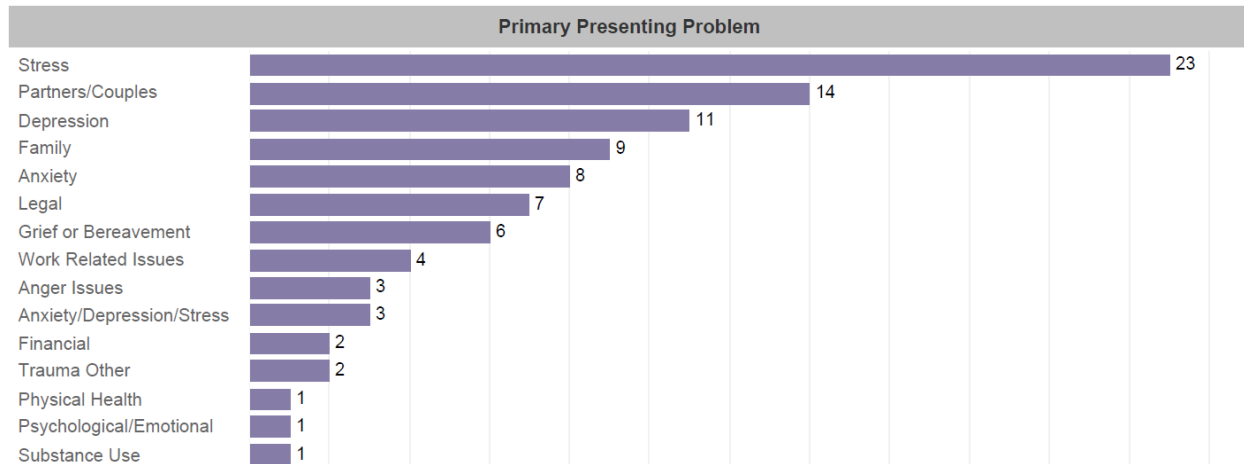
The FY21 Internal Operating Budget does not include the following: operating fund carryforward balances, other enrollment fees and supplemental course fee revenues and associated dedicated expenses; all grant related revenues and associated dedicated expenses including Pell Grants; and any other similar dedicated revenues and expenses for self-supporting ventures.

The FY21 Internal Operating Budget can be found at:  
<https://www.missouristate.edu/financialservices/documentsandreports.htm>

## Calendar Year 2019 Utilization

### Mercy Springfield Employee Assistance Program (EAP):

- New Directions Behavioral Health: Counseling, Legal, Financial, Work/Life
- 464 Contacts
- Client Serviced Count: 108
- New Cases: 95 (+0.82%)



- Additional Resources:
  - Cigna
  - My Learning Connection: Stress Management, Mental Health, and Anxiety courses)

### Emergency Room (ER):

- 421 ER Visits

Measure	% Change
ER Visits	+14.5%
Potentially Non-Emergent Visits	-7.6%

Top Potentially  
Non-Emergent ER Conditions

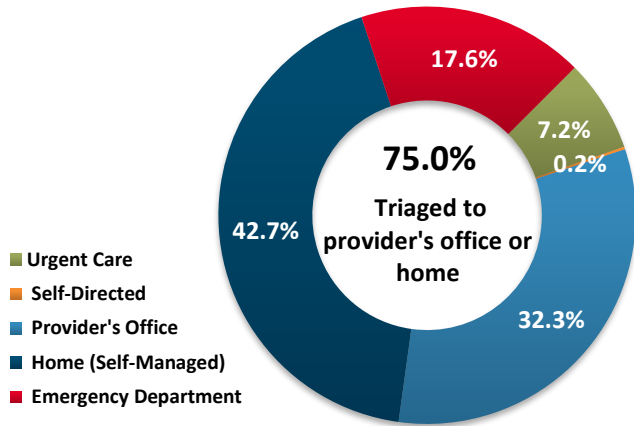


Musculoskeletal: 26 (+7) visits  
Upper Gastrointestinal: 24 (+1) visits  
Infectious: 16 (+4) visits

**Nurse On Call:**

- 281 Calls

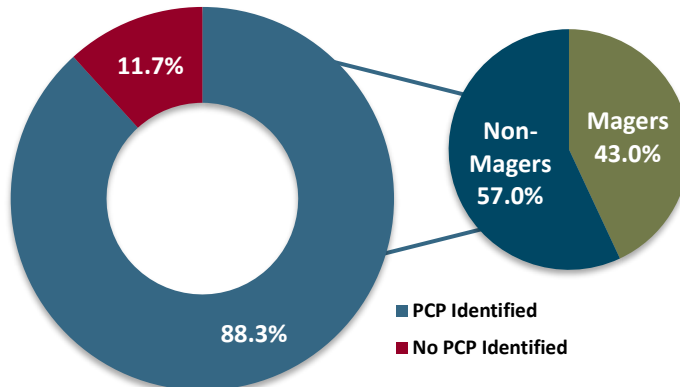
**Triage Disposition Summary**



**Primary Care Provider (PCP):**

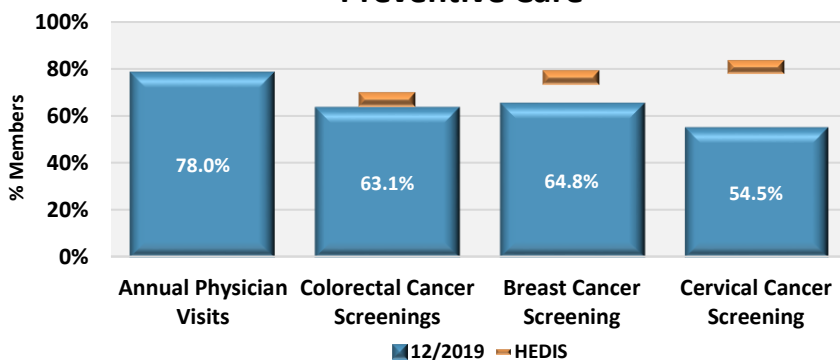
- PCP Identified: 88.3% (+0.9%)

**PCP Assignment: All Members**



**Preventive Care:**

**Preventive Care**



VIII.B.

**RECOMMENDED ACTION** - Approval of Mark B. Collins as the recipient of an Honorary Associate of Applied Science degree from Missouri State University-West Plains (MSU-WP).

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

**WHEREAS**, Mark B. Collins has been selected by the Honorary Degree Selection Committee to receive an Honorary Associate of Applied Science degree from MSU-WP;

**WHEREAS**, Mr. Collins has been a loyal public servant and an established elected official of Howell County for 24 years. He is a dedicated supporter of MS-WP, as well as the City of West Plains and surrounding areas.

**WHEREAS**, Mr. Collins began as the Southern Commissioner, serving for 11 years before moving to his current position as Presiding Commissioner of Howell County. He was an elected official serving on the Howell Valley School Board for 18 years and participated in the University of Missouri Howell County Extension Board. Mr. Collins currently serves on the County Commissioners Association of Missouri Board (CCAM), is the president of the South-Central Region of County Commissioners, and is one of twelve Chief Elected Officials in charge of the Workforce Investment Board for the South-Central Region of Missouri.

**WHEREAS** Mr. Collins and his wife have been MSU-WP supporters for more than a decade, working on events such as local fundraising for the Annual Auction, 50<sup>th</sup> Anniversary Gala, Sweetheart Auction, and Grizzly Trivia Night. He participates in community events for the literacy campaign for local school districts, civic organizations, MSU-WP, Pioneer Days within Howell County, FFA events, and Advisory Boards, FFA Alumni. Mr. Collins provides opportunities for students to attend state and national conferences and local activities for elementary school groups working with the elderly.

**WHEREAS**, Mr. Collins remains an active volunteer in the Howell County area as a member of the West Plains Chamber of Commerce, Optimist Club of West Plains, Elks Lodge, and writes a weekly column for the West Plains Daily Quill that keeps the public informed on county government issues and budget status. He gives selflessly in volunteering as a coach for area youth sports teams in baseball, basketball, and football. His influence as a volunteer has impacted countless local businesses, as well as educational groups, including MSU-WP, The Greater Boys & Girls Club of West Plains, and West Plains Elementary School. In addition to public service, Mark and his wife, Ruby, co-own Rubydoo's Vintage Event Center in West Plains.

**WHEREAS** awarding Mr. Collins, an honorary associate's degree from Missouri State University-West Plains, recognizes his many years of humble service and dedication to the university and Howell County, as a whole, making it a better place to live.

**NOW, THEREFORE, BE IT RESOLVED**, the MSU-WP Selection Committee recommends to the Board of Governors of Missouri State University that the Honorary Associate of Applied Science degree be conferred upon Mark B. Collins at the Missouri State University-West Plains'



commencement ceremony in August 2020 in recognition of his professional and personal achievements.

**VOTE:**     **AYE** \_\_\_\_\_

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

IX.A.1.

**RECOMMENDED ACTION – Faculty Handbook Proposed Revisions, Handbook Sections 8.2; 4.5.1.1; Glossary; Appendix A**

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 **8.2; 4.5.1.1; Glossary; Appendix A** 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 D;

**NOW, THEREFORE, BE IT RESOLVED** that Sections **8.2; 4.5.1.1; Glossary; Appendix A** 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:** New paragraph for Section 8: **Professional Issues**  
**8.2 Disability Accommodation and Accessibility**

Faculty at Missouri State University have the responsibility to support the university’s efforts to increase the accessibility of university programs and prevent discrimination of students with a disability. University Faculty satisfy this responsibility by: informing all students of the appropriate procedures for receiving disability accommodations; creating instructional course content consistent with the university’s accessibility guidelines; implementing any reasonable accommodations identified by the university in their assigned courses; maintaining appropriate confidentiality of records and communication concerning students with disabilities; and supporting the university’s policies and procedures designed to further the university commitment to non-discrimination by eliminating barriers to access. The university will provide support and resources for faculty implementing these responsibilities.

Faculty must work directly with the University’s Disability Resource Center, rather than the student, on any concerns that an identified accommodation may substantially alter an essential element of their course or program. Faculty may not unilaterally deny an accommodation approved through the University’s accommodation procedures.

- **EXHIBIT B: Revision to Section 4.5.1.1. Teaching Loads**  
Workloads for tenure-track faculty with standard appointments involve significant responsibilities for Research and Service in addition to Teaching responsibilities. Accordingly, average departmental Teaching loads for full-time research-active faculty should approximate 18 equated hours per academic year, and no faculty should be expected to teach more than 24 equated hours per academic year. Annual Teaching loads should typically be 24 equated hours per academic year for full-time Instructors with normal service loads, and up to 30 equated hours per academic year for full-time Instructors with little or no Service expectation. Teaching assignments for Clinical and Research faculty will vary depending on details of their appointments. **Teaching load for all faculty is determined in accordance with the University's Faculty Workload Policy (see Appendix A.) Department personnel or governance documents also address teaching load and other aspects of workload.**

- **EXHIBIT C: New Term to be added to the Faculty Handbook Glossary**

**Research-active:** Research-active is a status defined in the workload policy of each individual department and/or college that impacts teaching assignment.

- **EXHIBIT D: Appendix A: Operating Policy 3.33**

**Faculty Workload Policy for Springfield and Mountain Grove Campuses Op3.33 Faculty Workload Policy for Springfield and Mountain Grove Campuses Definitions**

**The term "Equated hours" is used to refer both to credit hours of teaching and to time assigned to activities that are equivalent to credit hours of teaching. The work involved in any activity worth three equated hours will have been determined to be equivalent to the work involved in having sole responsibility for instructing a one semester non-laboratory three-hour undergraduate class with enrollment at typical numbers or with responsibilities that do not significantly increase normal workload.**

**"Standard workload" is 24 equated hours across an academic year (Fall and Spring) with the exception of instructors without a service component and research-active faculty. For research-active faculty, "standard workload" should approximate 18 equated hours across an academic year (Fall and Spring), subject to college-specific guidelines. The conceptual framework for this standard workload is a total workload of 30 equated hours with six equated hours being allocated for maintaining currency in one's field, advising duties, and normal department, college, and University service activities. The reference to standard workload in this policy is only applicable to nine month academic appointments.**

**"Overload" is determined by evaluating the workload assigned to a faculty member in relation to the standard workload as configured for that faculty member. Thus, if a faculty member with a typical nine-hour semester teaching load is asked to teach additional coursework during a semester, then that faculty member's workload might be considered overloaded. However, even within a department all courses are not automatically equal.**

**Reason or purpose for the policy**

Missouri State University recognizes and supports the important work that faculty members do in and outside of the classroom to impact academic disciplines, students, the University, and communities. In support of that commitment, the following workplace policy was drafted to guide department, college, and University decisions related to the fair and prudent allocation of faculty workload.

### Policy statement

All seven colleges and the Library are required to create and maintain a workload policy approved by the Provost that defines the appropriate teaching load equivalence of courses and teaching-related activities (including contact hours) and define what constitutes "research active" faculty. In constructing these policies, these college/units are expected to use selected terms and definitions outlined in this document. Academic departments may develop their own workload policies, but the policies must align with the college/unit level plan. These terms include "equated hours," "standard workload," and "overload."

"Equated hours" is used to refer both to credit hours of teaching and to time assigned to activities that are equivalent to credit hours of teaching. The work involved in any activity worth three equated hours will have been determined to be equivalent to the work involved in having sole responsibility for instructing a one semester non-laboratory three-hour undergraduate class with enrollment at typical numbers or with responsibilities that do not significantly increase normal workload. Academic Department policies regarding how equated hours are assigned to particular activities are to receive majority approval in departments, be aligned with the college/unit plan and approved by the Department Head and the Dean/Director. The process for creating the workload policy should be transparent. Changes made to the college/unit and/or Academic Department workload policies by any level of academic leadership should be documented, made available, and communicated to the faculty impacted by the change. All college/unit and/or Academic Department workload policies must be posted on their respective websites upon Provost approval of the college/unit level plans. Workload policies must be reviewed every three years at both the college/unit and Academic Department level when applicable.

"Standard workload" is 24 equated hours across an academic year with the exception of instructors without a service component. The conceptual framework for this standard workload is a total workload of 30 equated hours with six equated hours being allocated for maintaining currency in one's field, advising duties, and normal department, college, and University service activities. The departmentally-approved activities of each faculty member will often vary, and in many cases the standard workloads for individual faculty members will also vary. Research-active faculty members are typically granted a three-hour reassignment per semester to promote scholarly endeavors at the University, resulting in an equated 18-hour instructional workload for an academic year. Research and other agreed upon activities are negotiated between the Department Head and the faculty member, with the approval of the College Dean/Director.

The University supports rigorous curriculum at both the undergraduate and graduate levels and clearly and strongly supports faculty involvement in mentoring student research. Thus, the construction of viable workload policies, equitable both within and between colleges/units and/or departments, requires that workload policies address specific courses and the workload of each, program development, coordination, and supervision, individualized research or readings supervision, thesis supervision, extensive off-campus

travel associated with job duties, and other activities valued by the college and/or department that increase a faculty members workload (i.e., as measured in equated hours).

“Overload” is determined by evaluating the workload assigned to a faculty member in relation to the standard workload as configured for that faculty member. Thus, if a faculty member with a typical nine-hour semester teaching load is asked to teach additional coursework during a semester, then that faculty member’s workload would be considered overloaded. Any faculty member with a workload assignment that exceeds, according to college/unit and/or Academic Department workload policy, 25 equated hours shall be compensated for being on overload status. It may be reasonable, that as a function of college/unit and/or departmental workload policies, a faculty member's standard instructional load may deviate one to two hours above or below nine hours for research active faculty and 12 hours for non-research active faculty. Where a minority of the faculty is performing duties that substantially increase their workload, it is the Department Head's responsibility to ensure the policy is fair and equitable.

Faculty members who are requested to teach overload course assignments have the right to refuse such assignments. If a faculty member chooses to accept an overload assignment, then that faculty member is entitled to overload compensation, to future workload reductions, or to another compensation arrangement mutually acceptable to the faculty member and Department Head. Faculty who receive overload compensation will receive a minimum instructional salary based on a scale of 2 ½% of a nine month base salary per credit hour unless otherwise negotiated with the unit's direct academic administrator or College Dean. Faculty who choose to accept an overload assignment will be permitted to renegotiate prior established merit weights for teaching, research, and service if applicable.

If a substantial proportion of faculty disagrees with the content of the college/unit and/or department policy or with changes made to the policy by the Department Head or College Dean they should attempt to resolve differences of opinion with the focal/relevant academic administrator. If a resolution is not possible then the faculty member may submit a written appeal to the Provost for consideration. Faculty who believe the college/unit and/or Academic Department policy is not being applied equitably may use the normal appeals process outlined in the Faculty Handbook.



SPONSORED PROJECT REPORT - THROUGH MAY 30, 2020

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 2020 through the month of May.

PROJECT HIGHLIGHTS

- Robert Pavlowsky, Director of the Ozarks Environmental and Water Resources Institute, received \$256,589, from the U.S. Environmental Protection Agency, through the Missouri Department of Natural Resources. The project will develop a watershed management plan for Lake Taneycomo and involve a partnership with the Ozarks Water Watch. It will include water quality monitoring and modeling, assessment of bank erosion and lake sedimentation, stakeholder/community meetings, water quality concerns survey of the public, and training for three graduate students.
Nichole Busdieker-Jesse, Assistant Professor, Arbindra Rimal, Department Head, and Christine Sudbrock, Assistant Professor of Agribusiness, Agriculture Education and Communications, received \$270,810 from the U.S. Department of Agriculture to identify gaps in current beginning farmer programs' reach while enhancing the awareness of programs to important stakeholders such as producers, producer organizations and policy makers.
Kris Grbac, Director of the Newborn Hearing Screening Project, received \$45,927 from the Missouri Department of Health and Senior Services. The purpose of the project is to provide the Missouri Department of Health and Senior Services Newborn Hearing Screening Program with audiological consultation services. Activities are designed to assist hospitals with maintaining quality newborn hearing screening programs and to provide the oversight office with audiological consult.

RESULTS

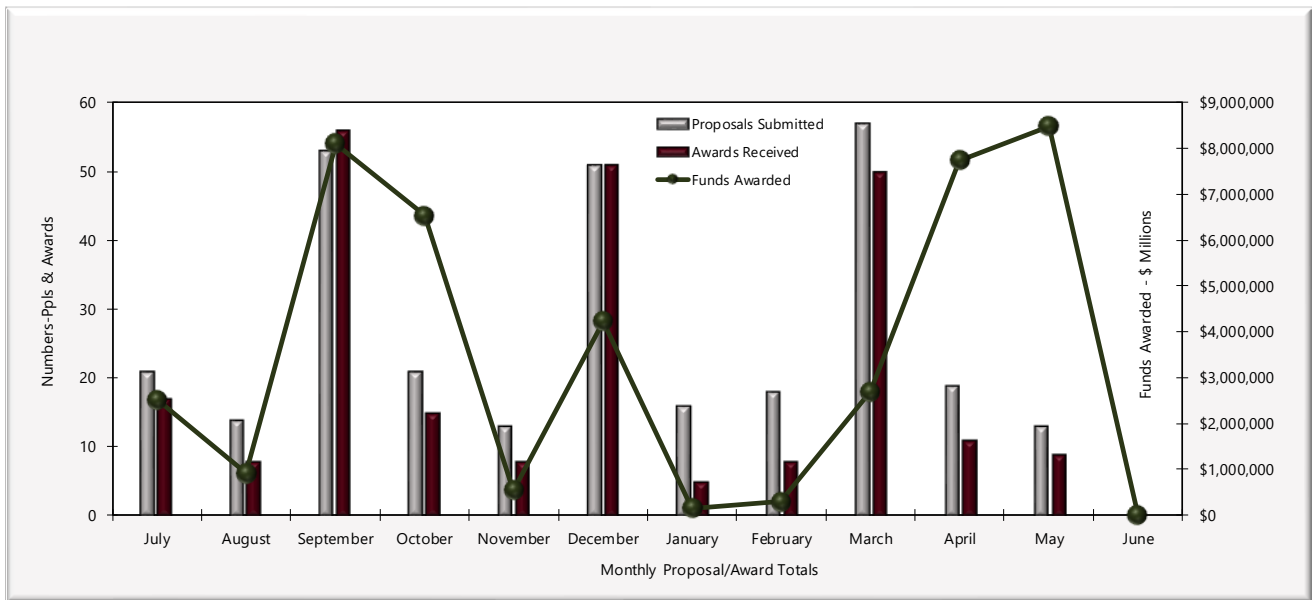
As of the end of May, the University has submitted 296 proposals for support of University-based projects. To date, 238 awards have been received – some of which are from proposals submitted during the previous fiscal year. The commitment of funds in these grants and contracts to date is \$42.1 million (\$14.8 million in CARES Act funding). 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.

Table with 3 columns: Key Indicators, Activity for FY 2020, and % Change from 2019. Rows include: Proposals Submitted (296, 9%), Funds Requested (\$66,170,274, 58%), Named Investigators (97, -1%), Grants & Contracts Awarded (238, 3%), Funds Awarded (\$42,185,363, 52%).

External funding activity so far in FY 2020:

Sponsored Program Activity FY 2020

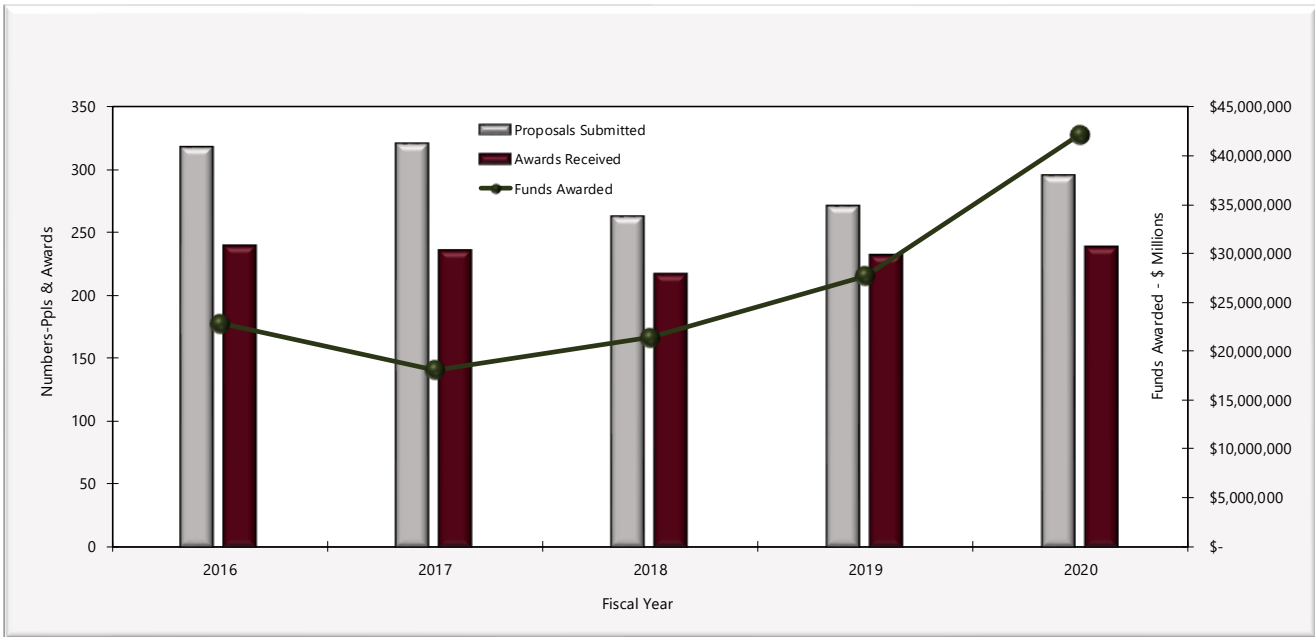
Month	Proposals Submitted	Total Awards	Dollars Awarded
July	21	17	\$2,509,658
August	14	8	\$905,450
September	53	56	\$8,106,691
October	21	15	\$6,538,521
November	13	8	\$532,293
December	51	51	\$4,229,825
January	16	5	\$145,728
February	18	8	\$292,649
March	57	50	\$2,697,371
April	19	11	\$7,737,522
May	13	9	\$8,489,655
June	0	0	\$0
	296	238	\$42,185,363



A comparison of activity over the last five years:

Cumulative Sponsored Program Activity Through the Month of May (FY 2016 - FY 2020)

Fiscal Year	Proposals Submitted	Number of Awards						\$Millions	
		Education	Equipment	Facilities & Infrastructure	Research	Service	Ttl Awds	Requested	Awarded
2016	319	49	2	7	40	141	239	\$ 52,392,994	\$ 22,808,844
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





Grant and contract activity for FY 2020, through May:

**Missouri State University**  
**FY 20 Grant/Contract Activity by Unit**

Unit	# Applying		# Awarded		Credit Share*			Actual**		
	Staff	Faculty	Staff	Faculty	Grants / Contracts		Award	Grants / Contracts		Award
					Submit	Awards	\$	Submit	Awards	\$
Administrative Services	3	0	2	0	4	2	\$ 76,440	4	2	\$ 76,440
College of Agriculture	1	9	2	5	20	18	\$ 486,683	16	14	\$ 486,683
Center for Grapevine Biotechnology	0	1	0	1	1	1	\$ 89,653	1	1	\$ 89,653
Mid-America Viticulture & Enology Center	1	1	1	1	4	3	\$ (9,352)	4	3	\$ (9,352)
College of Arts & Letters	0	4	0	5	6	7	\$ 638,007	6	7	\$ 638,007
Center for Dispute Resolution	0	1	0	1	3	3	\$ 30,777	3	3	\$ 30,777
Center for Writing in College, Career, & Community	0	1	0	1	4	3	\$ 17,687	3	3	\$ 17,687
College of Business	0	2	0	3	4	5	\$ 1,592,111	4	5	\$ 1,592,111
Center for Project Innovation & Management	0	0	0	0	0	0	\$ -	0	0	\$ -
College of Education	3	6	3	2	21	13	\$ 720,323	17	13	\$ 720,323
Agency for Teaching, Leading and Learning	1	1	3	1	8	10	\$ 1,772,637	7	7	\$ 1,772,637
Institute for Play Therapy	0	0	0	0	0	0	\$ -	0	0	\$ -
Institute for School Improvement	0	0	0	0	0	0	\$ -	0	0	\$ -
College of Health & Human Services	3	15	2	11	33	26	\$ 1,075,063	30	25	\$ 1,075,063
Center for Research & Service	0	0	0	0	0	0	\$ -	0	0	\$ -
College of Humanities & Public Affairs	0	3	0	1	3	1	\$ 8,950	1	1	\$ 8,950
Center for Archaeological Research	1	1	1	1	25	23	\$ 1,006,324	16	14	\$ 1,006,324
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	3	44	4	22	85	45	\$ 2,236,723	66	33	\$ 2,057,664
Bull Shoals Field Station	0	1	0	1	2	2	\$ 16,283	2	2	\$ 16,283
Center for Resource Planning & Management	4	0	4	0	19	19	\$ 209,272	13	13	\$ 231,144
Ozark Environmental Water Research Institute	1	1	1	1	18	14	\$ 473,907	10	9	\$ 459,632
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	0	1	0	0	1	0	\$ -	1	0	\$ -
President	2	0	1	0	3	1	\$ 6,927,837	3	1	\$ 6,927,837
Provost	1	4	1	3	11	11	\$ 173,513	11	11	\$ 344,975
Ozarks Public Health Institute	0	1	0	0	1	0	\$ -	1	0	\$ -
Southwest Missouri Area Health Education Center	1	0	1	0	8	9	\$ 270,439	8	9	\$ 270,439
Research & Economic Development	4	0	5	0	21	21	\$ 2,860,541	21	21	\$ 2,860,541
Center for Applied Science & Engineering	2	0	2	0	6	4	\$ 7,999,742	5	4	\$ 7,999,742
Center for Biomedical & Life Sciences	0	1	0	1	6	5	\$ 199,408	6	5	\$ 199,408
International Leadership & Training Center	1	0	1	0	3	3	\$ 2,792,359	3	3	\$ 2,792,359
Jordan Valley Innovation Center	1	0	1	0	11	10	\$ 678,979	11	10	\$ 678,979
Small Business Development & Technology Center	1	0	1	0	6	6	\$ 296,051	6	6	\$ 296,051
Student Affairs	3	0	3	0	3	3	\$ 7,255,344	3	3	\$ 7,255,344
West Plains	4	4	4	2	16	10	\$ 2,289,662	14	10	\$ 2,289,662
<b>TOTAL</b>	<b>41</b>	<b>102</b>	<b>43</b>	<b>63</b>	<b>356</b>	<b>278</b>	<b>\$ 42,185,363</b>	<b>296</b>	<b>238</b>	<b>\$ 42,185,363</b>

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

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

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

**Board of Governors Meeting June 19, 2020**

**Division for Diversity & Inclusion Diversity Events/Collaboratives/Initiatives:**

**8<sup>th</sup> Annual Collaborative Diversity Conference (CDC), April 22-24, 2020:**

The 2020 Collaborative Diversity Conference was cancelled this year due to the COVID-19 pandemic.

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

SAAB National Office moving into the MSU Park Central Office Building (PCOB) on public square on June 25, 2020. Executive Director Jerome Bledsoe and family relocating to Springfield. Dr. Tyrone Bledsoe, SAAB founder, celebrates SAAB's 30<sup>th</sup> Anniversary in October, 2020 in Dallas, TX. SAAB Ambassadors Council being created. The Springfield Community Foundation of the Ozarks (CFO) is fiscal agent for National SAAB. Discussions underway regarding SAAB Ambassadors Council.

**Missouri Higher Education Equity Project-** MSU participates as member of statewide efforts to address equitable educational opportunities for underrepresented populations. The Missouri Dept of Higher Ed & Workforce Development (MDHEWD) hosted summit in Oct. 2019 to initiate effort with MSU participating. 2020 Summit being planned now.

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

**Facing Racism Institute (FRI) --**The Spring semester session scheduled for March 5-6, 2020 was held at the Springfield Area Chamber of Commerce offices. More than 250 people have attended FRI trainings and this year ten scholarships were available for non-profit organizations (limit 2 per organization) due to the generation of diversity grants received from the Community Foundation of the Ozarks (CPO). Dr. Leslie Anderson and Dr. Lyle Foster facilitate FR training in partnership with Chamber and at the annual Collaborative Diversity Conference.

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**Missouri Commission on Racial Equity and Fairness (CREF)**- CDO appointed member of Commission that was established in October 2015, then Chief Justice Patricia Breckenridge emphasized the formative purpose: “We all need to do everything we can to ensure that every individual in every case in our system of justice is treated with respect and has his or her case adjudicated fairly and impartially according to the law. Until that is true in 100 percent of our courts, we cannot rest. Even a perception of justice denied anywhere should concern us all, no matter who or where we are.”

The Commission was tasked “to examine and review current practices and recommend 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 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. This is 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.

**Staff Diversity Composition Initiative (SDCI)**--Program administered in Division for Diversity & Inclusion by Chief Diversity Officer with Council. See [https://www.missouristate.edu/policy/Op1\\_02\\_10\\_Staff\\_Diversity\\_Composition\\_Initiative.htm](https://www.missouristate.edu/policy/Op1_02_10_Staff_Diversity_Composition_Initiative.htm)

**Faculty Diversity Composition Initiative (FDCI)**—Program administered through DDI and Office of Provost to increase diverse faculty at the university [https://www.missouristate.edu/policy/Op1\\_02\\_9\\_Faculty\\_Diversity\\_Composition\\_Initiative.htm](https://www.missouristate.edu/policy/Op1_02_9_Faculty_Diversity_Composition_Initiative.htm)

**Giving Voice --** Giving Voice (GV) is a 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. <https://givingvoice.missouristate.edu/>

**Faculty Diversity Coordinator –** Dr. Lyle Q. Foster, Sociology, and Faculty Diversity Coordinator in the DDI, continues new and existing faculty Cultural Consciousness professional development sessions during 2019-2020 academic year; facilitates campus Tough Talks for students, faculty & staff; researched in collaboration with Dr. T. Knapp the Springfield Greene County African American Heritage Trail.

**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. Council raised funding to place

## XI.A.

trail markers delineating the history and contributions of African American citizens in the region.

**Diversity Lunch & Learn for Faculty and staff-** faculty and staff attend forums on specific topics related to the university setting. Shared ideas among participants enhancing learning that is designed so faculty & staff feel free to come and go based on their schedules. 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 conducted workshop sessions (Microaggressions: Supporting & Empowering Students); Teaching & Learning (Respect/Acceptance in Classroom); Inclusive Assessment); and Addressing Diversity Challenges in the Classroom & Difficult Discussions.

**Book Talks Spring 2020 – “Among the Lost”** by Emiliano Monge was facilitated by Dr. Judith Martinez, DDI Diversity Fellow.

**Tough Talks--**The 2019-2020 sessions are facilitated by Dr. Lyle Q. Foster and continue throughout the summer in light of national public health & racial crises.

**Shattering the Silences-** facilitated by Dr. Judith Martinez and last session presented on March 3<sup>rd</sup> by COAL Dept. Head Dr. Jason Jolley.

**Education Preparation Provider (EPP) Committee on Diversity-** CDO and AVP for DDI attended 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 covered included:

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. Facilitated by AVPDDI Dr. Juan Meraz.

**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.

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**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.

**President Councils on Diversity:**

**President's Community Diversity Council**--The Fall 2019 meeting of the Community Diversity Council will be scheduled in March.

**President's Student Diversity Council**-- Spring semester meeting held in February and April meeting canceled due to COVID-19.

**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>

**Diversity Talent Hub Job Fair:** A Spring semester Job Fair scheduled for Saturday, April 25, 2020 cancelled. Fair provides opportunity for local employers to meet/interview diverse and traditional-aged targeted underrepresented college students for internship and co-operative job opportunities, and potential full-time careers. Prosper 2025, Workforce Development, and DDI are community collaborators.

**Interfaith Diversity Taskforce**- Taskforce composed of Multicultural Programs, the General Counsel's Office, DDI, various faith & spiritual leaders created a shared space entitled the "Room of Reflection" at the Mary Jean Price Annex. The room is a quiet space for reflection, mediation and prayers not specific to any one religion or faith and can be customized to meet the needs of any religious, non-religious or spiritual practices.

**Religious Diversity Collaboration**- the university and DDI was awarded the 2018 Values, Interfaith Engagement, and Worldview Survey (VIEWS) scholarship. The VIEWS data is used to develop specific campus recommendations and/or goals regarding religious diversity on campus.

**Brother 2 Brother (B2B)**--B2B is local student mentoring program and affiliate of the Student African American Brotherhood (SAAB) <http://saabnational.org/> that has MSU, Drury University & OTC participating as a city-wide chapter. The CDO is advisor to MSU chapter and the members and mentors/advisors meet monthly.

**2019-2020 Action Plan:** CDO developed Division for Diversity and Inclusion priorities for Fall 2018-Spring 2019 with assistance of Offices of the President and Provost, Administrative Council, Academic Leadership Council as well as deans of colleges and department heads.

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**Diversity MODES--** [A Springfield Area Higher Education Diversity Consortium] - monthly meetings chaired by AVDI, Dr. Juan Meraz. MODES charge is to facilitate retention of underrepresented group students on local college campuses.

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

**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. Performance Measures and Subcommittee on Diversity Outreach, Recruitment and Retention co-chaired by MSU AVPDDI, Dr. Juan Meraz, and former MSU HR Director Tamaria Few.

**Springfield 2025: Higher Education Project: Pathway to Educational Success [Talent Hub]**

MSU is part of local coalition established to increase post-secondary attainment of traditional-age targeted underrepresented students ages 18-24 who are currently enrolled in post-secondary education with certifications, 2-year and 4-year degrees who will graduate within 2 years. Talent Hub partnership meets monthly and comprised of MSU, Drury, Evangel, OTC, MCAC, SPS, Chamber of Commerce, Prosper Springfield, Community Partnership of the Ozarks, and Community Foundation of the Ozarks.

**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).

**CEO Roundtable- “Business Perspectives: The Benefits of Moving Toward Inclusive Excellence”** held September 27, 2019 hosted by Chamber of Commerce, Springfield Convention & Visitors Bureau, City of Springfield Workforce Development & DDI. Collaboration continuing during Spring semester features facilitated discussions regarding diversity, equity, and inclusion (DEI) best practices for the workforce and customer service.

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I am incredibly honored to introduce the 2020 – 2021 SGA Cabinet. These individuals have already hit the ground running. These are a group of diverse students that are working to the best of their ability during this time to find ways to help innovate Missouri State.

Director of Academic Affairs – Aimee Hendricks and Andrew Rudolph

Director of Administrative Services – Anna Pellegrini

Chief Communications Officer – Christina Nguyeen

Chief Elections Commissioner – Madalyn Kurlandski

Chief Financial Officer – Colin Loyet

Chief Information Officer – Will Martin

Chief Interpersonal Violence Prevention Commissioner – Emily Taylor

Chief Sustainability Commissioner – Mackenzie Morris

Chief Wyrick Commissioner – Patrick Seacrist

Director of Diversity and Inclusion – Niyati Sethi

Director of Health and Wellness – Emily Ziegler

Director of Information Services – Jarett Fickbohm

Director of Public Affairs – Cameron Jordan

Director of Research and Development – Avionne Jones

Director of Secretary of Senate – Colin Weber

Director of Student Affairs – Cara Connor

Director of Sustainability – AJ Aumann

Director of University Advancement – Rami Issawi

This year we are excited to design the spaces of what the new Office of Student Engagement and Multicultural Student Center will look like. We have already been in talks with local professionals in hopes to increase community engagement. We are working hard to figure out how we can better cater to our diverse students and help all students feel valued and welcome at Missouri State. We have a lot more planned, but these are projects that have already begun!

This year will come with their own set of challenges, but we are so thankful for all of the hard work from the university and I have seen a lot of students grow in appreciation for Missouri State and how MSU has handled recent circumstances.

*Tara Orr*

Student Body President  
Missouri State University



## XII.B.

### **Student Affairs Report Missouri State University Board of Governors**

June 18, 2020

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 May Board Meeting include:

#### **Enrollment Management & Services:**

- Significant progress was made on the SEM plan. The development of several strategies for each of the seven goals was near completion. This process was put on hold due to the COVID-19 crisis.
- New Director of Admissions, Teresa Haney, was hired May 1, 2020
- In response to ACT and SAT test cancellations due to COVID-19, the fall 2020 undergraduate admission policy was updated to allow the ACT/SAT to be waived for any student with a 3.25 or higher GPA.
- Updated the Transfer Center website with new information regarding 2+2 pathways
- Developed several new recruitment initiatives in response to COVID-19.
  - Published a COVID-19 Admissions FAQ page
  - Provided virtual campus visit appointments with approximately 950 so far
  - Attended virtual high school visits and college fairs
  - Published YouTube live streaming Q&A sessions averaging 300 attendees
  - Created new recruitment partnerships with academic colleges and departments
  - Provided virtual sessions with current MSU students and student-produced videos
  - Calling over 7,000 admitted students to check-in, get feedback on how MSU is doing regarding the pandemic, and inquire of their intentions for fall 2020
  - Called transfer students with incomplete applications
  - Developed targeted communications to local students
  - Reached out to high school counselors to help assist their students
- The Office of the Registrar, in response to COVID-19:
  - Created a temporary exception policy for Pass/Not Pass grading. Processed over 8,000 P/NP changes and degree audit exceptions during the month of April.
  - Processed a high volume of course schedule changes due to changes in delivery mode.
  - Supported early completion and commencement for Nursing students.
  - Extended dates and deadlines for course registration, placing courses on drops, audits, and pass/not pass
  - Processed 8,190 requests to change courses to Pass/Not Pass from 3,859 students
  - Processed course changes for departments making modality changes for summer and fall courses.
  - Developed a transcript comment in regard to the Pass/Not Pass Spring 2020 policy
  - Assisted with gathering data for commencement ceremony change
- The Office of the Registrar processed End of Term for Spring 2020 semester
  - Processed grading with 99% (76,174) of all grades coming in on time
  - As of June 3 conferred 2,155 undergraduate degrees and 835 graduate degrees
- The Office of Student Financial Aid distributed CARES Act funding:
  - Phase One: 5,871 students received \$250 each, total of \$1.5 million.
  - Phase Two: 3,744 students received \$1,000 each, total of \$3.7 million.
  - Phase Three: Remaining funding will be distributed in June.

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

- Magers Family Health and Wellness Center has remained open throughout the COVID-19 pandemic and Springfield “Stay at Home” orders, providing quality health care and pharmacy needs for our campus community.
- Magers is also assisting the University reopening by administering ~ 1.000 Covid-19 virus screening tests this summer. In addition to testing ill patients, the screening tests are for returning athletes, international travelers, residence hall students, band members, and choir members.

### **Campus Recreation:**

- Implemented unified sports league in partnership with Special Olympics of Southwest Missouri. This program is an Intramural Sports and allows students an opportunity for leadership and community engagement through recreation.
- Reinstalled a leadership seminar for campus recreation employees. The student recreation leadership team (SRLT) is composed of a small cohort (8) student employees who apply to participate in a 28 hours professional development program.
- Set record enrollment in programs such as BearFit Bootcamp, Intramural Basketball, and the Spring Break Outdoor Trip (cancelled day before departure due to COVID)

### **Bookstore:**

- Our new Director, Jim Sexton, will be joining us at the end of this month. The Bookstore team is very excited to welcome him to campus.

### **Plaster Student Union:**

- OSE is working on an Event Planning Guide for student organizations to assist them in planning events for the fall semester.
- Fraternity and Sorority Recruitment planning is underway. Fraternity recruitment will look similar to previous years, with chapters working on sanitation protocols and social distancing guidelines. Sorority recruitment will likely employ a hybrid process of online and in person events.
- An agreement has been finalized with carGO among Missouri State, Chartwells and carGO, beginning August 1. Whereas Grub Hub was the mobile food ordering provider previous to this agreement, carGO will take on this service and offer additional services, including delivery of PSU vendors, delivery of off-campus vendors and renting a space within the PSU for enhanced customer service.

### **Multicultural Services**

- Dr. Ryan Reed reports that 19 of our Access Program students graduated this spring and another 11 students made the MSU Dean’s List.
- BearsLead had 28 students who were awarded the completion stipend for meeting program requirements.
- Multicultural Services contacted over 200 MSU students who had not enrolled for the fall term through the proactive registration initiative. The goal of the outreach was to help encourage their registration and to help remove barriers that might be in the students’ path.
- Twon Madison, GA for the ATC won Outstanding Administrative GA of the year
- Tim Lehmann, Access Specialist for the DRC, won Outstanding Advocate of the Year for the Bear POWER program
- Justin Lozano, Director of the DRC, and Kristeena LaRoue, Associate Director of the DRC, just finished hosting a virtual spring conference for disability service professionals in the state of Missouri (MO AHEAD)

**Residence Life, Housing and Dining:**

- The ResLife Business Services Office was fantastic in working with students on the move-out process this spring due to COVID-19. Working remotely made their efforts even more challenging but they did outstanding work.
- Four students were awarded the Wilda F. Looney Residence Life Leadership Scholarship. \$1,000 each to: Payton Branson, Ovidio DeLeon, Hannah Gentry and Sara Herdman.
- A new scholarship specifically for returning student leaders, endowed by alums Rich and Cindy Miller was awarded to Caleb Alexander, \$2,000.
- Residence Life Professional live-on staff and the custodial/maintenance staff are to be commended for the efforts put forth to close the halls in the midst of the pandemic. Numerous residents' belongings had to be inventoried and boxed since they were not able to come and gather and check out from the halls.
- Katie Westermeyer (May 2020 graduate; 17-18 RHA President) was elected to serve as the Chairperson and CEO of NACURH, Inc. - an international student housing organization representing colleges and universities in the US, Canada, The Bahamas, parts of Australia, Mexico, Qatar, United Arab Emirates, South Africa, and Hong Kong.
- Payton Branson (19-20 RHA National Communications Coordinator) was sworn in as the Regional Director of MACURH - the Midwest Affiliate of NACURH, Inc., representing colleges and universities in Missouri, Iowa, Kansas, Nebraska, Minnesota, South Dakota, North Dakota, Manitoba, and Nunavut.
- Payton Branson & Travis D. Schilla were each awarded a MACURH Silver Pin - the highest regional award an individual can receive.

**Dean of Students:**

- The MSU Counseling Center has transitioned to offering Tele Counseling appointments to our students during this COVID pandemic.
- The University orientation program, SOAR, has been changed from fifteen 2-day overnight programs to Twenty-four 1-Day events starting in July. Each session will be capped at 110 students plus one family member. Many of the sessions will be on-campus, while others will be offered on-line. Thus, students can select the type of program they are most comfortable with.
- The student body elected new Student Government Association officers: Tara Orr, President; Blake Haynes, Vice President; and Apryl Myers, Chief of Staff. We're all looking forward to a good year.

Respectfully submitted by,

*Dee Siscoe*

Dr. Dee Siscoe  
Vice President for Student Affairs

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President Smart, Governor Frasier, Members of the Board-

While Senate has been preparing for its leadership transition in the next few months, Jimi Sode, our next Chair announced he will be taking a new position outside of the university effective June 26th. We are extremely excited for Jimi and wish him the best in his new endeavor. Dr. Ryan Reed will begin transitioning into the Chair role immediately while we prepare for another election for the position of Chair-Elect in July. I look forward to Dr. Reed and our executive board's leadership next year. These have truly been unprecedented times, but we will not let this impact our mission to represent our Missouri State University staff members.

During our most recent meeting, Senators discussed professional development opportunities, furlough policies, and campus safety for the summer/fall months. Insight gleaned from those meetings is shared directly with President Smart and members of his executive team. We appreciate the continued opportunity to be involved in critical conversations especially during times such as these.

Moving forward, Staff Senate will continue to have important conversations on how to support staff and continue to improve morale. Staff Senate will be busy in July as we begin planning initiatives and activities for the upcoming year, create a campaign for Senator recruitment and welcome new Senators in the fall.

Sincerely,

A handwritten signature in black ink that reads "A'dja Jones". The signature is written in a cursive, flowing style.

A'dja Jones

[AdjaJones@missouristate.edu](mailto:AdjaJones@missouristate.edu)

## XIV.A.

### Marketing and Communications Report Missouri State University Board of Governors June 18, 2020

MarCom updates since the February 21, 2020 meeting

#### **COVID-19**

It has been all-hands-on-deck in addressing communication and messaging needs associated with COVID-19. This includes website, videos, social media, letters to the campus community, etc.

We also led the way in developing videos, websites, social media posts and other visuals to create a meaningful non-traditional commencement for our May graduates during COVID-19

#### **Integrated Marketing**

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

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

#### **Website Refresh**

Over 98% of the sites across the university have been updated with the refreshed design. By redesigning within the current architecture, the team has been able to more expeditiously create an experience that empowers users to guide and control their journey, engage with the brand, and easily find what they're looking for.

#### **Web Strategy and Development (WSD)**

The team continues to update academic and administrative websites and support the Foundation and Alumni organizations. They are also busy updating the website to address COVID-19 and the recovery/return-to-campus process.

#### **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 and an overall awareness campaign for the university.

The social media team played a key role not only with COVID-19, but also in the recent racial-driven crisis. Their ability to track spiraling issues enables us to be more prepared to respond as they escalate.

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.

Since launching in 2018, stories picked up by media outlets have grown from 200+ in 2018 to 480+ in 2019 and is on target to exceed 450 in 2020.

#### **Visual Media**

The team is working on new high-production-value videos and photography for Mind's Eye. They played a key role in developing videos and visuals during COVID-19 that enabled us to effectively to communicate to students, faculty and staff.

Marketing and Communications Report  
Missouri State University Board of Governors  
June 18, 2020

**Editorial and Design Services (EDS)**

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

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

XV.A.

**RECOMMENDED ACTION** - Approval of consultant and authority to enter into an agreement for professional services in conjunction with the renovation of the Professional Building.

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

**BE IT RESOLVED** by the Board of Governors of Missouri State University that the professional services of Hood-Rich Architecture in conjunction with the renovation of the Professional Building be accepted, approved, and awarded.

**BE IT FURTHER RESOLVED** that Hood-Rich Architecture perform this work for a fixed fee of Three Hundred Twenty-four Thousand and 00/100ths dollars (\$324,000.00) plus reimbursable expenses.

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

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

**VOTE:**        **AYE** \_\_\_\_\_

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

**COMMENTS:**

The university desires to facilitate the design of the renovation for the Professional Building. Through the master planning process, existing vacated spaces will be assessed and converted into appropriately sized classrooms equipped with up-to-date technology, research facilities for faculty that align with national recommendations and accreditation standards for Biomedical Sciences, Communication Sciences and Disorders, Nursing, and Sports Medicine and Athletic Training within the McQueary College of Health and Human Services. As part of the renovation, the Speech Language and Hearing Clinic in the Communication Sciences and Disorders Department will be updated. Inviting advisement and student collaboration spaces will be created. This will allow the university to further increase the number of graduates in health-related fields as employer demand continues to grow in these areas.

An existing building assessment will occur to all the building systems. Life safety as well as mechanical, electrical and plumbing systems in the building are reaching the end of their useful life and are in need of replacement in order to continue to provide reliable service. Included in the consultant team, and exterior envelope specialist will assess the replacement of roofs and repair of the exterior envelope of the building. Design will occur this summer and continue into the fall semester. Phase I of the construction work is scheduled to begin by the summer of 2021 and be completed by the spring 2022 semester.

Hood-Rich Architecture was the firm selected for this project due to past knowledge and experience with the university. The consultant will provide comprehensive design services, from schematic design through post-construction.

This project will be paid from the Professional Building Renovation budget funded by private donations (\$324,000.00).



XVI.A.1.

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

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

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

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

**COMMENTS:**

Recommend the attached report summarizing all reportable Office of Procurement Services activity from April 29, 2020 through June 3, 2020 be approved.

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

**FOR APPROVAL**

**Contract amendments that cause the estimated value of the contract to be exceed by \$25% or \$50,000.00, whichever is less**

**Printing and Mailing \$109,026.34  
Marketing and Communications Editorial and Design Service (Estimated)**

The University contracts with LSC Communications for the printing and mailing of its 40-page alumni magazine.

In an effort to expand knowledge of and participation in the capital campaign Onward Upward, the University increased the quantity of the January 2020 issue from 20,000 copies to 110,000 copies to reach more University alumni and friends. In addition, a personalized variable data printing envelope was included in the magazine inviting alumni and friends to mail their financial gift to the University.

January 2019 Issue	May 2019 Issue	September 2019 Issue
<b>20,000 Copies</b>	<b>110,000 Copies</b>	<b>110,000 Copies</b>
January 2020 Issue	May 2020 Issue	September 2020 Issue
<b>110,000 Copies</b>	<b>110,000 Copies</b>	<b>110,000 Copies</b>

Original Contract C7638 details the printing and mailing services for the alumni magazine. The contract began with the January 2019 issue and is renewable through the September 2022 issue. The printing and mailing amount for year 2020 was estimated for \$82,000, and includes the January, May, and September issues, based on the quantities determined in the 2019 contract.

Additions to the contract noted above are outlined in Amendment One to Contract C7638-One for \$27,026.34, totaling \$109,026.34.

**Note: Funding for the magazine and postage to be from ongoing Alumni Relations operational budgets.**

April 29, 2020 through June 3, 2020

**ACTIVITY REPORT  
PAGE TWO**

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

<b>ESPN3 Telecast Intercollegiate Athletics</b>	<b>\$385,000.00 (Estimated)</b>
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In July 2015 ESPN and the Missouri Valley Conference (MVC) entered into a 10-year agreement for media rights that would provide televised coverage for member institutions, which included the University. The agreement provides the University significant national televised coverage for multiple sports on ESPN3, as well as hands-on student educational opportunities.

The ESPN campus model encompassed a three-year roll out that began in the fall of 2015. University sports to be televised the first year included all home football, volleyball, men's and women's basketball, and baseball games. The agreement also included, in subsequent years, televised home games for men's soccer, women's soccer, and softball.

Hite Media Services, a local company and owned and operated by a University alumnus, was awarded the video board production contracts as the lowest and best provider. The company is to continue to produce the HD-quality telecasts for the University and ESPN through the Missouri Valley Conference contract.

As the current video board operations contractor for Athletics for the Arena, Plaster Stadium, and Hammons Field, Hite Media will provide ESPN telecast production in addition to the video board operations.

For each ESPN televised production, Hite Media will continue to provide a fully capable ESPN approved 25-foot production trailer with equipment, as well as production staff, which includes a director, producer, time-out coordinator, engineer, announcers, and technicians.

Given the current uncertainty and financial challenges relating to the COVID-19 pandemic, the league asked ESPN for a dispensation for the games for the upcoming year. ESPN is still reviewing the University's request.

Recommend approval to continue utilization of the ESPN and Missouri Valley Conference agreement for the period August 1, 2020 through July 31, 2021, at the budgeted amount of \$385,000.00.

**Subject to need and continued satisfactory service, utilization will be evaluated on an annual basis, and ongoing production expenditures will continue to be made.**

April 29, 2020 through June 3, 2020

**ACTIVITY REPORT  
PAGE THREE**

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

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

<b>Periodicals, S1 Domestic Origin Meyer Library</b>	<b>\$475,000.00 (Estimated)</b>
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Recommend renewal of Contract C7331-1 with Otto Harrassowitz, for the purchase of Class S1 Domestic Origin Periodicals for the period July 1, 2020 through June 30, 2021. The renewal is the fourth of six available renewal options, and **subject to continued satisfactory performance, the University will continue to exercise the remaining available annual renewal options.** Contract prices and mailing services will remain the same as during the original contract period.

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

**Contracts for the purchase of goods and services estimated to exceed \$250,000**

<b>Telephone System Upgrade/Maintenance Support Information Services Networking and Telecommunications</b>	<b>\$672,216.05 (Estimated)</b>
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Pursuant to University policy, which allows the University to participate in contract agreements established by other public entities, the University seeks approval to utilize Educational & Institutional (E&I) Cooperative Services Contract CNR01317 with SKC Communication Products, Incorporated for an Avaya Telephone System Upgrade with Maintenance Support. E&I's contract began on October 1, 2011 and will expire on September 30, 2020.

The University's current analog Avaya telephone system was first implemented over two decades ago, and considerable change has occurred in the technology available for today's telephone systems. Compare to the changes that have been experienced with the cell telephones used today, versus the cell telephones that were used twenty years ago.

Given that the ability to continue the maintenance agreement, expand capabilities, and purchase new licenses for the current analog Avaya telephone system has reached end-of-life, capabilities and cost options have been reviewed with multiple new telephone systems, including those from Grandstream, Mitel, and Tadiran, as well as those from Avaya.

April 29, 2020 through June 3, 2020

**ACTIVITY REPORT**  
**PAGE FOUR**

From a review of the options, an upgrade to the latest version of the Avaya Aura Voice Over Internet Protocol (VoIP) telephone system is being recommended. The upgrade would provide the University with Avaya's hardware maintenance and software support for the telephone system needs now and would allow implementation of new capabilities to meet future requirements.

The Avaya VoIP telephone system would use the University's existing computer system network to deliver phone services. This capability eliminates the need to install separate wires and saves money on new installation and ongoing maintenance. VoIP telephones can use any existing network connection, even from off campus, and still work like a telephone at the University. Telephones can be moved from one office to another without assistance from a technician.

Selected capabilities include:

1. Software-based telephones, or softphones, that work as telephones on computers, provided an Internet connection is available.
2. Mobile application that would allow for the ability to make/take calls from any cellphone and retrieve voicemails like used on office telephones.
3. Ability for up to ten (10) calls to be active and ring at the same time so that calls can be retrieved from whatever device is carried by the user.
4. Voice, chat messaging, and video calling integrated into the telephone system.
5. Meeting and many times exceeding ADA standards for hearing impaired users.
6. Support of transcription phones for deaf individuals.
7. New voicemail system integrated with the telephone system, which eliminates the need for a third-party system used today.

Included in the total amount of \$672,216.05 are implementation and software/hardware upgrades of \$550,750.25, maintenance of \$111,465.80 for the first year, and a contingency of \$10,000.00 to cover any unanticipated costs.

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**ACTIVITY REPORT  
PAGE FIVE**

<b>Category</b>	<b>Cost</b>
<b>Implementation, Software/Hardware</b>	<b>\$550,750.25</b>
<b>Maintenance, Year One</b>	<b>\$111,465.80</b>
<b>Contingency</b>	<b>\$ 10,000.00</b>
<b>Total</b>	<b>\$672,216.05</b>

A deposit of \$30,000.00 would be required for implementation, and progress payments would be made for approximately three deliveries beginning in July and continuing through completion. Ongoing maintenance would be billed annually at a comparable contract or solicited market rate.

Upon approval, it is anticipated that system implementation would begin by August and would be completed within two months. The migration of end-users to VoIP would be performed on a priority bases, without charge, and would take between twelve and eighteen months.

As part of the process, it would also be an option to simplify the University’s cost recovery model and provide more full-featured telephone options for everyone.

**Note: Funding to be from the Telecommunications Reserve Account.**

**Exercise of contract renewal option for the purchase of goods and services estimated > \$250,000.00**

**Periodicals, S2 European Origin \$790,000.00  
Meyer Library (Estimated)**

Recommend renewal of Contract C6623-1 with Otto Harrassowitz, for the purchase of Class S2 European Origin Periodicals for the period July 1, 2020 through June 30, 2021.

The renewal is six of six available renewal options. Contract prices and mailing services will remain the same as during the original contract period.

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

April 29, 2020 through June 3, 2020

**ACTIVITY REPORT  
PAGE SIX**

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

**Buildings and Contents Insurance** **\$1,151,484.00**  
**All Campuses** **(Estimated One Year)**

Recommend approval to process payment to Marsh USA, Incorporated, for the buildings and contents insurance premium and service fees for the period July 1, 2020 through June 30, 2021.

Coverage is negotiated by the Midwestern Higher Education Compact (MHEC), as provided through Missouri Statute 173.700, and is cooperatively administered by MHEC's Master Property Program (MPP) on behalf of higher education institutions in eleven member states. Added value to the process results in that MHEC is governed by a 60-member commission. Each member state has five appointed commissioners: the governor, or the governor's designee; two legislators, one from each house; and two other at-large members, at least one of whom shall be selected from the field of higher education.

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

**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.**

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

The aggregate annual premium is impacted by factors that include current insurance market conditions, recent loss history for the consortium as a whole, members' risk profiles, and building valuations by institution. Further, an additional layer of dollar coverage was added in the past to accommodate the increase in building valuations resulting from new construction and renovation. The total current valuation for the University's buildings and contents is approximately \$2,200,000,000.00.

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.

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

April 29, 2020 through June 3, 2020

XVI.A.2.

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

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

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

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

**COMMENTS:**

Recommend the attached report summarizing all reportable Office of Procurement Services activity from April 29, 2020 through June 3, 2020 be approved.



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

**FOR INFORMATIONAL PURPOSES ONLY**

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

<b>Electronic Databases University Libraries</b>	<b>\$104,488.00 (Estimated)</b>
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Pursuant to University policy, which addresses justification for making awards on a single feasible source basis, University Libraries has reviewed library electronic databases and recommends annual renewal of the current service to be from EBSCO for FY21.

Academic Search Premier/Business Source Premier, and Academic Source Complete, are services that provide full-text coverage and indexing to over 19,000 journals and magazines. The University Libraries have had subscriptions to these two electronic resources since 2004.

The two electronic resource renewals were previously purchased from MOBIUS from FY14 through FY20. University Libraries declined to renew the FY21 membership with MOBIUS, a state-wide consortium, due to prohibitive membership cost, and the need to migrate to a more robust Integrated Library System. The University is consequently ineligible to take advantage of MOBIUS negotiated pricing of library service products.

EBSCO is a direct leading provider of research databases, e-journals, magazine subscriptions, e-books and discovery service to libraries of all kinds.

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

**Note: Funding to be from the ongoing operational budgets upon approval.**

April 29, 2020 through June 3, 2020



**ACTIVITY REPORT  
PAGE THREE**

Olympus LEXT scanning laser confocal microscopes are optical systems that image surfaces in both two and three dimensions. Equipment processes allow for the measurement of both complex, as well as defined structures on the surface of a given substrate. Currently, the effort under which this system is needed is to develop chemical sensors for water quality testing by measuring the levels of lead, arsenic and other toxic heavy metals in various water sources such as drinking taps, lakes, rivers et cetera. The system will be used to investigate the different processes to develop a chemical water sensor during its fabrication.

In order to develop a robust working sensor technology, the study of the various building blocks that make up the sensor are crucial. A printing method to allow for low-cost fabrication of such sensors is one of the goals of this program, and understanding the morphology, material quantity, and printing quality will allow for a more robustly fabricated chemical sensor.

The main purpose of this microscope is to evaluate the manufacturing process of chemical sensors to allow the University to develop a more reliable and efficient fabrication process, and the microscope will be used by research staff as well as students working on the funded program.

A system is required to accomplish deliverables on a Cooperative Agreement with the U.S. Army Engineer Research and Development Center (ERDC) titled *Printed Electronic Nano Carbon-Based Devices and Systems to Improve Real-Time Surface Water Contamination Sensing*.

**Note: Funding to be from Research Cooperative Agreement W912HZ-18-2-0003 with the U.S. Army Engineer Research and Development Center (ERDC), paid through I02875-072008.**

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

<b>National Public Radio Program Fees</b>	<b>\$185,000.00</b>
<b>Broadcast Services – KSMU Radio</b>	<b>(Estimate One Year)</b>

Recommend approval to process payment to National Public Radio (NPR) as the single feasible source for FY21 programming membership fees for the period of October 1, 2020 through September 30, 2021.

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

April 29, 2020 through June 3, 2020

**ACTIVITY REPORT  
PAGE FOUR**

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

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

**Single purchase > \$100,000 from established contract that was competitively bid**

<b>Custodial Chemicals and Equipment</b>	<b>\$200,000.00</b>
<b>Facilities Management</b>	<b>(Estimated)</b>

A purchase order is to be issued for campus-wide COVID-19 related custodial chemicals and equipment estimated at \$200,000.00.

Procurement will be through Contract C7442-1 Custodial Supplies, which is a solicited contract through Hillyard, Incorporated. Equipment is to be electrostatic sprayers and restroom cleaning machines with associated chemicals.

**Note: Funding to be from Federal Emergency Management Agency (FEMA) Disaster Recovery budget B09919 062018 73202 071.**

April 29, 2020 through June 3, 2020

XVI.C.

**MISSOURI STATE UNIVERSITY FOUNDATION  
INCOME SUMMARY TOTALS BY TYPE AND SOURCE  
07/01/2019 TO 05/31/2020**

SOURCE	UNRESTRICTED CURRENT	RESTRICTED CURRENT	ENDOWMENT	GIFTS OF PROPERTY	NON-GIFT INCOME*	TOTAL 07/01/2019 TO 05/31/2020	TOTAL 07/01/2018 TO 05/31/2019
ALUMNI	\$48,588	\$5,167,880	\$660,991	\$76,524	\$376,475	\$6,330,458	\$3,715,618
FRIENDS	13,710	2,702,490	352,770	32,920	344,753	\$3,446,643	4,882,630
PARENTS	2,190	118,126	11,345	1,620	32,200	\$165,481	199,181
FOUNDATIONS	950	2,573,063	54,878	0	0	\$2,628,891	813,326
ORGANIZATIONS	16,889	1,224,579	3,617,377	4,000	8,100	\$4,870,945	1,651,891
BUSINESSES	19,268	1,146,552	90,705	2,166,992	829,872	\$4,253,389	7,672,896
<b>GIFT TOTAL</b>	<b>\$101,595</b>	<b>\$12,932,690</b>	<b>\$4,788,066</b>	<b>\$2,282,056</b>	<b>\$1,591,400</b>	<b>\$21,695,807</b>	<b>\$18,935,542</b>

\*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.  
Income received for seat assessments and suites is included in this column.

**DEFERRED GIFT COMMITMENTS**

	UNRESTRICTED CURRENT	RESTRICTED CURRENT	ENDOWMENT	GIFTS OF PROPERTY	TOTAL 07/01/2019 TO 05/31/2020	TOTAL 07/01/2018 TO 05/31/2019
DEFERRED GIFTS	25,000	225,000	22,536,061	1,750,000	\$ 24,536,061	\$ 4,107,522

GRAND TOTAL FOR TESTAMENTARY GIFTS YET TO BE RECEIVED: \$ \$65.7M

	NUMBER OF DONORS 7/1/2019 TO 05/31/2020	NUMBER OF DONORS 7/1/2018 TO 05/31/2019
ALUMNI	5,419	5,952
FRIENDS	10,528	11,061
PARENTS	1,177	1,423
FOUNDATIONS	50	57
ORGANIZATIONS	275	228
BUSINESSES	769	929
<b>TOTAL</b>	<b>18,218</b>	<b>19,650</b>

**Report of Gifts  
to the  
Missouri State University Foundation  
Monthly and Year-to-Date**

	Year	MONTHLY						YEAR-TO-DATE		
		Designations under \$1,000		Designations \$1,000 and over		Totals for May		Running Totals		Year
		No.	Amount	No.	Amount	No.	Amount	No.	Amount	
<b>Annual Gifts</b>	FY 19	5,380	\$188,674	152	\$352,561	5,532	\$541,235	61,871	\$7,625,080	FY 19
	<b>FY 20</b>	5,571	\$163,738	64	\$771,330	5,635	\$935,068	63,193	\$6,530,316	<b>FY 20</b>
<b>Special Campaigns</b>	FY 19	31	\$7,636	11	\$115,483	42	\$123,119	1,485	\$4,842,885	FY 19
	<b>FY 20</b>	15	\$3,540	7	\$445,717	22	\$449,257	1,242	\$7,203,089	<b>FY 20</b>
<b>One Time Gifts</b>	FY 19	0	\$0	12	\$2,314,400	12	\$2,314,400	130	\$6,467,577	FY 19
	<b>FY 20</b>	0	\$0	11	\$72,500	11	\$72,500	105	\$7,962,402	<b>FY 20</b>
<b>TOTALS</b>	FY 19	5,411	\$196,310	175	\$2,782,444	5,586	\$2,978,754	63,486	\$18,935,542	FY 19
	<b>FY 20</b>	5,586	\$167,278	82	\$1,289,547	5,668	\$1,456,825	64,540	\$21,695,807	<b>FY 20</b>

XVII.A.

**RECOMMENDED ACTION** --- Adoption of 2021 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 2021.

**VOTE:**      **AYE** \_\_\_\_\_

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

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

**Friday, February 19, 2021, 1:00 p.m.** Springfield  
**(Board Committee Meetings the morning of  
February 19)**

**Thursday, May 13, 2021, 1:00 p.m.** Springfield  
**(Board Committee Meetings the morning  
of May 13 and Commencement ceremonies on  
May 14 in Springfield and May 15 in West Plains)**

**Friday, June 18, 2021, 1:00 p.m.** West Plains  
**(Board Committee Meetings the morning  
of June 18)**

**Thursday and Friday, August 5-6, 2021, 9:00 a.m.** TBD  
**(2-day retreat)**

**Friday, October 15, 2021, 1:00 p.m.** Springfield  
**(Board Committee Meetings the morning  
of October 15 with Homecoming festivities to be  
held this weekend)**

**Thursday, December 9, 2021, 1:00 p.m.** Springfield  
**(Board Committee Meetings the morning  
of December 9 and Commencement ceremonies  
on December 10)**



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