



**Board of Governors Meeting**  
**West Plains Civic Center, Magnolia Room**

**Friday, 6/24/2022**  
**8:30 AM - 2:00 PM CT**

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

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

**A. Approval of minutes of the May 19, 2022, open and closed meetings**

*II.A. Minutes of the May 19, 2022, Board of Governors Meeting - Page 5*

**III. Consent Agenda** *Presented By: Governor Amy Counts*

**A. President**

**1. Approval of FY2022-2023 Employment Agreements for Athletics Coaches and Administrators**

*III.A.1. Approval of FY22-FY23 Employment Agreements for Athletics Coaches and Administrators - Page 12*

**B. Facilities and Equipment**

**1. Approval of an Intergovernmental Agreement Regarding Law Enforcement Services with Missouri State University for Fiscal Year 2023**

*III.B.1. Approval of an Intergovernmental Agreement Regarding Law Enforcement Services with Missouri State University for Fiscal Year 2023 - Page 26*

**C. Human Resources**

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

*III.C.1. Approval of Actions Concerning Academic Employees - Page 36*

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

*III.C.2. Approval of Actions Concerning NonAcademic Employees - Page 70*

**3. Approval of Actions Concerning Employee Salary Increases Effective July 1, 2022**

*III.C.3. Approval of Actions Concerning Employee Salary Increases Effective July 1, 2022 - Page 84*

**4. Approval of Actions Concerning Employee Salary Increases Effective August 1, 2022**

*III.C.4. Approval of Actions Concerning Employee Salary Increases Effective August 1, 2022 - Page 117*

**5. Approval of FY2023 Additional Fringe Benefits to be Funded by Missouri State University or the Missouri State University Foundation**

*III.C.5. Approval of FY2023 Additional Fringe Benefits to be Funded by Missouri State University or the Missouri State University Foundation - Page 133*

**6. Approval of Amendments to the Employee Handbook for Administrative,**

## **Professional, and Support Staff Employees and Related Policies**

*III.C.6. Approval of Amendments to the Employee Handbook for Administrative, Professional, and Support Staff Employees and Related Policies - Page 136*

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

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

*III.D.1. Approval of Procurement Activity Report - Page 151*

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

*III.D.2. Approval of Rental Rates for Space in the Kenneth E. Meyer Alumni Center for Various Departments and University Related Offices - Page 156*

### **E. Student Affairs**

#### **1. Approval of the 2022 Revisions to the Code of Student Rights and Responsibilities (Springfield and West Plains Campuses)**

*III.E.1. Approval of Revision of the Code of Student Rights and Responsibilities (Springfield & West Plains) - Page 175*

### **F. West Plains Campus**

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

*III.F.1. Approval of Actions Concerning Academic Employees - West Plains - Page 247*

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

*III.F.2. Approval of Actions Concerning NonAcademic Employees - West Plains - Page 250*

#### **3. Approval of FY2022-2023 Employment Agreements for West Plains Campus Coaches**

*III.F.3. Approval of employment of Donald Long, Missouri State University-West Plains' Head Women's Softball Coach - Page 251*

### **IV. Committee Reports**

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

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

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

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

**A. Welcome and Meeting Overview**

**B. Approval of Appointment of Dr. John Jasinski as Interim Provost**

*V.B. Approval of Appointment of Dr. John Jasinski as Interim Provost - Page 265*

### **VI. West Plains Campus**

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

#### **1. Approval of the 2022-2027 Long Range Plan for the West Plains campus of Missouri State University**

*VI.A.1. Approval of the 2022-2027 Long Range Plan for the West Plains campus of Missouri State University - Page 267*

#### **2. Approval of the 2022-2027 Master Plan for Missouri State University-West Plains**

*VI.A.2. Approval of the 2022-2027 Master Plan for Missouri State University-West Plains - Page 268*

**B. Making Our Missouri Statement Moment – National Professional Agriculture Student Competition Winners** *Presented By: Dr. Dennis Lancaster, Chancellor of the West Plains Campus*

**C. Faculty Senate Report** *Presented By: Dr. Gary Phillips, Immediate Past Chair of Faculty Senate, West Plains, and Dr. Linda Wulff-Risner, Chair*

**D. Staff Senate Report** *Presented By: Rachel Peterson, Immediate Past Chair of the Staff Senate, West Plains, and Bryan Moore, Chair*

**E. Student Government Association Report** *Presented By: Jackson Wright, SGA President, and Logan Brewer, SGA Vice-President*

## **VII. Academic Affairs**

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

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

*VII.A.1. Approval of Faculty Handbook Proposed Revisions - Page 270*

**2. Update on the Provost's Academic Leadership Series**

**3. Current year and upcoming Academic Program Accreditations**

**VIII. Community and Global Partnerships** *Presented By: Dr. Jim Baker, Vice President for Community and Global Partnerships*

**A. Office Transition Update**

**B. Sponsored Research Report (written report)**

*VIII.B. Sponsored Research Report - Page 275*

**IX. Diversity, Equity, and Inclusion** *Presented By: Wes Pratt, Chief Diversity Officer and Assistant to the President*

**A. Diversity, Equity, and Inclusion Report**

*IX.A. Diversity Report - Page 279*

## **X. Student Affairs**

**A. Report from the Student Body President** *Presented By: Colin Weber, Student Body President*

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

*X.B. Student Affairs Report - Page 286*

## **XI. Staff Senate (written report only)**

**A. Staff Senate Report - Chair of Staff Senate Kathleen Hains will provide a written report regarding activities of Staff Senate**

*XI.A. Staff Senate Report - Page 289*

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

**A. Approval of bids and award of a contract to construct building 6 at Jordan Valley Innovation Center**

*XII.A. Approval of bids and award of a contract to construct building 6 at Jordan Valley Innovation Center - Page 290*

## **XIII. Financial**

**A. Approval of FY2023 Internal Operating Budget** *Presented By: Steve Foucart, Chief Financial Officer*

The FY23 Internal Operating Budget can be found at:

<https://www.missouristate.edu/financialservices/documentsandreports.htm>

*XIII.A. Approval of FY2023 Internal Operating Budget - Page 293*

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

*XIII.B. Development Report - Page 294*

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

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

*XIV.A. Marketing and Communications Report - Page 296*

**XV. Information Service (written report only)**

**A. Information Services Report - Chief Information Officer Jeff Coiner will provide a written report regarding activities in the Division of Information Services**

*XV.A. Information Services Report - Page 298*

**XVI. New Business**

**A. Approval of the 2023 Missouri State University Board of Governors Meeting Schedule** *Presented By: President Clif Smart*

*XVI.A. Approval of the 2023 Board Meeting Schedule - Page 299*

**B. Approval of Resolution of Recognition for Student Governor Briar Douglas** *Presented By: President Clif Smart*

*XVI.B. Approval of Resolution of Recognition for Student Governor Briar Douglas - Page 301*

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

*XVII. Closed Meeting Resolution - Page 302*

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



II.A.

**MINUTES OF THE  
BOARD OF GOVERNORS  
MISSOURI STATE UNIVERSITY  
THURSDAY, MAY 19, 2022**

The Board of Governors for Missouri State University held a meeting in the Robert W. Plaster Student Union, Traywick Parliamentary Room 313 on the Missouri State University campus in Springfield, Missouri on Thursday, May 19, 2022, with Governor Carol Silvey, Chair of the Board of Governors, presiding. Governor Silvey called the meeting to order at 1:00 p.m.

**Roll Call**

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

Absent – Gabriel Gore, Governor  
Jay Wasson, Governor

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

Governor Silvey welcomed everyone to the meeting. She shared that Dr. Ron Del Vecchio, Dean of the College of Agriculture, passed away last month following a valiant battle with leukemia. While the university searches for the next dean, Dr. Anson Elliott, Governor, has generously offered to serve as interim dean on an unpaid, voluntary basis. Dr. Elliott previously served as Director of the College of Agriculture from 1980-2016. While serving as interim dean, Dr. Elliott will continue to participate in meetings of the Board of Governors, but will abstain from voting on

any action items, in order to avoid the appearance of any possible conflict of interest caused by his dual roles.

### **Approval of Minutes**

Governor Silvey called for a motion to approve the open and closed minutes of the February 18, 2022, and March 31, 2022, meetings and April 7-8, 2022, Board Development Workshop. Governor Lynn Parman provided a motion, receiving a second from Governor Ann Kampeter for approval of all the minutes.

Motion passed 6-0. Governor Elliott abstained.

### **Consent Agenda**

Governor Silvey noted the next item of business on the agenda was the approval of the consent agenda with an updated resolution for agenda item III.E.4. Items included in the consent agenda:

#### President

Approval of Appointment of Brad Bodenhausen as Vice President for Community and Global Partnerships

Approval of Employment Agreements for Athletics (Human Resources No. 1698-22)

#### Facilities and Equipment

Approval of Activity Report for the month of February 2022 (Activity Report No. 322-22)

Approval of Activity Report for the month of March 2022 (Activity Report No. 323-22)

Approval of Activity Report for the month of April 2022 (Activity Report No. 324-22)

Approval of consultant and authority to enter into an agreement for professional services in conjunction with the nursing simulation lab addition at Looney Hall on the West Plains Campus (West Plains Architects & Engineers No. 59-22)

#### Human Resources

Approval of Actions Concerning Academic Employees (Human Resources No. 1699-22)

Approval of Actions Concerning Non-Academic Employees (Human Resources No. 1700-22).

#### Procurement and Financial

Approval of Procurement Activity Report (Purchasing Activity Report No. 510-22)

#### West Plains Campus

Approval of Actions Concerning Academic Employees (West Plains Personnel No. 471-22)

Approval of Actions Concerning Non-Academic Employees (West Plains Personnel No. 472-22)

Approval of the New Academic Program for the Associate of Applied Science in Information Technology (West Plains Curriculum No. 107-22)

Approval of Michael Ennis as the recipient of an Honorary Associate of Applied Science degree from Missouri State University-West Plains (West Plains Awards No. 11-22). The revised resolution was available at each Board member's place for review.

Governor Amy Counts provided a motion for approval of the consent agenda with revised resolution, receiving a second from Governor Craig Fraizer.

Motion passed 6-0. Governor Elliott abstained.

#### **Making Our Missouri Statement – 2022-2023 Excellence in Public Affairs Awards**

Dr. Keri Franklin, Associate Provost for Public Affairs and Assessment, announced the winners of the 2022-2023 Excellence in Public Affairs award recipients. Faculty winners included Dr. Diana Piccolo, Associate Professor in Childhood Education and Family Studies; Dr. Stephen Spates, Assistant Professor in Communications; and Dr. Shurita Thomas-Tate, Associate Professor in Communication Sciences and Disorders. Staff winners included Jeffrey Grevillius, Clothing/Soft Goods Manager at the Bookstore and Kathleen Hains, Administrative Specialist for Theatre and Dance and Chair of Staff Senate. Governor Silvey recommended approval of the resolution to acknowledge the 2022-2023 Excellence in Public Affairs award recipients (Awards No. 101-22). Governor Counts provided a motion, receiving a second from Governor Waters.

Motion passed 6-0. Governor Elliot abstained.

#### **Committee Reports**

Governor Silvey reported out on the March 16, 2022, and April 20, 2022, Executive Committee meetings.

Governor Waters reported out on the April 27, 2022, Risk Management and Audit Committee meeting.

Governor Parman reported out on the May 19, 2022, Finance and Facilities Committee meeting.

Governor Counts reported out on the May 19, 2022, Programs and Planning Committee meeting.

#### **President's Report**

President Smart presented a resolution for approval of the 2022 Wall of Fame Inductees (Awards No. 102-22). The resolution approves former Missouri State University employees to be added to the Wall of Fame. President Smart reviewed the 2022 inductees: Dr. Yohannan "John" Abraham, Dr. Dana Carroll, Lynn Cline, Jerry Hoover, Stephanie Marinec, and Dr. David Oatman. Governor Parman made a motion for approval, receiving a second from Governor Kampeter.

Motion passed 6-0. Governor Elliott abstained.

### **Academic Affairs**

Dr. Chris Herr, Outgoing Chair of Faculty Senate, provided a report on happenings of Faculty Senate. Highlights of his report covered updates from the March and April Senate sessions and introduction of the 2022-2023 officers for Faculty Senate.

Dr. Mike Hudson, Incoming Chair of Faculty Senate, provided a report on happenings of Faculty Senate from the May session. Highlights of his report included action on curricular proposals and a resolution passed by the committee of past senate chairs.

Dr. Frank Einhellig, Provost, provided an update on happenings in Academic Affairs. He asked for approval of a resolution of recognition for Dr. Chris Herr, outgoing Faculty Senate Chair (Recognition No. 8-22). Governor Counts provided a motion, receiving a second from Governor Frazier.

Motion passed 6-0. Governor Elliott abstained.

Dr. Einhellig reviewed the process for faculty to apply and be selected for the Missouri State Foundation Awards in Teaching, Research, and Service. He announced the teaching award winner, Dr. Julia Troche, Assistant Professor in History. He announced the research award winners: Dr. Judith Martinez, Assistant Professor in Modern and Classical Languages; Dr. William “Bill” Meadows, Professor in Sociology and Anthropology; and Dr. Puneet Prakash, Associate Professor in Finance and General Business. He announced the service award winner, Paula Rector, Senior Instructor in Criminology.

Dr. Einhellig reported out on the spring 2022 research presentation forums.

Dr. Einhellig concluded his report by presenting a resolution for Approval of New Program: Comprehensive Undergraduate Major in Geography and Sustainability (Curriculum No. 402-22). Governor Parman provided a motion for approval, receiving a second from Governor Frazier.

Motion passed 6-0. Governor Elliott abstained.

### **Diversity, Equity, and Inclusion**

Wes Pratt, Chief Diversity Officer and Assistant to the President, reported out on the 2022 Collaborative Diversity Conference. The conference was held virtually and made free for all attendees due to the generous support of sponsors. A pre-conference facing racism session was held and the conference had a full day of sessions. Plans are being made for an in-person conference in 2023.

### **Student Affairs**

Michael Chapman, Student Body President and Abigail Falgout, Student Body Vice President provided a report on happenings of the Student Government Association (SGA) and the student body. Highlights of their report included updates on sustainability and campus safety efforts, the senior class gift, the Wyrick project proposal, and various events and initiatives. The newly elected

SGA leadership team was introduced: Colin Weber, incoming SGA President; Christina Nguyen, incoming SGA Vice President; Katie Chandler, incoming Senior Class President; and Drew Minnis, incoming Chief of Staff.

Dr. Dee Siscoe, Vice President for Student Affairs, provided a written report and highlighted the StreamlinED Auto Access Program available through the Bookstore. This program is a seamless means of connecting students and faculty with digital course materials through the university's learning management system. This direct-digital distribution-billing model saves time and money and makes course materials accessible from students' devices on the first day of class. She shared that over the life of the program, students have saved around \$2.6 million by using the StreamlinED Program over traditional textbooks.

Dr. Siscoe presented two resolutions for approval. Governor Silvey requested approval of the following resolutions, to be approved at the same time:

- Approval of a Resolution of Recognition of Michael Chapman for Service as Student Body President (Recognition No. 9-22)
- Approval of a Resolution of Recognition of Abigail Falgout for Service as Student Body Vice President (Recognition No. 10-22)

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

Motion passed 6-0. Governor Elliott abstained.

Dr. Siscoe reviewed the renderings of a Public Affairs monument to be constructed on the north mall behind the bear paw stage, south of Bear Boulevard. She presented a resolution for approval of Wyrick Fund Expenditures passed by a student vote in April 2022 to be implemented in FY 2023 (Finance No. 1105-22). Governor Waters provided a motion for approval, receiving a second from Governor Counts.

Motion passed 6-0. Governor Elliott abstained.

### **Staff Senate**

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

Jen Cox, University Space Manager and Director of Support Services, presented a resolution for the approval of recognition of Kathleen Hains for Service as 2021-2022 Staff Senate Chair (Recognition No. 11-22). Governor Kampeter provided a motion, receiving a second from Governor Frazier.

Motion passed 6-0. Governor Elliott abstained.

### **Facilities and Equipment**

Mark Wheeler, University Architect and Director of Planning, Design, and Construction, presented a resolution for approval of an agreement for the construction and use of a Throwing Field at

Parkview High School in Springfield, Missouri (Agreement No. 546-21). Governor Parman provided a motion, receiving a second from Governor Counts.

Motion passed 6-0. Governor Elliott abstained.

Mr. Wheeler presented a resolution for approval of bids and award of a contract for the Small Animal Education Center at Darr Agricultural Center (Bids & Quotations No. 1597-21). Governor Counts provided a motion, receiving a second from Governor Frazier.

Motion passed 6-0. Governor Elliott abstained.

### **New Business – Information Technology & Cybersecurity Update**

Jeff Coiner, Chief Information Officer, provided an update on technology and cybersecurity at the university. Highlights of his report included an introduction of his leadership team, the simplify IT initiative, technology success stories, early alerts for successful intervention (EASI), cybersecurity treat landscape, threat response efforts, and external assessment history.

Dr. Kelly Wood, Associate Provost for Student Success, provided additional information on the EASI system that will be utilized by student success staff to help prioritize which students may need extra touch points.

The Board provided feedback as to the university's cybersecurity assessment approach and encouraged more frequent, targeted assessments.

### **Closed Session**

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

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

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

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

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

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

The open meeting recessed at 3:37 p.m. to go into closed session.

The open meeting reconvened at 4:04 p.m.

**Adjournment**

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

Motion passed 6-0. Governor Elliott abstained.

Meeting adjourned at 4:04 p.m.

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Carol Silvey  
Board Chair

Approved at the meeting of  
June 24, 2022

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Rowena Stone  
Secretary to the Board

III.A.1.

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

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

WHEREAS, the University desires to employ Alec O’Reilly, Megan Won and Angel Whetstone as administrators within the Department of Athletics, as referenced in the attached Exhibit A.

WHEREAS, the University further desires to employ Olivia Applewhite as a Women’s Basketball Assistant Coach, as set forth in the attached Exhibit B

WHEREAS, the University further desires to employ Mary “Ellie” Burger as head coach for Women’s Tennis as set forth in Exhibit C.

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

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

Comments:

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

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





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:** Alec O’Reilly

**Position:** Basketball Video Coordinator -Men’s Basketball

**Term:** May 25, 2022 – June 30, 2023

**Compensation:** \$35,000 annually

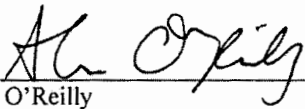
**Achievement Payments:**

\$500 Regular Season Championship in Men’s Basketball, and  
\$250 for each MVC Championship or MVC Co-Championship in Men’s Basketball;  
\$250 should Men’s Basketball be selected for an at large bid to the NCAA Tournament

**Other Benefits and Incentives:**

ADMINISTRATOR

MISSOURI STATE UNIVERSITY

  
\_\_\_\_\_  
Alec O’Reilly

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

05/23/22  
\_\_\_\_\_  
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.

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. Administrator acknowledges that the terms of employment remain “at will” and subject to termination as outlined in paragraph one of this Agreement.

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: Megan Won**

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

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

**Compensation: \$44,700**

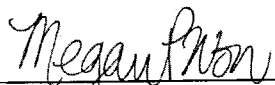
**Achievement Payments:**

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

**Other Benefits and Incentives:**

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

ADMINISTRATOR

  
\_\_\_\_\_  
Megan Won

MISSOURI STATE UNIVERSITY

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

06/01/2022  
\_\_\_\_\_  
Date

\_\_\_\_\_  
Date



## ATHLETICS EMPLOYMENT AGREEMENT TERMS AND CONDITIONS – ADMINISTRATOR

**1. Term and Termination.** Administrator's employment with the University shall be "at will" such that either party may terminate this Agreement, with or without cause, at any time. The University may, in its sole discretion, provide 30 days' notice when terminating this Agreement for any reason or no reason at all. 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.

Examples of when 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, include, but are not limited to, the following circumstances:

- 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.

**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. If a conflict exists between

the terms/provisions of this Agreement and the Employee Handbook, the terms/provisions of this Agreement are controlling and supersede any conflicting terms/provisions in the Employee Handbook.

**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.



**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:** Angel Whetstone

**Position:** Basketball Video Coordinator -Women’s Basketball

**Term:** May 25, 2022 – June 30, 2023

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

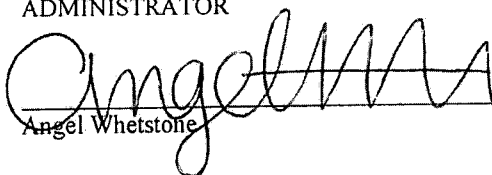
**Achievement Payments:**

\$500 Regular Season Championship in Women’s Basketball, and  
\$250 for each MVC Championship or MVC Co-Championship in Women’s Basketball;  
\$250 should Women’s Basketball be selected for an at large bid to the NCAA Tournament

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

**Other Benefits and Incentives:**

ADMINISTRATOR

  
\_\_\_\_\_  
Angel Whetstone

MISSOURI STATE UNIVERSITY

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

5/23/22  
\_\_\_\_\_  
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.



March 18, 2013





Exhibit B

# 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: Olivia Applewhite**

**Position: Assistant Coach**

**Sport: Women’s Basketball**

**Term: May 9, 2022 - June 30, 2023**

**Compensation: \$80,000 annually**

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

**Other Benefits and Incentives:**

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

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

COACH

Olivia Applewhite, Assistant Coach

MISSOURI STATE UNIVERSITY

Clifton M. Smart III  
President

June 7, 2022

Date

Date

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



*Olivia*

OCA

June 7, 2022

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.

February 28, 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”).

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. Coach acknowledges that the terms of employment remain “at will” and subject to termination as outlined in paragraph one of this Agreement.

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:** Mary “Ellie” Burger

**Position:** Head Coach

**Sport:** Women’s Tennis

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

**Compensation:** \$40,000

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

\$500 should the team GPA achieve ITA recognition

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

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

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

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

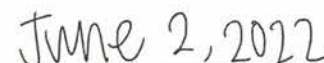
**Moving Expenses:** The University agrees to reimburse Ms. Burger for any documented expenses associated with Ms. Burger’s relocation to Springfield, Missouri, including but not limited to packing, unpacking and moving expenses/fees for household items. No storage is included.

COACH

MISSOURI STATE UNIVERSITY

  
\_\_\_\_\_  
Mary “Ellie” Burger

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

  
\_\_\_\_\_  
Date

\_\_\_\_\_  
Date



## ATHLETICS EMPLOYMENT AGREEMENT TERMS AND CONDITIONS – HEAD COACH

**1. Term and Termination.** Coach's employment with the University shall be "at will" such that either party may terminate this Agreement, with or without cause, at any time. The University may, in its sole discretion, provide 30 days' notice when terminating this Agreement for any reason or no reason at all. 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.

Examples of when 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, include, but are not limited to, the following circumstances:

- 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. If a conflict exists between the terms/provisions of this Agreement and the Employee Handbook, the terms/provisions of this Agreement are controlling and supersede any conflicting terms/provisions in the Employee Handbook.

**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.

Athletics Employment Agreement Terms and Conditions – Head Coach updated May 25, 2022

Page 2 of 3 Coach's Initials *MA B*

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 an Intergovernmental Agreement Regarding Law Enforcement Services with Missouri State University for Fiscal Year 2023.

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

**BE IT RESOLVED** by the Board of Governors for Missouri State University that the University continue the Intergovernmental Agreement for Law Enforcement Services for Fiscal Year 2023 with the City of Springfield at a cost of \$946,927.25; and

**BE IT FURTHER RESOLVED** that the Intergovernmental Agreement will be effective from July 1, 2022 through June 30, 2023, and will continue on a month-to-month basis as needed; and

**NOW, THEREFORE, BE IT RESOLVED** by the Board of Governors for Missouri State University that the proposed Intergovernmental Agreement Regarding Law Enforcement Services be approved and that the President of the University or the Vice President for Administrative Services be authorized to sign said Agreement on behalf of the Board of Governors and perform those acts necessary to carry out and perform the terms of the agreement.

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

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

**COMMENTS:**

The agreement with the City of Springfield provides for law enforcement services associated with the Springfield Police Department and the Missouri State University Springfield Police Substation. This annual contract represents a 7.66% increase from Fiscal Year 2022. This increase of \$67,382.37 covers an increase in salary and benefits for the 10 officers, an increase in fuel costs, and a decrease in maintenance costs.

The annual contract will be distributed between Missouri State University budget accounts as indicated below:

|                   |                |                       |
|-------------------|----------------|-----------------------|
| <u>Total Cost</u> | <u>E&amp;G</u> | <u>Residence Life</u> |
| \$946,927.25      | \$710,195.44   | \$236,731.81          |

The University General Counsel has reviewed the agreement for legal sufficiency.



|   |  |  |                         |
|---|--|--|-------------------------|
| <b>ROUTING</b>  | (1) ORIGINATING DEPARTMENT               | (2) MISSOURI STATE UNIVERSITY  | (3) FINANCE DEPARTMENT  |
| <b>ORDER</b>  | (4) LAW DEPARTMENT                       | (5) CITY MANAGER'S OFFICE  | (6) CITY CLERK'S OFFICE |
| <b>EFFECTIVE DATE</b><br>JULY 1, 2022   | <b>TERMINATION DATE</b><br>JUNE 30, 2023 | <b>CONTRACT NUMBER:</b>  |                         |
| ( ) NEW CONTRACT  |  | ( X ) RENEWAL OF CONTRACT No.  |                         |
| <b>CITY</b>   |  | <b>BOARD OF GOVERNORS OF MISSOURI STATE UNIVERSITY</b>   |                         |
| <b>CITY OF SPRINGFIELD</b><br><b>840 BOONVILLE, PO Box 8368</b><br><b>SPRINGFIELD, MO 65802</b><br><b>PHONE (417) 836-7612 FAX (417) 836-4663</b><br><b>ATTN: SGT. JOSHUA LUDWIG</b><br><b>DEPT: MISSOURI STATE UNIV. POLICE SUBSTATION</b> |  | <b>BOARD OF GOVERNORS</b><br><b>MISSOURI STATE UNIVERSITY</b><br><b>901 SOUTH NATIONAL</b><br><b>SPRINGFIELD, MO 65897</b><br><b>PHONE (417) 836-4590 FAX (417) 836-7669</b><br><b>ATTN: VICE PRESIDENT- ADMINISTRATIVE SERVICES</b> |                         |

**INTERGOVERNMENTAL AGREEMENT REGARDING  
LAW ENFORCEMENT SERVICES**

**THIS AGREEMENT**, made and entered into this \_\_\_\_\_ day of \_\_\_\_\_, 2022, by the parties identified above.

**WHEREAS**, the City of Springfield, Missouri ("City"), a municipal corporation organized and operating under the Constitution and Laws of the State of Missouri and the Springfield City Charter, and the Board of Governors ("Board") of Missouri State University, a university organized and operating under the Constitution and Laws of the State of Missouri, are mutually desirous of revising, renewing, and extending the period of the preexisting intergovernmental agreement for providing police services within and around the immediate campus area of Missouri State University ("MSU"); and

**WHEREAS**, the City and the Board are resolved that an agreement providing for enhanced law enforcement services within and around the campus of MSU will be of mutual benefit to the parties to this agreement.

**NOW, THEREFORE**, IN CONSIDERATION OF THE TERMS AND CONDITIONS HEREIN STATED, THE CITY AND THE BOARD HEREBY ENTER INTO THE FOLLOWING AGREEMENT REGARDING LAW ENFORCEMENT SERVICES TO BE PROVIDED WITHIN AND AROUND THE CAMPUS OF MSU:

**A. STAFFING OF THE POLICE SUBSTATION**

1. The Board agrees to provide, at its expense, a facility deemed suitable by the City for a police substation, to be located on the MSU campus as defined in Section B.1. of this agreement.
2. The City agrees to staff the police substation located on the MSU campus as promised herein. The Springfield Police Department expressly reserves and retains the right to direct and supervise all police personnel assigned to the police substation at all times this agreement is in effect. If requested, the Board agrees to provide approximately 2 hours per week of clerical assistance for the substation operation. The City will provide personnel and equipment for the purpose of staffing the police substation in accordance with the following schedule:
  - a. The City agrees to staff the MSU substation with ten (10) full-time police officers. The minimum staffing of the MSU substation shall not fall below eight (8) full-time police officers, unless officers are reassigned pursuant to Section B, Paragraph 5 below. Those ten (10) police officers shall consist of: eight (8) police officers, one (1) police sergeant, and one (1) police corporal. In the event that the staffing is reduced to eight (8) full-time police officers, the officers shall consist of: seven (7) police officers, one (1) police sergeant or acting sergeant. The City agrees to provide 24-hour, 7-days per week police services on the campus. This will be accomplished through the assigned staff and the use of overtime. At the request of MSU, one (1) additional police officer may be added to bring the MSU substation to eleven (11) full-time police officers to reduce the overtime cost, provided sufficient notice is given to the Springfield Police Department to allow for the inclusion of the additional position into the recruit academy.

b. The division of costs for the ten (10) police officers provided to MSU under the terms of this agreement shall be that MSU fund 80% and the City fund 20% of the combined total of the salaries of the ten full-time officers assigned to the substation. The term "salaries" as used in this paragraph shall include: the officers' base salary and benefits. Should the parties agree in writing to increase the staffing of the substation to more than ten (10) officers, MSU shall be responsible for the entire salary of any additional officer assigned to the substation. If the staffing shall fall below ten (10) police officers pursuant to Section B, Paragraph 5 below for a period in excess of fourteen (14) days, MSU shall only be responsible for 80% of the total salaries of the remaining officers. (See Exhibit B attached hereto and incorporated herein by reference.)

c. Officers of the MSU substation who participate in special safety and enforcement projects agreed to between MSU safety and security staff and the Police MSU Substation Supervisor within and around the campus of MSU will be compensated at the guaranteed rate of time and one-half (money or compensatory time) for the actual time during which the officer is engaged in the performance of the special project. The cost of such compensation shall be reimbursed by the Board. Assignment of officers to such MSU special safety or enforcement projects is at the discretion of the Police MSU Substation Supervisor.

d. FISCAL YEARS SUBSEQUENT TO FY 13-14

(1) The parties may reassess the staffing needs for the police substation on an annual basis, or more frequently if either party deems it necessary to do so.

(2) The parties agree that the staffing levels designated in paragraph A.2.a will be continued for so long as this agreement is in effect, provided the staffing levels are not adjusted or revised in accordance with the terms and conditions of this agreement.

e. The City agrees to require all officers working on the MSU campus to attend MSU's Campus Security Authority training in compliance with the Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act (Clery Act). In addition, the City agrees to notify MSU of incidents being investigated by the SPD that pose an imminent or impending threat to the campus. The notification will be made in a timely manner that allows MSU to notify the campus community to take protective actions as required in the Clery Act.

3. The City agrees to designate one (1) substation officer to participate in the University's Behavioral Intervention Team (BIT) meeting, occurring weekly on Wednesdays at 10:00 a.m. in room 415 of Plaster Student Union, and as may be otherwise modified from time to time. Such dedicated officer shall liaison with the University's BIT at no additional cost to the University and consistent to the University's obligations under the Family Educational Rights and Privacy Act of 1974, 20 U.S.C. § 1232g; 34 CFR § 99 et seq. ("FERPA").

B. LAW ENFORCEMENT SERVICES TO BE PROVIDED BY THE CITY

1. The parties agree and understand that the primary purpose of the police substation is to bring the police and the campus community together in a unified effort to: (1) enhance public safety, (2) prevent crime, and (3) to make this, as a neighborhood, a better place to live. The parties therefore commit to exercise their best efforts to cooperate and communicate regarding matters of obvious concern. Recognizing the University may have helpful information, both parties are committed to open communication and, as appropriate, exchange of information. Nothing in this paragraph should be construed to require the divulgence of confidential or privileged information. The objective will be to create positive interaction and to establish a partnership between police and the campus community as defined in this section in the process of problem identification and problem resolution. MSU authorizes City of Springfield to enforce City of Springfield ordinances as well as state law on the campus.

a. The MSU campus is identified and delineated in the map, Exhibit A, and incorporated herein by reference. The MSU campus is generally described as two adjoining sections with the first area bounded by one block east of National Avenue on the east; Loren Street on the south; Kimbrough Avenue to the west; and St. Louis Street on the north; with the second area bounded by Benton Avenue/Kimbrough Avenue on the east; Walnut Street on the south; Main Avenue on the west and Tampa Street on the north. In addition, it is agreed that SPD officers assigned to the MSU Police Substation will routinely patrol and provide police services to all other satellite facilities owned or leased by MSU within the corporate city limits of the city of Springfield.

b. In addition to the defined area just described, the term "in and around the MSU campus area" shall include the perimeter streets, and shall also include all recognized Greek fraternity and sorority houses, without regard to their location, whether inside or outside the defined area.



2. Springfield police officers assigned to the police substation will work flexible shifts in accordance with the calls for service and crime-problem identification demands, based upon a 40 hour work week for each officer assigned.
3. The Springfield Police Department will assign an extra officer to the substation when requested, on designated Friday and Saturday nights, such as at the beginning and end of the school year, as determined by the substation supervisor.
4. Springfield police officers assigned to the police substation will provide a visible police presence to the MSU campus area.
5. The Springfield Police Department will investigate all accidents involving MSU and Bearline vehicles within the City of Springfield or on MSU property when requested.
6. The parties expressly agree and stipulate that, notwithstanding any other provision of this agreement to the contrary, the Springfield Police Department reserves and retains the right to temporarily reassign police officers assigned to the police substation to other duties in the following situations:
  - a. Emergency situations. In cases of emergency, or extraordinary needs for service in other locations the Springfield Police Department reserves and retains the right to utilize those officers assigned to the MSU substation as needed, for the duration of the emergency, including below the minimum staffing noted in Section A.2.A, if needed.
  - b. Temporary reassignment. Temporary reassignment shall mean reassignment of any of the ten (10) police officer positions to another location other than the MSU substation on a full-time basis. In the event of reassignment, the City expressly agrees to restore the staffing of the police substation to the levels set out in Section A of this agreement as soon as possible in light of existing circumstances. Any temporary reassignment will adhere to the minimum staffing levels agreed to in Section A.2.A.
7. The parties agree and understand that police officers assigned to the police substation will on occasion be absent from their duties as a result of illness, vacation leave, personal leave, funeral leave, compensatory time, training time, court appearances, military leave, and other similar causes of absence. In such cases the existing workload will be assumed by other members of the police substation staff. In the event an absence of any officer assigned to the police substation exceeds fourteen (14) days, the City will review the staffing needs of the police substation and will assign such additional personnel as may be necessary to the effective functioning of the unit depending upon availability of personnel.
8. The parties agree and understand that assignment to the MSU Substation will not penalize assigned employees and will not in any way threaten employment rights, promotional opportunities, training opportunities, or fringe benefits.
9. The Chief of the Springfield Police Department and the MSU President, or their designees, shall be responsible for developing all necessary procedures for the coordination of services between the two agencies.
10. The substation will maintain records which are available to the President (or his designee) to include but not limited to:
  - a. Substation payroll records.
  - b. Time sheet and detailed billing information sufficient for invoice reconciliation.
  - c. Work schedule of substation officers.
  - d. Calls For Service data within the designated substation area as defined by this contract.
  - e. Appropriate crime statistic information sufficient for Federal Clergy reporting.
  - f. Provide information consistent with legal restrictions from police reports.
  - g. Equipment purchase orders.
  - h. Data by city service center.

C. RESPONSIBILITIES OF THE BOARD OF GOVERNORS

1. The Board agrees to provide and maintain a facility mutually deemed suitable by the City and the Board for a police

substation, to be located in the MSU campus area as defined in Section B.1. of this agreement. The Board agrees to bear sole responsibility for the cost of operating and maintaining such facility for so long as this agreement is in effect.

2. The Board agrees to pay for services provided by the City in a total amount not to exceed Nine Hundred Forty-Six Thousand, Nine Hundred Twenty-Seven Dollars and Twenty-Five Cents (\$946,927.25) based on the cost projections set forth in Exhibit B and C attached hereto and incorporated herein by reference.

3. The Board agrees to pay the cost of the overtime, uniform allowance, equipment depreciation, transportation, software and training costs of all full-time officers assigned to the substation based on the cost projections set forth in the attached Exhibits B and C, attached hereto and incorporated herein by reference.

4. The City will bill the Board on a monthly basis for law enforcement services provided pursuant to this agreement. The Board shall remit to the city, money owed to the City under the terms of this agreement, on or before thirty (30) days after the date of the invoice, unless there is a dispute regarding the amount of the invoice in which case the parties agree to meet and discuss in good faith the invoice amount.

5. The Board agrees to provide an e-bicycle for each substation officer. The e-bicycle will meet the Springfield Police Department's specifications and will be replaced on a three-year cycle.

#### D. OTHER TERMS AND CONDITIONS

1. Conflicts. No salaried officer or employee of the City, and no member of the City Council or the Board shall have a financial interest, direct or indirect, in this contract. A violation of this provision renders the contract void.

2. Liability. The City hereby agrees to assume responsibility for the liabilities imposed by law on its employees, agencies, and institutions, including but not limited to all actions of its police officers undertaken on the MSU campus. The Board hereby agrees to assume responsibility for the liabilities imposed by law on its employees, agencies, and institutions. Nothing herein shall be construed to waive any sovereign, official or governmental immunity applicable to either party, its board or council members, officers or employees.

3. Notices. All notices required or permitted herein under and required to be in writing may be given by first class mail addressed to the Springfield City Manager, 840 Boonville, Springfield, Missouri 65802, and to the Board of Governors, Missouri State University, 901 South National, Springfield, Missouri 65897. The date of delivery of any notice shall be the date falling on the second full day after the date of its mailing.

4. Jurisdiction. This agreement and every question arising thereunder shall be construed and determined according to the laws of the State of Missouri. Should any part of this agreement be adjudicated, venue shall be proper only in the Circuit Court of Greene County, Missouri.

5. Termination of Agreement. Either party shall have the right to terminate this agreement upon giving written notice of intent to terminate to the other party at least 180 days prior to the date of termination.

6. Failure of Appropriations and Cancellation of Agreement. The parties mutually agree and understand that continuation of this agreement is subject to annual budget appropriations. Subject to the requirements of Section D.5., should the Springfield City Council or the Board fail to appropriate funds to continue staffing of the police substation, this agreement may be terminated by either party as of the last date upon which appropriated funds are available to either or both parties for continuation of staffing under the agreement.

7. Nondiscrimination. The parties agree not to discriminate on the basis of age, sex, religion, disability, race, national origin, ancestry, veteran status, sexual orientation, gender identity, or color, in employment, accommodation or provision of services in carrying out the terms and provisions of this agreement.

8. Term of the Agreement. Subject to all of the foregoing terms and conditions, the term of this Agreement shall be from July 1, 2022 through June 30, 2023. Thereafter, the parties may annually renew the Agreement for successive periods under such terms and conditions as may be agreed to at that time. Each addendum or renewal of the Agreement shall be in written form, executed by the Springfield City Manager and the President for MSU, on such terms and conditions as may be agreed to by the City Manager and the President for MSU. Should the term of this contract end without a renewal being timely enacted, parties shall continue to follow these contract terms on a month-to-month basis until such time a new contract can be executed or one of the parties terminates the contract pursuant to Paragraph D.5 above.

9. Compliance with all laws. The parties agree to abide and follow all federal, state, and local laws in performing the duties

set forth in this contract including, without limitation, Mo. Rev. Stat § 173.2050, which requires the parties to establish and follow certain policies and protocols regarding sexual assault, domestic violence, dating violence, and stalking involving Students and other members of MSU's campus community. Said policies and protocols are shown in Exhibit D, which is attached hereto and incorporated herein by reference.

IN WITNESS WHEREOF, the parties hereto have set their hands and seals on the day and year herein stated.

APPROVED AS TO FORM

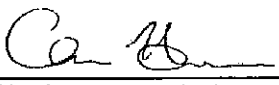
The Board of Governors of Missouri State University

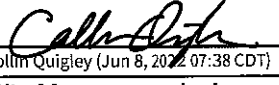
By: \_\_\_\_\_  
Attorney for Board of Governors

By: \_\_\_\_\_  
President of the University or designee

APPROVED AS TO FORM

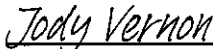
The City of Springfield, Missouri

By:   
City Attorney or designee

By:   
Collin Quigley (Jun 8, 2022 07:38 CDT)  
City Manager or designee

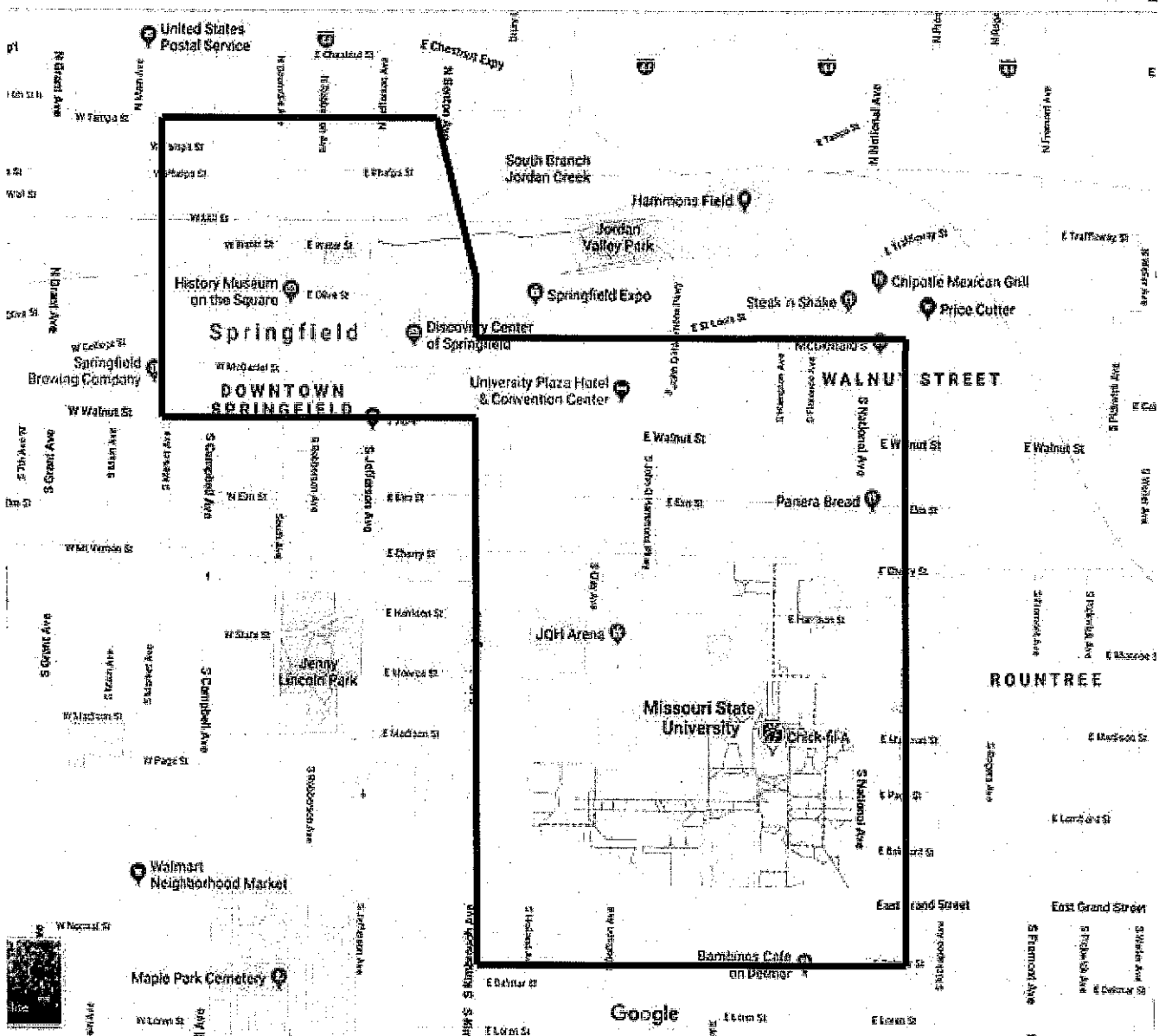
**CERTIFICATE OF DIRECTOR OF FINANCE**

I certify that the expenditure contemplated by this document is within the purpose of the appropriation to which it is to be charged and that there is an unencumbered balance of appropriated and available funds to pay therefor.

  
Jody Vernon (Jun 7, 2022 19:50 CDT)  
Director of Finance or his designee

# EXHIBIT A MSU CAMPUS MAP

884189.15.52



**EXHIBIT B**  
**Cost of MSU Substation Account**  
**FY 2022-2023**

|  | Totals              |
|--|---------------------|
| SALARIES / BENEFITS*                         |                     |
| Sergeant (1), Corporal (1), and Officers (8) |                     |
| MSU Cost – 80% of Total Cost _____           | \$778,350.22        |
| OVERTIME _____                               | \$106,553.00        |
| <b>Subtotal:</b> _____                       | <b>\$884,903.22</b> |
| OVERHEAD:                                    |                     |
| UNIFORM ALLOWANCE (10 Officers) _____        | \$14,500.00         |
| TRAINING COST _____                          | \$4,400.00          |
| TRANSPORTATION AND SOFTWARE COST ** _____    | \$43,124.03         |
| <b>Subtotal:</b> _____                       | <b>\$62,024.03</b>  |
| <b>Total Contract Amount</b> _____           | <b>\$946,927.25</b> |

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\* Salary information is calculated at actual officer's salaries and top step for vacant positions and includes longevity pay, education incentive, pension contribution, Medicare, workers' comp, etc. Salaries and Benefits above is 80% of cost.

\*\* (See Exhibit C)

**EXHIBIT C**  
**MSU Substation Transportation, Equipment and Software Cost**  
**FY 2022-2023**

**Transportation**

|                     | 2021             | 2017          | 2016          | 2013              |
|---------------------|------------------|---------------|---------------|-------------------|
|                     | Ford Interceptor | Ford Explorer | Ford Explorer | Ford Explorer     |
| Purchase cost       | 48,017.43        | \$48,048      | \$38,350.00   | \$39,274.00       |
| 7 Year Depreciation | 6,859.63         | \$6,864.00    | \$5,478.57    | Fully Depreciated |

|  |                    |
|--|--------------------|
| Annual Depreciation for all three (3) vehicles | \$19,202.20        |
| Fuel Cost **                                   | \$5,804.47         |
| Maintenance and Repair Cost **                 | \$6,233.91         |
| <b>Vehicle Subtotal</b>                        | <b>\$31,240.58</b> |

**Equipment**

**Five (5) e-Bikes and Ten (10) Body Worn Cameras**

|                                     | 5 e-Bikes         |
|-------------------------------------|-------------------|
| Purchase Cost Per e-Bike            | \$2,874.80        |
| 3 Year Depreciation                 | \$958.27          |
| Annual Depreciation for (5) e-Bikes | \$4,791.35        |
| <b>Bicycle Subtotal</b>             | <b>\$4,791.35</b> |

|  | 10 Body Worn Cameras |
|--|----------------------|
| Purchase Cost Per Camera                       | \$2,551.57           |
| 5 Year Depreciation                            | \$510.31             |
| Annual Depreciation for (10) Body Worn Cameras | \$5,103.10           |
| <b>Body Worn Camera Subtotal</b>               | <b>\$5,103.10</b>    |

**Software**

Ten (10) Office 365 annual software license fees \$198.90 each  
**Software Subtotal \$1,989.00**

**Total Annual Transportation, Equipment and Software Cost \$43,124.03**

\* Cost of the vehicle with standard law enforcement, including mobile data terminal and emergency equipment. All equipment will be maintained in good working order.

\*\*Figure based on actual and averages for FY22 (July 2021-June 2022). Figures from Fleet Administrator.

**EXHIBIT D**  
**Policies and Protocols Regarding**  
**Sexual Assault, Domestic Violence, Dating Violence, and Stalking**

Consistent with the provisions of Title IX of the Education Amendments of 1972, 20 U.S.C.A. § 1681, *et seq.* ("Title IX"), and the Violence Against Women Act ("VAWA"), MSU will investigate all reports of sexual assault, domestic violence, dating violence and stalking that are brought to MSU's attention, regardless as to where the conduct is alleged to occur, which involve member(s) of the MSU campus community. (Note: Such reports will be investigated by MSU regardless as to where the conduct is alleged to have occurred, in that MSU is obligated to determine whether the alleged conduct occurred in the context of an educational program or activity, or has continuing effects on the MSU campus or in an off-campus educational program or activity.)

Consistent with the requirements of Title IX and VAWA, and the directives of the Department of Education's Office for Civil Rights ("OCR"), MSU will honor the wishes of a complainant/victim as to whether to notify the Springfield Police Department of an incident of alleged sexual assault, domestic violence, dating violence and or stalking. The reporting of any such offense will be the choice and the responsibility of the complainant/victim. Notwithstanding the foregoing, nothing in this Exhibit D shall be construed so as to preclude the Springfield Police Department from investigating any and all allegations of criminal activity – including allegations of sexual assault, domestic violence, dating violence, or stalking – that are reported to the Springfield Police Department or otherwise come to the attention of the Springfield Police Department.

Subject to its obligations under the Family Educational Rights and Privacy Act of 1974, 20 U.S.C. § 1232g; 34 CFR § 99 *et seq.* ("FERPA"), MSU will cooperate with the Springfield Police Department, in terms of any law enforcement investigation of sexual assault, domestic violence, dating violence and or stalking involving members of the MSU campus community, if authorized by the complainant/victim or pursuant to a lawfully issued search warrant, subpoena, or court order. The Springfield Police Department agrees to use best efforts to communicate with MSU regarding investigations or reports of sexual assault, domestic violence, dating violence and or stalking involving members of MSU's campus community, provided that such communication, in the reasonable estimation of the Springfield Police Department or the Greene County Prosecuting Attorney, will not jeopardize the integrity of an investigation, or subsequent prosecution, of sexual assault, domestic violence, dating violence and or stalking.

Depending on the facts and circumstances of an individual case, one or both parties may have jurisdiction to investigation incident of sexual assault, domestic violence, dating violence and or stalking involving members of the MSU campus community. The term jurisdiction, as used herein, means that MSU shall have jurisdiction to conduct investigations consistent with its Title IX/VAWA obligations and its educational interests, whereas SPD shall have jurisdiction to conduct investigations from a law enforcement/criminal perspective. Both parties understand and agree that such investigations are independent and may happen simultaneously, and agree to provide one another with as much courtesy and communication as may be possible, given the facts and circumstances of the individual case.

The parties acknowledge and agree that this Exhibit D is intended fully conform to the requirements of Mo. Rev. Stats. § 173.2050. The parties further acknowledge that, pursuant to Mo. Rev. Stat. § 173.2050.3, the Missouri Department of Public Safety has been charged with promulgating rules and regulations by August 28, 2016, to facilitate the implementation of the requirements of Mo. Rev. Stat. § 173.2050. Thus, the parties agree to evaluate any and all such promulgating rules and regulations, and to work together in good faith to modify their collaborative practices and, as necessary, this Exhibit D, to ensure continued legal compliance.

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> |
|---------------------|---|-----------------------|------------------|
| Michael Bird        | Department Head<br>Professor with Tenure<br>Kinesiology   | \$121,000<br>annually | 08/01/22         |
| Hirosha Geekiyanage | Assistant Professor<br>Biomedical Sciences                | \$58,000<br>annually  | 08/15/22         |
| Bonnie Slavych      | Assistant Professor<br>Communication Sciences & Disorders | \$63,500<br>annually  | 08/15/22         |

**UNRANKED FACULTY APPOINTMENTS (Term):**

| <u>Name</u> | <u>Position-Department</u>                       | <u>Salary</u>         | <u>Effective</u>     |
|-------------|--|-----------------------|----------------------|
| Kati Morgan | Clinical Assistant Professor<br>Nurse Anesthesia | \$160,000<br>annually | 07/01/22<br>06/30/23 |

(See Addendum A for Per Course Faculty Appointments)

(See Addendum B for Summer Appointments)

(See Addendum C for Supplemental Payments)

(See Addendum D for Graduate Teaching Assistant Appointments)

**RESIGNATIONS:**

| <u>Name</u>     | <u>Position-Department</u>                                  | <u>Effective</u> |
|-----------------|---|------------------|
| Jacynda Ammons  | Instructor<br>History                                       | 05/20/22         |
| Megan Boyle     | Associate Professor<br>Counseling, Leadership & Special Ed. | 05/20/22         |
| Jahaan Chandler | Instructor<br>Sociology & Anthropology                      | 05/20/22         |



Academic Personnel Board Actions, cont'd.

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|                    |  |          |
|--------------------|--|----------|
| Daniel Garten      | Instructor<br>Kinesiology                                | 05/20/22 |
| Sascha Mowrey      | Assistant Professor<br>Childhood Ed & Family Studies     | 05/20/22 |
| Stephanie Nikbakht | Assistant Professor<br>School of Nursing                 | 05/20/22 |
| Julia Novakowski   | Assistant Professor<br>Reading, Foundations & Technology | 05/20/22 |
| Ronald Snarr       | Assistant Professor<br>Kinesiology                       | 05/20/22 |
| Jo Lynne Stalnaker | Instructor<br>Information Technology & Cybersecurity     | 05/20/22 |
| John Zastoupil     | Associate Professor<br>Music<br>(12-month appointment)   | 07/31/22 |

**RETIREMENTS:**

| <u>Name</u>      | <u>Position-Department</u>                      | <u>Effective</u> |
|------------------|---|------------------|
| Ruth Barnes      | Professor<br>Theatre & Dance                    | 05/20/22         |
| Carmen Boyd      | Assistant Professor<br>Biomedical Sciences      | 05/20/22         |
| Deana Butcher    | Instructor<br>Communication                     | 05/20/22         |
| Paula Kemp       | Distinguished Professor<br>Mathematics          | 05/20/22         |
| Mark Paxton      | Associate Professor<br>Media, Journalism & Film | 05/20/22         |
| Chih-Cheng Chang | Professor<br>Finance & General Business         | 12/17/22         |

**NON-REAPPOINTMENTS:**

| <u>Name</u>  | <u>Position-Department</u>     | <u>Effective</u> |
|--------------|--------------------------------|------------------|
| Joshua Ellis | Instructor<br>Computer Science | 05/20/22         |
| Mark Grimes  | Instructor<br>English          | 05/20/22         |
| Samuel Oram  | Artist-in-Residence<br>Music   | 05/20/22         |

**LEAVE WITH PAY:**

| <u>Name</u>      | <u>Position-Department</u>            | <u>Effective</u>     |
|------------------|---------------------------------------|----------------------|
| Julia Combs      | Professor<br>Music                    | 08/15/22<br>12/16/22 |
| Brian Ott        | Professor<br>Communication            | 08/15/22<br>12/16/22 |
| Mary Jane Pardue | Professor<br>Media, Journalism & Film | 08/15/22<br>12/16/22 |

**SABBATICALS:**

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

|                |   |
|----------------|---|
| Richard Amberg | Associate Professor, Media, Journalism & Film<br>Fall 2022<br>Work on three film projects.  |
| Deidre Argyle  | Associate Professor, Art & Design<br>Spring 2023<br>Mixed-Media Installation & Sculpture Series.  |
| Heidi Backes   | Associate Professor, Modern & Classical Languages<br>Fall 2022<br>Finish the first draft of monograph Spectral Spain: Haunted Spaces, Traumatic Memories, & Present Absences in Post-Franco Gothic Fiction. |

|                         |   |
|-------------------------|---|
| LeAnn Brazeal           | Associate Professor, Communication<br>Fall 2022<br>Work on a book manuscript exploring theoretical extensions of image repair theory in public relations research.  |
| Jeffrey Cornelius-White | Distinguished Professor, Counseling, Leadership & Special Education<br>Fall 2022<br>Complete research projects on person-centered approach to counseling & education, anti-transgender prejudice, or equine-assisted psychotherapy. |
| David Hays              | Professor, Music<br>Fall 2022<br>Study baroque violin with Ariadne Daskalakis in Germany to be able to apply historically informed style to teaching chamber music and chamber orchestra.   |
| Holly Holladay          | Associate Professor, Media, Journalism & Film<br>Spring 2023<br>Project editing collection of essays titled <i>Television Comedy and Cultural Crisis</i> .  |
| Mitzi Kirkland-Ives     | Professor, Art & Design<br>Fall 2022<br>Completion of book typescript "Memling & the Merchants"   |
| Sean Lyman              | Professor, Art & Design<br>Fall 2022<br>Topic: Laser Cutter & Hand Drawn  |
| Carol Maples            | Professor, Theatre & Dance<br>Spring 2023<br>Author a book titled <i>Giving Voice: A Guidebook to Using the Power of Theatre To Address Diversity Issues and Reduce Microaggressions</i> .  |
| Matthew McKay           | Associate Professor, Geography, Geology & Planning<br>Academic Year 2022/2023<br>Creation of virtual reality content for use in geoscience.   |
| Kevin Mickus            | Distinguished Professor, Geography, Geology & Planning<br>Academic Year 2022/2023<br>Analysis of gravity and magnetic data in Yellowstone National Park.  |

|                    |   |
|--------------------|---|
| Carol Miller       | Distinguished Professor, Finance & General Business<br>Fall 2022<br>Protecting “Critical Habitat” for an Endangered Species through Evolving Regulations.   |
| Sarah Nixon        | Professor, Reading, Foundations & Technology<br>Fall 2022<br>Qualitative study to explore various ways to teach discipline-appropriate literacy practices in an online format to middle-level and secondary preservice educators. |
| Tayo Obafemi-Ajayi | Associate Professor<br>Calendar Year 2023<br>Integrating artificial intelligence techniques for analysis of neuroimaging multi-omics, & clinical data in automated machine learning of Alzheimer’s disease.                       |
| James Parsons      | Distinguished Professor, Music<br>Fall 2022<br>First draft of book “Philosophical Beethoven”.   |
| Robert Pavlowsky   | Distinguished Professor, Geography, Geology & Planning<br>Spring 2023<br>Geographic Perspectives on Sustainability in the Ozarks and Jamaica.   |
| Kishor Shah        | Professor, Mathematics<br>Academic Year 2022/2023<br>Prereducations and Reductions  |
| Ralph Shain        | Associate Professor, Philosophy<br>Fall 2022<br>Explore two topics in Koselleks’s thought on “Total History” and on “The political Meaning of the Enlightenment.”   |
| John Strong        | Professor, Religious Studies<br>Academic Year 2022/2023<br>Prepare a manuscript on the image of God as it appears in the biblical books of Genesis through Numbers.   |

Yingcal Su                      Professor, Mathematics  
 Fall 2022  
 Compositional Data Analysis, Max-Stable Distribution, & Estimation of Bivariate Probability Distribution.

Gwen Walstrand                Professor, Art & Design  
 Spring 2023  
 Glimpses from a fleeting world; a photographic exploration of our much diminished forested lands and the likely victims/activists inheriting the results of deforestation and climate change.

Cameron Wickham              Professor, Mathematics  
 Fall 2022  
 Representing functions on finite rings as polynomials obtained by composing with a fixed monic polynomial.

**CHANGE OF STATUS:**

| <u>Name</u>   | <u>Position-Department</u>   | <u>Action</u>     | <u>Effective</u> |
|---------------|--|-------------------|------------------|
| Mary Newman   | From: Associate Professor<br>Psychology<br>To: Faculty Emeritus<br>Psychology  | Status Change     | 02/01/22         |
| Carmen Boyd   | From: Assistant Professor<br>Biomedical Sciences<br>To: Faculty Emeritus<br>Biomedical Sciences                                  | Status Change     | 06/01/22         |
| Mark Paxton   | From: Associate Professor<br>Media, Journalism & Film<br>To: Faculty Emeritus<br>Media, Journalism & Film                        | Status Change     | 06/01/22         |
| Natalie Allen | From: Clinical Assistant Professor<br>Biomedical Sciences<br>To: Clinical Assistant Professor<br>Public Health & Sports Medicine | Department Change | 07/01/22         |

Academic Personnel Board Actions, cont'd.

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|                        |   |                                      |          |
|------------------------|---|--------------------------------------|----------|
| Stephen Berkwitz       | Department Head<br>Professor<br>Religious Studies   | Reappointment                        | 07/01/22 |
| Sylvia Feeney          | Director<br>School of Anesthesia<br>Associate Professor<br>School of Nursing<br>(12-month appointment)  | Reappointment                        | 07/01/22 |
| Anne Marie Hunter      | From: Associate Professor<br>Biomedical Sciences<br>To: Associate Professor<br>Public Health & Sports Medicine  | Department Change                    | 07/01/22 |
| Alana Mantie-Kozlowski | From: Interim Department Head<br>Professor<br>Communication Sciences &<br>Disorders<br>\$79,173 annually<br>(\$3,311 monthly supplemental)<br>To: Department Head<br>Professor<br>Communication Sciences &<br>Disorders<br>\$114,423 annually<br>(12-month appointment) | Status Change<br>& Salary Adjustment | 07/01/22 |
| Sarah Murray           | From: Senior Instructor<br>Biomedical Sciences<br>To: Senior Instructor<br>Public Health & Sports Medicine  | Department Change                    | 07/01/22 |
| Daniela Novotny        | From: Senior Instructor<br>Biomedical Sciences<br>To: Senior Instructor<br>Public Health & Sports Medicine  | Department Change                    | 07/01/22 |

Academic Personnel Board Actions, cont'd.

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|                 |  |                   |          |
|-----------------|--|-------------------|----------|
| Deborah Piland  | From: Assistant Professor<br>Biomedical Sciences<br><br>To: Assistant Professor<br>Public Health & Sports Medicine   | Department Change | 07/01/22 |
| Hillary Roberts | From: Assistant Professor<br>Biomedical Sciences<br><br>To: Assistant Professor<br>Public Health & Sports Medicine   | Department Change | 07/01/22 |
| Joshua Smith    | From: Professor<br>Biomedical Sciences<br>\$75,647 annually<br>(9-month appointment)<br><br>To: Interim Department Head<br>Professor<br>Biomedical Sciences<br>\$92,457 annually<br>(12-month appointment)<br>(\$1,654 monthly supplemental) | Status Change     | 07/01/22 |
| Stephen Spates  | From: Assistant Professor<br>Communication<br>\$55,311 annually<br><br>To: Interim Department Head<br>Assistant Professor<br>Communication<br>\$55,311 annually<br>(\$2,500 monthly supplemental)  | Status Change     | 07/01/22 |
| Ruth Barnes     | From: Professor<br>Theatre & Dance<br><br>To: Faculty Emeritus<br>Theatre & Dance  | Status Change     | 08/01/22 |
| Sylvia Carr     | From: Instructor<br>Mathematics<br><br>To: Faculty Emeritus<br>Mathematics   | Status Change     | 08/01/22 |

Academic Personnel Board Actions, cont'd.

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|                   |   |               |          |
|-------------------|---|---------------|----------|
| Rich Garrad       | From: Professor<br>Biomedical Sciences<br>To: Faculty Emeritus<br>Biomedical Sciences   | Status Change | 08/01/22 |
| Martin Jones      | From: Associate Professor<br>Technology & Construction<br>Management<br>To: Faculty Emeritus<br>Technology & Construction<br>Management   | Status Change | 08/01/22 |
| Paula Kemp        | From: Distinguished Professor<br>Mathematics<br>To: Faculty Emeritus<br>Mathematics   | Status Change | 08/01/22 |
| Diane Leamy       | From: Senior Instructor<br>Criminology & Criminal Justice<br>To: Faculty Emeritus<br>Criminology & Criminal Justice   | Status Change | 08/01/22 |
| Brian Ott         | From: Department Head<br>Professor<br>Communication<br>\$121,128 annually<br>(12-month appointment)<br>To: Professor<br>Communication<br>\$105,000 annually<br>(9-month appointment)            | Status Change | 08/01/22 |
| Colette Witkowski | From: Department Head<br>Professor<br>Biomedical Sciences<br>\$116,934 annually<br>(12-month appointment)<br>To: Professor<br>Biomedical Sciences<br>\$91,235 annually<br>(9-month appointment) | Status Change | 08/01/22 |



Amy Knowles                      From: Student Teacher Supervisor                      Status Change                      08/15/22  
English  
GR 42, \$40,329 annually  
(Staff position)  
To: Clinical Assistant Professor  
English  
\$51,000 annually  
(Faculty appointment)

Chih-Cheng Chang                      From: Professor                      Status Change                      02/01/23  
Finance & General Business  
To: Faculty Emeritus  
Finance & General Business

**REAPPOINTMENTS:**

Non-tenured, unranked faculty, effective August 15, 2022 through May 19, 2023, unless otherwise noted.

COLLEGE OF AGRICULTURE

Department of Agriculture Business

Nichole Busdieker-Jesse                      Instructor  
Katelyn McCoy                      Instructor  
(07/01/22 – 06/30/23)  
Natalie Mook                      Instructor  
(07/01/22 – 06/30/23)

Department of Animal Science

William Boyer                      Instructor  
(07/01/22 – 06/30/23)

Department of Environmental Plant Science & Natural Resources

Jennifer Morgenthaler                      Clinical Instructor  
(07/01/22 – 06/30/23)  
Maciej Pszczolkowski                      Research Professor  
(07/01/22 – 06/30/23)  
Wen-Ping Qiu                      Research Professor  
Steven Schneider                      Instructor  
(07/01/22 – 06/30/23)  
Karl Wilker                      Research Professor  
(07/01/22 – 06/30/23)

REYNOLDS COLLEGE OF ARTS & LETTERS

Department of Art & Design

|                         |                     |
|-------------------------|---------------------|
| Balazs Faa              | Artist-in-Residence |
| Megan Frauenhoffer      | Instructor          |
| Andy Goodwin            | Artist-in-Residence |
| Aleksandra Wicierzewska | Artist-in-Residence |

Department of Communication

|                  |                   |
|------------------|-------------------|
| Deana Butcher    | Instructor        |
| Allison Coltharp | Senior Instructor |
| Nora Cox         | Senior Instructor |
| Jason Howard     | Instructor        |
| Jerri Lynn Kyle  | Senior Instructor |
| Taleyna Morris   | Senior Instructor |
| Heather Walters  | Senior Instructor |

Department of English

|                      |                           |
|----------------------|---------------------------|
| Sara Burge           | Senior Instructor         |
| Mara Cohen Ioannides | Senior Instructor         |
| Joel Coltharp        | Instructor                |
| Tracy Dalton         | Senior Instructor         |
| Sean Herring         | Practitioner-in-Residence |
| Lori Rogers          | Senior Instructor         |
| Judy Tarbox          | Instructor                |
| John Turner          | Senior Instructor         |

Department of Media, Journalism & Film

|             |                   |
|-------------|-------------------|
| Jack Dimond | Senior Instructor |
|-------------|-------------------|

Department of Modern & Classical Languages

|                     |                   |
|---------------------|-------------------|
| Kristin Harper      | Instructor        |
| Melanie Kleeschulte | Instructor        |
| Luis Lombilla       | Senior Instructor |
| Jeff Loughary       | Instructor        |
| Weirong Schaefer    | Senior Instructor |
| Maria Sepulveda     | Instructor        |
| Corinne Shirley     | Senior Instructor |

Department of Music

|                 |            |
|-----------------|------------|
| Kyle Aho        | Instructor |
| Martin Morrison | Instructor |
| Vicky Scott     | Instructor |

COLLEGE OF BUSINESS

School of Accountancy

|                  |            |
|------------------|------------|
| Samuel Bass      | Instructor |
| Kyle Goodin      | Instructor |
| Kristen Thornton | Instructor |

Department of Finance & General Business

|                    |                              |
|--------------------|------------------------------|
| Jana Ault-Phillips | Clinical Assistant Professor |
| Russell Meek       | Senior Instructor            |
| Sandy Meyers       | Clinical Assistant Professor |

Department of Information Technology & Cybersecurity

|                            |                   |
|----------------------------|-------------------|
| Richard Burton             | Instructor        |
| Todd Daniel                | Instructor        |
| Radhika Kaula              | Senior Instructor |
| Jennifer Lowenthal-Hershey | Instructor        |
| Raju Mainali               | Instructor        |
| Patrick Sells              | Instructor        |
| Jason Speer                | Instructor        |
| Cathryn Van Landuyt        | Senior Instructor |

Department of Management

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

Department of Marketing

|               |                   |
|---------------|-------------------|
| David Hammons | Senior Instructor |
| Courtney Pham | Senior Instructor |
| Carly Pierson | Senior Instructor |

Department of Technology & Construction Management

Nancy Asay

Senior Instructor

David Joswick

Senior Instructor

Marciann Patton

Senior Instructor

COLLEGE OF EDUCATION

Department of Childhood Education & Family Studies

Rhonda Bishop

Clinical Assistant Professor

Amber Howard

Clinical Instructor

Robin Koerber

Clinical Instructor

Debra Price

Instructor

Kimberly Roam

Clinical Assistant Professor

Melissa Schotthofer

Clinical Assistant Professor

Sara Tipton

Clinical Assistant Professor

V. Jane Ward

Instructor

Gina Wood

Clinical Assistant Professor

Department of Counseling, Leadership & Special Education

Amelia Chenoweth

Senior Instructor

Michael Goeringer

Clinical Assistant Professor

Nate Quinn

Senior Instructor

Shari Scott

Senior Instructor

Department of Reading, Foundations & Technology

Annice McLean

Senior Instructor

MCQUEARY COLLEGE OF HEALTH & HUMAN SERVICES

Department of Health & Human Services

Caitlin Masterson

Visiting Assistant Professor

Jessica Willis

Instructor

(07/01/22 – 06/30/23)

School of Anesthesia

James Keaton

Clinical Assistant Professor

(07/01/22 – 06/30/23)

Department of Biomedical Sciences

Rebecca Allen

Instructor

(07/01/22 – 06/30/23)

Jaime Gnau

Clinical Instructor

(07/01/22 – 06/30/23)

Nicole Gorley

Instructor

Anna McWoods

Instructor

Joseph Williams

Senior Instructor

Department of Communication Sciences & Disorders

Sarah Barber

Clinical Associate Professor

(07/01/22 – 06/30/23)

Edith Bobbitt-Boyce

Clinical Associate Professor

(07/01/22 – 06/30/23)

Deborah Cron

Clinical Professor

(07/01/22 – 06/30/23)

Kimberly Ireland

Clinical Assistant Professor

(07/01/22 – 06/30/23)

Lauren Jones

Clinical Assistant Professor

(07/01/22 – 06/30/23)

Sarah Jones

Clinical Assistant Professor

(07/01/22 – 06/30/23)

Jennifer Pratt

Clinical Associate Professor

(07/01/22 – 06/30/23)

Diderika Telting

Clinical Associate Professor

Department of Kinesiology

Amy Blansit

Senior Instructor

Emery Bryant

Instructor

Zach Burt

Instructor

Daniel Garten

Instructor

Kirsten Hatz

Senior Instructor

School of Nursing

Kathryn Adams

Clinical Assistant Professor

Allison Alaimo

Clinical Assistant Professor

Shelley Carter

Clinical Assistant Professor

Karla Conner

Clinical Assistant Professor

Alyssa Dieterich

Clinical Assistant Professor

Ronda Entlicher-Stewart

Clinical Assistant Professor

Alisha Jones  
Emily Nemeth  
Kathryn Patterson

Clinical Associate Professor  
Clinical Assistant Professor  
Clinical Associate Professor  
(07/01/22 – 06/30/23)  
Clinical Assistant Professor  
Clinical Assistant Professor  
Clinical Assistant Professor  
(07/01/22 – 06/30/23)  
Clinical Assistant Professor  
Clinical Assistant Professor

Ami Rohr  
Maria Shade  
Ashley Simpson

Alisha Tuttle  
Tammy Yoes

Department of Occupational Therapy

Tara Boehne

Clinical Associate Professor  
(07/01/22 – 06/30/23)  
Clinical Associate Professor)  
(07/01/22 – 06/30/23)  
Clinical Assistant Professor  
07/01/22 – 06/30/23)

Traci Garrison

Jennifer Yates

Department of Physical Therapy

Kimberly Ennis

Clinical Assistant Professor

Department of Physician Assistant Studies

Kimberly Cook

Clinical Associate Professor  
(07/01/22 – 06/30/23)

Department of Psychology

Hannah Harris

Instructor  
(07/01/22 – 06/30/23)

Tanya Whipple

Senior Instructor

Department of Public Health & Sports Medicine

Natalie Allen  
Sarah Bowman  
Allan Liggett

Clinical Assistant Professor  
Clinical Instructor  
Clinical Associate Professor  
(07/01/22 – 06/30/23)

Sarah Murray  
Daniela Novotny  
Tara Stulce

Senior Instructor  
Senior Instructor  
Clinical Instructor

School of Social Work

|                  |                              |
|------------------|------------------------------|
| Salina Bollinger | Clinical Instructor          |
| Natalie Curry    | Clinical Assistant Professor |
| Kelly Dudley     | Clinical Instructor          |
| Tiffany Havlin   | Clinical Assistant Professor |
| Wendy Jackson    | Clinical Instructor          |
| Lisa Langston    | Clinical Instructor          |
| Regina Russell   | Clinical Associate Professor |

COLLEGE OF HUMANITIES & PUBLIC AFFAIRS

Department of Criminology & Criminal Justice

|                   |                   |
|-------------------|-------------------|
| Paula Rector      | Senior Instructor |
| Caryn Saxon       | Senior Instructor |
| Ivy Yarckow-Brown | Senior Instructor |

Department of Economics

|                |                   |
|----------------|-------------------|
| Julie Gallaway | Senior Instructor |
|----------------|-------------------|

Department of History

|                |            |
|----------------|------------|
| Jacynda Ammons | Instructor |
| Bryan Brinkman | Instructor |

Department of Philosophy

|               |                   |
|---------------|-------------------|
| Michael Boyle | Senior Instructor |
|---------------|-------------------|

Department of Political Science

|             |            |
|-------------|------------|
| Nick Beatty | Instructor |
|-------------|------------|

Department of Religious Studies

|                  |                   |
|------------------|-------------------|
| Amy Artman       | Instructor        |
| Micki Pulleyking | Senior Instructor |

COLLEGE OF NATURAL & APPLIED SCIENCES

Department of Biology

|                  |                   |
|------------------|-------------------|
| L. Michelle Bowe | Senior Instructor |
| Tara Herring     | Senior Instructor |
| Tina Hopper      | Senior Instructor |

|                  |  |
|------------------|--|
| Angela Plank     | Senior Instructor<br>(07/01/22 – 06/30/23) |
| Melissa Schoeben | Instructor                                 |
| Charles Stephen  | Visiting Assistant Professor               |

Department of Chemistry & Biochemistry

|                |                   |
|----------------|-------------------|
| Brian High     | Senior Instructor |
| Helena Metzker | Senior Instructor |

Department of Computer Science

|                |                              |
|----------------|------------------------------|
| Hazim Shatnawi | Visiting Assistant Professor |
|----------------|------------------------------|

Department of Cooperative Engineering Program

|                  |            |
|------------------|------------|
| Stephanie Thomas | Instructor |
|------------------|------------|

Department of Geography, Geology & Planning

|                       |            |
|-----------------------|------------|
| Melanie Carden-Jessen | Instructor |
|-----------------------|------------|

Department of Hospitality Leadership

|                   |            |
|-------------------|------------|
| Matthew Bekebrede | Instructor |
| Wajeana White     | Instructor |

Department of Mathematics

|                       |                   |
|-----------------------|-------------------|
| Joann Barnett         | Instructor        |
| Patti Blanton         | Senior Instructor |
| Roger Bunn            | Instructor        |
| Oana Nelson           | Instructor        |
| Carolyn Shand-Hawkins | Instructor        |
| Donna Sherrill        | Senior Instructor |
| Gary Stafford         | Senior Instructor |
| Linda Sun             | Instructor        |
| Kimberly Van Ornum    | Senior Instructor |
| Fan Zhou              | Instructor        |

Department of Physics, Astronomy & Materials Science

|               |            |
|---------------|------------|
| Bradley Mills | Instructor |
|---------------|------------|



**GRANTED TENURE:**

(Effective August 15, 2022, unless otherwise noted)

COLLEGE OF AGRICULTURE

Department of Animal Science

Lacy Sukovaty

Associate Professor

Department of Environmental Plant Science & Natural Resources

William McClain

Associate Professor

REYNOLDS COLLEGE OF ARTS & LETTERS

Department of Art & Design

Fatih Benzer

Associate Professor

Department of Communication

Carrisa Hoelscher

Associate Professor

Stephen Spates

Associate Professor

Department of English

Jonathan Newman

Associate Professor

Alan Tinkler

Associate Professor

Department of Modern & Classical Languages

Luciane Maimone

Associate Professor

Department of Theatre & Dance

Sarah Wilcoxon

Associate Professor

COLLEGE OF BUSINESS

Department of Management

Benjamin Goss

Associate Professor

Department of Marketing

Joshua Coleman

Associate Professor

COLLEGE OF EDUCATION

Department of Childhood Education & Family Studies

Tammi Davis

Associate Professor

Department of Counseling, Leadership & Special Education

Kennedy Ongaga

Associate Professor

Nicole West

Associate Professor

MCQUEARY COLLEGE OF HEALTH & HUMAN SERVICES

School of Anesthesia

Jeanie Skibiski

Associate Professor  
(07/01/22 – 06/30/23)

Department of Biomedical Sciences

Amy Hulme

Associate Professor

Department of Kinesiology

Junyoung Kim

Associate Professor

Bernard Kitheka

Associate Professor

Department of Physical Therapy

Marcia Himes

Associate Professor  
(07/01/22 – 06/30/23)

Jason Shaw

Associate Professor  
(07/01/22 – 06/30/23)

Department of Physician Assistant Studies

Shannon Hauschildt

Associate Professor  
(07/01/22 – 06/30/23)

Department of Psychology

Jordan Belisle

Associate Professor

School of Social Work

Qiang Chen

Associate Professor

COLLEGE OF HUMANITIES & PUBLIC AFFAIRS

Department of Economics

Timothy Flannery Associate Professor

Department of History

Djene Bajalan Associate Professor

Julia Troche Associate Professor

Department of Political Science

Sara Henary Associate Professor

Department of Religious Studies

Phillippa Koch Associate Professor

Department of Sociology & Anthropology

Alicia Walker Associate Professor

COLLEGE OF NATURAL & APPLIED SCIENCES

Department of Biology

Debra Finn Associate Professor

Christopher Lupfer Associate Professor

**PROMOTIONS:**

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

Effective August 15, 2022 unless otherwise noted)

COLLEGE OF AGRICULTURE

Department of Animal Science

Lacy Sukovaty Associate Professor

Department of Environmental Plant Science & Natural Resources

William McClain Associate Professor

REYNOLDS COLLEGE OF ARTS & LETTERS

Department of Art & Design

Fatih Benzer Associate Professor

Department of Communication

Carrisa Hoelscher Associate Professor

Jason Howard Senior Instructor

Stephen Spates Associate Professor

Department of English

Michael Czyzniejewski Professor

Jonathan Newman Associate Professor

Department of Modern & Classical Languages

Luciane Maimone Associate Professor

Department of Music

Kyle Aho Senior Instructor

Cameron LeBarr Professor

James Parsons Distinguished Professor

Vicky Scott Senior Instructor

Department of Theatre & Dance

Sarah Wilcoxon Associate Professor

COLLEGE OF BUSINESS

Department of Finance & General Business

Puneet Prakash Professor

Department of Information Technology & Cybersecurity

Radhika Kaula Senior Instructor

Jo Lynne Stalnaker Senior Instructor

Department of Management

Benjamin Goss Associate Professor

Phillip Rothschild Professor

Department of Marketing

Joshua Coleman Associate Professor

David Hammons  
Carly Pierson

Senior Instructor  
Senior Instructor

COLLEGE OF EDUCATION

Department of Childhood Education & Family Studies

Rhonda Bishop  
Tammi Davis  
Robin Koerber  
Diana Piccolo  
Melissa Schotthofer  
Sara Tipton

Clinical Assistant Professor  
Associate Professor  
Clinical Assistant Professor  
Professor  
Clinical Assistant Professor  
Clinical Assistant Professor

Department of Counseling, Leadership & Special Education

Jeffrey Cornelius-White  
Kennedy Ongaga  
Nicole West

Distinguished Professor  
Associate Professor  
Associate Professor

MCQUEARY COLLEGE OF HEALTH & HUMAN SERVICES

School of Anesthesia

Jeanie Skibiski

Associate Professor  
(07/01/22 – 06/30/23)

Department of Biomedical Sciences

Amy Hulme  
Jianjie Wang

Associate Professor  
Professor

Department of Communication Sciences & Disorders

Lauren Jones

Clinical Associate Professor  
(07/01/22 – 06/30/23)

Sarah Jones

Clinical Associate Professor  
(07/01/22 – 06/30/23)

Department of Kinesiology

Zach Burt  
Junyoung Kim  
Bernard Kitheka

Senior Instructor  
Associate Professor  
Associate Professor

School of Nursing

Kathryn Adams  
Alisha Jones

Clinical Associate Professor  
Clinical Associate Professor

Department of Occupational Therapy

Traci Garrison

Clinical Associate Professor

Department of Physical Therapy

Marcia Himes

Associate Professor  
(07/01/22 – 06/30/23)

Jason Shaw

Associate Professor  
(07/01/22 – 06/30/23)

Department of Physician Assistant Studies

Shannon Hauschildt

Associate Professor  
(07/01/22 – 06/30/23)

Department of Psychology

Jordan Belisle

Associate Professor

School of Social Work

Qiang Chen

Associate Professor

Natalie Curry

Clinical Associate Professor

Tiffany Havlin

Clinical Associate Professor

COLLEGE OF HUMANITIES & PUBLIC AFFAIRS

Department of Economics

Timothy Flannery

Associate Professor

Department of History

Djene Bajalan

Associate Professor

Julia Troche

Associate Professor

Department of Political Science

Sara Henary

Associate Professor

Department of Religious Studies

Phillippa Koch

Associate Professor

Department of Sociology & Anthropology

Jason Shepard

Senior Instructor

Alicia Walker

Associate Professor

COLLEGE OF NATURAL & APPLIED SCIENCES

Department of Biology

Debra Finn

Associate Professor

Tara Herring

Senior Instructor

Christopher Lupfer

Associate Professor

Department of Mathematics

JoAnn Barnett

Senior Instructor

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

\_\_\_\_\_ Nay

**COMMENTS:**

**Michael Bird, Department Head, Professor with Tenure, Kinesiology**

Ph.D. University of North Carolina  
M.S. Purdue University  
B.A. Purdue University

Experience: 2018 – Present, Professor, Truman State University, Kirksville, Missouri; 2016 – Present, Adjunct Associate Professor, A. T. Still University, Kirksville, Missouri; 2007 – Present, Researcher & Consultant, A.T. Still Research Institute, Kirksville, Missouri; 2000 – 2008, Associate Professor, Truman State University, Kirksville, Missouri; 1995 – 2000, Assistant Professor, Truman State University, Kirksville, Missouri.

**Hirosha Geekiyanage, Assistant Professor, Biomedical Sciences**

Ph.D. Michigan State University, 2012  
B.S. Staffordshire University, 2006  
B.S. University of Colombo, 2005

Experience: 2021 – Present, Senior Scientist, Sai Life Sciences, Cambridge, Massachusetts; 2016 – 2021, Post-doctoral Research Associate, University of Massachusetts, Worcester, Massachusetts; 2012 – 2016, Post-doctoral Research Fellow, Mayo Clinic, Rochester, Minnesota; 2006 – 2012, Graduate training, Michigan State University, East Lansing, Michigan; 2005, Internship, University of Colombo, Sri Lanka.

**Bonnie Slavych, Assistant Professor, Communication Sciences & Disorders**

Ph.D. University of Arkansas, 2017  
M.S. University of Arkansas, 2011  
B.F.A. University of North Dakota, 2005

Experience: 2018 – Present, Assistant Professor, University of Central Missouri, Warrensburg, Missouri; 2019 – Present, Contributing Faculty, University of St. Augustine, St. Augustine, Florida; 2021, Adjunct Faculty, University of Virginia, Charlottesville, Virginia.



**ADDENDUM A**

**The following have been appointed as Per Course Faculty for the spring semester: January 18, 2022 through May 20, 2022.**

| <u>Name</u>    | <u>Department</u>             | <u>Salary</u> |
|----------------|-------------------------------|---------------|
| Keller, Ted    | Geography Geology & Planning  | \$4,275.00    |
| Morgan, Rachel | English                       | \$2,448.00    |
| Simino, Megan  | Childhood Ed & Family Studies | \$2,445.00    |

**ADDENDUM B**

**The following have been appointed as Summer Faculty for the summer semester: June 13, 2022 through August 5, 2022**

| <u>Name</u>              | <u>Department</u>                  | <u>Salary</u> |
|--------------------------|------------------------------------|---------------|
| Adams, Kathy             | School of Nursing                  | \$10,506.00   |
| Adamson, Reesha          | Counseling Leadership & Special Ed | \$10,191.00   |
| Agnew, William           | Counseling Leadership & Special Ed | \$6,000.00    |
| Aigner, Brandon          | Reading Foundations & Tech         | \$4,295.00    |
| Atkinson, Jamie          | Reading Foundations & Tech         | \$8,933.00    |
| Baker, Allison           | Comm Sciences & Disorders          | \$2,445.00    |
| Barnett, Joann           | Childhood Ed & Family Studies      | \$3,129.00    |
| Bauman, Isabelle         | Communication                      | \$7,552.00    |
| Baumlin, James           | English                            | \$14,977.00   |
| Behrend, Bonni           | Counseling Leadership & Special Ed | \$8,590.00    |
| Bell, Angela             | English                            | \$1,687.00    |
| Benzer, Fatih            | Art & Design                       | \$3,000.00    |
| Berquist, Charlene       | Communication                      | \$6,839.00    |
| Bishop, Rhonda           | Reading Foundations & Tech         | \$3,433.00    |
| Blansit, Amy             | Kinesiology                        | \$299.00      |
| Bosch, Eric              | Chemistry                          | \$7,998.00    |
| Brown, Michelle          | Reading Foundations & Tech         | \$2,445.00    |
| Brown, O. Gilbert        | Counseling Leadership & Special Ed | \$6,000.00    |
| Brunner, Judy            | Reading Foundations & Tech         | \$5,490.00    |
| Bryant, Emery            | Kinesiology                        | \$6,459.00    |
| Buening, Caitlin         | Physical Therapy                   | \$915.00      |
| Burge, Sara              | English                            | \$3,381.00    |
| Burton, Michael          | College of Agriculture             | \$5,969.00    |
| Busch, Katherine         | College of Arts & Letters          | \$2,448.00    |
| Busdieker-Jesse, Nichole | College of Agriculture             | \$10,654.00   |
| Cafagna, Marcus          | English                            | \$9,795.00    |
| Cagle, Leah              | Occupational Therapy               | \$2,500.00    |
| Carden-Jessen, Melanie   | Geography Geology & Planning       | \$1,200.00    |
| Cardin, Ashlea           | Occupational Therapy               | \$2,269.00    |
| Carter, Shelley          | School of Nursing                  | \$5,292.00    |
| Cemore-Brigden, Joanna   | Childhood Ed & Family Studies      | \$10,136.00   |
| Chandler, Jahaan         | Sociology & Anthropology           | \$3,000.00    |
| Chang, Ching-Wen         | Reading Foundations & Tech         | \$11,187.00   |
| Correll, Pamela          | Reading Foundations & Tech         | \$8,933.00    |
| Cox, Mikel               | Public Health & Sports Medicine    | \$800.00      |

Academic Personnel Board Actions, cont'd.

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|                           |                                    |             |
|---------------------------|------------------------------------|-------------|
| Cox, Nora                 | Communication                      | \$3,411.00  |
| Cranston, Chelsea         | Comm Sciences & Disorders          | \$2,445.00  |
| Cupka Head, Susan         | School of Social Work              | \$2,445.00  |
| Curran, Tyler             | Media Journalism & Film            | \$2,754.00  |
| Czyzniejewski, Michael    | English                            | \$9,530.00  |
| Dalton, Tracy             | English                            | \$6,993.00  |
| Daugherty, Timothy        | Psychology                         | \$1,000.00  |
| Davis, Tammi              | Childhood Ed & Family Studies      | \$4,466.00  |
| Derossett, Regan          | Music                              | \$2,145.00  |
| Dicke, Crystal            | Library Administration             | \$4,251.00  |
| Dillon, Randy             | Communication                      | \$6,763.00  |
| Drake, Nancy              | Physical Therapy                   | \$915.00    |
| Dudash-Buskirk, Elizabeth | Communication                      | \$4,980.00  |
| Dunn, Amy                 | Reading Foundations & Tech         | \$6,090.00  |
| Durham, Paul              | Ctr for Biomedical & Life Sciences | \$49,235.00 |
| Echols, Leslie            | Psychology                         | \$7,376.00  |
| English, Catherine        | English                            | \$4,870.00  |
| Ennis, Kimberly           | Physical Therapy                   | \$4,800.00  |
| Farha, Nicholas           | Reading Foundations & Tech         | \$3,600.00  |
| Finch, Kim                | Counseling Leadership & Special Ed | \$10,170.00 |
| Frauenhoffer, Megan       | Art & Design                       | \$4,400.00  |
| Freeman, Shawn            | Psychology                         | \$2,745.00  |
| Garrison, Traci           | Occupational Therapy               | \$5,656.00  |
| Gibson, Hugh              | Kinesiology                        | \$2,328.00  |
| Gillam, Ken               | English                            | \$9,917.00  |
| Glenn, Cory               | Reading Foundations & Tech         | \$1,144.00  |
| Goeringer, Michael        | Counseling Leadership & Special Ed | \$7,422.00  |
| Goerndt, Michael          | College of Agriculture             | \$5,268.00  |
| Gordon, Nancy             | Reading Foundations & Tech         | \$3,600.00  |
| Heinlein, Kurt            | Theatre & Dance                    | \$3,307.00  |
| Hellman, Andrea           | English                            | \$7,135.00  |
| Hetzler, Brandon          | Public Health & Sports Medicine    | \$3,600.00  |
| Himes, Joe                | Physical Therapy                   | \$3,000.00  |
| Hoelscher, Carrisa        | Communication                      | \$15,000.00 |
| Holland, Lydia            | Physical Therapy                   | \$915.00    |
| Howard, Amber             | Childhood Ed & Family Studies      | \$3,375.00  |
| Hudson, Danae             | Psychology                         | \$1,000.00  |
| Hwang, Chin-Feng          | College of Agriculture             | \$4,732.00  |
| Ibbetson, Sara            | Psychology                         | \$815.00    |
| Jackson, Wendy            | School of Social Work              | \$3,150.00  |
| Jackson, William          | Education Abroad                   | \$2,560.00  |

Academic Personnel Board Actions, cont'd.

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|                    |                                    |             |
|--------------------|------------------------------------|-------------|
| John, Judith       | English                            | \$5,670.00  |
| Joswick, David     | Tech & Construction Mgmt           | \$2,092.00  |
| Kim, Junyoung      | Kinesiology                        | \$7,628.00  |
| Kiras, James       | Defense & Strategic Studies        | \$7,500.00  |
| Kitheka, Bernard   | Kinesiology                        | \$1,526.00  |
| Kyle, Jerri        | Communication                      | \$3,000.00  |
| Lazic, Gordana     | Communication                      | \$13,282.00 |
| Lee, Kewman        | Reading Foundations & Tech         | \$8,933.00  |
| Lettieri, Kelly    | Counseling Leadership & Special Ed | \$8,590.00  |
| Lewis, Darcy       | College of Arts & Letters          | \$5,508.00  |
| Lewis, Kayla       | Reading Foundations & Tech         | \$618.00    |
| Liang, Tina        | Kinesiology                        | \$2,015.00  |
| Liggett, Allan     | Public Health & Sports Medicine    | \$200.00    |
| Masterson, Caitlin | Graduate College                   | \$5,000.00  |
| Mattson, Jessica   | Reading Foundations & Tech         | \$2,445.00  |
| Mays, Larry        | Kinesiology                        | \$4,511.00  |
| Mazanec, Brian     | Defense & Strategic Studies        | \$7,500.00  |
| McKinney, Jared    | Defense & Strategic Studies        | \$7,000.00  |
| McLean, Annice     | Reading Foundations & Tech         | \$5,055.00  |
| Meraz, Juan        | Reading Foundations & Tech         | \$3,600.00  |
| Mitchell, D. Wayne | Psychology                         | \$1,000.00  |
| Moore, Heather     | Management                         | \$3,000.00  |
| Morris, Eric       | Communication                      | \$1,765.00  |
| Morris, Taleyna    | Communication                      | \$7,066.00  |
| Murphy, Lindsey    | Childhood Ed & Family Studies      | \$11,635.00 |
| Myers, Charles     | Counseling Leadership & Special Ed | \$4,725.00  |
| Nelson, Jessica    | Counseling Leadership & Special Ed | \$8,590.00  |
| Newman, Jonathan   | English                            | \$8,456.00  |
| Nixon, Sarah       | Reading Foundations & Tech         | \$5,603.00  |
| Ongaga, Kennedy    | Counseling Leadership & Special Ed | \$6,728.00  |
| Pavlovsky, Bob     | Geography Geology & Planning       | \$25,063.00 |
| Pearman, Cathy     | Reading Foundations & Tech         | \$13,561.00 |
| Perryman, Amber    | Reading Foundations & Tech         | \$1,834.00  |
| Phelps, Quinton    | Biology                            | \$19,563.00 |
| Pierson, Matthew   | Cooperative Engineering Program    | \$7,050.00  |
| Piland, Deborah    | Biomedical Sciences                | \$5,255.00  |
| Politte, Jordan    | Teaching Leading & Learning        | \$1,630.00  |
| Post, Rana         | Childhood Ed & Family Studies      | \$2,445.00  |
| Raza, Muhammad     | Childhood Ed & Family Studies      | \$8,590.00  |
| Rimal, Arbindra    | College of Agriculture             | \$26,867.00 |
| Roam, Kimberly     | Childhood Ed & Family Studies      | \$9,866.00  |

Academic Personnel Board Actions, cont'd.

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|                       |                                    |             |
|-----------------------|------------------------------------|-------------|
| Rogers, Lori          | English                            | \$3,392.00  |
| Rohr, Ami             | School of Nursing                  | \$1,612.00  |
| Rudnick, Dennis       | Reading Foundations & Tech         | \$8,590.00  |
| Russell, Timothy      | College of Agriculture             | \$3,000.00  |
| Sakidja, Ridwan       | Physics Astronomy & Mat Science    | \$2,000.00  |
| Satterfield, Michelle | Childhood Ed & Family Studies      | \$4,890.00  |
| Scarborough, JoNita   | Counseling Leadership & Special Ed | \$4,890.00  |
| Schmelzle, George     | School of Accountancy              | \$10,125.00 |
| Schotthofer, Melissa  | Childhood Ed & Family Studies      | \$3,739.00  |
| Scott, Shari          | Counseling Leadership & Special Ed | \$6,155.00  |
| Seawright, Leslie     | English                            | \$4,614.00  |
| Shirley, Corinne      | Modern & Classical Languages       | \$3,581.00  |
| Shoumikhin, Andrei    | Defense & Strategic Studies        | \$7,068.00  |
| Slavych, Bonnie       | Comm Sciences & Disorders          | \$1,000.00  |
| Slone, Allison        | Comm Sciences & Disorders          | \$2,445.00  |
| Smith, Cody           | Kinesiology                        | \$4,350.00  |
| Smith, Lloyd          | Computer Science                   | \$5,356.00  |
| Spates, Stephen       | Communication                      | \$7,098.00  |
| Stanton, Rhonda       | English                            | \$4,844.00  |
| Sudbrock, Christine   | College of Agriculture             | \$14,837.00 |
| Sukovaty, Lacy        | College of Agriculture             | \$4,797.00  |
| Swearingen, Rebecca   | Reading Foundations & Tech         | \$10,224.00 |
| Tarbox, Judy          | English                            | \$3,368.00  |
| Thomas, Matthew       | Art & Design                       | \$2,448.00  |
| Tinkler, Alan         | English                            | \$9,672.00  |
| Turner, John          | English                            | \$11,215.00 |
| Turner, Jon           | Counseling Leadership & Special Ed | \$5,020.00  |
| Walker, Elizabeth     | College of Agriculture             | \$9,832.00  |
| Walters, Heather      | Communication                      | \$14,547.00 |
| Wang, Fei             | Chemistry                          | \$6,700.00  |
| Warner, Madeline      | Education Abroad                   | \$2,700.00  |
| Weaver, Margaret      | English                            | \$5,859.00  |
| Webb, Gary            | College of Agriculture             | \$6,350.00  |
| Wehrman, Erin         | Communication                      | \$12,444.00 |
| Weiss, Janet          | Physical Therapy                   | \$1,830.00  |
| Whipple, Tanya        | Psychology                         | \$1,000.00  |
| Whisenhunt, Brooke    | Psychology                         | \$1,000.00  |
| Wiechert, Raegan      | Library Administration             | \$2,400.00  |
| Wolken, Jennifer      | Art & Design                       | \$2,448.00  |
| Woodard, Rebecca      | Kinesiology                        | \$1,546.00  |
| Yoshimatsu, Keiichi   | Chemistry                          | \$5,021.00  |

**ADDENDUM C**

**Supplemental payment for teaching assignments:**

| <u>Name</u>          | <u>Department</u>                | <u>Salary</u> |
|----------------------|----------------------------------|---------------|
| Arthaud, Tamara      | Education Abroad                 | \$2,111.00    |
| Balasundaram, Isaac  | Information Tech & Cybersecurity | \$3,000.00    |
| Chen, Qiang          | School of Social Work            | \$4,841.00    |
| Dollar, Susan        | School of Social Work            | \$6,980.00    |
| Irons, Chrystal      | Marketing                        | \$3,300.00    |
| Johns, Justin        | School of Social Work            | \$4,890.00    |
| Kitheka, Bernard     | Education Abroad                 | \$4,577.00    |
| Langston, Lisa       | School of Social Work            | \$3,291.00    |
| Pettijohn, Catherine | English Language Institute       | \$2,400.00    |
| Shirley, Corinne     | Modern & Classical Languages     | \$2,288.00    |
| Shuler, Adam         | Tech & Construction Mgmt         | \$3,000.00    |
| Uribe-Zarain, Ximena | Education Abroad                 | \$2,111.00    |

**ADDENDUM D**

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

| <u>Name</u>            | <u>Department</u>                 | <u>Salary</u> |
|------------------------|-----------------------------------|---------------|
| Allee, Taylor          | Agriculture                       | \$1,150.00    |
| Arvizu, Lyric          | Psychology                        | \$1,150.00    |
| Babel, Alexander       | Chemistry & Biochemistry          | \$2,300.00    |
| Bennion, Owen          | Mathematics                       | \$2,300.00    |
| Bridges, Dana          | Art & Design                      | \$1,150.00    |
| Brownen, Tiana         | Communication                     | \$2,300.00    |
| Choate, Elaine         | English                           | \$1,150.00    |
| Chowdhury, Shusmoy     | Computer Science                  | \$2,300.00    |
| Cunningham, Julia      | Media, Journalism & Film          | \$2,300.00    |
| Darko, Jeffery         | Chemistry & Biochemistry          | \$2,300.00    |
| Dotson, Amanda         | English                           | \$1,150.00    |
| Frank, Kelly           | Geography, Geology & Planning     | \$2,300.00    |
| Heili, Rachel          | Mathematics                       | \$2,300.00    |
| Honey, Ummay           | Physics Astronomy & Materials Sci | \$1,150.00    |
| Huber, Allison         | History                           | \$2,300.00    |
| Ishrak, Farhan         | Physics Astronomy & Materials Sci | \$1,150.00    |
| Isituah, Shallom       | Mathematics                       | \$2,300.00    |
| Jacob, Morgan          | Management                        | \$2,300.00    |
| Johnson, Collin        | Chemistry & Biochemistry          | \$2,300.00    |
| Karampourdashti, Mehdi | Art & Design                      | \$1,150.00    |
| Keith, Madison         | Communication                     | \$2,300.00    |
| Mahmud, Zia Uddin      | Physics Astronomy & Materials Sci | \$1,150.00    |
| May, Corey             | Communication                     | \$2,300.00    |
| Mohtasebi, Parinaz     | Biology                           | \$2,800.00    |
| Montgomery, Emily      | Media, Journalism & Film          | \$1,150.00    |
| Moore, Collin          | Mathematics                       | \$2,300.00    |
| Muehler, Aaron         | Biology                           | \$2,800.00    |
| Nipu, Ayesha Siddika   | Computer Science                  | \$2,300.00    |
| Ntahombaye, David      | Marketing                         | \$2,300.00    |
| Nyambariga, Naom       | Mathematics                       | \$2,300.00    |
| Ogundele, Olamide      | Chemistry & Biochemistry          | \$2,300.00    |
| Pleimann, Jenna        | Communication                     | \$2,300.00    |
| Rockers, Hannah        | Agriculture                       | \$2,300.00    |
| Schouten, Ashley       | Public Health & Sports Medicine   | \$1,150.00    |
| Sedra, Erin            | Art & Design                      | \$1,150.00    |

|                        |  |            |
|------------------------|--|------------|
| Shawkat, Nabil         | Computer Science                       | \$2,300.00 |
| Shell, Brayden         | Information Technology & Cybersecurity | \$2,300.00 |
| Suedmeyer, Bailee      | Agriculture                            | \$2,300.00 |
| Sukhbaatar, Adilchimeg | Chemistry & Biochemistry               | \$2,800.00 |
| Thao, Kong             | Media, Journalism & Film               | \$2,300.00 |
| Turlington, Sean       | English                                | \$1,150.00 |
| Uddin, Muhammad Sharif | Physics Astronomy & Materials Sci      | \$1,150.00 |
| Umfleet, Logan         | Technology & Construction Management   | \$2,300.00 |
| Vickers, Zachary       | Biology                                | \$2,800.00 |
| Wood, Caitlin          | Accounting                             | \$2,300.00 |

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

| <u>Name</u>            | <u>Department</u>                 | <u>Salary</u> |
|------------------------|-----------------------------------|---------------|
| Babel, Alexander       | Chemistry & Biochemistry          | \$4,600.00    |
| Bridges, Dana          | Art & Design                      | \$5,600.00    |
| Chowdhury, Shusmoy     | Computer Science                  | \$4,600.00    |
| Harris, Rebecca        | English                           | \$5,600.00    |
| Ishrak, Farhan         | Physics Astronomy & Materials Sci | \$5,600.00    |
| Johnson, Collin        | Chemistry & Biochemistry          | \$4,600.00    |
| Matheney, Hannah       | Biomedical Science                | \$4,600.00    |
| Ogundele, Olamide      | Chemistry & Biochemistry          | \$4,600.00    |
| Sukhbaatar, Adilchimeg | Chemistry & Biochemistry          | \$5,600.00    |
| Uddin, Muhammad Sharif | Physics Astronomy & Materials Sci | \$5,600.00    |

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

| <u>Name</u>       | <u>Department</u>             | <u>Salary</u> |
|-------------------|-------------------------------|---------------|
| Adeoye, Sarah     | Chemistry & Biochemistry      | \$11,200.00   |
| Anderson, Matthew | Chemistry & Biochemistry      | \$11,200.00   |
| Aogo, Samuel      | Geography, Geology & Planning | \$9,200.00    |
| Brownen, Tiana    | Communication                 | \$11,200.00   |
| Campanini, Gemma  | Communication                 | \$11,200.00   |
| Choate, Elaine    | English                       | \$11,200.00   |
| Cressey, Mary     | Art & Design                  | \$11,200.00   |
| DeHart, Dorian    | Geography, Geology & Planning | \$9,200.00    |
| Eguaosa, Elson    | Chemistry & Biochemistry      | \$11,200.00   |
| Freitas, Emily    | English                       | \$11,200.00   |



## Academic Personnel Board Actions, cont'd.

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|                        |                                   |             |
|------------------------|-----------------------------------|-------------|
| Froning, Kagan         | Geography, Geology & Planning     | \$9,200.00  |
| Honey, Ummay           | Physics Astronomy & Materials Sci | \$11,200.00 |
| Horst, Adeline         | Media, Journalism & Film          | \$11,200.00 |
| Hutchison, Lauren      | Psychology                        | \$9,200.00  |
| Iqbal, Md Shaihan Bin  | Physics Astronomy & Materials Sci | \$11,200.00 |
| Jha, Rejeena           | Physics Astronomy & Materials Sci | \$11,200.00 |
| Karampourdashti, Mehdi | Art & Design                      | \$11,200.00 |
| Koh, Eunhyang          | Music                             | \$5,600.00  |
| Lane, Joseph           | Geography, Geology & Planning     | \$9,200.00  |
| Leong, Trisha Hui Mi   | Communication                     | \$11,200.00 |
| Lewis, Sarah           | English                           | \$11,200.00 |
| Mahmud, Zia Uddin      | Physics Astronomy & Materials Sci | \$11,200.00 |
| Martin, Jacob          | Media, Journalism & Film          | \$11,200.00 |
| Martinez, Alberto      | Music                             | \$5,600.00  |
| McGilvry-James, Tyler  | Mathematics                       | \$11,200.00 |
| Mierzejewski, Haley    | Communication                     | \$11,200.00 |
| Mou, Marium Mostafiz   | Physics Astronomy & Materials Sci | \$11,200.00 |
| Nipu, Ayesha Siddika   | Computer Science                  | \$11,200.00 |
| Noor, Md Fahel Bin     | Physics Astronomy & Materials Sci | \$11,200.00 |
| Osei, Teddy            | Art & Design                      | \$11,200.00 |
| Pilarski, Autumn       | Chemistry & Biochemistry          | \$11,200.00 |
| Porterfield, Jaxon     | Communication                     | \$11,200.00 |
| Shawkat, Nabil         | Computer Science                  | \$11,200.00 |
| Sitapara, Dhruvkumar   | Chemistry & Biochemistry          | \$11,200.00 |
| Slover, Elijah         | English                           | \$11,200.00 |
| Smith, Claire          | English                           | \$11,200.00 |
| Volkova, Svetlana      | Dept of Hospitality Leadership    | \$9,200.00  |
| Yasmin, Nusrat         | Physics Astronomy & Materials Sci | \$11,200.00 |

III.C.2.

MISSOURI STATE UNIVERSITY

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

**APPOINTMENTS:**

| <u>Name</u>        | <u>Position-Department</u>   | <u>Grade</u> | <u>Salary</u>        | <u>Effective</u> |
|--------------------|--|--------------|----------------------|------------------|
| Bascom Mellon      | Campus Safety Specialist<br>University Safety  | 24           | \$30,680<br>annually | 04/25/22         |
| John Elkins        | Locksmith<br>Facilities Maintenance  | 25           | \$37,440<br>annually | 05/02/22         |
| Ashley Pearce      | Programmer/Analyst<br>Computer Services  | 33           | \$50,786<br>annually | 05/02/22         |
| Hailey Diestelkamp | Operations Assistant, Athletics<br>Intercollegiate Athletics                                       | 13           | \$31,304<br>annually | 05/09/22         |
| Kristen Kaughman   | Evaluator, Graduate Admissions<br>Graduate College   | 13           | \$32,947<br>annually | 05/09/22         |
| Casondra Prock     | Academic Administrative<br>Assistant III<br>Honors College   | 13           | \$31,990<br>annually | 05/09/22         |
| Crissy Tate        | Medical Assistant<br>Magers Family Health & Wellness<br>Center                                     | 40           | \$31,200<br>annually | 05/09/22         |
| Christopher Clegg  | Custodian I<br>Custodial Services  | 21           | \$27,039<br>annually | 05/10/22         |
| Jerimiah Benjamin  | Residence Hall Host/Hostess<br>Residence Life, Housing & Dining<br>Services<br>(10-month position) | 10           | \$22,533<br>annually | 05/12/22         |
| Tanya Edwards      | Custodian I<br>Custodial Services  | 21           | \$27,039<br>annually | 05/16/22         |

Non-academic Personnel Board Actions, cont'd.

Page 2

|                   |   |    |                      |          |
|-------------------|---|----|----------------------|----------|
| William Kirk      | Farm Operations Manager<br>College of Agriculture   | 26 | \$40,560<br>annually | 05/16/22 |
| Brian Armelli     | Academic Advisor Athletics<br>Intercollegiate Athletics                                       | 41 | \$40,170<br>annually | 05/18/22 |
| Erica Robertson   | Accounting Technician<br>Financial Services   | 13 | \$31,990<br>annually | 05/18/22 |
| Guy Branch        | Custodian I<br>Custodial Services   | 21 | \$27,039<br>annually | 05/23/22 |
| Zach Fouts        | Campus Safety Specialist<br>University Safety   | 24 | \$30,680<br>annually | 05/23/22 |
| Brianna Wamsher   | Admissions Counselor<br>Office of Admissions  | 41 | \$30,826<br>annually | 05/23/22 |
| Kelly Waterman    | Academic Administrative<br>Assistant II<br>History  | 12 | \$31,200<br>annually | 05/23/22 |
| Alec O'Reilly     | Basketball Video Coordinator<br>Intercollegiate Athletics                                     | 41 | \$35,000<br>annually | 05/25/22 |
| Angel Whetstone   | Basketball Video Coordinator<br>Intercollegiate Athletics                                     | 41 | \$40,000<br>annually | 05/25/22 |
| Catherine Tucker  | Administrative Specialist III<br>Academic Advising & Transfer<br>Center                       | 13 | \$32,011<br>annually | 05/27/22 |
| LoveLynn Phillips | Custodian I<br>Custodial Services   | 21 | \$27,039<br>annually | 05/31/22 |
| Rheanna Pulley    | Specialist, English Language Institute<br>Outreach & Admissions<br>English Language Institute | 42 | \$41,000<br>annually | 05/31/22 |
| Ranald Cummings   | Administrative Assistant II<br>Ozarks Public Television                                       | 12 | \$33,280<br>annually | 06/01/22 |

Non-academic Personnel Board Actions, cont'd.

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|                 |   |    |                      |                      |
|-----------------|---|----|----------------------|----------------------|
| Matthew Jackson | Coordinator, Distance Learning<br>Media Production<br>Missouri State Online                     | 33 | \$51,229<br>annually | 06/01/22             |
| Douglas Jones   | Groundskeeper<br>Grounds Services   | 22 | \$29,099<br>annually | 06/06/22             |
| Seamus McKenzie | Corporate Support Representative<br>Ozarks Public Television                                    | 42 | \$45,000<br>annually | 06/06/22             |
| Riannon Shelley | Fieldwork Education & Admission<br>Specialist<br>Occupational Therapy                           | 42 | \$43,680<br>annually | 06/06/22             |
| Eric Vaughn     | Associate Director, Campus<br>Recreation<br>Campus Recreation                                   | 44 | \$54,665<br>annually | 06/06/22             |
| Alysia Wells    | Assistant Director, Multicultural<br>Programs/LGBTQ+ Student Services<br>Multicultural Services | 42 | \$40,000<br>annually | 06/06/22             |
| Tyler Barton    | Administrative Assistant I<br>Residence Life, Housing & Dining<br>Services                      | 11 | \$30,888<br>annually | 06/13/22             |
| Ted Hollis      | Campus Safety Specialist<br>University Safety   | 24 | \$30,680<br>annually | 06/13/22             |
| Flora Silva     | Accounting Specialist – Bookstore<br>Bookstore  | 13 | \$32,240<br>annually | 06/13/22             |
| Travis Fisher   | Deputy Director, Missouri Health<br>Disparities Initiative<br>Ozarks Public Health Institute    | 46 | \$95,233<br>annually | 06/24/22<br>05/31/23 |
| Nina Barudzic   | Director, Multicultural Programs<br>Multicultural Services                                      | 45 | \$62,600<br>annually | 06/27/22             |

Non-academic Personnel Board Actions, cont'd.

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|                    |   |    |                       |          |
|--------------------|---|----|-----------------------|----------|
| Andrew Cheney      | Athletic Trainer, Athletic, Medical & Rehabilitation Services<br>Athletic Medical & Rehabilitation Services | 44 | \$46,500<br>annually  | 07/01/22 |
| Katelynn Christian | Academic Advisor Athletics<br>Intercollegiate Athletics   | 41 | \$38,000<br>annually  | 07/01/22 |
| Megan Won          | Athletic Trainer<br>Athletic Medical & Rehab Services   | 44 | \$44,700<br>annually  | 07/01/22 |
| Tena Reel          | Licensed Practical Nurse<br>Magers Family Health & Wellness Center  | 41 | \$42,578<br>annually  | 07/05/22 |
| Sara Nimmo         | Director<br>Magers Family Health & Wellness Center  | UN | \$130,000<br>annually | 07/25/22 |
| Rachel Kersey      | Managing Editor – Writer<br>Library   | 42 | \$47,000<br>annually  | 08/01/22 |

**RESIGNATIONS:**

| <u>Name</u>          | <u>Position-Department</u>  | <u>Effective</u> |
|----------------------|---|------------------|
| Meagan Rippee-Brooks | Academic Advisor-Marketing, Recruitment & Retention Specialist<br>College of Natural & Applied Sciences | 04/18/22         |
| Jennifer Davis       | Administrative Assistant II<br>Graduate College   | 04/21/22         |
| James Morrison       | Journeyman Plumber<br>Facilities Maintenance  | 04/30/22         |
| Kyle Johnson         | Assistant Strength & Conditioning Coach<br>Strength & Conditioning                                      | 05/06/22         |
| Christopher Clegg    | Custodian I<br>Custodial Services   | 05/08/22         |

Non-academic Personnel Board Actions, cont'd.

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|                       |  |          |
|-----------------------|--|----------|
| Amanda Cooper         | Accounting Specialist<br>Facilities Management   | 05/13/22 |
| Christina Henady      | Assistant Teacher<br>Child Development Center  | 05/13/22 |
| Payton Haslam         | Director of Athletic Development<br>Missouri State Foundation                                  | 05/18/22 |
| Kennedy Englert       | Graphic Designer<br>Creative Services  | 05/20/22 |
| Jessica Summers       | Director<br>Web Strategy & Development   | 05/20/22 |
| Ryan Owrey            | Organizational & Talent Development Specialist<br>Office of Human Resources                    | 05/26/22 |
| Makenzie Choate       | Teacher<br>Child Development Center  | 05/27/22 |
| Teresa Frazure        | Custodian I<br>Residence Life, Housing & Dining Services                                       | 05/27/22 |
| Margaret Grady        | Residence Hall Director<br>Residence Life, Housing & Dining Services                           | 05/27/22 |
| Michael Sidenstricker | Dispatch Specialist<br>University Safety   | 05/29/22 |
| Daniel Fox            | Assistant Director – Facilities & Operations<br>Plaster Student Union – Administrative Offices | 05/31/22 |
| Randall Knox          | Head Athletics Coach<br>Intercollegiate Athletics  | 05/31/22 |
| Katie Colip           | Coordinator – Living Learning Communities<br>Residence Life, Housing & Dining Services         | 06/03/22 |
| Sally Drennan         | Teacher<br>Child Development Center  | 06/03/22 |

Non-academic Personnel Board Actions, cont'd.

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|                      |   |          |
|----------------------|---|----------|
| Deanna Hallgren      | Director<br>Child Development Center  | 06/03/22 |
| Amanda Lee           | Assistant Director<br>Child Development Center                                    | 06/03/22 |
| Megan Menton         | Professional Developer<br>Agency for Teaching, Leading & Learning                 | 06/03/22 |
| Kevin Agee           | Content Strategist<br>Office of Strategic Communication                           | 06/10/22 |
| Austin Money         | Assistant Director of Campus Recreation – Outdoor Adventures<br>Campus Recreation | 06/20/22 |
| Juan Cabrera Hurtado | Special Program Outreach Coordinator<br>English Language Institute                | 06/30/22 |
| Lindsey Bell         | Career Resources Specialist<br>Career Center                                      | 07/20/22 |

**RETIREMENTS:**

| <u>Name</u>   | <u>Position-Department</u>  | <u>Effective</u> |
|---------------|---|------------------|
| John Sikonski | Telecommunications Technician – Lead<br>Networking and Telecommunications | 05/31/22         |

**LEAVE WITH PAY:**

| <u>Name</u>  | <u>Position-Department</u>                        | <u>Effective</u>     |
|--------------|---|----------------------|
| Randall Knox | Head Athletics Coach<br>Intercollegiate Athletics | 04/26/22<br>05/31/22 |

**LEAVE WITHOUT PAY:**

| <u>Name</u>   | <u>Position-Department</u>   | <u>Effective</u>     |
|---------------|--|----------------------|
| Tyler Nielsen | Assistant Director of Campus Recreation – Fitness<br>Campus Recreation | 05/08/22<br>07/16/22 |

**SEPARATION FROM EMPLOYMENT:**

| <u>Name</u> | <u>Position-Department</u>  | <u>Effective</u> |
|-------------|---|------------------|
| Mindi McCoy | Academic Administrative Assistant II<br>Childhood Ed & Family Studies | 05/23/22         |

|              |   |          |
|--------------|---|----------|
| Randall Knox | Head Athletics Coach<br>Intercollegiate Athletics Coach | 05/31/22 |
|--------------|---|----------|

**CHANGE OF STATUS:**

| <u>Name</u>        | <u>Position-Department</u>   | <u>Action</u>    | <u>Effective</u> |
|--------------------|--|------------------|------------------|
| Shawn Lin          | From: Web Programmer/Analyst<br>Computer Services<br>To: Programmer/Analyst<br>Computer Services   | Reclassification | 04/18/22         |
| Crystal Dettmers   | From: Accounting Specialist<br>Student Employment<br>GR 13, \$33,042 annually<br>To: Student Employment Specialist<br>Student Employment<br>GR 42, \$36,635 annually | Promotion        | 05/01/22         |
| Shawn Lin          | From: Programmer/Analyst<br>Computer Services<br>To: Application Developer<br>Computer Services  | Title Change     | 05/05/22         |
| Ethan Lynch        | From: Programmer/Analyst<br>Computer Services<br>To: Application Developer<br>Computer Services  | Title Change     | 05/05/22         |
| Phillip McCart     | From: Programmer/Analyst<br>Computer Services<br>To: Application Developer<br>Computer Services  | Title Change     | 05/05/22         |
| Shawn McComb       | From: Programmer/Analyst<br>Computer Services<br>To: Application Developer<br>Computer Services  | Title Change     | 05/05/22         |
| Marchalain Mullins | From: Programmer/Analyst<br>Computer Services<br>To: Application Developer<br>Computer Services  | Title Change     | 05/05/22         |



Non-academic Personnel Board Actions, cont'd.

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|                  |  |                  |                      |
|------------------|--|------------------|----------------------|
| Ashley Pearce    | From: Programmer/Analyst<br>Computer Services<br>To: Application Developer<br>Computer Services  | Title Change     | 05/05/22             |
| Koen Rogers      | From: Programmer/Analyst<br>Computer Services<br>To: Application Developer<br>Computer Services  | Title Change     | 05/05/22             |
| Marianne Stanley | From: Senior Programmer/Analyst<br>Computer Services<br>To: Senior Application Developer<br>Computer Services  | Title Change     | 05/05/22             |
| Robert Slavens   | From: Custodian I<br>Hammons Student Center<br>Administration<br>GR 21, \$30,679 annually<br>To: Groundskeeper<br>Grounds Services<br>GR 22, \$29,972 annually   | Promotion        | 05/09/22             |
| Karen McKinnis   | From: Manager Emergency<br>Preparedness<br>University Safety<br>GR 45, \$62,468 annually<br>To: Program Director, Missouri<br>Health Disparities Initiative<br>Ozarks Public Health Institute<br>GR 48, \$129,517 annually | Promotion        | 05/09/22<br>05/31/23 |
| Johnna Pedersen  | From: Senior Research Scientist<br>Center for Biomedical & Life<br>Sciences<br>To: Research Coordinator-JVIC<br>Center for Biomedical & Life<br>Sciences   | Reclassification | 05/16/22             |

Non-academic Personnel Board Actions, cont'd.

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|                  |   |   |          |
|------------------|---|---|----------|
| Alyson Epperson  | <p>From: Content Strategist<br/>Web Strategy &amp; Development<br/>GR 42, \$38,213 annually</p> <p>To: Interim Director<br/>Content Strategist<br/>Web Strategy &amp; Development<br/>GR 42, \$38,213 annually<br/>(\$500 monthly supplemental)</p> | Status Change                           | 05/23/22 |
| Michaela Bennett | <p>From: Director of Development<br/>Office of Development<br/>GR 44, \$60,000 annually</p> <p>To: Assistant Director, College and<br/>Constituency Engagement<br/>Alumni Relations<br/>GR 43, \$55,000 annually</p>                                | Status Change                           | 06/01/22 |
| Samantha Francka | <p>From: Marketing &amp; Web Specialist<br/>International Programs<br/>GR 42, \$46,004 annually</p> <p>To: Coordinator of Marketing &amp;<br/>Communications<br/>International Programs<br/>GR 43, \$50,604 annually</p>                            | Reclassification<br>& Salary Adjustment | 06/01/22 |
| Alex Johnson     | <p>From: Director, Community -<br/>Engaged Learning<br/>Citizenship &amp; Service<br/>Learning</p> <p>To: Director, Center for<br/>Community Engagement<br/>Citizenship &amp; Service<br/>Learning</p>  | Title Change                            | 06/01/22 |
| Phillip McCart   | <p>From: Application Developer<br/>Computer Services</p> <p>To: Staff Emeritus<br/>Computer Services</p>  | Status Change                           | 06/01/22 |

Non-academic Personnel Board Actions, cont'd.

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|                 |   |   |          |
|-----------------|---|---|----------|
| Kate Mendenhall | <p>From: Senior Accountant/Analyst<br/>Financial Services<br/>GR 44, \$54,875 annually</p> <p>To: Operations Administrator for<br/>Academic Affairs<br/>Office of the Provost<br/>GR 44, \$58,942 annually</p>  | <p>Status Change<br/>&amp; Salary Adjustment</p>    | 06/01/22 |
| Kelsey Menefee  | <p>From: Assistant Director, Donor<br/>Relations &amp; Special Events<br/>Donor Relations</p> <p>To: Director of Donor Relations &amp;<br/>Special Events<br/>Donor Relations</p>   | <p>Reclassification</p>                             | 06/01/22 |
| James Pruitt    | <p>From: Manager, Transportation<br/>University Safety<br/>GR 45, \$59,552 annually</p> <p>To: Associate Director, Facilities<br/>Management<br/>Facilities Management<br/>GR 46, \$76,000 annually</p>   | <p>Promotion</p>                                    | 06/01/22 |
| Zhongsong Qiu   | <p>China Programs Coordinator<br/>Reynolds College of Arts &amp; Letters</p> <p>From: GR 42, \$43,763 annually</p> <p>To: GR 42, \$51,022 annually</p>  | <p>Salary Adjustment</p>                            | 06/01/22 |
| Jaime Ross      | <p>From: Director Adult Non-Traditional<br/>Student Resources<br/>Missouri State Outreach<br/>GR 44, \$63,377 annually</p> <p>To: Director, Transfer Articulation<br/>&amp; Non-Traditional Student<br/>Services<br/>Missouri State Outreach<br/>GR 46, \$69,000 annually</p> | <p>Reclassification<br/>&amp; Salary Adjustment</p> | 06/01/22 |

Non-academic Personnel Board Actions, cont'd.

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|                  |   |   |                              |
|------------------|---|---|------------------------------|
| Jesse Scheve     | <p>From: Staff Photographer<br/>Creative Services<br/>GR 41, \$41,371 annually</p> <p>To: Photographer/Digital Photo<br/>Systems Coordinator<br/>Creative Services<br/>GR 42, \$42,370 annually</p>   | <p>Reclassification<br/>&amp; Salary Adjustment</p> | <p>06/01/22</p>              |
| Allison Sieja    | <p>Research Specialist<br/>Biology</p>  | <p>Continuation of<br/>Appointment</p>              | <p>06/01/22<br/>08/31/22</p> |
| Ronald Snodgrass | <p>From: Interim Director<br/>Assistant Director<br/>Greenwood Laboratory School<br/>GR 44 \$60,717 annually<br/>(83% FTE)<br/>(\$2,690 monthly supplemental)</p> <p>To: Director<br/>Greenwood Laboratory School<br/>\$115,000 annually<br/>(100% FTE)</p> | <p>Promotion</p>                                    | <p>06/01/22<br/>06/30/27</p> |
| Marianne Stanley | <p>From: Senior Application Developer<br/>Computer Services</p> <p>To: Staff Emeritus<br/>Computer Services</p>   | <p>Status Change</p>                                | <p>06/01/22</p>              |
| Kimberly Strobe  | <p>From: Campus Safety Specialist-Lead<br/>University Safety<br/>GR 25, \$35,047 annually</p> <p>To: Campus Safety Specialist<br/>University Safety<br/>GR 24, \$30,680 annually</p>  | <p>Status Change<br/>&amp; Salary Adjustment</p>    | <p>06/01/22</p>              |

Non-academic Personnel Board Actions, cont'd.

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|                  |   |               |          |
|------------------|---|---------------|----------|
| DeVonna Rains    | <p>From: Academic Administrative Assistant II<br/>Music<br/>GR 12, \$29,585 annually</p> <p>To: Academic Administrative Assistant III<br/>Music<br/>GR 13, \$31,720 annually</p>  | Promotion     | 06/03/22 |
| Carisma Wantland | <p>From: Custodial Inventory &amp; Equipment Repair Foreman<br/>Custodial Services<br/>GR 24, \$34,696 annually</p> <p>To: Custodial Specialist<br/>Custodial Services<br/>GR 23, \$34,696 annually</p>                               | Status Change | 06/06/22 |
| Sherry Elkins    | <p>From: Academic Advisor/Retention Specialist<br/>College of Business<br/>GR 42, \$37,253 annually</p> <p>To: Career Resources Specialist<br/>Career Center<br/>GR 42, \$39,250 annually</p>   | Promotion     | 06/13/22 |
| Justin Johns     | <p>From: Mental Health Clinician/Substance Abuse, Assessment Specialist<br/>Counseling Center<br/>GR 44, \$49,211 annually</p> <p>To: Associate Director<br/>Academic Advising &amp; Transfer Center<br/>GR 45, \$56,266 annually</p> | Promotion     | 06/13/22 |
| Joshua Hoggarth  | <p>From: Custodian I<br/>Residence Life, Housing &amp; Dining Services</p> <p>To: Custodian I<br/>Custodial Services</p>  | Transfer      | 06/16/22 |

Non-academic Personnel Board Actions, cont'd.

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|                     |  |                                |                      |
|---------------------|--|--------------------------------|----------------------|
| Steve Turner        | <p>From: Custodial Specialist<br/>Residence Life, Housing &amp;<br/>Dining Services<br/>GR 23, \$30,743 annually</p> <p>To: Custodial Supply, Delivery &amp;<br/>Storage Foreman<br/>Custodial Services<br/>GR 24, \$34,278 annually</p>   | Promotion                      | 06/16/22             |
| Bradley Bodenhausen | <p>From: Associate Vice President<br/>International Education &amp;<br/>Training<br/>International Programs<br/>GR 49, \$129,118 annually</p> <p>To: Vice President for Community<br/>&amp; Global Partnerships<br/>Community &amp; Global<br/>Partnerships<br/>\$156,000 annually</p> | Promotion                      | 07/01/22             |
| Heather Booth       | <p>Health Career Coordinator<br/>Southwest Missouri Area Health<br/>Education Center</p>   | Continuation of<br>Appointment | 07/01/22<br>06/30/23 |
| Trisha Bradley      | <p>Director<br/>Southwest Missouri Area Health<br/>Education Center</p>  | Continuation of<br>Appointment | 07/01/22<br>06/30/23 |
| Latrisha Lavish     | <p>Health Career Coordinator<br/>Southwest Missouri Area Health<br/>Education Center</p>   | Continuation of<br>Appointment | 07/01/22<br>06/30/23 |
| Molly Laird         | <p>From: Administrative Specialist II<br/>Biomedical Sciences</p> <p>To: Administrative Specialist II<br/>Public Health &amp; Sports Medicine</p>  | Department Change              | 07/01/22             |
| Jeffrey Williams    | <p>Research Specialist<br/>Biology</p>   | Continuation of<br>Appointment | 07/01/22<br>06/30/23 |

Non-academic Personnel Board Actions, cont'd.

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|                |   |                                |                      |
|----------------|---|--------------------------------|----------------------|
| Madison Yerges | Clinical Education Coordinator<br>Southwest Missouri Area Health<br>Education Center                | Continuation of<br>Appointment | 07/01/22<br>06/30/23 |
| Linda Stevens  | Licensed Practical Nurse<br>Magers Family Health & Wellness Center<br>From: 100% FTE<br>To: 80% FTE | Status Change                  | 07/16/22             |

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

III.C.3.

MISSOURI STATE UNIVERSITY

BE IT RESOLVED by the Board of Governors for Missouri State University that the salary adjustments indicated for Nonacademic & Academic employees, as itemized below, are effective July 1, 2022.

| <u>Name</u>           | <u>Department</u>                   | <u>Current Salary</u> | <u>4% ATB</u> | <u>\$15Min</u> | <u>Equity</u> | <u>Faculty Promotion</u> | <u>New Salary</u> |
|-----------------------|-------------------------------------|-----------------------|---------------|----------------|---------------|--------------------------|-------------------|
| Abdullah, Elijah W.   | WP Physical Plant                   | \$25,084              | \$1,003       | \$5,112        |               |                          | \$31,200          |
| Aberle, Joygrace A.   | Health & Wellness Center            | \$39,234              | \$1,569       |                |               |                          | \$40,803          |
| Abid, Nabila Binte    | Financial Aid                       | \$35,568              | \$1,423       |                |               |                          | \$36,991          |
| Abney, Julie A.       | Financial Services                  | \$52,131              | \$2,085       |                |               |                          | \$54,216          |
| Acharya, Sreekanth    | Computer Services                   | \$65,588              | \$2,624       |                |               |                          | \$68,212          |
| Ackerson, Amy A.      | WP Allied Health Division           | \$84,821              | \$3,393       |                |               |                          | \$88,213          |
| Adams, Karen C.       | Enrollment Management & Services    | \$37,434              | \$1,497       |                |               |                          | \$38,931          |
| Adamson, Benjamin T.  | Athletics Communications            | \$53,120              | \$2,125       |                |               |                          | \$55,245          |
| Adinegara, Veronica   | Creative Services                   | \$51,601              | \$2,064       |                |               |                          | \$53,665          |
| Adkins, Gilbert G.    | Lebanon Center                      | \$43,650              | \$1,746       |                | \$2,500       |                          | \$47,896          |
| Adkison, Robert L.    | Counseling Center                   | \$30,547              | \$1,222       |                |               |                          | \$31,769          |
| Adkisson, Brittney L. | WP Director of Univ-Community Pgms  | \$29,535              | \$1,181       | \$483          |               |                          | \$31,200          |
| Agee, Kevin N.        | Office of Strategic Communication   | \$40,094              | \$1,604       |                |               |                          | \$41,698          |
| Ahlstrand, Patrick S. | Plaster Student Union Physical Plnt | \$27,039              | \$1,082       | \$3,079        |               |                          | \$31,200          |
| Aiken, Shannon B.     | Office of University Safety         | \$30,679              | \$1,227       |                | \$3,453       |                          | \$35,359          |
| Ailor, Shannon C.     | Research Administration             | \$42,591              | \$1,704       |                |               |                          | \$44,295          |
| Akers, Leslie L.      | College of Agriculture              | \$32,171              | \$1,287       |                |               |                          | \$33,457          |
| Akin, Yuka            | Health & Wellness Center            | \$51,896              | \$2,076       |                | \$4,160       |                          | \$58,132          |
| Alaimo, Ian L.        | McQueary College of Hlth & Hman Svs | \$83,100              | \$3,324       |                |               |                          | \$86,424          |
| Aleshire, Donnie E.   | Fac Mgmt-Maintenance                | \$43,679              | \$1,747       |                | \$1,136       |                          | \$46,562          |
| AlHamad, Mohammad M.  | Library                             | \$45,500              | \$1,820       |                |               |                          | \$47,320          |
| Alldrige, Barbara J.  | Res Life Hous & Din Svc-Fac & Oper  | \$33,421              | \$1,337       |                | \$2,347       |                          | \$37,105          |
| Allen, Linda M.       | Chemistry & Biochemistry            | \$36,817              | \$1,473       |                | \$1,000       |                          | \$39,290          |
| Allen, Matthew R.     | Cybersecurity & Enterprise System   | \$60,167              | \$2,407       |                |               |                          | \$62,574          |
| Allen, Rebecca L.     | Biomedical Sciences                 | \$51,178              | \$2,047       |                |               |                          | \$53,225          |
| Alley, Thomas H.      | Fac Mgmt-Custodial                  | \$27,039              | \$1,082       | \$3,079        | \$624         |                          | \$31,824          |
| Allgeier, Shane P.    | Residence Life Housing & Dining Svc | \$57,268              | \$2,291       |                |               |                          | \$59,559          |
| Allison, Michael K.   | Fac Mgmt-Custodial                  | \$27,039              | \$1,082       | \$3,079        | \$312         |                          | \$31,512          |
| Amason, Craig R.      | Library                             | \$62,000              | \$2,480       |                |               |                          | \$64,480          |
| Anderson, Angela G.   | English                             | \$37,364              | \$1,495       |                |               |                          | \$38,859          |
| Anderson, Gayle A.    | Res Life Hous & Din Svc-Fac & Oper  | \$32,300              | \$1,292       |                |               |                          | \$33,592          |
| Anderson, Lesa D.     | Military Science                    | \$22,703              | \$908         |                |               |                          | \$23,611          |
| Anderson, Rachel M.   | Assoc VP for Economic Development   | \$77,982              | \$3,119       |                |               |                          | \$81,101          |



|                            |                                     |           |         |         |           |
|----------------------------|-------------------------------------|-----------|---------|---------|-----------|
| Anderson-Ituarte, Julie J. | Disability Resource Center          | \$50,000  | \$2,000 |         | \$52,000  |
| Angel, Holly D.            | Intercollegiate Athletics           | \$30,159  | \$1,206 |         | \$31,366  |
| Anitsal, Ismet             | Marketing                           | \$145,848 | \$5,834 | \$3,000 | \$154,682 |
| Appleby, Austin M.         | Athletics-Football-Men              | \$41,818  | \$1,673 |         | \$43,491  |
| Applegate, Andrea D.       | Physician Assistant Studies         | \$86,053  | \$3,442 |         | \$89,495  |
| Arens, Joseph A.           | Cybersecurity & Enterprise System   | \$64,280  | \$2,571 |         | \$66,851  |
| Armstrong, Etta N.         | Missouri State Outreach             | \$32,072  | \$1,283 |         | \$33,355  |
| Armstrong, Joan E.         | Provost Office                      | \$75,819  | \$3,033 |         | \$78,852  |
| Arnette, Kristin L.        | Enrollment Management & Services    | \$61,800  | \$2,472 |         | \$64,272  |
| Arnold, Albert E.          | Computer Services                   | \$62,500  | \$2,500 | \$2,500 | \$67,500  |
| Arnold, Mark D.            | Library                             | \$65,551  | \$2,622 |         | \$68,173  |
| Arti, FNU                  | Internal Audit & Risk Management    | \$65,920  | \$2,637 |         | \$68,557  |
| Assmann, Ira L.            | Admissions                          | \$50,000  | \$2,000 |         | \$52,000  |
| Atkinson, Susan M.         | Athletic Medical & Rehab Services   | \$43,175  | \$1,727 |         | \$44,902  |
| Aurentz, Cynthia L.        | School of Anesthesia                | \$109,375 | \$4,375 |         | \$113,750 |
| Babb, Charles J.           | Occupational Therapy                | \$29,119  | \$1,165 | \$916   | \$31,200  |
| Bailey, Sherry A.          | Registrar                           | \$34,100  | \$1,364 |         | \$35,464  |
| Baird, Craig E.            | College of Natl & App Science       | \$58,492  | \$2,340 |         | \$60,832  |
| Baker, Anne M.             | Library                             | \$70,152  | \$2,806 |         | \$72,958  |
| Baker, Jessica             | JQH Arena                           | \$29,360  | \$1,174 | \$666   | \$31,200  |
| Balanean, Adrian D.        | Registrar                           | \$34,237  | \$1,369 |         | \$35,606  |
| Balasundaram, Gautam I.    | Procurement Services                | \$48,067  | \$1,923 |         | \$49,990  |
| Bales, Sandra L.           | Dept of Hospitality Leadership      | \$32,986  | \$1,319 |         | \$34,305  |
| Balisle, Jessica F.        | KSMU                                | \$50,000  | \$2,000 |         | \$52,000  |
| Ballard, Sheri L.          | Financial Services                  | \$52,661  | \$2,106 |         | \$54,767  |
| Banion, John A.            | Procurement Services                | \$56,371  | \$2,255 |         | \$58,626  |
| Barakat, Terry M.          | English Language Institute          | \$44,552  | \$1,782 |         | \$46,334  |
| Barber, Nicholas C.        | Intercollegiate Athletics           | \$41,818  | \$1,673 |         | \$43,491  |
| Barber, Sarah R.           | Communication Sciences & Disorders  | \$79,795  | \$3,192 |         | \$82,987  |
| Barker, Angela J.          | College of Arts & Letters           | \$71,703  | \$2,868 |         | \$74,571  |
| Barker, Thomas W.          | College of Agriculture              | \$27,482  | \$1,099 | \$2,619 | \$31,200  |
| Barlowe, Jason M.          | Greenwood Lab School                | \$42,914  | \$1,717 |         | \$44,631  |
| Barnette, Megan E.         | Admissions                          | \$32,338  | \$1,294 |         | \$33,632  |
| Barnhill, Sean M.          | College of Business                 | \$60,000  | \$2,400 |         | \$62,400  |
| Barnts, Kelly S.           | Res Life Hous & Din Svc-Fac & Oper  | \$36,526  | \$1,461 |         | \$37,987  |
| Barrett, Michael F.        | Fac Mgmt-Custodial                  | \$38,000  | \$1,520 | \$395   | \$39,915  |
| Bartolotta, Thomas         | Office of University Safety         | \$35,969  | \$1,439 |         | \$37,408  |
| Barton, Garland G.         | WP Dean of Acad Affairs Office      | \$44,000  | \$1,760 |         | \$45,760  |
| Barton, Sheila F.          | WP Dean of Acad Affairs Office      | \$52,576  | \$2,103 |         | \$54,679  |
| Barton, Travis J.          | Res Life Hous & Din Svc-Fac & Oper  | \$27,039  | \$1,082 | \$3,079 | \$31,512  |
| Barton, Tyler              | Residence Life Housing & Dining Svc | \$30,888  |         | \$312   | \$31,200  |
| Bass, Randy J.             | Health & Wellness Center            | \$117,036 | \$4,681 |         | \$121,717 |

|                         |                                     |           |         |         |          |           |
|-------------------------|-------------------------------------|-----------|---------|---------|----------|-----------|
| Bass, Toni D.           | Agency for Teaching, Leading & Lng  | \$52,118  | \$2,085 |         |          | \$54,203  |
| Bassen, Penny L.        | Fac Mgmt-Custodial                  | \$27,039  | \$1,082 | \$3,079 | \$312    | \$31,512  |
| Baumann, Denise M.      | Residence Life Housing & Dining Svc | \$71,894  | \$2,876 |         |          | \$74,770  |
| Beach, Jeremy L.        | Office of University Safety         | \$33,249  | \$1,330 |         | \$3,453  | \$38,032  |
| Bean, Marcella L.       | WP Allied Health Division           | \$36,607  | \$1,464 |         |          | \$38,072  |
| Bean, Victoria L.       | WP Food Service                     | \$23,849  | \$954   | \$6,397 |          | \$31,200  |
| Beard, Ryan D.          | Athletics-Football-Men              | \$104,648 | \$4,186 |         |          | \$108,834 |
| Beck, Adam C.           | Physics Astronomy & Materials Sci   | \$29,457  | \$1,178 | \$565   |          | \$31,200  |
| Beck, Catherine A.      | Bear Claw                           | \$34,661  | \$1,386 |         |          | \$36,047  |
| Beck, Chelsea M.        | Planning, Design & Construction     | \$45,938  | \$1,838 |         |          | \$47,776  |
| Becker, Brett G.        | WP Information Technology Services  | \$64,536  | \$2,581 |         |          | \$67,117  |
| Becker, Kelly R.        | WP Information Technology Services  | \$52,774  | \$2,111 |         |          | \$54,885  |
| Beckham, Tracy L.       | School of Anesthesia                | \$181,295 | \$7,252 |         | \$10,000 | \$198,547 |
| Bedell, Dax O.          | OPT                                 | \$54,251  | \$2,170 |         |          | \$56,421  |
| Beiger, Kymmee E.       | Residence Life Housing & Dining Svc | \$27,039  | \$1,082 | \$3,079 | \$936    | \$32,136  |
| Bell, Deana R.          | WP Physical Plant                   | \$27,393  | \$1,096 | \$2,711 |          | \$31,200  |
| Bell, Lindsey M.        | Career Center                       | \$38,728  | \$1,549 |         | \$350    | \$40,627  |
| Bellis, James D.        | College of Agriculture              | \$66,631  | \$2,665 |         |          | \$69,296  |
| Benjamin, Jerimiah D.   | Residence Life Housing & Dining Svc | \$22,533  |         | \$3,363 |          | \$25,896  |
| Bennett, Jessica L.     | Library                             | \$56,857  | \$2,274 |         | \$1,000  | \$60,131  |
| Bennett, Michaela P.    | Development Office                  | \$55,000  | \$2,200 |         |          | \$57,200  |
| Benson, Tara E.         | PSU-Student Engagement              | \$67,344  | \$2,694 |         |          | \$70,038  |
| Bentley, Kunti D.       | Title IX Office                     | \$47,611  | \$1,904 |         |          | \$49,515  |
| Benton, Kimberly S.     | Bursars Office                      | \$40,454  | \$1,618 |         |          | \$42,072  |
| Benton, Robert C.       | Fac Mgmt-Grounds                    | \$29,974  | \$1,199 | \$27    | \$2,746  | \$33,946  |
| Berkwitz, Stephen C.    | Religious Studies                   | \$107,254 | \$4,290 |         |          | \$111,544 |
| Berry, Jessica I.       | Child Development Center            | \$24,290  | \$972   | \$5,938 |          | \$31,200  |
| Berry, Melissa D.       | Institutional Equity & Compliance   | \$103,500 | \$4,140 |         |          | \$107,640 |
| Berry, Ruben W.         | Agency for Teaching, Leading & Lng  | \$29,119  | \$1,165 | \$916   |          | \$31,200  |
| Besara, Rachel M.       | Library                             | \$113,434 | \$4,537 |         |          | \$117,971 |
| Bilyeu, Kristin M.      | Financial Services                  | \$53,191  | \$2,128 |         |          | \$55,319  |
| Bingham, Brent P.       | Res Life Hous & Din Svc-Fac & Oper  | \$30,859  | \$1,234 |         | \$2,321  | \$34,414  |
| Bird, Biff J.           | WP Information Technology Services  | \$52,379  | \$2,095 |         |          | \$54,474  |
| Black, James E.         | Office of University Safety         | \$36,999  | \$1,480 |         | \$3,037  | \$41,516  |
| Black, Troy D.          | Fac Mgmt-Maintenance                | \$46,830  | \$1,873 |         | \$974    | \$49,677  |
| Blacksher, Julie R.     | Modern & Classical Languages        | \$34,326  | \$1,373 |         |          | \$35,699  |
| Blades, Jesse A.        | Agency for Teaching, Leading & Lng  | \$59,552  | \$2,382 |         |          | \$61,934  |
| Blades, Melissa S.      | Missouri State Outreach             | \$40,856  | \$1,634 |         |          | \$42,490  |
| Blake, Michael E.       | Fac Mgmt-Custodial                  | \$32,061  | \$1,282 |         | \$333    | \$33,677  |
| Blankenship, Melissa D. | Hammons Student Center              | \$66,950  | \$2,678 |         | \$1,500  | \$71,128  |
| Bledsoe, Nathaniel R.   | Postal Services                     | \$26,915  | \$1,077 | \$3,209 | \$2,080  | \$33,280  |
| Blevins, Brian          | Hammons Student Center              | \$34,931  | \$1,397 |         |          | \$36,328  |

|                         |                                     |           |         |         |           |
|-------------------------|-------------------------------------|-----------|---------|---------|-----------|
| Boaz, Ronald K.         | Hammons Student Center              | \$111,858 | \$4,474 | \$3,000 | \$119,332 |
| Bobbitt-Boyce, Edith    | Communication Sciences & Disorders  | \$77,788  | \$3,112 |         | \$80,900  |
| Boddie, John M.         | Fac Mgmt-Maintenance                | \$48,521  | \$1,941 | \$505   | \$50,966  |
| Bodenhausen, Bradley V. | International Programs              | \$156,000 | \$6,240 |         | \$162,240 |
| Boehne, Tara L.         | Occupational Therapy                | \$90,749  | \$3,630 |         | \$94,379  |
| Bogart, Michele M.      | Office of Human Resources           | \$40,704  | \$1,628 |         | \$42,332  |
| Bohlen, Mary-Margaret   | COE-Education Advisement            | \$37,523  | \$1,501 |         | \$39,024  |
| Bolin, Raymond D.       | Fac Mgmt-Maintenance                | \$50,941  | \$2,038 | \$1,060 | \$54,038  |
| Bonds, Jim P.           | Res Life Hous & Din Svc-Fac & Oper  | \$43,339  | \$1,734 |         | \$45,073  |
| Bones, Barbara A.       | Residence Life Housing & Dining Svc | \$36,421  | \$1,457 |         | \$37,878  |
| Booth, Heather L.       | AHEC                                | \$46,789  | \$1,872 |         | \$48,661  |
| Borneman, Dea A.        | Library                             | \$81,397  | \$3,256 |         | \$84,653  |
| Boslaugh, Benjamin S.   | Fac Mgmt-Maintenance                | \$68,004  | \$2,720 |         | \$70,724  |
| Bourgeois, Neil A.      | PSU-Student Engagement              | \$35,568  | \$1,423 |         | \$36,991  |
| Bowden, Tiffany L.      | Office of University Safety         | \$31,600  | \$1,264 | \$3,453 | \$36,317  |
| Bowers, Alyssa L.       | Admissions                          | \$32,368  | \$1,295 | \$4,337 | \$38,000  |
| Bowles, Christina S.    | Centr Academic Success & Transition | \$42,000  | \$1,680 |         | \$43,680  |
| Bowles, Philip N.       | Web Strategy & Development          | \$79,824  | \$3,193 |         | \$83,017  |
| Boyer, William F.       | Animal Science                      | \$57,632  | \$2,305 |         | \$59,937  |
| Braddish, Dustin J.     | Career Center                       | \$38,625  | \$1,545 | \$340   | \$40,510  |
| Braden, Steven D.       | Res Life Hous & Din Svc-Fac & Oper  | \$51,575  | \$2,063 |         | \$53,638  |
| Bradley, Trisha N.      | AHEC                                | \$68,063  | \$2,723 |         | \$70,786  |
| Branch, Guy N.          | Fac Mgmt-Custodial                  | \$27,039  |         | \$4,161 | \$31,200  |
| Branson, Debra A.       | Development Office                  | \$63,066  | \$2,523 |         | \$65,589  |
| Bray, William O.        | Mathematics                         | \$131,919 | \$5,277 |         | \$137,196 |
| Breedlove, Gates M.     | Academic Advising And Transfer Ctr  | \$35,568  | \$1,423 |         | \$36,991  |
| Brennan, Kelly J.       | VP Marketing & Communications       | \$46,748  | \$1,870 |         | \$48,618  |
| Bresee, Tara N.         | Adult Student Services              | \$34,493  | \$1,380 |         | \$35,873  |
| Breshears, Andrea M.    | Institutional Equity & Compliance   | \$36,904  | \$1,476 |         | \$38,380  |
| Breshears, Rhonda K.    | College of Agriculture              | \$39,009  | \$1,560 | \$1,500 | \$42,069  |
| Breslin, Arianna E.     | Child Development Center            | \$23,192  | \$928   | \$7,081 | \$31,200  |
| Brewer, Courtney T.     | Residence Life Housing & Dining Svc | \$37,253  | \$1,490 |         | \$38,743  |
| Brewer, Gene A.         | Bookstore                           | \$39,943  | \$1,598 |         | \$41,541  |
| Brewer, Kimberly A.     | Child Development Center            | \$24,048  | \$962   | \$6,190 | \$31,200  |
| Brewington, Cody H.     | Community Outreach                  | \$46,225  | \$1,849 |         | \$48,074  |
| Bridges, Cindy J.       | WP Student Advisemnt & Acad Sup Ctr | \$51,524  | \$2,061 |         | \$53,585  |
| Bridges, Kelly K.       | Faculty Ctr for Teaching & Learning | \$33,912  | \$1,356 |         | \$35,268  |
| Bridges, Phillip R.     | English Language Institute          | \$44,552  | \$1,782 | \$2,316 | \$48,650  |
| Brinkerhoff, Kris A.    | WP Director of Univ Communications  | \$52,051  | \$2,082 |         | \$54,133  |
| Britton, Richard L.     | Fac Mgmt-Maintenance                | \$42,639  | \$1,706 | \$443   | \$44,788  |
| Brower, Shawn R.        | Fac Mgmt-Maintenance                | \$48,521  | \$1,941 | \$1,262 | \$51,723  |
| Brown, Abby M.          | Computer Services                   | \$58,415  | \$2,337 |         | \$60,752  |

|                           |                                     |           |         |         |         |           |
|---------------------------|-------------------------------------|-----------|---------|---------|---------|-----------|
| Brown, Jeffrey D.         | Environmental Health & Safety       | \$38,884  | \$1,555 |         |         | \$40,439  |
| Brown, Kallen A.          | Residence Life Housing & Dining Svc | \$46,750  | \$1,870 |         |         | \$48,620  |
| Brown, Kenneth H.         | Economics                           | \$151,743 | \$6,070 |         |         | \$157,813 |
| Brown, Lori A.            | Health & Wellness Center            | \$159,000 | \$6,360 |         |         | \$165,360 |
| Brown, Robert L.          | College of Business                 | \$35,568  | \$1,423 |         | \$1,500 | \$38,491  |
| Brown, Samuel J.          | Fac Mgmt-Maintenance                | \$38,479  | \$1,539 |         |         | \$40,018  |
| Browning, Kenneth R.      | Office of University Safety         | \$35,048  | \$1,402 |         | \$3,037 | \$39,487  |
| Broyles, Thora J.         | WP Dean of Acad Affairs Office      | \$42,464  | \$1,699 |         |         | \$44,163  |
| Brydson, Jacob C.         | Athletics-Track-Women               | \$42,060  | \$1,682 |         |         | \$43,742  |
| Buckner, Mindy            | Health & Wellness Center            | \$31,199  | \$1,248 |         |         | \$32,447  |
| Buckner, Sally J.         | Reading Foundations & Technology    | \$33,107  | \$1,324 |         |         | \$34,431  |
| Burasco, Nico R.          | OPT                                 | \$37,253  | \$1,490 |         |         | \$38,743  |
| Burks, Teresa L.          | Res Life Hous & Din Svc-Fac & Oper  | \$27,039  | \$1,082 | \$3,079 | \$624   | \$31,824  |
| Burrough, Elizabeth K.    | School of Nursing                   | \$30,208  | \$1,208 |         |         | \$31,416  |
| Burton, Charles E.        | Res Life Hous & Din Svc-Fac & Oper  | \$27,039  | \$1,082 | \$3,079 | \$1,248 | \$32,448  |
| Burton, Kelsi M.          | Financial Aid                       | \$37,253  | \$1,490 |         |         | \$38,743  |
| Busby, Charles M.         | Provost Office                      | \$51,722  | \$2,069 |         |         | \$53,791  |
| Busby, Cindy R.           | VP University Advancement           | \$58,203  | \$2,328 |         |         | \$60,531  |
| Butcher, Darla J.         | Agency for Teaching, Leading & Lng  | \$61,693  | \$2,468 |         |         | \$64,161  |
| Buxton, Lillian M.        | Child Development Center            | \$23,192  | \$928   | \$7,081 |         | \$31,200  |
| Byrd, Amanda M.           | COE-Education Field Experiences     | \$35,663  | \$1,427 |         |         | \$37,090  |
| Cabrera Hurtado, Juan D.  | English Language Institute          | \$39,220  | \$1,569 |         |         | \$40,789  |
| Cabrera Hurtado, Kelly N. | International Programs              | \$50,573  | \$2,023 |         |         | \$52,596  |
| Cahoj, Patricia A.        | Physical Therapy                    | \$100,153 | \$4,006 |         |         | \$104,159 |
| Cahoj, Richard J.         | WP Bookstore                        | \$37,793  | \$1,512 |         |         | \$39,305  |
| Caldwell, Kelly           | Fac Mgmt-Custodial                  | \$27,039  | \$1,082 | \$3,079 | \$624   | \$31,824  |
| Calico, Dean A.           | Fac Mgmt-Custodial                  | \$29,638  | \$1,186 | \$376   | \$1,560 | \$32,760  |
| Calkins, Holly L.         | Networking & Telecommunications     | \$45,759  | \$1,830 |         |         | \$47,589  |
| Callahan, Richard N.      | Technology & Construction Mgmt      | \$146,546 | \$5,862 |         |         | \$152,408 |
| Campbell, Garry           | Fac Mgmt-Custodial                  | \$27,039  | \$1,082 | \$3,079 | \$624   | \$31,824  |
| Campbell-Hicks, Meagan L. | Admissions                          | \$32,227  | \$1,289 |         |         | \$33,516  |
| Canales, Roberto          | Physician Assistant Studies         | \$126,793 | \$5,072 |         |         | \$131,865 |
| Cantrell, Shelley M.      | VP Administrative Services          | \$43,384  | \$1,735 |         |         | \$45,119  |
| Capps, Jennifer R.        | Academic Advising And Transfer Ctr  | \$37,000  | \$1,480 |         |         | \$38,480  |
| Capps, Steven C.          | Learning Diagnostic Clinic          | \$75,608  | \$3,024 |         |         | \$78,632  |
| Cardin, Kelly C.          | Office of University Safety         | \$36,410  | \$1,456 |         | \$3,108 | \$40,974  |
| Carlson, Ami S.           | Health & Wellness Center            | \$38,409  | \$1,536 |         | \$4,160 | \$44,105  |
| Carroll, Tracy            | Geography Geology & Planning        | \$30,547  | \$1,222 |         |         | \$31,769  |
| Carson, Edward K.         | Juanita K Hammons Hall              | \$45,177  | \$1,807 |         |         | \$46,984  |
| Carter, Marissa A.        | Res Life Hous & Din Svc-Fac & Oper  | \$31,199  | \$1,248 |         |         | \$32,447  |
| Carter, Nicholas A.       | Bookstore                           | \$36,616  | \$1,465 |         |         | \$38,081  |
| Carter, Thomas A.         | OPT                                 | \$75,430  | \$3,017 |         |         | \$78,447  |

|                       |                                     |           |         |         |         |           |
|-----------------------|-------------------------------------|-----------|---------|---------|---------|-----------|
| Casada, Debra K.      | Fac Mgmt-Custodial                  | \$30,399  | \$1,216 |         | \$1,581 | \$33,196  |
| Case, William P.      | OPT                                 | \$61,138  | \$2,446 |         |         | \$63,584  |
| Cataldo, Monica O.    | OPT                                 | \$38,011  | \$1,520 |         |         | \$39,531  |
| Cates, Jared L.       | WP Student Life                     | \$51,575  | \$2,063 |         |         | \$53,638  |
| Catlin, Gabrielle E.  | Dean of Students Office             | \$38,500  | \$1,540 |         |         | \$40,040  |
| Cavitt, Anyta M.      | COE-Education Advisement            | \$37,253  | \$1,490 |         |         | \$38,743  |
| Cavitt, Bruce A.      | WP Student Advisemnt & Acad Sup Ctr | \$38,718  | \$1,549 |         |         | \$40,267  |
| Cederwall, Craig M.   | Facilities Management               | \$37,439  | \$1,498 |         | \$915   | \$39,851  |
| Chakraborty, Sapna    | Occupational Therapy                | \$111,804 | \$4,472 |         |         | \$116,276 |
| Chambers, Jeffery D.  | Fac Mgmt-Grounds                    | \$60,255  | \$2,410 |         | \$1,500 | \$64,165  |
| Chang, James J.       | English                             | \$29,911  | \$1,196 | \$93    |         | \$31,200  |
| Chastain, William S.  | Fac Mgmt-Maintenance                | \$45,759  | \$1,830 |         | \$952   | \$48,541  |
| Chavez, Katrina       | Registrar                           | \$55,000  | \$2,200 |         |         | \$57,200  |
| Chen, Jing            | Financial Services                  | \$37,080  | \$1,483 |         |         | \$38,563  |
| Chen, Li-Ling         | Envrn Plnt Sci & Nat Rsrcls         | \$46,968  | \$1,879 |         |         | \$48,847  |
| Cheri, Cameron R.     | Biology                             | \$36,674  | \$1,467 |         |         | \$38,141  |
| Chesman, Jeremy A.    | Music                               | \$82,723  | \$3,309 |         |         | \$86,032  |
| Childress, Priscilla  | Dean of Students Office             | \$59,740  | \$2,390 |         |         | \$62,130  |
| Childs, Elaina K.     | Financial Aid                       | \$32,335  | \$1,293 |         |         | \$33,628  |
| Chorn, Gary D.        | Fac Mgmt-Maintenance                | \$69,368  | \$2,775 |         | \$1,000 | \$73,143  |
| Chorn, Malynda L.     | Facilities Management               | \$38,583  | \$1,543 |         | \$3,027 | \$43,154  |
| Church, Kimberly S.   | Accounting                          | \$162,328 | \$6,493 |         |         | \$168,821 |
| Cinkosky, Heather R.  | Health & Wellness Center            | \$32,671  | \$1,307 |         |         | \$33,978  |
| Citterio, Chiara      | Counseling Center                   | \$45,750  | \$1,830 |         |         | \$47,580  |
| Clark, Cassandra L.   | College of Agriculture              | \$38,350  | \$1,534 |         |         | \$39,884  |
| Clark, Christopher    | Residence Life Housing & Dining Svc | \$43,120  | \$1,725 |         | \$2,255 | \$47,100  |
| Clark, Donald L.      | Fac Mgmt-Custodial                  | \$62,418  | \$2,497 |         | \$1,500 | \$66,415  |
| Clark, Drew I.        | WP Director of Univ Communications  | \$36,000  | \$1,440 |         |         | \$37,440  |
| Clark, James M.       | Fac Mgmt-Grounds                    | \$40,067  | \$1,603 |         | \$417   | \$42,086  |
| Clark, Kimberly A.    | Advancement Services                | \$34,276  | \$1,371 |         |         | \$35,647  |
| Claussen, Patty A.    | COE-Education Field Experiences     | \$40,000  | \$1,600 |         |         | \$41,600  |
| Clayton, Lauren       | Office of University Safety         | \$30,679  | \$1,227 |         | \$3,453 | \$35,359  |
| Clayton, Ryan         | Res Life Hous & Din Svc-Fac & Oper  | \$27,039  | \$1,082 | \$3,079 | \$624   | \$31,824  |
| Clegg, Christopher J. | Fac Mgmt-Custodial                  | \$27,039  |         | \$4,161 |         | \$31,200  |
| Clements, Melinda J.  | Residence Life Housing & Dining Svc | \$27,039  | \$1,082 | \$3,079 | \$1,560 | \$32,760  |
| Clemmons, Vera V.     | Office of University Safety         | \$36,108  | \$1,444 |         | \$3,037 | \$40,589  |
| Clouse, Nick D.       | Faculty Ctr for Teaching & Learning | \$44,421  | \$1,777 |         |         | \$46,198  |
| Cloyd, Sherri L.      | President's Office                  | \$52,000  | \$2,080 |         |         | \$54,080  |
| Clymer, Anna T.       | College of Business                 | \$37,253  | \$1,490 |         |         | \$38,743  |
| Cobban, Jean A.       | College of Agriculture              | \$34,147  | \$1,366 |         |         | \$35,513  |
| Cockrum, Angela P.    | Networking & Telecommunications     | \$50,288  | \$2,012 |         |         | \$52,300  |
| Coffman, Lance R.     | SBDC                                | \$53,354  | \$2,134 |         |         | \$55,488  |

|                       |                                     |           |         |         |         |           |
|-----------------------|-------------------------------------|-----------|---------|---------|---------|-----------|
| Coffman, Steven D.    | Networking & Telecommunications     | \$92,066  | \$3,683 |         |         | \$95,748  |
| Coiner, Jeffery S.    | CIO Information Services            | \$153,058 | \$6,122 |         |         | \$159,180 |
| Cole, Alice R.        | Fac Mgmt-Custodial                  | \$27,039  | \$1,082 | \$3,079 | \$312   | \$31,512  |
| Cole, Andrew C.       | College of Hum & Pub Affairs        | \$50,080  | \$2,003 |         |         | \$52,083  |
| Colip, Katie          | Residence Life Housing & Dining Svc | \$44,498  | \$1,780 |         | \$922   | \$47,200  |
| Collier, Jonathan M.  | Fac Mgmt-Maintenance                | \$50,470  | \$2,019 |         | \$1,601 | \$54,089  |
| Collins, Alyssa D.    | WP Business Office                  | \$45,000  | \$1,800 |         |         | \$46,800  |
| Collins, CJ           | WP Information Technology Services  | \$60,167  | \$2,407 |         |         | \$62,574  |
| Collins, David J.     | Athletics-Swimming-Men              | \$75,105  | \$3,004 |         |         | \$78,109  |
| Collins, Kileene M.   | WP Student Services                 | \$29,627  | \$1,185 | \$388   | \$520   | \$31,720  |
| Combs, Cheryl R.      | Student Employment Service          | \$51,575  | \$2,063 |         |         | \$53,638  |
| Combs, Julia C.       | Music                               | \$124,049 | \$4,962 |         |         | \$129,011 |
| Combs, Theresa S.     | WP Registration & Records           | \$32,335  | \$1,293 |         |         | \$33,628  |
| Compton, Pamela       | Residence Life Housing & Dining Svc | \$27,039  | \$1,082 | \$3,079 | \$624   | \$31,824  |
| Conaway, Christy L.   | English Language Institute          | \$40,788  | \$1,632 |         |         | \$42,420  |
| Conlon, Shannon L.    | Library                             | \$40,019  | \$1,601 |         |         | \$41,620  |
| Consiglio, David J.   | Athletics Strength & Conditioning   | \$41,818  | \$1,673 |         |         | \$43,491  |
| Consolino, Dominic    | College of Hum & Pub Affairs        | \$45,759  | \$1,830 |         |         | \$47,589  |
| Conway, Kirstie M.    | Ctr for Archeological Research      | \$40,000  | \$1,600 |         |         | \$41,600  |
| Cook, Jeanne L.       | Physical Therapy                    | \$112,060 | \$4,482 |         |         | \$116,542 |
| Cook, Kimberly D.     | Physician Assistant Studies         | \$88,953  | \$3,558 |         |         | \$92,511  |
| Cook, Sara L.         | Health & Wellness Center            | \$159,000 | \$6,360 |         |         | \$165,360 |
| Cook, Sheila          | Career Center                       | \$30,367  | \$1,215 |         |         | \$31,582  |
| Cooley, Douglas J.    | WP Admissions                       | \$31,199  | \$1,248 |         |         | \$32,447  |
| Cortez, Willie G.     | Fac Mgmt-Maintenance                | \$38,479  | \$1,539 |         | \$800   | \$40,819  |
| Cottrell, Julia L.    | Public Affairs & Assessment         | \$42,848  | \$1,714 |         | \$5,142 | \$49,704  |
| Coulter, Terrie A.    | Intercollegiate Athletics           | \$41,599  | \$1,664 |         |         | \$43,263  |
| Cox, Christopher C.   | SBDC                                | \$53,148  | \$2,126 |         |         | \$55,274  |
| Cox, Jennifer C.      | VP Administrative Services          | \$92,803  | \$3,712 |         |         | \$96,515  |
| Cox, Ronda G.         | Greenwood Lab School                | \$30,930  | \$1,237 |         |         | \$32,167  |
| Cozort, Carol A.      | Agency for Teaching, Leading & Lng  | \$55,205  | \$2,208 |         |         | \$57,413  |
| Craig, Christopher J. | Provost Office                      | \$153,431 | \$6,137 |         |         | \$159,568 |
| Craig, Rebecca L.     | WP Financial Aid                    | \$37,253  | \$1,490 |         |         | \$38,743  |
| Cramer, Michael W.    | Fac Mgmt-Custodial                  | \$27,039  | \$1,082 | \$3,079 | \$312   | \$31,512  |
| Creson, Michelle D.   | Financial Aid                       | \$34,310  | \$1,372 |         |         | \$35,682  |
| Crews, Carrie D.      | College of Agriculture              | \$37,667  | \$1,507 |         |         | \$39,174  |
| Crist, Robert         | Res Life Hous & Din Svc-Fac & Oper  | \$27,039  | \$1,082 | \$3,079 | \$624   | \$31,824  |
| Crockett, Jeffrey G.  | Office of University Safety         | \$32,671  | \$1,307 |         | \$3,453 | \$37,431  |
| Crockett, Jonathan    | Facilities Management               | \$48,381  | \$1,935 |         | \$503   | \$50,819  |
| Cron, Deborah A.      | Communication Sciences & Disorders  | \$82,139  | \$3,286 |         |         | \$85,425  |
| Culbertson, Cory B.   | Fac Mgmt-Custodial                  | \$27,039  | \$1,082 | \$3,079 | \$624   | \$31,824  |
| Culver, Sandra E.     | College of Business                 | \$67,061  | \$2,682 |         | \$1,500 | \$71,243  |

|                          |                                     |           |         |         |         |           |
|--------------------------|-------------------------------------|-----------|---------|---------|---------|-----------|
| Cummings, Valerie D.     | Web Strategy & Development          | \$51,088  | \$2,044 |         |         | \$53,132  |
| Cunningham, Denise D.    | Childhood Ed & Family Studies       | \$116,509 | \$4,660 |         |         | \$121,169 |
| Cunningham, Thomas E.    | Ctr Resource Planning & Management  | \$43,878  | \$1,755 |         |         | \$45,633  |
| Cupka Head, Kevin M.     | College of Hum & Pub Affairs        | \$80,000  | \$3,200 |         |         | \$83,200  |
| Curbow, Caitlin E.       | Postal Services                     | \$31,407  | \$1,256 |         |         | \$32,664  |
| Curless, Jacob E.        | JQH Arena                           | \$28,599  | \$1,144 | \$1,457 |         | \$31,200  |
| Curran, Joshua D.        | College of Business                 | \$37,253  | \$1,490 |         | \$1,500 | \$40,243  |
| Curry, Matthew T.        | Jordan Valley Innovation Center     | \$106,841 | \$4,274 |         | \$5,342 | \$116,457 |
| Curtis, Lamar L.         | Financial Services                  | \$54,219  | \$2,169 |         |         | \$56,388  |
| Curtis, Scott M.         | Chemistry & Biochemistry            | \$42,226  | \$1,689 |         |         | \$43,915  |
| Cyr, Gail L.             | Health & Wellness Center            | \$74,263  | \$2,971 |         |         | \$77,234  |
| Dahl, Kaley R.           | Orientation And Transition Programs | \$40,000  | \$1,600 |         |         | \$41,600  |
| Dalton, Kelly J.         | Financial Services                  | \$63,792  | \$2,552 |         |         | \$66,344  |
| Dalton, Nicole L.        | Veteran Student Center              | \$42,000  | \$1,680 |         |         | \$43,680  |
| Dane, Michelle L.        | Financial Services                  | \$32,524  | \$1,301 |         |         | \$33,825  |
| Daniels, Amy J.          | Financial Services                  | \$49,028  | \$1,961 |         |         | \$50,989  |
| Daniels, Thomas D.       | Res Life Hous & Din Svc-Fac & Oper  | \$31,841  | \$1,274 |         | \$331   | \$33,446  |
| Darter, Tommy G.         | Fac Mgmt-Maintenance                | \$43,679  | \$1,747 |         |         | \$45,426  |
| Davidson, Bradley W.     | International Programs              | \$54,166  | \$2,167 |         |         | \$56,333  |
| Davidson, Michael P.     | Fac Mgmt-Maintenance                | \$48,505  | \$1,940 |         |         | \$50,445  |
| Davis, Brenna R.         | Outreach Publications & Marketing   | \$40,477  | \$1,619 |         |         | \$42,096  |
| Davis, Chelsea E.        | Disability Resource Center          | \$37,698  | \$1,508 |         |         | \$39,206  |
| Davis, Janet L.          | College of Business                 | \$33,308  | \$1,332 |         |         | \$34,640  |
| Davis, John W.           | Campus Recreation                   | \$27,039  | \$1,082 | \$3,079 | \$624   | \$31,824  |
| Davis, Joshua M.         | Information Tech & Cybersecurity    | \$160,258 | \$6,410 |         |         | \$166,668 |
| Davis, Ruth A.           | Office of University Safety         | \$32,671  | \$1,307 |         | \$2,600 | \$36,578  |
| Day, Kaya P.             | Physical Therapy                    | \$34,170  | \$1,367 |         |         | \$35,537  |
| Day, Lori K.             | Admissions                          | \$35,476  | \$1,419 |         |         | \$36,895  |
| Dayton, Cora A.          | Health & Wellness Center            | \$34,428  | \$1,377 |         |         | \$35,805  |
| Deal, Kerri D.           | Dean of Students Office             | \$37,256  | \$1,490 |         |         | \$38,746  |
| Deal, William P.         | Psychology                          | \$104,384 | \$4,175 |         |         | \$108,559 |
| DeBoef, Ryan T.          | President's Office                  | \$163,108 | \$6,524 |         |         | \$169,632 |
| Deckard, Shelly K.       | Assoc VP for Economic Development   | \$49,630  | \$1,985 |         |         | \$51,615  |
| Decker, James B.         | Missouri State Outreach             | \$64,280  | \$2,571 |         |         | \$66,851  |
| Dees, Charles C.         | Fac Mgmt-Grounds                    | \$43,260  | \$1,730 |         | \$450   | \$45,440  |
| Deever, Nakia            | Fac Mgmt-Custodial                  | \$27,039  | \$1,082 | \$3,079 | \$624   | \$31,824  |
| Del Pilar, Jose A.       | Fac Mgmt-Custodial                  | \$27,039  | \$1,082 | \$3,079 | \$312   | \$31,512  |
| Dembele, Moussa          | Juanita K Hammons Hall              | \$35,307  | \$1,412 |         |         | \$36,719  |
| Denson, Cody S.          | Cybersecurity & Enterprise System   | \$64,379  | \$2,575 |         | \$3,863 | \$70,817  |
| Depriest, Christopher S. | Theatre & Dance                     | \$54,795  | \$2,192 |         |         | \$56,987  |
| Derrick, Laura J.        | Planning, Design & Construction     | \$74,088  | \$2,964 |         |         | \$77,052  |
| Derricks, Shannon E.     | Athletic Medical & Rehab Services   | \$56,284  | \$2,251 |         |         | \$58,535  |

|                             |                                     |           |         |         |           |
|-----------------------------|-------------------------------------|-----------|---------|---------|-----------|
| Dettmers, Crystal R.        | Student Employment Service          | \$36,635  | \$1,465 |         | \$38,100  |
| DeWitt, Clyta A.            | Bookstore                           | \$29,911  | \$1,196 | \$93    | \$31,200  |
| Dickens, Kristen R.         | Financial Services                  | \$31,448  | \$1,258 |         | \$32,706  |
| Dickerson, Kerry            | VP University Advancement           | \$91,813  | \$3,673 |         | \$95,486  |
| Dionne, Dawn M.             | WP Food Service                     | \$37,253  | \$1,490 |         | \$38,743  |
| Dirks-Ham, Chelsea R.       | Athletics-Swimming-Men              | \$46,350  | \$1,854 |         | \$48,204  |
| Dixon, Kimberly J.          | SBDC                                | \$34,082  | \$1,363 | \$2,829 | \$38,274  |
| Dixon, Stephanie            | Public Affairs & Assessment         | \$37,876  | \$1,515 |         | \$39,391  |
| Dixon, Tammy L.             | Counseling Center                   | \$66,023  | \$2,641 |         | \$68,664  |
| Dockery, Rachael M.         | Legal Affairs & Compliance          | \$167,911 | \$6,716 |         | \$174,627 |
| Dogwiler, Toby J.           | Geography Geology & Planning        | \$125,248 | \$5,010 |         | \$130,258 |
| Doll, Emily A.              | Bookstore                           | \$34,039  | \$1,362 |         | \$35,401  |
| Dong, Nannan                | Institutional Research              | \$70,607  | \$2,824 |         | \$73,431  |
| Donnellan, Debra M.         | Office of Human Resources           | \$59,708  | \$2,388 |         | \$62,096  |
| Donnelson, Nicki L.         | Office of Strategic Communication   | \$51,601  | \$2,064 |         | \$53,665  |
| Douglas, Briar A.           | PSU-Student Engagement              | \$35,568  | \$1,423 |         | \$36,991  |
| Douglas, Carole K.          | Residence Life Housing & Dining Svc | \$53,191  | \$2,128 |         | \$55,319  |
| Douglas, Jennifer L.        | Bookstore                           | \$44,000  | \$1,760 |         | \$45,760  |
| Douglas-Frerking, Cassie B. | Media, Journalism & Film            | \$29,422  | \$1,177 | \$601   | \$31,200  |
| Dressler, Howard G.         | Fac Mgmt-Maintenance                | \$44,013  | \$1,761 | \$915   | \$46,689  |
| Driskell, Russell D.        | Agriculture-Mtn Grv Campus          | \$39,494  | \$1,580 |         | \$41,074  |
| Driskell, Vickie J.         | WP Director of Univ Communications  | \$42,839  | \$1,714 |         | \$44,553  |
| Driver, Donna J.            | Res Life Hous & Din Svc-Fac & Oper  | \$34,220  | \$1,369 | \$356   | \$35,945  |
| Dubree, Kimberly L.         | College of Education                | \$44,132  | \$1,765 |         | \$45,897  |
| Dudden, Katie N.            | WP Director of Development          | \$40,000  | \$1,600 |         | \$41,600  |
| Dulaney, Julie A.           | WP Admissions                       | \$31,199  | \$1,248 |         | \$32,447  |
| Dunn, William B.            | VP University Advancement           | \$169,740 | \$6,790 |         | \$176,530 |
| Durden, Joni R.             | Biology                             | \$34,870  | \$1,395 |         | \$36,265  |
| Durden, Karen G.            | Library                             | \$37,203  | \$1,488 |         | \$38,691  |
| Dykes, Barbara J.           | WP Instruction                      | \$39,480  | \$1,579 |         | \$41,059  |
| Earnshaw, Dylan             | College of Natl & App Science       | \$37,253  | \$1,490 |         | \$38,743  |
| Easley, Robert E.           | Res Life Hous & Din Svc-Fac & Oper  | \$30,075  | \$1,203 | \$2,312 | \$33,590  |
| Easter, Eric C.             | Planning, Design & Construction     | \$44,700  | \$1,788 |         | \$46,488  |
| Easter, Lauren N.           | Campus Recreation                   | \$52,567  | \$2,103 |         | \$54,670  |
| Edmond, Brian S.            | Computer Services                   | \$85,443  | \$3,418 | \$6,000 | \$94,861  |
| Edwards, Christine J.       | Library                             | \$34,235  | \$1,369 |         | \$35,604  |
| Edwards, Tanya              | Fac Mgmt-Custodial                  | \$27,039  |         | \$4,161 | \$31,200  |
| Eidson, Shanna M.           | Agency for Teaching, Leading & Lng  | \$52,118  | \$2,085 |         | \$54,203  |
| Eiken, Melissa J.           | Library                             | \$37,972  | \$1,519 |         | \$39,491  |
| Eisman, Karen D.            | Information Tech & Cybersecurity    | \$38,309  | \$1,532 |         | \$39,841  |
| Elkins, Sherry B.           | Career Center                       | \$39,250  | \$1,570 |         | \$40,820  |
| Elliott, Cindy L.           | Physical Therapy                    | \$36,616  | \$1,465 |         | \$38,081  |



|                        |                                     |           |         |         |          |           |
|------------------------|-------------------------------------|-----------|---------|---------|----------|-----------|
| Elliott, Kevin M.      | Athletics-Football-Men              | \$42,000  | \$1,680 |         |          | \$43,680  |
| Ellis, Brianna N.      | VP University Advancement           | \$36,000  | \$1,440 |         |          | \$37,440  |
| Ellis, Carol A.        | Bookstore                           | \$35,667  | \$1,427 |         |          | \$37,094  |
| Ellis, Deborah L.      | Health & Wellness Center            | \$47,187  | \$1,887 |         |          | \$49,074  |
| Elrod, Keri L.         | WP Aquatics-Wellness                | \$51,575  | \$2,063 |         |          | \$53,638  |
| Elsworth, Elizabeth A. | Office of University Safety         | \$33,748  | \$1,350 |         |          | \$35,098  |
| Embretson, Scott A.    | Bookstore                           | \$43,259  | \$1,730 |         | \$3,030  | \$48,019  |
| Emery, Jeremy J.       | Agriculture-Mtn Grv Campus          | \$34,029  | \$1,361 |         |          | \$35,390  |
| Endicott, Jordan D.    | Political Science                   | \$37,060  | \$1,482 |         |          | \$38,542  |
| Engler, Karen          | Counseling Leadership & Special Ed  | \$85,336  | \$3,413 |         |          | \$88,749  |
| Englert, Andrew M.     | Office of University Safety         | \$73,332  | \$2,933 |         |          | \$76,265  |
| Epperson, Alyson R.    | Web Strategy & Development          | \$38,213  | \$1,529 |         |          | \$39,742  |
| Epperson, Tracey J.    | Fac Mgmt-Maintenance                | \$42,639  | \$1,706 |         | \$797    | \$45,142  |
| Essel, Paul J.         | Financial Services                  | \$63,792  | \$2,552 |         |          | \$66,344  |
| Estes, Rebecca A.      | WP Student Advisemnt & Acad Sup Ctr | \$30,451  | \$1,218 |         |          | \$31,669  |
| Euglow, Rebecca A.     | Registrar                           | \$34,237  | \$1,369 |         |          | \$35,606  |
| Euglow, Todd R.        | Career Center                       | \$48,176  | \$1,927 |         |          | \$50,103  |
| Evans, Katie D.        | Provost Office                      | \$52,500  | \$2,100 |         |          | \$54,600  |
| Evans, Kelly T.        | Financial Aid                       | \$54,178  | \$2,167 |         | \$4,851  | \$61,196  |
| Evans, Paul A.         | Athletics-Baseball-Men              | \$75,289  | \$3,012 |         |          | \$78,301  |
| Evans, Ronnie D.       | Agency for Teaching, Leading & Lng  | \$51,000  | \$2,040 |         |          | \$53,040  |
| Everett, Sheldon D.    | Athletics-Basketball-Men            | \$100,000 | \$4,000 |         |          | \$104,000 |
| Ewert, Deborah J.      | Networking & Telecommunications     | \$70,607  | \$2,824 |         |          | \$73,431  |
| Fairchild, Marisa D.   | Fac Mgmt-Custodial                  | \$27,039  | \$1,082 | \$3,079 | \$312    | \$31,512  |
| Falls, Berlin D.       | Fac Mgmt-Custodial                  | \$36,052  | \$1,442 |         | \$313    | \$37,807  |
| Falls, Karen S.        | Fac Mgmt-Custodial                  | \$35,265  | \$1,411 |         | \$367    | \$37,042  |
| Fan, Jinzi             | International Programs              | \$49,438  | \$1,978 |         |          | \$51,416  |
| Fansler, Gregory T.    | VP University Advancement           | \$106,200 | \$4,248 |         |          | \$110,448 |
| Farris, Robin E.       | Counseling Leadership & Special Ed  | \$51,575  | \$2,063 |         |          | \$53,638  |
| Feeney, Sylvia M.      | School of Anesthesia                | \$198,132 | \$7,925 |         | \$10,000 | \$216,057 |
| Feind, Danny W.        | KSMU                                | \$57,803  | \$2,312 |         |          | \$60,115  |
| Ferber, Jason C.       | OPT                                 | \$41,123  | \$1,645 |         |          | \$42,768  |
| Ferguson, Michael L.   | Alumni Relations                    | \$51,869  | \$2,075 |         |          | \$53,944  |
| Ferguson, Wendy M.     | Development Office                  | \$110,000 | \$4,400 |         |          | \$114,400 |
| Fife, Jordan           | Athletics-Track-Women               | \$64,478  | \$2,579 |         |          | \$67,057  |
| Fischer, Scott R.      | Library                             | \$32,045  | \$1,282 |         |          | \$33,327  |
| Fishback, Nelson T.    | Athletics-Football-Men              | \$52,118  | \$2,085 |         |          | \$54,203  |
| Fisher, Destiney R.    | Fac Mgmt-Custodial                  | \$27,039  | \$1,082 | \$3,079 | \$312    | \$31,512  |
| Fisher, Megan B.       | Athletics Communications            | \$35,568  | \$1,423 |         |          | \$36,991  |
| Flannery, Sean M.      | Computer Services                   | \$47,080  | \$1,883 |         |          | \$48,963  |
| Fletcher, Christie M.  | Counseling Center                   | \$36,908  | \$1,476 |         |          | \$38,384  |
| Flores, Tamara L.      | College of Business                 | \$33,219  | \$1,329 |         |          | \$34,548  |

|                       |                                     |           |          |         |         |           |
|-----------------------|-------------------------------------|-----------|----------|---------|---------|-----------|
| Ford, Dana S.         | Athletics-Basketball-Men            | \$438,368 | \$17,535 |         |         | \$455,903 |
| Forester, Carol L.    | Office of University Safety         | \$32,672  | \$1,307  |         |         | \$33,979  |
| Forshee, Bryan T.     | Technology & Construction Mgmt      | \$48,766  | \$1,951  |         |         | \$50,717  |
| Foster, Karen M.      | Plaster Student Union Admin         | \$40,777  | \$1,631  |         |         | \$42,408  |
| Foucart, Stephen C.   | Financial Services                  | \$171,422 | \$6,857  |         |         | \$178,279 |
| Fouch, Ronald         | Athletics-Football-Men              | \$62,418  | \$2,497  |         |         | \$64,915  |
| Fouts, Zachary D.     | Office of University Safety         | \$30,679  |          | \$521   | \$3,682 | \$34,882  |
| Fox, Michael          | Networking & Telecommunications     | \$45,759  | \$1,830  |         |         | \$47,589  |
| Francka, Jacob J.     | Fac Mgmt-Maintenance                | \$44,880  | \$1,795  |         | \$934   | \$47,609  |
| Francka, Samantha J.  | International Programs              | \$50,604  | \$2,024  |         |         | \$52,628  |
| Franklin, Anthony R.  | Counseling Center                   | \$44,908  | \$1,796  |         |         | \$46,704  |
| Franklin, Keri R.     | Public Affairs & Assessment         | \$144,818 | \$5,793  |         |         | \$150,611 |
| Frazier, Toryana N.   | Financial Services                  | \$39,120  | \$1,565  |         |         | \$40,685  |
| Frazure, Teresa A.    | Res Life Hous & Din Svc-Fac & Oper  | \$27,039  | \$1,082  | \$3,079 | \$312   | \$31,512  |
| Frederick, Susan D.   | Athletics-Softball-Women            | \$54,419  | \$2,177  |         |         | \$56,596  |
| Frederick, Teresa L.  | Res Life Hous & Din Svc-Fac & Oper  | \$93,771  | \$3,751  |         |         | \$97,522  |
| Freeman, Kevin L.     | Agency for Teaching, Leading & Lng  | \$52,118  | \$2,085  |         |         | \$54,203  |
| Freeman, Louis M.     | Web Strategy & Development          | \$39,998  | \$1,600  |         |         | \$41,598  |
| French, Laura E.      | Library                             | \$58,710  | \$2,348  |         |         | \$61,058  |
| Frerichs, Warren R.   | Graduate College                    | \$38,350  | \$1,534  |         |         | \$39,884  |
| Frevert, Brandon K.   | Juanita K Hammons Hall              | \$37,698  | \$1,508  |         |         | \$39,206  |
| Frey, Mary K.         | Campus Recreation                   | \$29,690  | \$1,188  | \$322   | \$2,000 | \$33,200  |
| Friedland, Russell A. | Athletics-Volleyball-Women          | \$57,268  | \$2,291  |         |         | \$59,559  |
| Friga, Tara M.        | Disability Resource Center          | \$37,698  | \$1,508  |         |         | \$39,206  |
| Fritz, Marla D.       | Advancement Services                | \$31,199  | \$1,248  |         |         | \$32,447  |
| Frizell, Michael L.   | Bear Claw                           | \$66,601  | \$2,664  |         |         | \$69,265  |
| Gao, Yan              | Financial Services                  | \$49,028  | \$1,961  |         |         | \$50,989  |
| Gardner, Hobart J.    | Fac Mgmt-Maintenance                | \$38,479  | \$1,539  |         | \$1,000 | \$41,019  |
| Gardner, Michael R.   | Office of University Safety         | \$39,602  | \$1,584  |         | \$3,370 | \$44,556  |
| Garland, Brett E.     | Criminology                         | \$128,455 | \$5,138  |         |         | \$133,593 |
| Garland, Diana K.     | Bear Claw                           | \$62,070  | \$2,483  |         |         | \$64,553  |
| Garman, Stephen R.    | Financial Aid                       | \$51,575  | \$2,063  |         |         | \$53,638  |
| Garner, Chuck L.      | Agency for Teaching, Leading & Lng  | \$84,000  | \$3,360  |         |         | \$87,360  |
| Garton, Edwin M.      | Provost Office                      | \$66,410  | \$2,656  |         |         | \$69,066  |
| Gaspard, Mason J.     | International Services              | \$40,000  | \$1,600  |         |         | \$41,600  |
| Geiger, Lacey J.      | Computer Services                   | \$58,842  | \$2,354  |         |         | \$61,196  |
| Genisio, Carlye J.    | PSU-Student Engagement              | \$40,000  | \$1,600  |         |         | \$41,600  |
| George, Jessica N.    | Fac Mgmt-Custodial                  | \$27,039  | \$1,082  | \$3,079 | \$624   | \$31,824  |
| George, Nathaniel C.  | Fac Mgmt-Custodial                  | \$27,039  | \$1,082  | \$3,079 | \$312   | \$31,512  |
| Gibbs, William E.     | Residence Life Housing & Dining Svc | \$22,533  | \$901    | \$2,462 | \$936   | \$26,832  |
| Gibson, Deana L.      | Geography Geology & Planning        | \$37,658  | \$1,506  |         |         | \$39,164  |
| Gibson, Peggy S.      | Fac Mgmt-Custodial                  | \$27,039  | \$1,082  | \$3,079 | \$312   | \$31,512  |

|                             |                                      |           |         |         |         |           |
|-----------------------------|--------------------------------------|-----------|---------|---------|---------|-----------|
| Gieselman France, Tracie D. | Library                              | \$45,748  | \$1,830 |         |         | \$47,578  |
| Gilbert, Tyler              | Facilities Management                | \$30,887  | \$1,235 |         | \$1,372 | \$33,495  |
| Gildard, Myles              | McQueary College of Hlth & Hman Svcs | \$53,500  | \$2,140 |         |         | \$55,640  |
| Giles, Chelsey N.           | Financial Aid                        | \$69,361  | \$2,774 |         |         | \$72,135  |
| Gladden, Monte D.           | JQH Arena                            | \$51,010  | \$2,040 |         |         | \$53,050  |
| Glaessgen, Tracey A.        | Centr Academic Success & Transition  | \$62,187  | \$2,487 |         |         | \$64,674  |
| Glynn, Timothy S.           | Res Life Hous & Din Svc-Fac & Oper   | \$27,039  | \$1,082 | \$3,079 | \$1,560 | \$32,760  |
| Gnau, Jaime B.              | Biomedical Sciences                  | \$49,028  | \$1,961 |         |         | \$50,989  |
| Goerndt, Angela M.          | Research Administration              | \$50,285  | \$2,011 |         |         | \$52,296  |
| Goheen, Donicia K.          | Residence Life Housing & Dining Svc  | \$27,039  | \$1,082 | \$3,079 | \$312   | \$31,512  |
| Golden, Mary L.             | Provost Office                       | \$57,164  | \$2,287 |         |         | \$59,451  |
| Gong, Xiao'ou               | College of Business                  | \$57,032  | \$2,281 |         |         | \$59,313  |
| Good, William C.            | College of Natl & App Science        | \$47,080  | \$1,883 |         |         | \$48,963  |
| Goodman, Melissa R.         | Intercollegiate Athletics            | \$51,575  | \$2,063 |         |         | \$53,638  |
| Goodwin, Amy M.             | Communication Sciences & Disorders   | \$30,611  | \$1,224 |         |         | \$31,835  |
| Goodwin, Debra A.           | Development Office                   | \$38,001  | \$1,520 |         |         | \$39,521  |
| Goodwin, Juliana L.         | Creative Services                    | \$39,243  | \$1,570 |         |         | \$40,813  |
| Gordon, Nancy A.            | Faculty Ctr for Teaching & Learning  | \$73,690  | \$2,948 |         |         | \$76,638  |
| Grace, Amy R.               | Fac Mgmt-Grounds                     | \$29,099  | \$1,164 | \$937   | \$2,413 | \$33,613  |
| Grady, Margaret E.          | Residence Life Housing & Dining Svc  | \$37,253  | \$1,490 |         |         | \$38,743  |
| Graham, Alexandra E.        | WP Dean of Acad Affairs Office       | \$49,961  | \$1,998 |         |         | \$51,959  |
| Graham, Christy L.          | Graduate College                     | \$50,123  | \$2,005 |         |         | \$52,128  |
| Graham, Diana               | Res Life Hous & Din Svc-Fac & Oper   | \$40,258  | \$1,610 |         |         | \$41,868  |
| Green, Carol J.             | Institutional Research               | \$43,637  | \$1,745 |         |         | \$45,382  |
| Green, Marian E.            | Counseling Leadership & Special Ed   | \$32,583  | \$1,303 |         |         | \$33,886  |
| Green, Toni                 | Residence Life Housing & Dining Svc  | \$37,253  | \$1,490 |         |         | \$38,743  |
| Greer, Brenda K.            | Fac Mgmt-Custodial                   | \$27,039  | \$1,082 | \$3,079 | \$312   | \$31,512  |
| Greiner, Douglas E.         | Counseling Center                    | \$41,000  | \$1,640 |         |         | \$42,640  |
| Grevillius, Jeffrey R.      | Bookstore                            | \$52,294  | \$2,092 |         |         | \$54,386  |
| Gribben, Eric A.            | Fac Mgmt-Maintenance                 | \$43,679  | \$1,747 |         |         | \$45,426  |
| Grills, Benton G.           | WP Physical Plant                    | \$31,181  | \$1,247 |         |         | \$32,428  |
| Grimsley, Jared A.          | Residence Life Housing & Dining Svc  | \$45,200  | \$1,808 |         |         | \$47,008  |
| Grindstaff, Brian K.        | College of Natl & App Science        | \$51,351  | \$2,054 |         |         | \$53,405  |
| Gross, Tracy L.             | Agency for Teaching, Leading & Lng   | \$78,628  | \$3,145 |         |         | \$81,773  |
| Grover, Bethanne            | Multicultural Services               | \$36,600  | \$1,464 |         |         | \$38,064  |
| Guttin, Keith               | Athletics-Baseball-Men               | \$132,453 | \$5,298 |         |         | \$137,751 |
| Gwaltney, Michael           | WP Physical Plant                    | \$29,540  | \$1,182 | \$478   |         | \$31,200  |
| Hackeson, Michael           | Networking & Telecommunications      | \$67,461  | \$2,698 |         |         | \$70,159  |
| Hackney, James M.           | Physical Therapy                     | \$107,628 | \$4,305 |         |         | \$111,933 |
| Hackworth, Michel K.        | Financial Services                   | \$76,447  | \$3,058 |         |         | \$79,505  |
| Hader, William K.           | International Programs               | \$61,161  | \$2,446 |         |         | \$63,607  |
| Haener, Lori B.             | Health & Wellness Center             | \$50,902  | \$2,036 |         |         | \$52,938  |

|                         |                                     |           |         |         |         |           |
|-------------------------|-------------------------------------|-----------|---------|---------|---------|-----------|
| Hagenhoff, Cynthia M.   | McQueary College of Hlth & Hman Svs | \$40,728  | \$1,629 |         |         | \$42,357  |
| Hahn, Kathleen S.       | School of Anesthesia                | \$41,373  | \$1,655 |         |         | \$43,028  |
| Hains, Kathleen         | Theatre & Dance                     | \$28,954  | \$1,158 | \$1,088 |         | \$31,200  |
| Hall, David A.          | Office of University Safety         | \$105,648 | \$4,226 |         |         | \$109,874 |
| Hall, John A.           | Adult Student Services              | \$43,650  | \$1,746 |         |         | \$45,396  |
| Hall, Stefani N.        | Multicultural Services              | \$35,505  | \$1,420 |         |         | \$36,925  |
| Halpin, Maxwell C.      | Athletics-Football-Men              | \$72,100  | \$2,884 |         |         | \$74,984  |
| Hamilton, Melisa A.     | Assoc VP for Economic Development   | \$31,518  | \$1,261 |         | \$2,288 | \$35,067  |
| Hamilton, Timmarie I.   | Social Work                         | \$41,931  | \$1,677 |         |         | \$43,608  |
| Hammers, Michael G.     | Fac Mgmt-Maintenance                | \$48,381  | \$1,935 |         | \$1,258 | \$51,574  |
| Hamon, Pascal           | English Language Institute          | \$58,535  | \$2,341 |         |         | \$60,876  |
| Hampton, Mona J.        | Procurement Services                | \$31,448  | \$1,258 |         |         | \$32,706  |
| Hand, Gretchen D.       | Intercollegiate Athletics           | \$28,000  | \$1,120 | \$2,080 |         | \$31,200  |
| Handley, Scott E.       | Honors College                      | \$53,194  | \$2,128 |         |         | \$55,322  |
| Haney, Lisa M.          | Ctr for Archeological Research      | \$42,304  | \$1,692 |         |         | \$43,996  |
| Haney, Teresa A.        | Admissions                          | \$82,484  | \$3,299 |         |         | \$85,783  |
| Hankins, Amy D.         | Library                             | \$37,671  | \$1,507 |         |         | \$39,178  |
| Hannum, Brad D.         | Cybersecurity & Enterprise System   | \$70,607  | \$2,824 |         |         | \$73,431  |
| Harbaugh, Rebecca       | Registrar                           | \$59,404  | \$2,376 |         |         | \$61,780  |
| Hardcastle, Joseph      | Res Life Hous & Din Svc-Fac & Oper  | \$27,039  | \$1,082 | \$3,079 | \$624   | \$31,824  |
| Hardy, Jason A.         | College of Business                 | \$37,253  | \$1,490 |         | \$1,500 | \$40,243  |
| Hardy, Madison E.       | Financial Aid                       | \$30,471  | \$1,219 |         |         | \$31,690  |
| Haring, Katherine       | College of Business                 | \$54,251  | \$2,170 |         |         | \$56,421  |
| Harp, Paige E.          | Library                             | \$41,550  | \$1,662 |         |         | \$43,212  |
| Harp, Patrick D.        | Computer Services                   | \$47,080  | \$1,883 |         | \$1,500 | \$50,463  |
| Harper, Alison K.       | Development Office                  | \$64,852  | \$2,594 |         |         | \$67,446  |
| Harris, Alma J.         | WP Physical Plant                   | \$25,084  | \$1,003 | \$5,112 |         | \$31,200  |
| Harris, Hannah J.       | Psychology                          | \$52,131  | \$2,085 |         |         | \$54,216  |
| Harris, Laura M.        | Agency for Teaching, Leading & Lng  | \$51,000  | \$2,040 |         |         | \$53,040  |
| Harrison, Rebecca L.    | International Programs              | \$37,253  | \$1,490 |         |         | \$38,743  |
| Hart, Algerian          | Graduate College                    | \$115,978 | \$4,639 |         |         | \$120,617 |
| Harter, Sharon K.       | McQueary College of Hlth & Hman Svs | \$30,000  | \$1,200 |         |         | \$31,200  |
| Hartman, Megan R.       | Financial Services                  | \$41,926  | \$1,677 |         |         | \$43,603  |
| Hartzler, Nathan S.     | College of Arts & Letters           | \$53,726  | \$2,149 |         |         | \$55,875  |
| Harvey, Terrill A.      | Bookstore                           | \$34,893  | \$1,396 |         |         | \$36,289  |
| Hashmi, Stephanie T.    | Child Development Center            | \$30,471  | \$1,219 |         |         | \$31,690  |
| Hatz, Caleb J.          | Childhood Ed & Family Studies       | \$46,968  | \$1,879 |         |         | \$48,847  |
| Haug, Allison D.        | Creative Services                   | \$39,000  | \$1,560 |         |         | \$40,560  |
| Hauschildt, Mitchell D. | Athletic Medical & Rehab Services   | \$51,185  | \$2,047 |         |         | \$53,232  |
| Hauschildt, Shannon M.  | Physician Assistant Studies         | \$86,541  | \$3,462 |         | \$5,000 | \$95,003  |
| Hawkins, Derrick L.     | Fac Mgmt-Maintenance                | \$44,220  | \$1,769 |         | \$1,683 | \$47,671  |
| Hawkins, Joseph S.      | Athletics-Baseball-Men              | \$52,671  | \$2,107 |         |         | \$54,778  |

|                               |                                     |           |         |         |         |           |
|-------------------------------|-------------------------------------|-----------|---------|---------|---------|-----------|
| Hawkins, Ross J.              | Academic Advising And Transfer Ctr  | \$70,658  | \$2,826 |         | \$6,700 | \$80,184  |
| Hawkins, Thomas R.            | Fac Mgmt-Custodial                  | \$27,039  | \$1,082 | \$3,079 | \$936   | \$32,136  |
| Hayes, Frances C.             | Juanita K Hammons Hall              | \$37,698  | \$1,508 |         |         | \$39,206  |
| Haymans, Leonard A.           | Fac Mgmt-Maintenance                | \$50,470  | \$2,019 |         | \$1,601 | \$54,089  |
| Haynes, Brian K.              | Fac Mgmt-Maintenance                | \$38,479  | \$1,539 |         | \$400   | \$40,418  |
| Haynes, Tabitha J.            | VP Diversity & Inclusion            | \$51,575  | \$2,063 |         | \$2,682 | \$56,320  |
| Hays, Brian J.                | College of Natl & App Science       | \$55,295  | \$2,212 |         |         | \$57,507  |
| Hays, Nicole                  | Computer Services                   | \$54,201  | \$2,168 |         |         | \$56,369  |
| Heaton, Brian D.              | Web Strategy & Development          | \$70,906  | \$2,836 |         |         | \$73,742  |
| Hecke, Brianna M.             | PSU-Event And Meeting Services      | \$28,565  | \$1,143 | \$1,492 |         | \$31,200  |
| Helton, Kelli N.              | Psychology                          | \$31,230  | \$1,249 |         |         | \$32,479  |
| Henderson, Tabitha L.         | Finance & General Business          | \$31,752  | \$1,270 |         |         | \$33,022  |
| Hendrickson, Donald R.        | Advancement Services                | \$51,489  | \$2,060 |         |         | \$53,549  |
| Henke, Jane A.                | Counseling Center                   | \$44,908  | \$1,796 |         |         | \$46,704  |
| Henline, Jamie L.             | KSMU                                | \$40,945  | \$1,638 |         | \$3,275 | \$45,858  |
| Henne, Cassandra A.           | AHEC                                | \$42,284  | \$1,691 |         |         | \$43,975  |
| Hensley, Kathryn M.           | Financial Services                  | \$51,009  | \$2,040 |         |         | \$53,049  |
| Hensley, Ronald E.            | WP Physical Plant                   | \$62,754  | \$2,510 |         |         | \$65,264  |
| Henson, Ginger M.             | Financial Aid                       | \$30,783  | \$1,231 |         | \$434   | \$32,448  |
| Herchenroeder, Cory A.        | Athletics-Soccer-Women              | \$35,000  | \$1,400 |         |         | \$36,400  |
| Herl, Jase L.                 | Athletics-Basketball-Men            | \$150,000 | \$6,000 |         |         | \$156,000 |
| Hernandez, Tamara L.          | Office of Human Resources           | \$37,756  | \$1,510 |         |         | \$39,266  |
| Herr, Mark L.                 | Fac Mgmt-Maintenance                | \$31,199  | \$1,248 |         | \$324   | \$32,772  |
| Heslip, Chris F.              | Facilities Management               | \$42,096  | \$1,684 |         | \$438   | \$44,218  |
| Heslip, Christina P.          | Fac Mgmt-Custodial                  | \$27,039  | \$1,082 | \$3,079 | \$312   | \$31,512  |
| Hess, Joshua W.               | Water Institute                     | \$41,818  | \$1,673 |         |         | \$43,491  |
| Hesse, Holly R.               | Athletics-Softball-Women            | \$89,137  | \$3,565 |         |         | \$92,702  |
| Hetzler, Tona M.              | Public Health & Sports Medicine     | \$125,989 | \$5,040 |         |         | \$131,029 |
| Hicks, Lindsey K.             | WP Career Development Center        | \$43,000  | \$1,720 |         |         | \$44,720  |
| High, Carrie A.               | Fac Mgmt-Custodial                  | \$27,039  | \$1,082 | \$3,079 | \$1,560 | \$32,760  |
| Hill, Callie N.               | Office of Human Resources           | \$41,700  | \$1,668 |         |         | \$43,368  |
| Hill, Patrick R.              | Art & Design                        | \$36,383  | \$1,455 |         |         | \$37,838  |
| Hill, Sheryl K.               | Residence Life Housing & Dining Svc | \$27,039  | \$1,082 | \$3,079 | \$1,248 | \$32,448  |
| Hill, Susanna J.              | Agency for Teaching, Leading & Lng  | \$57,961  | \$2,318 |         |         | \$60,279  |
| Himes, Marcia K.              | Physical Therapy                    | \$90,283  | \$3,611 |         | \$5,000 | \$98,894  |
| Hintze, Ingrid G.             | Res Life Hous & Din Svc-Fac & Oper  | \$27,039  | \$1,082 | \$3,079 | \$312   | \$31,512  |
| Hirdler, Alexander J.         | Intercollegiate Athletics           | \$52,118  | \$2,085 |         |         | \$54,203  |
| Hittenberger Ortiz, Rhonda L. | Agency for Teaching, Leading & Lng  | \$51,000  | \$2,040 |         |         | \$53,040  |
| Hoener, Jeff D.               | Computer Services                   | \$60,167  | \$2,407 |         |         | \$62,574  |
| Hoff, Nathan E.               | Registrar                           | \$62,880  | \$2,515 |         |         | \$65,395  |
| Hoggarth, Joshua              | Facilities Management - Custodial   | \$27,039  | \$1,082 | \$3,079 | \$624   | \$31,824  |
| Holland, Sharon L.            | WP Bookstore                        | \$48,755  | \$1,950 |         |         | \$50,705  |

|                         |                                    |           |         |         |         |           |
|-------------------------|------------------------------------|-----------|---------|---------|---------|-----------|
| Hollis, Ted             | University Safety                  | \$30,680  |         | \$520   | \$3,682 | \$34,882  |
| Holmes, Julia M.        | Legal Affairs & Compliance         | \$66,217  | \$2,649 |         | \$7,946 | \$76,812  |
| Holt, Shannon B.        | Registrar                          | \$58,308  | \$2,332 |         |         | \$60,640  |
| Hook, Joi A.            | Agency for Teaching, Leading & Lng | \$35,545  | \$1,422 |         |         | \$36,967  |
| Hope, Marsha A.         | Admissions                         | \$38,036  | \$1,521 |         |         | \$39,557  |
| Hopkins, Jennifer B.    | Greenwood Lab School               | \$57,061  | \$2,282 |         |         | \$59,343  |
| Hopkins, Joshua T.      | College of Education               | \$47,840  | \$1,914 |         |         | \$49,754  |
| Hornback, James F.      | College of Business                | \$37,253  | \$1,490 |         | \$1,500 | \$40,243  |
| Hornberger, Robert S.   | Enrollment Management & Services   | \$122,200 | \$4,888 |         |         | \$127,088 |
| Horne, Nicholas V.      | Trio                               | \$50,000  | \$2,000 |         |         | \$52,000  |
| Horst, Kevin            | Fac Mgmt-Maintenance               | \$38,479  | \$1,539 |         | \$400   | \$40,419  |
| Horton, Tara L.         | SBDC                               | \$56,178  | \$2,247 |         |         | \$58,425  |
| Howard, Susanne F.      | Envrn Plnt Sci & Nat Rsrscs        | \$43,112  | \$1,724 |         |         | \$44,836  |
| Howell, Cynthia L.      | Development Office                 | \$64,852  | \$2,594 |         |         | \$67,446  |
| Hubbard, Austin         | Printing Services                  | \$35,335  | \$1,413 |         |         | \$36,748  |
| Huelskamp, James G.     | Fac Mgmt-Maintenance               | \$38,688  | \$1,548 |         | \$805   | \$41,040  |
| Huey, Paula J.          | Office of Human Resources          | \$43,841  | \$1,754 |         |         | \$45,595  |
| Huff, Kristina N.       | WP Student Services                | \$27,279  | \$1,091 | \$2,830 | \$312   | \$31,512  |
| Huffman, Stephanie P.   | Reading Foundations & Technology   | \$113,918 | \$4,557 |         |         | \$118,475 |
| Hulett, Michelle J.     | College of Business                | \$57,866  | \$2,315 |         |         | \$60,181  |
| Humbyrd, Sandra J.      | Agency for Teaching, Leading & Lng | \$52,118  | \$2,085 |         |         | \$54,203  |
| Humiston, John L.       | Fac Mgmt-Maintenance               | \$39,914  | \$1,597 |         | \$1,038 | \$42,548  |
| Hunt, Anna B.           | Theatre & Dance                    | \$39,827  | \$1,593 |         |         | \$41,420  |
| Hunt, Chastity A.       | Intercollegiate Athletics          | \$103,805 | \$4,152 |         |         | \$107,957 |
| Hurn, Patrick J.        | Office of Human Resources          | \$80,000  | \$3,200 |         |         | \$83,200  |
| Hurt, Timothy W.        | Computer Services                  | \$52,730  | \$2,109 |         |         | \$54,839  |
| Iler, Bradley L.        | Office of University Safety        | \$29,639  | \$1,186 | \$375   | \$2,600 | \$33,800  |
| Iler, Kimberly A.       | Facilities Management              | \$27,039  | \$1,082 | \$3,079 | \$312   | \$31,512  |
| Ingle, Patricia G.      | Development Office                 | \$72,795  | \$2,912 |         |         | \$75,707  |
| Inmon, Joshua S.        | Juanita K Hammons Hall             | \$42,405  | \$1,696 |         |         | \$44,101  |
| Ireland, Kimberly D.    | Communication Sciences & Disorders | \$65,454  | \$2,618 |         |         | \$68,072  |
| Irons, Chrystal D.      | SBDC                               | \$75,302  | \$3,012 |         |         | \$78,314  |
| Ivy-Medlock, Vonetta L. | Financial Aid                      | \$35,568  | \$1,423 |         |         | \$36,991  |
| Jacobs, Erin S.         | Child Development Center           | \$23,504  | \$940   | \$6,756 |         | \$31,200  |
| Jacobsen, Jeffrey E.    | Athletics-Swimming-Men             | \$28,280  | \$1,131 | \$1,789 |         | \$31,200  |
| Jacobson, Victoria L.   | Financial Aid                      | \$42,060  | \$1,682 |         |         | \$43,742  |
| Jaeger, Randall W.      | Fac Mgmt-Custodial                 | \$27,039  | \$1,082 | \$3,079 | \$624   | \$31,824  |
| Jahnke, Tamera S.       | College of Natl & App Science      | \$160,741 | \$6,430 |         |         | \$167,171 |
| Jarvis, Michael L.      | Greenwood Lab School               | \$33,279  | \$1,331 |         |         | \$34,611  |
| Jay, Jon R.             | Res Life Hous & Din Svc-Fac & Oper | \$40,259  | \$1,610 |         |         | \$41,869  |
| Jean, Paula M.          | Res Life Hous & Din Svc-Fac & Oper | \$38,110  | \$1,524 |         | \$366   | \$40,000  |
| Jeffreys, Joshua        | Computer Services                  | \$47,080  | \$1,883 |         |         | \$48,963  |

|                       |                                     |           |         |         |         |           |
|-----------------------|-------------------------------------|-----------|---------|---------|---------|-----------|
| Jenkins, Paige M.     | PSU-Student Engagement              | \$37,253  | \$1,490 |         |         | \$38,743  |
| Jennings, Shannon M.  | Cybersecurity & Enterprise System   | \$64,379  | \$2,575 |         |         | \$66,954  |
| Jessee, Katy J.       | College of Business                 | \$39,917  | \$1,597 |         | \$1,500 | \$43,014  |
| Jett, Melissa J.      | WP Admissions                       | \$51,575  | \$2,063 |         |         | \$53,638  |
| Jochims, Lynda A.     | Financial Services                  | \$49,028  | \$1,961 |         |         | \$50,989  |
| Johns, Justin L.      | Counseling Center                   | \$49,211  | \$1,968 |         |         | \$51,179  |
| Johnson, Alex B.      | Citizenship & Service Learning      | \$45,770  | \$1,831 |         |         | \$47,601  |
| Johnson, David R.     | McQueary College of Hlth & Hman Svs | \$43,521  | \$1,741 |         |         | \$45,262  |
| Johnson, Janelle A.   | Library                             | \$47,080  | \$1,883 |         |         | \$48,963  |
| Johnson, Mark A.      | Res Life Hous & Din Svc-Fac & Oper  | \$35,266  | \$1,411 |         | \$367   | \$37,043  |
| Johnson, Reginald L.  | Athletics-Football-Men              | \$88,168  | \$3,527 |         |         | \$91,695  |
| Johnson, Sandra L.    | Faculty Senate                      | \$33,394  | \$1,336 |         |         | \$34,730  |
| Johnston, Jennifer A. | English Language Institute          | \$52,982  | \$2,119 |         |         | \$55,101  |
| Jolley, Jason R.      | College of Arts & Letters           | \$106,411 | \$4,256 |         |         | \$110,667 |
| Jones, Adja D.        | Dr Mary Jo Wynn Acdm Achievement Ct | \$51,500  | \$2,060 |         |         | \$53,560  |
| Jones, Barbara J.     | College of Arts & Letters           | \$53,849  | \$2,154 |         |         | \$56,003  |
| Jones, Billie W.      | Res Life Hous & Din Svc-Fac & Oper  | \$27,039  | \$1,082 | \$3,079 | \$312   | \$31,512  |
| Jones, Brian K.       | Fac Mgmt-Custodial                  | \$35,591  | \$1,424 |         | \$370   | \$37,385  |
| Jones, Douglas        | Fac Mgmt - Grounds                  | \$29,973  |         | \$1,227 | \$2,080 | \$33,280  |
| Jones, Grant P.       | Internal Audit And Risk Management  | \$65,000  | \$2,600 |         |         | \$67,600  |
| Jones, Jacqueline M.  | Financial Services                  | \$41,499  | \$1,660 |         |         | \$43,159  |
| Jones, Jeffrey S.     | Finance & General Business          | \$165,926 | \$6,637 |         |         | \$172,563 |
| Jones, Lauren E.      | Communication Sciences & Disorders  | \$72,272  | \$2,891 |         | \$5,000 | \$80,163  |
| Jones, Matthew C.     | Hammons Student Center              | \$39,828  | \$1,593 |         |         | \$41,421  |
| Jones, Nadine J.      | Technology & Construction Mgmt      | \$34,285  | \$1,371 |         |         | \$35,656  |
| Jones, Peggy S.       | VP Student Affairs                  | \$52,294  | \$2,092 |         |         | \$54,386  |
| Jones, Regan E.       | Athletics Communications            | \$35,568  | \$1,423 |         |         | \$36,991  |
| Jones, Sarah M.       | Communication Sciences & Disorders  | \$71,070  | \$2,843 |         | \$5,000 | \$78,913  |
| Jones, Scott A.       | Dual Credit                         | \$67,980  | \$2,719 |         |         | \$70,699  |
| Jones, Sherry J.      | Biology                             | \$35,667  | \$1,427 |         |         | \$37,094  |
| Jordan, Linda S.      | English                             | \$40,899  | \$1,636 |         |         | \$42,535  |
| Kahre, Peggy          | Marketing                           | \$32,888  | \$1,316 |         |         | \$34,204  |
| Kane, Kevin C.        | Athletics-Golf-Women                | \$43,807  | \$1,752 |         |         | \$45,559  |
| Katangur, Ajay K.     | Computer Science                    | \$149,507 | \$5,980 |         |         | \$155,487 |
| Keaton, James K.      | School of Anesthesia                | \$164,800 | \$6,592 |         |         | \$171,392 |
| Keele, Campbell M.    | Academic Advising And Transfer Ctr  | \$42,000  | \$1,680 |         |         | \$43,680  |
| Keene, Amy M.         | Admissions                          | \$35,989  | \$1,440 |         |         | \$37,429  |
| Keeth, Jonathan G.    | Jordan Valley Innovation Center     | \$65,446  | \$2,618 |         | \$2,337 | \$70,401  |
| Keller, Forrest C.    | Fac Mgmt-Maintenance                | \$45,754  | \$1,830 |         | \$1,737 | \$49,321  |
| Kelley, Bart L.       | Office of Human Resources           | \$62,777  | \$2,511 |         |         | \$65,288  |
| Kelley, Zackary L.    | Campus Recreation                   | \$41,000  | \$1,640 |         |         | \$42,640  |
| Kemp, Michael A.      | Fac Mgmt-Maintenance                | \$43,679  | \$1,747 |         | \$1,136 | \$46,562  |

|                            |                                      |           |         |         |           |
|----------------------------|--------------------------------------|-----------|---------|---------|-----------|
| Kempke, Christopher T.     | Ctr Resource Planning & Management   | \$48,410  | \$1,936 |         | \$50,346  |
| Kennedy, Kathleen A.       | History                              | \$120,171 | \$4,807 |         | \$124,978 |
| Kennedy, Robin D.          | McQueary College of Hlth & Hman Svcs | \$63,964  | \$2,559 |         | \$66,523  |
| Kerley, Christina J.       | WP Business Office                   | \$55,322  | \$2,213 |         | \$57,535  |
| Kerley, Lauren E.          | WP Financial Aid                     | \$35,568  | \$1,423 |         | \$36,991  |
| Kerns, Ronald E.           | WP Director of Univ Communications   | \$40,121  | \$1,605 |         | \$41,726  |
| Kesireddy, Jhansi          | Residence Life Housing & Dining Svc  | \$56,000  | \$2,240 |         | \$58,240  |
| Ketchum-Brewer, Karmen L.  | College of Business                  | \$40,621  | \$1,625 | \$1,500 | \$43,746  |
| Kettering, Denise T.       | Advancement Services                 | \$85,853  | \$3,434 |         | \$89,287  |
| Kettler, Bonnie B.         | Juanita K Hammons Hall               | \$31,199  | \$1,248 |         | \$32,447  |
| Keuneke, Mark A.           | Hammons Student Center               | \$34,652  | \$1,386 |         | \$36,038  |
| Keyes, Chloe E.            | Ctr for Biomedical & Life Sciences   | \$32,753  | \$1,310 |         | \$34,063  |
| Kidula, Iris               | English Language Institute           | \$30,575  | \$1,223 |         | \$31,798  |
| Kielhofner, Robert B.      | Facilities Management                | \$105,648 | \$4,226 |         | \$109,874 |
| Kim, Hae                   | Biology                              | \$36,635  | \$1,465 |         | \$38,100  |
| Kindhart, Richard S.       | Athletics Communications             | \$78,175  | \$3,127 |         | \$81,302  |
| Kingham, Susan D.          | PSU-Student Engagement               | \$33,285  | \$1,331 |         | \$34,616  |
| Kintner, Ellen G.          | Financial Aid                        | \$32,351  | \$1,294 |         | \$33,645  |
| Klem, Michael E.           | College of Agriculture               | \$58,842  | \$2,354 |         | \$61,196  |
| Kliethermes, Sean W.       | Admissions                           | \$54,184  | \$2,167 |         | \$56,351  |
| Knackstedt, Konya L.       | Campus Recreation                    | \$43,437  | \$1,737 | \$2,000 | \$47,174  |
| Knepper, Charna M.         | Health & Wellness Center             | \$51,896  | \$2,076 |         | \$53,972  |
| Knight, Choompoonoot       | Registrar                            | \$41,532  | \$1,661 |         | \$43,193  |
| Knight, Rachel A.          | OPT                                  | \$106,189 | \$4,248 |         | \$110,437 |
| Kobus, Nichole A.          | Plaster Student Union Physical Plnt  | \$27,039  | \$1,082 | \$3,079 | \$31,200  |
| Koch, Kimberly M.          | School of Nursing                    | \$29,119  | \$1,165 | \$916   | \$31,200  |
| Kouns, Holly B.            | Library                              | \$72,718  | \$2,909 |         | \$75,627  |
| Kramer, Vicki              | Provost Office                       | \$37,256  | \$1,490 | \$4,344 | \$43,090  |
| Kunkel, Allen D.           | Assoc VP for Economic Development    | \$136,917 | \$5,477 | \$2,606 | \$145,000 |
| Ladd, Ronda R.             | VP Administrative Services           | \$40,475  | \$1,619 |         | \$42,094  |
| Lafarlette, Melissa D.     | Public Health & Sports Medicine      | \$30,492  | \$1,220 |         | \$31,712  |
| Lair, Heath F.             | WP Information Technology Services   | \$50,504  | \$2,020 |         | \$52,524  |
| Lair, Krista J.            | WP Dean of Acad Affairs Office       | \$51,500  | \$2,060 |         | \$53,560  |
| Laird, Molly B.            | Public Health & Sports Medicine      | \$31,199  | \$1,248 |         | \$32,447  |
| Lama, Kasey R.             | Financial Services                   | \$49,028  | \$1,961 |         | \$50,989  |
| Lambert, Joshua D.         | Library                              | \$73,049  | \$2,922 |         | \$75,971  |
| Lampe, Gabrael             | School of Nursing                    | \$44,908  | \$1,796 |         | \$46,704  |
| Lancaster, Dennis L.       | WP Chancellors Office                | \$160,000 | \$6,400 |         | \$166,400 |
| Lange, Evelyn R.           | Child Development Center             | \$31,448  | \$1,258 |         | \$32,706  |
| LaPalm, Daniel A.          | Campus Recreation                    | \$38,929  | \$1,557 | \$3,000 | \$43,486  |
| Lapel, Christina M.        | International Services               | \$50,000  | \$2,000 |         | \$52,000  |
| Larimore Vargas, Aubrey E. | Computer Services                    | \$60,167  | \$2,407 |         | \$62,574  |



|                       |                                     |           |         |         |          |           |
|-----------------------|-------------------------------------|-----------|---------|---------|----------|-----------|
| Laswell, Kevin M.     | Res Life Hous & Din Svc-Fac & Oper  | \$27,913  | \$1,117 | \$2,170 | \$1,560  | \$32,760  |
| Lavish, LaTrisha D.   | AHEC                                | \$41,217  | \$1,649 |         |          | \$42,866  |
| Lawson, Jeffrey L.    | Library                             | \$34,945  | \$1,398 |         |          | \$36,343  |
| Layman, Jill K.       | School of Anesthesia                | \$159,852 | \$6,394 |         | \$10,000 | \$176,246 |
| Leas, Brian P.        | Faculty Ctr for Teaching & Learning | \$60,167  | \$2,407 |         |          | \$62,574  |
| Lee, Anthony R.       | Fac Mgmt-Custodial                  | \$27,039  | \$1,082 | \$3,079 | \$312    | \$31,512  |
| Lee, Chandler T.      | Fac Mgmt-Custodial                  | \$27,039  | \$1,082 | \$3,079 | \$312    | \$31,512  |
| Lee, Jamie N.         | Computer Services                   | \$47,080  | \$1,883 |         | \$1,500  | \$50,463  |
| Lee, Jason A.         | Networking & Telecommunications     | \$63,777  | \$2,551 |         |          | \$66,328  |
| Lee, Jonathan E.      | Computer Services                   | \$70,607  | \$2,824 |         |          | \$73,431  |
| Lee, Rose M.          | College of Education                | \$39,519  | \$1,581 |         | \$2,500  | \$43,600  |
| Leeper, Nancy M.      | WP Student Services                 | \$45,500  | \$1,820 |         |          | \$47,320  |
| Lehmann, Timothy A.   | Disability Resource Center          | \$38,963  | \$1,559 |         |          | \$40,522  |
| Lesley, Rhonda        | Counseling Center                   | \$85,587  | \$3,423 |         |          | \$89,010  |
| Lester, Sharon D.     | Bursars Office                      | \$36,442  | \$1,458 |         |          | \$37,900  |
| Letterman, Debbie S.  | PSU-Event & Meeting Services        | \$42,848  | \$1,714 |         |          | \$44,562  |
| Lewellen, Ashleigh M. | Campus Recreation                   | \$69,570  | \$2,783 |         | \$2,211  | \$74,564  |
| Lewis, Betty L.       | International Programs              | \$64,684  | \$2,587 |         |          | \$67,271  |
| Li, Yingying          | Office of Education Abroad          | \$24,570  | \$983   |         |          | \$25,553  |
| Liggett, Allan J.     | Public Health & Sports Medicine     | \$73,752  | \$2,950 |         | \$4,000  | \$80,702  |
| Lin, Shawn R.         | Computer Services                   | \$57,493  | \$2,300 |         |          | \$59,793  |
| Lindeman, Jeanne M.   | Registrar                           | \$57,268  | \$2,291 |         |          | \$59,559  |
| Lindsay, George L.    | Fac Mgmt-Maintenance                | \$46,315  | \$1,853 |         | \$963    | \$49,131  |
| Lindsay, Teresa A.    | Financial Services                  | \$81,046  | \$3,242 |         |          | \$84,288  |
| Lininger, M G.        | College of Natl & App Science       | \$39,969  | \$1,599 |         |          | \$41,568  |
| Lippelman, Joshua A.  | Office of University Safety         | \$30,679  | \$1,227 |         | \$3,453  | \$35,359  |
| Liu, Dandan           | VP Community & Global Partnerships  | \$62,613  | \$2,505 |         |          | \$65,118  |
| Livingston, Corbin R. | OPT                                 | \$29,479  | \$1,179 | \$542   |          | \$31,200  |
| Lo, Tsee B.           | Fac Mgmt-Grounds                    | \$29,973  | \$1,199 | \$28    | \$3,411  | \$34,611  |
| Lofton, Denise        | Office of Human Resources           | \$52,070  | \$2,083 |         |          | \$54,153  |
| Loge, Jana L.         | Agency for Teaching, Leading & Lng  | \$75,560  | \$3,022 |         |          | \$78,582  |
| Long, Ronnie J.       | Office of University Safety         | \$36,099  | \$1,444 |         | \$3,037  | \$40,580  |
| Long, Shelia J.       | Agriculture-Mtn Grv Campus          | \$29,617  | \$1,185 | \$399   |          | \$31,200  |
| Lopez, Maria L.       | Bursars Office                      | \$31,448  | \$1,258 |         |          | \$32,706  |
| Lovekamp, Lindsey R.  | Provost Office                      | \$54,738  | \$2,190 |         |          | \$56,927  |
| Loveland, Marina C.   | Research Administration             | \$65,348  | \$2,614 |         |          | \$67,962  |
| Lueck, Eric B.        | Agriculture-Mtn Grv Campus          | \$32,292  | \$1,292 |         |          | \$33,584  |
| Lueck, Marty          | Agriculture-Mtn Grv Campus          | \$76,967  | \$3,079 |         |          | \$80,046  |
| Luellen, Heather M.   | Theatre & Dance                     | \$53,648  | \$2,146 |         |          | \$55,794  |
| Lupfer, Shayla M.     | Research Administration             | \$29,892  | \$1,196 | \$112   |          | \$31,200  |
| Lux, Anastasia        | Athletics-Volleyball-Women          | \$41,818  | \$1,673 |         |          | \$43,491  |
| Lynch, Ethan M.       | Computer Services                   | \$50,786  | \$2,031 |         |          | \$52,817  |

|                            |                                     |           |         |         |         |           |
|----------------------------|-------------------------------------|-----------|---------|---------|---------|-----------|
| Lyon, Eric W.              | Fac Mgmt-Custodial                  | \$40,259  | \$1,610 |         | \$419   | \$42,288  |
| Maben, Katelyn D.          | Physician Assistant Studies         | \$84,460  | \$3,378 |         |         | \$87,838  |
| Madsen, Michelle M.        | Residence Life Housing & Dining Svc | \$49,526  | \$1,981 |         |         | \$51,507  |
| Magruder, Matthew A.       | Admissions                          | \$58,842  | \$2,354 |         |         | \$61,196  |
| Mahan, Elizabeth W.        | WP Allied Health Division           | \$48,000  | \$1,920 |         |         | \$49,920  |
| Maher-Felton, Lyssa E.     | Communication Sciences & Disorders  | \$30,485  | \$1,219 |         |         | \$31,704  |
| Major, Kelsey C.           | Multicultural Services              | \$43,260  | \$1,730 |         |         | \$44,990  |
| Malarkey, Elizabeth A.     | KSMU                                | \$40,235  | \$1,609 |         |         | \$41,844  |
| Mallonee, Blanca V.        | Student Success                     | \$40,209  | \$1,608 |         |         | \$41,817  |
| Mantie-Kozlowski, Alana R. | Communication Sciences & Disorders  | \$114,423 | \$4,577 |         | \$1,500 | \$120,500 |
| Marcak, Angela J.          | WP Registration & Records           | \$32,116  | \$1,285 |         |         | \$33,401  |
| Marcum, Andrew C.          | College of Business                 | \$53,847  | \$2,154 |         |         | \$56,001  |
| Mardis, Michael            | Planning, Design & Construction     | \$78,632  | \$3,145 |         |         | \$81,777  |
| Marler, Morgan E.          | International Programs              | \$22,776  | \$911   |         |         | \$23,687  |
| Marler, Travis L.          | College of Education                | \$47,080  | \$1,883 |         | \$760   | \$49,723  |
| Marre Jr, Ted              | Res Life Hous & Din Svc-Fac & Oper  | \$27,039  | \$1,082 | \$3,079 | \$936   | \$32,136  |
| Martin, Galen L.           | Health & Wellness Center            | \$55,000  | \$2,200 |         |         | \$57,200  |
| Martin, Keith A.           | Office of University Safety         | \$31,600  | \$1,264 |         | \$3,453 | \$36,317  |
| Martin, Robert J.          | Cybersecurity & Enterprise System   | \$105,599 | \$4,224 |         |         | \$109,823 |
| Mason, Alexa B.            | Ctr Resource Planning & Management  | \$43,260  | \$1,730 |         |         | \$44,990  |
| Massey, Eddie              | Agriculture-Mtn Grv Campus          | \$29,866  | \$1,195 | \$139   |         | \$31,200  |
| Masterson, Julie J.        | Graduate College                    | \$153,415 | \$6,137 |         |         | \$159,552 |
| Mathis, S A.               | Biology                             | \$132,977 | \$5,319 |         |         | \$138,296 |
| Mattheis, Jon M.           | Facilities Management               | \$37,439  | \$1,498 |         | \$915   | \$39,851  |
| Matthews, John W.          | Office of University Safety         | \$52,118  | \$2,085 |         |         | \$54,203  |
| Matthews, Victor H.        | College of Hum & Pub Affairs        | \$159,863 | \$6,395 |         |         | \$166,258 |
| Mawhiney, Shannon N.       | Library                             | \$48,243  | \$1,930 |         |         | \$50,173  |
| Mayanovic, Robert A.       | Physics Astronomy & Materials Sci   | \$125,900 | \$5,036 |         |         | \$130,936 |
| Mayes, Hillary J.          | McQueary College of Hlth & Hman Svs | \$65,000  | \$2,600 |         |         | \$67,600  |
| McBride, Amber M.          | Graduate College                    | \$34,939  | \$1,398 |         |         | \$36,337  |
| McCall, Stefanie D.        | OPT                                 | \$45,000  | \$1,800 |         |         | \$46,800  |
| McCart, Rachelle I.        | Fac Mgmt-Custodial                  | \$31,729  | \$1,269 |         | \$855   | \$33,853  |
| McCartney, Christine L.    | Dr Mary Jo Wynn Acdm Achievement Ct | \$40,170  | \$1,607 |         |         | \$41,777  |
| McCarty, Mark A.           | Printing Services                   | \$68,828  | \$2,753 |         |         | \$71,581  |
| McComb, Shannon R.         | COE-Education Advisement            | \$29,119  | \$1,165 | \$916   |         | \$31,200  |
| McComb, Shawn W.           | Computer Services                   | \$50,846  | \$2,034 |         |         | \$52,880  |
| McCoy, Jodi Lynn           | Art & Design                        | \$50,058  | \$2,002 |         |         | \$52,060  |
| McCoy, Katelyn N.          | Agribusiness, Ag Ed & Comm          | \$50,920  | \$2,037 |         |         | \$52,957  |
| McCoy, Tai L.              | Admissions                          | \$41,849  | \$1,674 |         |         | \$43,523  |
| McCoy, Theresa A.          | CIO Information Services            | \$113,918 | \$4,557 |         |         | \$118,475 |
| McCoy, William J.          | Res Life Hous & Din Svc-Fac & Oper  | \$27,039  | \$1,082 | \$3,079 | \$312   | \$31,512  |
| McCroy, Kenneth L.         | College of Natl & App Science       | \$68,002  | \$2,720 |         |         | \$70,722  |

|                       |                                     |           |         |         |         |           |
|-----------------------|-------------------------------------|-----------|---------|---------|---------|-----------|
| McCrary, Sue A.       | Library                             | \$52,311  | \$2,092 |         |         | \$54,403  |
| McDonald, Michelle D. | Admissions                          | \$32,329  | \$1,293 |         |         | \$33,622  |
| McElwain, Amanda J.   | Facilities Management               | \$29,339  | \$1,174 | \$687   | \$1,685 | \$32,885  |
| McElwain, Jason T.    | Fac Mgmt-Maintenance                | \$48,381  | \$1,935 |         | \$1,258 | \$51,574  |
| McEowen, Lisa L.      | Library                             | \$42,545  | \$1,702 |         |         | \$44,247  |
| McFadden, Robert C.   | Campus Recreation                   | \$29,911  | \$1,196 | \$93    | \$1,560 | \$32,760  |
| McGauley, Larry J.    | Fac Mgmt-Maintenance                | \$48,369  | \$1,935 |         | \$1,006 | \$51,310  |
| McGee, Emily A.       | Planning, Design & Construction     | \$74,922  | \$2,997 |         |         | \$77,919  |
| McGhee, Matthew       | Residence Life Housing & Dining Svc | \$45,559  | \$1,822 |         |         | \$47,381  |
| McGinnis, Rachel L.   | Research Administration             | \$98,044  | \$3,922 |         |         | \$101,966 |
| McGowne, Alan G.      | Res Life Hous & Din Svc-Fac & Oper  | \$27,039  | \$1,082 | \$3,079 | \$312   | \$31,512  |
| McGowne, Sheila D.    | Advancement Services                | \$32,667  | \$1,307 |         |         | \$33,974  |
| McIntyre, Dawn M.     | Financial Services                  | \$52,131  | \$2,085 |         |         | \$54,216  |
| McKinney, Rebekah J.  | WP Library                          | \$55,208  | \$2,208 |         |         | \$57,416  |
| McKinnis, Karen R.    | Ozarks Public Health                | \$129,517 | \$3,497 |         |         | \$133,014 |
| McLaughlin, John E.   | Res Life Hous & Din Svc-Fac & Oper  | \$27,039  | \$1,082 | \$3,079 | \$624   | \$31,824  |
| McNay, Jennifer       | Health & Wellness Center            | \$169,600 | \$6,784 |         |         | \$176,384 |
| McNish, Natalie B.    | Internal Audit & Risk Management    | \$120,000 | \$4,800 |         |         | \$124,800 |
| McRoberts, Steven E.  | Intercollegiate Athletics           | \$113,918 | \$4,557 |         |         | \$118,475 |
| McWilliams, Katie L.  | Admissions                          | \$36,004  | \$1,440 |         |         | \$37,444  |
| Meinert, David B.     | College of Business                 | \$210,478 | \$8,419 |         |         | \$218,897 |
| Mellon, Bascom L.     | Administrative Services             | \$30,679  |         | \$521   | \$3,682 | \$34,882  |
| Melton, Micki J.      | Procurement Services                | \$44,498  | \$1,780 |         |         | \$46,278  |
| Mendenhall, Kathy G.  | Office of the Provost               | \$58,942  | \$2,358 |         |         | \$61,300  |
| Menefee, Kelsey M.    | Advancement Services                | \$46,338  | \$1,854 |         |         | \$48,192  |
| Mentzer, Lynn A.      | Athletics-Football-Men              | \$31,448  | \$1,258 |         |         | \$32,706  |
| Meraz, Juan           | VP Diversity & Inclusion            | \$83,846  | \$3,354 |         | \$4,360 | \$91,560  |
| Metzger, Benjamin P.  | Admissions                          | \$58,842  | \$2,354 |         |         | \$61,196  |
| Meyer, Bradley S.     | OPT                                 | \$40,913  | \$1,637 |         |         | \$42,550  |
| Meyer, Jennifer R.    | Residence Life Housing & Dining Svc | \$22,533  | \$901   | \$2,462 | \$936   | \$26,832  |
| Michalak, Janeen L.   | Management                          | \$31,511  | \$1,260 |         |         | \$32,772  |
| Miller, Andrea L.     | Library                             | \$60,329  | \$2,413 |         | \$1,000 | \$63,742  |
| Miller, Charles K.    | English Language Institute          | \$36,792  | \$1,472 |         |         | \$38,264  |
| Miller, Dian T.       | Juanita K Hammons Hall              | \$41,683  | \$1,667 |         |         | \$43,350  |
| Miller, Duane F.      | Intercollegiate Athletics           | \$37,698  | \$1,508 |         |         | \$39,206  |
| Miller, Kathy L.      | Advancement Services                | \$43,749  | \$1,750 |         |         | \$45,499  |
| Mills, Brandon A.     | Cybersecurity & Enterprise System   | \$60,167  | \$2,407 |         |         | \$62,574  |
| Mincey, Martha E.     | Art & Design                        | \$52,609  | \$2,104 |         |         | \$54,713  |
| Minear, Julie D.      | Planning, Design & Construction     | \$41,303  | \$1,652 |         |         | \$42,955  |
| Mings, Deidre A.      | Office of Human Resources           | \$62,550  | \$2,502 |         |         | \$65,052  |
| Minor, Andrew R.      | Fac Mgmt-Custodial                  | \$27,039  | \$1,082 | \$3,079 | \$312   | \$31,512  |
| Minor, Beth H.        | Financial Services                  | \$53,392  | \$2,136 |         |         | \$55,528  |

|                           |                                     |           |         |         |         |           |
|---------------------------|-------------------------------------|-----------|---------|---------|---------|-----------|
| Miracle, Nathan A.        | Physician Assistant Studies         | \$86,053  | \$3,442 |         |         | \$89,495  |
| Mitchell, Donald A.       | Fac Mgmt-Custodial                  | \$27,039  | \$1,082 | \$3,079 | \$1,248 | \$32,448  |
| Mitchell, Jeffrey D.      | Legal Affairs & Compliance          | \$103,544 | \$4,142 |         | \$1,500 | \$109,186 |
| Mitchell, Miroslava L.    | Office of University Safety         | \$32,672  | \$1,307 |         |         | \$33,979  |
| Mitchell, Shanon N.       | Planning, Design & Construction     | \$74,088  | \$2,964 |         |         | \$77,052  |
| Moake, Sara A.            | Financial Services                  | \$37,080  | \$1,483 |         |         | \$38,563  |
| Moats, Kyle L.            | Intercollegiate Athletics           | \$177,698 | \$7,108 |         |         | \$184,806 |
| Moentnisch, Shirley J.    | Library                             | \$46,311  | \$1,852 |         |         | \$48,163  |
| Moles, Howard A.          | JQH Arena                           | \$25,667  | \$1,027 | \$4,507 |         | \$31,200  |
| Moncrief, Keith A.        | Fac Mgmt-Custodial                  | \$33,549  | \$1,342 |         | \$349   | \$35,240  |
| Monkres, Lisa J.          | Counseling Leadership & Special Ed  | \$31,064  | \$1,243 |         |         | \$32,307  |
| Monticelli, Donna M.      | WP Admissions                       | \$31,199  | \$1,248 |         |         | \$32,447  |
| Mook, Natalie             | College of Agriculture              | \$46,968  | \$1,879 |         |         | \$48,847  |
| Moore, Amy M.             | Agency for Teaching, Leading & Lng  | \$51,000  | \$2,040 |         |         | \$53,040  |
| Moore, Bryan              | WP Information Technology Services  | \$47,554  | \$1,902 |         |         | \$49,456  |
| Moore, David B.           | OPT                                 | \$83,184  | \$3,327 |         |         | \$86,511  |
| Moore, Jennifer L.        | KSMU                                | \$61,671  | \$2,467 |         |         | \$64,138  |
| Moore, Paula M.           | English Language Institute          | \$63,860  | \$2,554 |         |         | \$66,414  |
| Moore, Robert C.          | Financial Aid                       | \$82,484  | \$3,299 |         |         | \$85,783  |
| Moore, Virginia K.        | Financial Services                  | \$31,448  | \$1,258 |         |         | \$32,706  |
| Morell, Julie A.          | Res Life Hous & Din Svc-Fac & Oper  | \$27,039  |         | \$4,161 |         | \$31,200  |
| Morelock, Melissa A.      | Fac Mgmt-Custodial                  | \$27,039  | \$1,082 | \$3,079 | \$312   | \$31,512  |
| Moreno, Ronald D.         | Fac Mgmt-Custodial                  | \$35,756  | \$1,430 |         | \$372   | \$37,558  |
| Moreno, Sherry L.         | Fac Mgmt-Custodial                  | \$30,817  | \$1,233 |         | \$1,602 | \$33,652  |
| Morgan, Nia P.            | Counseling Center                   | \$44,908  | \$1,796 |         |         | \$46,704  |
| Morganthaler, Jennifer S. | Envrn Plnt Sci & Nat Rsrcs          | \$43,650  | \$1,746 |         |         | \$45,396  |
| Morris, Benjamin M.       | Fac Mgmt-Maintenance                | \$42,639  | \$1,706 |         | \$887   | \$45,232  |
| Morris, Matthew D.        | VP Administrative Services          | \$154,745 | \$6,190 |         |         | \$160,935 |
| Morrison, Jeffery K.      | Plaster Student Union Physical Plnt | \$37,253  | \$1,490 |         |         | \$38,743  |
| Morrissey, Dennis R.      | Fac Mgmt-Maintenance                | \$46,272  | \$1,851 |         | \$1,203 | \$49,326  |
| Morrissey, Sarah I.       | Cooperative Engineering Program     | \$39,131  | \$1,565 |         |         | \$40,696  |
| Morrow, Samantha L.       | Theatre & Dance                     | \$37,231  | \$1,489 |         |         | \$38,720  |
| Moser, Linda T.           | English                             | \$123,600 | \$4,944 |         |         | \$128,544 |
| Moskalski, Suzanne R.     | Financial Services                  | \$36,940  | \$1,478 |         |         | \$38,418  |
| Mostyn, Andrea L.         | Office of Strategic Communication   | \$75,368  | \$3,015 |         |         | \$78,383  |
| Motzkus, Shaylee A.       | Financial Aid                       | \$30,471  | \$1,219 |         |         | \$31,690  |
| Muegge, Frederick D.      | Health & Wellness Center            | \$173,276 | \$6,931 |         |         | \$180,207 |
| Mullins, Marchalain       | Computer Services                   | \$59,481  | \$2,379 |         |         | \$61,860  |
| Mulvey, Adam J.           | Intercollegiate Athletics           | \$30,396  | \$1,216 |         |         | \$31,612  |
| Munoz Aliaga, Rut E.      | Networking & Telecommunications     | \$61,972  | \$2,479 |         |         | \$64,451  |
| Murphy, Donna E.          | Physician Assistant Studies         | \$32,207  | \$1,288 |         |         | \$33,495  |
| Murphy, Jill C.           | Office of Human Resources           | \$64,890  | \$2,596 |         |         | \$67,486  |

|                         |                                     |           |         |         |         |           |
|-------------------------|-------------------------------------|-----------|---------|---------|---------|-----------|
| Murphy, Michael J.      | College of Natl & App Science       | \$71,936  | \$2,877 |         |         | \$74,813  |
| Murphy, Robert G.       | Networking & Telecommunications     | \$45,759  | \$1,830 |         |         | \$47,589  |
| Muse, Nicole E.         | CIO Information Services            | \$44,477  | \$1,779 |         |         | \$46,256  |
| Mustion, Barbara M.     | WP Business Office                  | \$39,271  | \$1,571 |         |         | \$40,842  |
| Mwengi, Suzanne         | Centr Academic Success & Transition | \$35,646  | \$1,426 |         |         | \$37,072  |
| Myers, Carrie A.        | Fac Mgmt-Custodial                  | \$27,039  | \$1,082 | \$3,079 | \$624   | \$31,824  |
| Nag, Nandita            | Physics Astronomy & Materials Sci   | \$37,253  | \$1,490 |         |         | \$38,743  |
| Nagle, John C.          | Office of Video Marketing           | \$51,601  | \$2,064 |         | \$6,192 | \$59,857  |
| Nalley, Tammy J.        | Procurement Services                | \$31,884  | \$1,275 |         |         | \$33,159  |
| Nance, Frianca G.       | College of Agriculture              | \$35,547  | \$1,422 |         |         | \$36,969  |
| Neidigh, Douglas W.     | Environmental Health & Safety       | \$39,111  | \$1,564 |         |         | \$40,675  |
| Nelson, Diane K.        | Health & Wellness Center            | \$35,041  | \$1,402 |         |         | \$36,443  |
| Nelson, Kirk C.         | Athletics-Soccer-Women              | \$57,000  | \$2,280 |         |         | \$59,280  |
| Netzer, Frederick       | Fac Mgmt-Grounds                    | \$38,562  | \$1,542 |         | \$401   | \$40,506  |
| Netzer, Kelly G.        | Fac Mgmt-Grounds                    | \$29,973  | \$1,199 | \$28    | \$3,411 | \$34,611  |
| Neuschwander, Nathan M. | Library                             | \$51,028  | \$2,041 |         |         | \$53,069  |
| Newton, Sean C.         | Physical Therapy                    | \$101,978 | \$4,079 |         |         | \$106,057 |
| Nguyen, Eileen A.       | Criminology                         | \$40,000  | \$1,600 |         |         | \$41,600  |
| Nichols, Elvin J.       | Hammons Student Center              | \$41,658  | \$1,666 |         |         | \$43,324  |
| Nichols, Linda A.       | Financial Aid                       | \$41,969  | \$1,679 |         |         | \$43,648  |
| Nielsen, Tyler R.       | Campus Recreation                   | \$41,818  | \$1,673 |         |         | \$43,491  |
| Nobles, Katherine       | Physician Assistant Studies         | \$31,719  | \$1,269 |         |         | \$32,988  |
| Norat, Timothy          | Fac Mgmt-Custodial                  | \$27,039  | \$1,082 | \$3,079 | \$624   | \$31,824  |
| Norcross, Tyler         | Fac Mgmt-Maintenance                | \$43,887  | \$1,755 |         | \$982   | \$46,624  |
| Nordyke, Kathy J.       | Citizenship & Service Learning      | \$62,418  | \$2,497 |         |         | \$64,915  |
| Norgren, Michelle L.    | College of Agriculture              | \$84,055  | \$3,362 |         |         | \$87,417  |
| Norris, Joye H.         | Missouri State Outreach             | \$147,707 | \$5,908 |         |         | \$153,615 |
| Nowell, Y A.            | Juanita K Hammons Hall              | \$37,253  | \$1,490 |         |         | \$38,743  |
| Oaks, Crockett W.       | WP Business Office                  | \$85,000  | \$3,400 |         |         | \$88,400  |
| O'Connell, Brenda C.    | Hammons Student Center              | \$36,875  | \$1,475 |         |         | \$38,350  |
| Oconnor, Rhonda R.      | Library                             | \$37,458  | \$1,498 |         |         | \$38,956  |
| Odom, Melinda J.        | Agency for Teaching, Leading & Lng  | \$51,000  | \$2,040 |         |         | \$53,040  |
| Oetting, Kristi A.      | Computer Services                   | \$83,696  | \$3,348 |         |         | \$87,044  |
| Oetting, Tara L.        | Counseling Leadership & Special Ed  | \$72,657  | \$2,906 |         |         | \$75,563  |
| Oliver, Andrew J.       | Disability Resource Center          | \$63,860  | \$2,554 |         |         | \$66,414  |
| Oliver, Michelle J.     | Residence Life Housing & Dining Svc | \$22,533  | \$901   | \$2,462 | \$312   | \$26,208  |
| Olsen, Michelle D.      | Institutional Research              | \$100,565 | \$4,023 |         |         | \$104,588 |
| Olson, Debra J.         | Health & Wellness Center            | \$51,896  | \$2,076 |         |         | \$53,972  |
| Oney, Charles N.        | Fac Mgmt-Maintenance                | \$43,679  | \$1,747 |         |         | \$45,426  |
| Onofrey, Jeremy P.      | Plaster Student Union Physical Plnt | \$27,039  | \$1,082 | \$3,079 |         | \$31,200  |
| Orf, Michael            | WP Dean of Acad Affairs Office      | \$100,000 | \$4,000 |         |         | \$104,000 |
| Ortiz, Frank            | Fac Mgmt-Custodial                  | \$43,576  | \$1,743 |         | \$453   | \$45,772  |

|                        |                                     |           |         |         |         |           |
|------------------------|-------------------------------------|-----------|---------|---------|---------|-----------|
| Ortiz, Mark T.         | Athletic Medical & Rehab Services   | \$43,000  | \$1,720 |         |         | \$44,720  |
| Osei, Siera L.         | Agency for Teaching, Leading & Lng  | \$51,000  | \$2,040 |         |         | \$53,040  |
| Osler, Margaret E.     | Residence Life Housing & Dining Svc | \$36,399  | \$1,456 |         |         | \$37,855  |
| Ott, Brian L.          | Communication                       | \$121,128 | \$4,845 |         |         | \$125,973 |
| Owen, Marc R.          | Water Institute                     | \$61,420  | \$2,457 |         |         | \$63,877  |
| Owrey, Savonna J.      | Bookstore                           | \$36,592  | \$1,464 |         |         | \$38,056  |
| Oxendine, Paige D.     | Assoc VP for Economic Development   | \$66,950  | \$2,678 |         |         | \$69,628  |
| Page, Autumn R.        | Fac Mgmt-Custodial                  | \$27,039  | \$1,082 | \$3,079 | \$312   | \$31,512  |
| Palmer, Christopher R. | Fac Mgmt-Maintenance                | \$42,556  | \$1,702 |         | \$1,106 | \$45,365  |
| Panza, Juli A.         | COE-Education Advisement            | \$72,000  | \$2,880 |         |         | \$74,880  |
| Pardue, Mary J.        | Media, Journalism & Film            | \$100,314 | \$4,013 |         |         | \$104,327 |
| Parnell, Patrick M.    | International Services              | \$64,941  | \$2,598 |         |         | \$67,539  |
| Parrott, Neva J.       | WP Library                          | \$52,965  | \$2,119 |         |         | \$55,084  |
| Parsons, Stacy L.      | WP Business Office                  | \$31,682  | \$1,267 |         |         | \$32,949  |
| Patel, Rishi J.        | Jordan Valley Innovation Center     | \$82,084  | \$3,283 |         | \$4,104 | \$89,472  |
| Patrick, Jamie L.      | Office of Human Resources           | \$65,000  | \$2,600 |         |         | \$67,600  |
| Patterson, Jacqueline  | McQueary College of Hlth & Hman Svs | \$37,596  | \$1,504 |         |         | \$39,100  |
| Patterson, Kathryn A.  | School of Nursing                   | \$97,713  | \$3,909 |         |         | \$101,622 |
| Patterson, Kim M.      | Merchandising & Fashion Design      | \$33,279  | \$1,331 |         |         | \$34,611  |
| Pattison, Matthew W.   | Residence Life Housing & Dining Svc | \$31,248  | \$1,250 |         | \$325   | \$32,823  |
| Patton, Tracy L.       | Library                             | \$43,714  | \$1,749 |         |         | \$45,463  |
| Payne, Brian D.        | Office of University Safety         | \$30,679  | \$1,227 |         | \$3,453 | \$35,359  |
| Peace, Robert M.       | Networking & Telecommunications     | \$61,972  | \$2,479 |         |         | \$64,451  |
| Pearce, Lori A.        | PSU-Event & Meeting Services        | \$32,558  | \$1,302 |         |         | \$33,860  |
| Pearson, Belinda A.    | Community Outreach                  | \$43,650  | \$1,746 |         |         | \$45,396  |
| Pecsok, Karen L.       | WP Admissions                       | \$31,812  | \$1,272 |         |         | \$33,084  |
| Pedersen, Johnna N.    | Jordan Valley Innovation Center     | \$64,513  | \$2,581 |         |         | \$67,094  |
| Penkalski, James T.    | Athletic Medical & Rehab Services   | \$75,364  | \$3,015 |         |         | \$78,379  |
| Penkalski, Melissa R.  | School of Nursing                   | \$95,076  | \$3,803 |         |         | \$98,879  |
| Penn, Barbara J.       | Advancement Services                | \$34,621  | \$1,385 |         |         | \$36,006  |
| Penner, Robert S.      | Office of University Safety         | \$32,435  | \$1,297 |         | \$3,453 | \$37,185  |
| Perez Batres, Luis A.  | Management                          | \$155,000 | \$6,200 |         |         | \$161,200 |
| Perez, Sofia M.        | Office of Strategic Communication   | \$50,500  | \$2,020 |         |         | \$52,520  |
| Perine, Elizabeth M.   | Athletics-Softball-Women            | \$54,419  | \$2,177 |         |         | \$56,596  |
| Perkins, Amy A.        | Music                               | \$40,827  | \$1,633 |         |         | \$42,460  |
| Perkins, Gary D.       | Fac Mgmt-Custodial                  | \$27,039  | \$1,082 | \$3,079 | \$1,248 | \$32,448  |
| Perry, Dennis R.       | Fac Mgmt-Maintenance                | \$45,572  | \$1,823 |         | \$948   | \$48,343  |
| Perryman, Michael J.   | Fac Mgmt-Maintenance                | \$54,690  | \$2,188 |         | \$1,138 | \$58,015  |
| Peters, Thomas A.      | Library                             | \$131,015 | \$5,241 |         | \$5,000 | \$141,256 |
| Petersen, Sylvia M.    | Envrn Plnt Sci & Nat Rsrcls         | \$37,253  | \$1,490 |         |         | \$38,743  |
| Peterson, Rachel A.    | Alumni Relations                    | \$44,000  | \$1,760 |         |         | \$45,760  |
| Petkovic, Vickie F.    | WP Student Advisemnt & Acad Sup Ctr | \$36,635  | \$1,465 |         |         | \$38,100  |

|                          |                                    |           |          |         |           |
|--------------------------|------------------------------------|-----------|----------|---------|-----------|
| Petr, Jeffrey B.         | Cybersecurity & Enterprise System  | \$76,197  | \$3,048  |         | \$79,245  |
| Petrino, Dominic         | Athletics-Football-Men             | \$104,648 | \$4,186  |         | \$108,834 |
| Petrino, Robert P.       | Athletics-Football-Men             | \$350,000 | \$14,000 |         | \$364,000 |
| Pettijohn, Catherine C.  | English Language Institute         | \$40,788  | \$1,632  |         | \$42,420  |
| Pettus, David G.         | College of Arts & Letters          | \$62,932  | \$2,517  |         | \$65,449  |
| Pfankuch, Joseph         | Financial Aid                      | \$35,568  | \$1,423  |         | \$36,991  |
| Phay, Jared J.           | WP Athletics-Men                   | \$58,813  | \$2,353  |         | \$61,166  |
| Phillips, Jacob R.       | Ctr Resource Planning & Management | \$43,000  | \$1,720  |         | \$44,720  |
| Phillips, Lovelynn M.    | Fac Mgmt-Custodial                 | \$27,039  |          | \$4,161 | \$31,200  |
| Phillips, Mary G.        | College of Business                | \$44,498  | \$1,780  |         | \$46,278  |
| Phinney, Tennie J.       | Legal Affairs & Compliance         | \$45,626  | \$1,825  | \$1,000 | \$48,451  |
| Phipps, Amy              | Agency for Teaching, Leading & Lng | \$52,118  | \$2,085  |         | \$54,203  |
| Phipps, Kimberly D.      | Printing Services                  | \$36,587  | \$1,463  |         | \$38,050  |
| Piercy, Angela F.        | Cooperative Engineering Program    | \$31,199  | \$1,248  |         | \$32,447  |
| Piercy, Kevin L.         | Computer Services                  | \$88,387  | \$3,535  | \$5,000 | \$96,922  |
| Piilola, Malinda L.      | Alumni Relations                   | \$31,199  | \$1,248  |         | \$32,447  |
| Pinegar, Angela R.       | Advancement Services               | \$51,097  | \$2,044  |         | \$53,141  |
| Pinkham, Courtney C.     | Ctr Resource Planning & Management | \$36,087  | \$1,443  |         | \$37,531  |
| Piotrowski, Josiah G.    | College of Agriculture             | \$31,199  | \$1,248  |         | \$32,447  |
| Pitts, James B.          | Fac Mgmt-Custodial                 | \$38,479  | \$1,539  | \$400   | \$40,419  |
| Plank, Angela L.         | Biology                            | \$56,300  | \$2,252  |         | \$58,552  |
| Plybon, John L.          | Fac Mgmt-Maintenance               | \$43,679  | \$1,747  |         | \$45,426  |
| Poindexter, Teri L.      | Creative Services                  | \$45,412  | \$1,816  |         | \$47,228  |
| Politte, Jordan C.       | Agency for Teaching, Leading & Lng | \$54,251  | \$2,170  |         | \$56,421  |
| Polm, Michael A.         | Fac Mgmt-Maintenance               | \$60,081  | \$2,403  | \$2,500 | \$64,984  |
| Polyard, Brenda A.       | WP Director of Univ-Community Pgms | \$62,135  | \$2,485  |         | \$64,620  |
| Pomrening, Holly L.      | Health & Wellness Center           | \$28,080  | \$1,123  |         | \$29,203  |
| Ponder, Crystal D.       | Office of Human Resources          | \$41,700  | \$1,668  |         | \$43,368  |
| Potochnik, Robert G.     | Computer Services                  | \$53,146  | \$2,126  |         | \$55,272  |
| Powell, Lakan L.         | Graduate College                   | \$54,690  | \$2,188  |         | \$56,878  |
| Powell, Robin G.         | Computer Science                   | \$39,708  | \$1,588  | \$1,000 | \$42,296  |
| Pratt, Harold W.         | VP Diversity & Inclusion           | \$139,668 | \$5,587  |         | \$145,255 |
| Pratt, Jennifer M.       | Communication Sciences & Disorders | \$78,401  | \$3,136  |         | \$81,537  |
| Price, Cheryl S.         | Art & Design                       | \$34,014  | \$1,361  |         | \$35,375  |
| Price, Joseph            | Theatre & Dance                    | \$107,254 | \$4,290  |         | \$111,544 |
| Proctor, Janene A.       | Research Administration            | \$54,831  | \$2,193  |         | \$57,024  |
| Pruett, Ashley D.        | WP Financial Aid                   | \$30,471  |          | \$729   | \$32,344  |
| Pruitt, James C.         | Facilities Management              | \$76,000  | \$3,040  |         | \$79,040  |
| Pruitt, Lindsey R.       | Health & Wellness Center           | \$29,500  | \$1,180  | \$3,120 | \$33,800  |
| Pszczolkowski, Maciej A. | Envrn Plnt Sci & Nat Rsrcs         | \$78,662  | \$3,146  |         | \$81,808  |
| Puckett, Erica N.        | WP Admissions                      | \$42,500  | \$1,700  |         | \$44,200  |
| Pulliam, Matthew T.      | Cooperative Engineering Program    | \$36,930  | \$1,477  |         | \$38,407  |

|                          |                                      |           |         |         |           |
|--------------------------|--------------------------------------|-----------|---------|---------|-----------|
| Pybas, Kevin M.          | Political Science                    | \$66,545  | \$2,662 |         | \$69,207  |
| Qiu, Zhongsong           | College of Arts & Letters            | \$51,022  | \$2,041 |         | \$53,063  |
| Quinn, Justin A.         | Fac Mgmt-Maintenance                 | \$53,406  | \$2,136 | \$1,389 | \$56,931  |
| Quirk, Ted               | KSMU                                 | \$53,245  | \$2,130 |         | \$55,375  |
| Radier, George O.        | College of Business                  | \$39,917  | \$1,597 | \$1,500 | \$43,014  |
| Ragan, Kent P.           | College of Business                  | \$187,227 | \$7,489 |         | \$194,716 |
| Ragsdale, Chansouk D.    | Library                              | \$42,844  | \$1,714 |         | \$44,558  |
| Raines, Ashley E.        | VP Diversity & Inclusion             | \$44,477  | \$1,779 | \$2,313 | \$48,569  |
| Raines, Daniel L.        | Dr Mary Jo Wynn Acadm Achievement Ct | \$59,552  | \$2,382 |         | \$61,934  |
| Raines, Judy A.          | Health & Wellness Center             | \$34,249  | \$1,370 |         | \$35,619  |
| Rains, Devonna J.        | Music                                | \$31,720  | \$1,269 |         | \$32,989  |
| Rainwater, Douglas G.    | Provost Office                       | \$78,084  | \$3,123 |         | \$81,207  |
| Raleigh, Phillip M.      | Graduate College                     | \$33,794  | \$1,352 |         | \$35,146  |
| Randol, Kimberly A.      | Speech Language Hearing Clinic       | \$33,799  | \$1,352 |         | \$35,151  |
| Rapp, Kelly E.           | Career Center                        | \$75,453  | \$3,018 |         | \$78,471  |
| Rawls, Michelle R.       | Athletic Medical & Rehab Services    | \$31,496  | \$1,260 |         | \$32,756  |
| Ray, Bryan J.            | Ctr Resource Planning & Management   | \$65,233  | \$2,609 |         | \$67,842  |
| Raymer, Kai K.           | Web Strategy & Development           | \$41,260  | \$1,650 |         | \$42,910  |
| Raymond, Teresa          | Financial Services                   | \$39,410  | \$1,576 |         | \$40,986  |
| Rebaza-Vasquez, Jorge L. | College of Natl & App Science        | \$128,562 | \$5,142 |         | \$133,704 |
| Rebmann, Donna L.        | Academic Advising & Transfer Ctr     | \$46,192  | \$1,848 |         | \$48,040  |
| Reece, Ashley R.         | Title IX Office                      | \$57,281  | \$2,291 |         | \$59,572  |
| Reed, Jerilyn J.         | Health & Wellness Center             | \$55,000  | \$2,200 |         | \$57,200  |
| Reed, Jimmie D.          | WP Physical Plant                    | \$32,667  | \$1,307 |         | \$33,974  |
| Reed, Patricia C.        | College of Natl & App Science        | \$37,353  | \$1,494 |         | \$38,847  |
| Reed, Ryan R.            | Multicultural Services               | \$61,285  | \$2,451 |         | \$63,736  |
| Rees, Christopher E.     | Cybersecurity & Enterprise System    | \$70,466  | \$2,819 |         | \$73,285  |
| Reese, Chantz J.         | Agriculture-Mtn Grv Campus           | \$29,673  | \$1,187 | \$340   | \$31,200  |
| Reeves, Stacie L.        | Residence Life Housing & Dining Svc  | \$35,359  | \$1,414 |         | \$36,774  |
| Reger, Elizabeth A.      | College of Business                  | \$68,942  | \$2,758 |         | \$71,700  |
| Reichling, Susanna B.    | Library                              | \$39,442  | \$1,578 |         | \$41,020  |
| Reimer, Anthony R.       | JQH Arena                            | \$38,919  | \$1,557 |         | \$40,476  |
| Reinert, John D.         | COE-Education Field Experiences      | \$37,253  | \$1,490 |         | \$38,743  |
| Reut-Robinson, Rebeca L. | McQueary College of Hlth & Hman Svs  | \$36,461  | \$1,458 |         | \$37,919  |
| Reyes Sam, Jorge I.      | International Services               | \$41,097  | \$1,644 |         | \$42,741  |
| Rhodes, Joy L.           | Office of University Safety          | \$32,671  | \$1,307 |         | \$33,978  |
| Rhodes, Norman J.        | Plaster Student Union Physical Plnt  | \$29,866  | \$1,195 | \$139   | \$3,000   |
| Rice, Stacy A.           | Faculty Ctr for Teaching & Learning  | \$61,562  | \$2,462 |         | \$64,024  |
| Richards, Byron G.       | Fac Mgmt-Maintenance                 | \$39,653  | \$1,586 |         | \$42,270  |
| Richardson, Timothy      | Residence Life Housing & Dining Svc  | \$27,039  | \$1,082 | \$3,079 | \$936     |
| Richesin, Danielle N.    | Intercollegiate Athletics            | \$37,253  | \$1,490 |         | \$38,743  |
| Ricker, Kristen V.       | Agency for Teaching, Leading & Lng   | \$52,118  | \$2,085 |         | \$54,203  |



|                       |                                     |           |         |         |         |           |
|-----------------------|-------------------------------------|-----------|---------|---------|---------|-----------|
| Rietman, Charles C.   | WP Physical Plant                   | \$29,972  | \$1,199 | \$29    |         | \$31,200  |
| Rigby, Rachel C.      | Registrar                           | \$40,521  | \$1,621 |         |         | \$42,142  |
| Ringer, Melissa M.    | Ozarks Public Health                | \$39,930  | \$1,597 |         |         | \$41,527  |
| Robertson, Monica A.  | Copy This                           | \$27,851  | \$1,114 | \$2,235 |         | \$31,200  |
| Robinson, Barbara S.  | Physical Therapy                    | \$112,696 | \$4,508 |         |         | \$117,204 |
| Robinson, Holly M.    | Child Development Center            | \$31,448  | \$1,258 |         |         | \$32,706  |
| Robinson, Susan G.    | OPT                                 | \$67,568  | \$2,703 |         |         | \$70,271  |
| Rockney, Andrea       | Agency for Teaching, Leading & Lng  | \$57,484  | \$2,299 |         |         | \$59,783  |
| Rockwell, Rae Ann E.  | Art & Design                        | \$34,428  | \$1,377 |         |         | \$35,805  |
| Rogers, Katy J.       | Fac Mgmt-Custodial                  | \$27,323  | \$1,093 | \$2,784 | \$1,560 | \$32,760  |
| Rogers, Koen W.       | Computer Services                   | \$50,786  | \$2,031 |         |         | \$52,817  |
| Rogers, Michael J.    | Cybersecurity & Enterprise System   | \$52,284  | \$2,091 |         |         | \$54,376  |
| Rogers, Robert W.     | Fac Mgmt-Custodial                  | \$27,039  | \$1,082 | \$3,079 | \$312   | \$31,512  |
| Rogg, Laura A.        | Networking & Telecommunications     | \$33,504  | \$1,340 |         |         | \$34,844  |
| Roland, Alan C.       | Outreach Tech & Equipment           | \$59,464  | \$2,379 |         |         | \$61,843  |
| Roop, Kristin B.      | Admissions                          | \$50,058  | \$2,002 |         |         | \$52,060  |
| Rose, Angela          | English Language Institute          | \$36,792  | \$1,472 |         |         | \$38,264  |
| Rose, Daniel J.       | Library                             | \$31,609  | \$1,264 |         |         | \$32,873  |
| Rose, John P.         | Defense And Strategic Studies       | \$119,068 | \$4,763 |         |         | \$123,831 |
| Rose, Michelle S.     | Creative Services                   | \$52,570  | \$2,103 |         |         | \$54,673  |
| Rosewell, Kristina K. | Career Center                       | \$30,671  | \$1,227 |         | \$300   | \$32,198  |
| Ross, Jaime M         | Adult Student Services              | \$69,000  | \$2,760 |         |         | \$71,760  |
| Rowe, Angela M.       | VP University Advancement           | \$51,000  | \$2,040 |         |         | \$53,040  |
| Rozell, Elizabeth J.  | College of Business                 | \$187,227 | \$7,489 |         |         | \$194,716 |
| Rude, Brian M.        | Copy This                           | \$37,038  | \$1,482 |         |         | \$38,520  |
| Ruzicka, Francis X.   | Fac Mgmt-Maintenance                | \$54,529  | \$2,181 |         | \$1,134 | \$57,844  |
| Ryan, Francis J.      | Fac Mgmt-Maintenance                | \$38,479  | \$1,539 |         | \$400   | \$40,419  |
| Ryan, Tresa L.        | WP Instruction                      | \$59,098  | \$2,364 |         |         | \$61,462  |
| Saddler, Tamara D.    | Accounting                          | \$31,407  | \$1,256 |         |         | \$32,663  |
| Sailors, Pamela R.    | College of Hum & Pub Affairs        | \$132,449 | \$5,298 |         |         | \$137,747 |
| Saitta, Alicia M.     | Admissions                          | \$41,071  | \$1,643 |         | \$2,286 | \$45,000  |
| Sandbothe, Betsy A.   | Institutional Equity & Compliance   | \$56,751  | \$2,270 |         |         | \$59,021  |
| Sanders, Jason B.     | Office of University Safety         | \$40,787  | \$1,631 |         | \$3,370 | \$45,788  |
| Sandidge, Sarah E.    | English                             | \$47,525  | \$1,901 |         |         | \$49,426  |
| Santos, Theodore J.   | Fac Mgmt-Custodial                  | \$27,039  | \$1,082 | \$3,079 | \$936   | \$32,136  |
| Satake, Yosuke        | Planning, Design & Construction     | \$49,000  | \$1,960 |         |         | \$50,960  |
| Sawchak, Stephen P.   | Athletic Medical & Rehab Services   | \$51,692  | \$2,068 |         |         | \$53,760  |
| Scanlon, Breanna L.   | Financial Aid                       | \$37,253  | \$1,490 |         |         | \$38,743  |
| Schehrer, Devin L.    | Residence Life Housing & Dining Svc | \$56,862  | \$2,274 |         |         | \$59,136  |
| Scheidt, Michael P.   | WP Information Technology Services  | \$47,080  | \$1,883 |         |         | \$48,963  |
| Scheve, Jesse         | Creative Services                   | \$42,370  | \$1,695 |         |         | \$44,065  |
| Schiller, Megan L.    | Computer Services                   | \$60,167  | \$2,407 |         |         | \$62,574  |

|                        |                                     |           |         |         |         |           |
|------------------------|-------------------------------------|-----------|---------|---------|---------|-----------|
| Schimmer, Matthew      | Fac Mgmt-Maintenance                | \$43,679  | \$1,747 |         | \$454   | \$45,881  |
| Schlinder, Kelly A.    | COE-Education Advisement            | \$38,253  | \$1,530 |         |         | \$39,783  |
| Schluterman, Ivy D.    | Residence Life Housing & Dining Svc | \$37,253  | \$1,490 |         |         | \$38,743  |
| Schmidt, Karl M.       | Development Office                  | \$75,327  | \$3,013 |         |         | \$78,340  |
| Schnapp, Lewis P.      | Bookstore                           | \$47,000  | \$1,880 |         |         | \$48,880  |
| Schneider, Steven J.   | Envrn Plnt Sci & Nat Rsrcs          | \$52,118  | \$2,085 |         |         | \$54,203  |
| Schrader, Bonnie K.    | Facilities Management               | \$27,039  | \$1,082 | \$3,079 | \$312   | \$31,512  |
| Schuldt, Amy L.        | Creative Services                   | \$65,000  | \$2,600 |         |         | \$67,600  |
| Schull, Cynthia S.     | Financial Services                  | \$96,654  | \$3,866 |         |         | \$100,520 |
| Scobee, Scot R.        | Office of Human Resources           | \$108,768 | \$4,351 |         |         | \$113,119 |
| Scott, Karen C.        | Childhood Ed & Family Studies       | \$32,888  | \$1,316 |         |         | \$34,204  |
| Scott, LaDarien        | Athletics-Football-Men              | \$104,648 | \$4,186 |         |         | \$108,834 |
| Scott, Matthew R.      | Career Center                       | \$38,500  | \$1,540 |         | \$330   | \$40,370  |
| Scriven, Leslie M.     | Fac Mgmt-Custodial                  | \$27,039  | \$1,082 | \$3,079 | \$312   | \$31,512  |
| Seabolt, Charles M.    | Athletics-Soccer-Men                | \$72,000  | \$2,880 |         |         | \$74,880  |
| Seery, Kaitlyn R.      | Dept of Hospitality Leadership      | \$38,350  | \$1,534 |         |         | \$39,884  |
| Seever, Natalie M.     | Advancement Services                | \$62,523  | \$2,501 |         |         | \$65,024  |
| Seibel, Craig E.       | Res Life Hous & Din Svc-Fac & Oper  | \$31,026  | \$1,241 |         | \$2,624 | \$34,891  |
| Sellers, Marie S.      | Physical Therapy Clinic             | \$35,475  | \$1,419 |         |         | \$36,894  |
| Severson, Jennifer R.  | Financial Services                  | \$84,945  | \$3,398 |         |         | \$88,343  |
| Sexton, James P.       | Bookstore                           | \$89,198  | \$3,568 |         |         | \$92,766  |
| Shahan, Tara J.        | WP Registration & Records           | \$35,072  | \$1,403 |         |         | \$36,475  |
| Sharkey, Paula E.      | Office of University Safety         | \$35,047  | \$1,402 |         | \$3,037 | \$39,486  |
| Sharp, Keith W.        | Res Life Hous & Din Svc-Fac & Oper  | \$43,260  | \$1,730 |         |         | \$44,990  |
| Sharum, Stephen G.     | Postal Services                     | \$34,910  | \$1,396 |         |         | \$36,306  |
| Shavers, Marjorie C.   | Counseling Leadership & Special Ed  | \$110,000 | \$4,400 |         |         | \$114,400 |
| Shaw, Jason L.         | Physical Therapy                    | \$92,075  | \$3,683 |         | \$5,000 | \$100,758 |
| Shaw, Margaret S.      | VP Marketing & Communications       | \$154,745 | \$6,190 |         |         | \$160,935 |
| Sheppard, Terasa M.    | Residence Life Housing & Dining Svc | \$22,533  | \$901   | \$2,462 | \$312   | \$26,208  |
| Sheppard, Tessa L.     | Child Development Center            | \$31,448  | \$1,258 |         |         | \$32,706  |
| Shipley, Teresa F.     | WP Dean of Acad Affairs Office      | \$41,202  | \$1,648 |         |         | \$42,850  |
| Shively, Eric P.       | McQueary College of Hlth & Hman Svs | \$64,717  | \$2,589 |         |         | \$67,306  |
| Sholley, Kathleen M.   | COE-Education Advisement            | \$37,253  | \$1,490 |         |         | \$38,743  |
| Shrestha, Aishwarya    | Ctr Resource Planning & Management  | \$43,000  | \$1,720 |         |         | \$44,720  |
| Shuler, Adam           | Planning, Design & Construction     | \$75,453  | \$3,018 |         |         | \$78,471  |
| Sieja, Allison N.      | Biology                             | \$33,485  | \$1,339 |         |         | \$34,824  |
| Simmons, Daniel        | College of Arts & Letters           | \$123,600 | \$4,944 |         |         | \$128,544 |
| Simpson, Ashley K.     | School of Nursing                   | \$79,504  | \$3,180 |         |         | \$82,684  |
| Simpson, Sonya L.      | Child Development Center            | \$24,631  | \$985   | \$5,584 |         | \$31,200  |
| Siscoe, Denita S.      | VP Student Affairs                  | \$182,043 | \$7,282 |         |         | \$189,325 |
| Skalicky, Michele R.   | KSMU                                | \$41,525  | \$1,661 |         | \$4,982 | \$48,168  |
| Skeeters, Priscilla K. | Bookstore                           | \$52,392  | \$2,096 |         |         | \$54,488  |

|                       |                                     |           |         |         |          |         |           |
|-----------------------|-------------------------------------|-----------|---------|---------|----------|---------|-----------|
| Skibiski, Barbara J.  | School of Anesthesia                | \$146,616 | \$5,865 |         | \$10,000 | \$5,000 | \$167,481 |
| Skinner, Sophia L.    | WP Library                          | \$40,166  | \$1,607 |         |          |         | \$41,773  |
| Slane, William B.     | OPT                                 | \$47,080  | \$1,883 |         |          |         | \$48,963  |
| Slavens, Robert       | Fac Mgmt-Grounds                    | \$29,972  | \$1,199 | \$29    | \$2,746  |         | \$33,946  |
| Sliger, Ashley D.     | Planning, Design & Construction     | \$56,915  | \$2,277 |         |          |         | \$59,192  |
| Smart, Sandra L.      | SBDC                                | \$55,208  | \$2,208 |         |          |         | \$57,416  |
| Smiley, Taryn J.      | Intercollegiate Athletics           | \$40,000  | \$1,600 |         |          |         | \$41,600  |
| Smith, Alaina J.      | McQueary College of Hlth & Hman Svs | \$40,000  | \$1,600 |         |          |         | \$41,600  |
| Smith, Allison        | Computer Services                   | \$58,415  | \$2,337 |         |          |         | \$60,752  |
| Smith, Cullen A.      | JQH Arena                           | \$38,500  | \$1,540 |         | \$1,500  |         | \$41,540  |
| Smith, Daezia C.      | International Programs              | \$41,818  | \$1,673 |         |          |         | \$43,491  |
| Smith, Deanna M.      | West Plains Center                  | \$43,650  | \$1,746 |         | \$2,500  |         | \$47,896  |
| Smith, Mark A.        | McQueary College of Hlth & Hman Svs | \$168,508 | \$6,740 |         |          |         | \$175,248 |
| Smith, Patricia R.    | WP Chancellors Office               | \$44,926  | \$1,797 |         |          |         | \$46,723  |
| Smith, Stephanie M.   | Development Office                  | \$67,611  | \$2,704 |         |          |         | \$70,315  |
| Smith, Tanya L.       | Procurement Services                | \$45,821  | \$1,833 |         |          |         | \$47,654  |
| Smulczewski, Kelly M. | Development Office                  | \$39,634  | \$1,585 |         |          |         | \$41,219  |
| Snodgrass, Joseph J.  | Health & Wellness Center            | \$29,036  | \$1,161 | \$1,002 |          |         | \$31,200  |
| Snodgrass, Ronald E.  | Greenwood Lab School                | \$115,000 | \$4,600 |         |          |         | \$119,600 |
| Snow, Donald B.       | Music                               | \$80,603  | \$3,224 |         | \$5,000  |         | \$88,827  |
| Snow, LeAnne          | Physician Assistant Studies         | \$39,410  | \$1,576 |         |          |         | \$40,986  |
| Snyder, Sheira        | Biomedical Sciences                 | \$32,240  | \$1,290 |         |          |         | \$33,530  |
| Spalding, Roger M.    | Networking & Telecommunications     | \$67,119  | \$2,685 |         |          |         | \$69,804  |
| Sparks, Andrew B.     | Computer Services                   | \$65,308  | \$2,612 |         |          |         | \$67,920  |
| Speer, Robert W.      | Jordan Valley Innovation Center     | \$61,299  | \$2,452 |         |          |         | \$63,751  |
| Spinabella, Julie C.  | Admissions                          | \$40,703  | \$1,628 |         |          |         | \$42,331  |
| Spivy, James T.       | Plaster Student Union Physical Plnt | \$27,039  | \$1,082 | \$3,079 |          |         | \$31,200  |
| Spurlin, Joseph L.    | Agency for Teaching, Leading & Lng  | \$51,000  | \$2,040 |         |          |         | \$53,040  |
| Stackpole, Melissa    | Fac Mgmt-Custodial                  | \$27,039  | \$1,082 | \$3,079 | \$624    |         | \$31,824  |
| Stafford, Neal H.     | Athletics-Golf-Men                  | \$41,200  | \$1,648 |         |          |         | \$42,848  |
| Stagner, Kimberly N.  | Academic Advising & Transfer Ctr    | \$43,650  | \$1,746 |         |          |         | \$45,396  |
| Stansbury, Sandra G.  | Fac Mgmt-Custodial                  | \$27,039  | \$1,082 | \$3,079 | \$624    |         | \$31,824  |
| Stanton, Shannon K.   | Juanita K Hammons Hall              | \$69,010  | \$2,760 |         | \$1,500  |         | \$73,270  |
| Steen, Carrie         | WP Dean of Acad Affairs Office      | \$51,575  | \$2,063 |         |          |         | \$53,638  |
| Steeves, Jared S.     | Fac Mgmt-Grounds                    | \$29,099  | \$1,164 | \$937   | \$2,413  |         | \$33,613  |
| Steinshouer, Linda K. | Social Work                         | \$34,013  | \$1,361 |         |          |         | \$35,374  |
| Stephens, Carrie M.   | Office of University Safety         | \$50,000  | \$2,000 |         |          |         | \$52,000  |
| Stephens, Jill R.     | Missouri State Outreach             | \$48,015  | \$1,921 |         |          |         | \$49,936  |
| Stephens, Strausie N. | Financial Services                  | \$23,741  | \$950   |         |          |         | \$24,691  |
| Stevens, Darcy W.     | Music                               | \$49,054  | \$1,962 |         |          |         | \$51,016  |
| Stevens, Linda C.     | Health & Wellness Center            | \$40,616  | \$1,625 |         | \$4,160  |         | \$46,401  |
| Stewart, Joseph R.    | KSMU                                | \$41,992  | \$1,680 |         |          |         | \$43,672  |

|                        |                                     |          |         |         |         |          |
|------------------------|-------------------------------------|----------|---------|---------|---------|----------|
| Stewart, Marjorie A.   | Career Center                       | \$52,824 | \$2,113 |         |         | \$54,937 |
| Stewart, Rabekah D.    | Multicultural Services              | \$93,318 | \$3,733 |         |         | \$97,051 |
| Stillwell, Seth M.     | Fac Mgmt-Custodial                  | \$27,039 | \$1,082 | \$3,079 | \$312   | \$31,512 |
| Stinnett, Kathleen B.  | Public Affairs & Assessment         | \$47,802 | \$1,912 |         |         | \$49,714 |
| Stockmann, Edward F.   | Registrar                           | \$31,199 | \$1,248 |         |         | \$32,447 |
| Stone, Rowena A.       | President's Office                  | \$67,568 | \$2,703 |         |         | \$70,271 |
| Stopczynski, Stacey L. | Computer Services-Bearpass Card     | \$43,339 | \$1,734 |         |         | \$45,073 |
| Storie, Anthony L.     | Res Life Hous & Din Svc-Fac & Oper  | \$27,039 | \$1,082 | \$3,079 | \$624   | \$31,824 |
| Stout, Randy J.        | Agriculture-Mtn Grv Campus          | \$33,138 | \$1,326 |         |         | \$34,464 |
| Stout, Tracy L.        | Library                             | \$76,746 | \$3,070 |         |         | \$79,816 |
| Stovall, Julianne D.   | Disability Resource Center          | \$29,536 | \$1,181 | \$483   |         | \$31,200 |
| Street, Lori D.        | KSMU                                | \$49,670 | \$1,987 |         |         | \$51,656 |
| Strider, Angela M.     | Residence Life Housing & Dining Svc | \$69,000 | \$2,760 |         |         | \$71,760 |
| Strong, Elizabeth C.   | Office of Education Abroad          | \$65,023 | \$2,601 |         |         | \$67,624 |
| Strong, Joe R.         | Faculty Ctr for Teaching & Learning | \$54,371 | \$2,175 |         |         | \$56,546 |
| Strope, Kimberly R.    | Office of University Safety         | \$30,680 | \$1,227 |         | \$3,453 | \$35,360 |
| Stucker, Joshua A.     | Fac Mgmt-Custodial                  | \$27,039 | \$1,082 | \$3,079 | \$312   | \$31,512 |
| Stuppy, Joshua D.      | Networking & Telecommunications     | \$92,066 | \$3,683 |         |         | \$95,748 |
| Sullivan, John W.      | Music                               | \$29,107 | \$1,164 | \$929   |         | \$31,200 |
| Sullivan, Maxine C.    | Music                               | \$33,174 | \$1,327 |         |         | \$34,501 |
| Swearingen, Andrew C.  | Cybersecurity & Enterprise System   | \$60,167 | \$2,407 |         |         | \$62,574 |
| Swift, Donald S.       | Fac Mgmt-Maintenance                | \$56,575 | \$2,263 |         | \$1,177 | \$60,015 |
| Swift, Mary M.         | Office of Video Marketing           | \$41,000 | \$1,640 |         |         | \$42,640 |
| Swigert, Dwayne A.     | Library                             | \$42,542 | \$1,702 |         |         | \$44,244 |
| Swindell, Lori L.      | Financial Services                  | \$68,562 | \$2,742 |         |         | \$71,304 |
| Swingle, Ethan C.      | Intercollegiate Athletics           | \$45,170 | \$1,807 |         |         | \$46,977 |
| Switzer, Jeffrey G.    | Fac Mgmt-Maintenance                | \$45,408 | \$1,816 |         | \$944   | \$48,169 |
| Swope, Julianna P.     | College of Business                 | \$37,894 | \$1,516 |         |         | \$39,410 |
| Syler, Christopher W.  | Fac Mgmt-Custodial                  | \$29,434 | \$1,177 | \$589   | \$1,560 | \$32,760 |
| Syler, Melody A.       | Fac Mgmt-Custodial                  | \$39,140 | \$1,566 |         | \$407   | \$41,113 |
| Talty, Beverly S.      | Health & Wellness Center            | \$51,896 | \$2,076 |         | \$4,160 | \$58,132 |
| Tate, Pamela K.        | WP Dean of Acad Affairs Office      | \$41,001 | \$1,640 |         |         | \$42,641 |
| Taylor, Eric D.        | Faculty Ctr for Teaching & Learning | \$51,668 | \$2,067 |         |         | \$53,735 |
| Taylor, Lisa M.        | Graduate College                    | \$56,788 | \$2,272 |         |         | \$59,060 |
| Taylor, Matthew I.     | Computer Services                   | \$45,709 | \$1,828 |         |         | \$47,537 |
| Taylor, Vickie A.      | Computer Services                   | \$47,080 | \$1,883 |         |         | \$48,963 |
| Tebo, Kim A.           | Registrar                           | \$34,237 | \$1,369 |         |         | \$35,606 |
| Templeton, Kelly M.    | Theatre & Dance                     | \$58,065 | \$2,323 |         |         | \$60,388 |
| Terry, Jane E.         | Religious Studies                   | \$35,757 | \$1,430 |         |         | \$37,187 |
| Thakkar, Divya H.      | Counseling Center                   | \$43,600 | \$1,744 |         |         | \$45,344 |
| Theissen, Ryan C.      | Fac Mgmt-Grounds                    | \$31,719 | \$1,269 |         | \$1,380 | \$34,368 |
| Thomas, Kristen R.     | COE-Education Advisement            | \$37,253 | \$1,490 |         |         | \$38,743 |

|                          |                                     |           |         |         |         |           |
|--------------------------|-------------------------------------|-----------|---------|---------|---------|-----------|
| Thomas, Tramain L.       | Athletics-Football-Men              | \$57,268  | \$2,291 |         |         | \$59,559  |
| Thompson, Dustin A.      | Ctr for Archeological Research      | \$41,723  | \$1,669 |         |         | \$43,392  |
| Thornton, Brittney M.    | Health & Wellness Center            | \$29,907  | \$1,196 | \$97    |         | \$31,200  |
| Tibbs, Bart A.           | Admissions                          | \$55,400  | \$2,216 |         |         | \$57,616  |
| Tinkler, Barri E.        | College of Education                | \$150,000 | \$6,000 |         |         | \$156,000 |
| Titus, Christy L.        | Criminology                         | \$32,632  | \$1,305 |         |         | \$33,937  |
| Toa Sio, Maloleoia T.    | Res Life Hous & Din Svc-Fac & Oper  | \$27,039  | \$1,082 | \$3,079 | \$312   | \$31,512  |
| Toebben, Braden          | Kinesiology                         | \$31,720  | \$1,269 |         |         | \$32,989  |
| Tolleson, Melissa A.     | Dual Credit                         | \$37,673  | \$1,507 |         |         | \$39,180  |
| Tomerlin, Mary P.        | College of Business                 | \$41,000  | \$1,640 |         | \$1,500 | \$44,140  |
| Totsch, Carly B.         | McQueary College of Hlth & Hman Svs | \$40,343  | \$1,614 |         |         | \$41,957  |
| Totty, Angela D.         | WP Student Services                 | \$98,090  | \$3,924 |         |         | \$102,014 |
| Towell, Kelley L.        | WP Financial Aid                    | \$37,253  | \$1,490 |         |         | \$38,743  |
| Townsend, Steven B.      | Printing Services                   | \$40,395  | \$1,616 |         |         | \$42,011  |
| Tracy, Corey R.          | Faculty Ctr for Teaching & Learning | \$52,310  | \$2,092 |         |         | \$54,402  |
| Treese, Joe I.           | Fac Mgmt-Maintenance                | \$43,679  | \$1,747 |         | \$1,136 | \$46,562  |
| Trewatha-Bach, Stacey R. | Public Affairs & Assessment         | \$51,575  | \$2,063 |         |         | \$53,638  |
| Trotter, Alisa D.        | College of Business                 | \$51,000  | \$2,040 |         | \$1,500 | \$54,540  |
| Tucker, Timothy R.       | Missouri State Outreach             | \$50,148  | \$2,006 |         |         | \$52,154  |
| Tune, Stacey A.          | Cybersecurity & Enterprise System   | \$83,696  | \$3,348 |         |         | \$87,044  |
| Turk, Scott A.           | Cybersecurity & Enterprise System   | \$64,379  | \$2,575 |         |         | \$66,954  |
| Turner, Britni           | Financial Aid                       | \$30,036  | \$1,201 |         | \$1,211 | \$32,448  |
| Turner, Jennifer M.      | Fac Mgmt-Custodial                  | \$27,039  | \$1,082 | \$3,079 | \$624   | \$31,824  |
| Turner, Mariah J.        | Library                             | \$30,089  | \$1,204 |         |         | \$31,293  |
| Turner, Pamela J.        | Agriculture-Mtn Grv Campus          | \$41,312  | \$1,652 |         |         | \$42,964  |
| Turner, Steve M.         | Facilities Management - Custodal    | \$34,278  | \$1,371 |         | \$356   | \$36,006  |
| Turner, Steven L.        | Agriculture-Mtn Grv Campus          | \$34,966  | \$1,399 |         |         | \$36,365  |
| Tyler, Tiera N.          | Residence Life Housing & Dining Svc | \$35,568  | \$1,423 |         |         | \$36,991  |
| Underhill, Nancy B.      | Fac Mgmt-Grounds                    | \$32,173  | \$1,287 |         | \$1,385 | \$34,845  |
| Underlin, Nancy J.       | Economics                           | \$34,697  | \$1,388 |         |         | \$36,085  |
| Underwood, Deborah A.    | Financial Services                  | \$54,251  | \$2,170 |         |         | \$56,421  |
| Underwood, Judy K.       | Fac Mgmt-Custodial                  | \$27,039  | \$1,082 | \$3,079 | \$936   | \$32,136  |
| Underwood, Stacey J.     | Fac Mgmt-Custodial                  | \$28,692  | \$1,148 | \$1,360 | \$1,560 | \$32,760  |
| Ungeheier, Marcus        | Fac Mgmt-Maintenance                | \$43,679  | \$1,747 |         | \$454   | \$45,881  |
| Utne, Benjamin L.        | Cybersecurity & Enterprise System   | \$70,607  | \$2,824 |         |         | \$73,431  |
| Van Rhein, Stephanie M.  | Missouri State Outreach             | \$62,830  | \$2,513 |         |         | \$65,343  |
| Vaneva, Teodora H.       | Computer Services                   | \$60,167  | \$2,407 |         |         | \$62,574  |
| Vaughan, David A.        | Environmental Health & Safety       | \$81,168  | \$3,247 |         |         | \$84,415  |
| Vaughan, Julie A.        | Financial Services                  | \$52,131  | \$2,085 |         |         | \$54,216  |
| Vaughan, Lori A.         | Facilities Management               | \$31,199  | \$1,248 |         | \$850   | \$33,297  |
| Veach, Susan A.          | Financial Services                  | \$37,923  | \$1,517 |         |         | \$39,440  |
| Wade, Lori L.            | Kinesiology                         | \$35,594  | \$1,424 |         |         | \$37,018  |

|                          |                                     |           |         |         |         |           |
|--------------------------|-------------------------------------|-----------|---------|---------|---------|-----------|
| Wadley, Dustin T.        | Fac Mgmt-Grounds                    | \$31,949  | \$1,278 |         | \$1,383 | \$34,610  |
| Wahl, Shawn T.           | College of Arts & Letters           | \$152,806 | \$6,112 |         |         | \$158,918 |
| Walker, Jennifer D.      | WP Financial Aid                    | \$56,371  | \$2,255 |         |         | \$58,626  |
| Walker, Joshua R.        | Res Life Hous & Din Svc-Fac & Oper  | \$27,039  | \$1,082 | \$3,079 | \$312   | \$31,512  |
| Walker, Kimberly N.      | McQueary College of Hlth & Hman Svs | \$46,000  | \$1,840 |         |         | \$47,840  |
| Walker, Mary L.          | Financial Aid                       | \$30,462  | \$1,218 |         | \$768   | \$32,448  |
| Walker, Tammy L.         | Fac Mgmt-Mountain Grove             | \$27,039  | \$1,082 | \$3,079 | \$312   | \$31,512  |
| Wall, Laurie L.          | WP Registration & Records           | \$51,575  | \$2,063 |         |         | \$53,638  |
| Wallace, J D.            | Religious Studies                   | \$35,388  | \$1,416 |         |         | \$36,804  |
| Wallentine, Scott W.     | Physical Therapy                    | \$104,452 | \$4,178 |         |         | \$108,630 |
| Walters, Charles D.      | Facilities Management               | \$50,439  | \$2,018 |         | \$525   | \$52,981  |
| Wamsher, Brianna M.      | Admissions                          | \$30,825  |         | \$375   |         | \$31,200  |
| Wanekaya, Adam           | Chemistry & Biochemistry            | \$119,504 | \$4,780 |         |         | \$124,284 |
| Wantland, Carisma A.     | Fac Mgmt-Custodial                  | \$34,696  | \$1,388 |         | \$361   | \$36,445  |
| Wantland, Evan J.        | Fac Mgmt-Grounds                    | \$31,719  | \$1,269 |         | \$1,380 | \$34,368  |
| Wantland, Jason          | Fac Mgmt-Custodial                  | \$27,039  | \$1,082 | \$3,079 | \$312   | \$31,512  |
| Ward, Andrew G.          | Physical Therapy                    | \$90,168  | \$3,607 |         |         | \$93,775  |
| Ward, Dennis E.          | Res Life Hous & Din Svc-Fac & Oper  | \$35,718  | \$1,429 |         | \$371   | \$37,518  |
| Ward, Jennifer L.        | Financial Aid                       | \$33,364  | \$1,335 |         |         | \$34,699  |
| Warnow, Cynthia M.       | Office of University Safety         | \$35,649  | \$1,426 |         |         | \$37,075  |
| Warren, Melissa L.       | Computer Services                   | \$58,415  | \$2,337 |         |         | \$60,752  |
| Waugh, Douglas D.        | KSMU                                | \$65,152  | \$2,606 |         |         | \$67,758  |
| Weber, Andrea M.         | Dean of Students Office             | \$113,100 | \$4,524 |         |         | \$117,624 |
| Weber, Donald T.         | Plaster Student Union Admin         | \$71,695  | \$2,868 |         |         | \$74,563  |
| Weber, Krishia L.        | Health & Wellness Center            | \$31,200  | \$1,248 |         |         | \$32,448  |
| Webster, Misty L.        | Fac Mgmt-Grounds                    | \$29,968  | \$1,199 | \$33    | \$2,413 | \$33,613  |
| Weinberg, Charles W.     | Intercollegiate Athletics           | \$30,555  | \$1,222 |         |         | \$31,777  |
| Weiss, Caleb             | Fac Mgmt-Maintenance                | \$38,479  | \$1,539 |         | \$400   | \$40,419  |
| Welch, Granvill L.       | Fac Mgmt-Custodial                  | \$27,039  | \$1,082 | \$3,079 | \$1,248 | \$32,448  |
| Welch, James J.          | Admissions                          | \$54,251  | \$2,170 |         |         | \$56,421  |
| Welker, Dylan C.         | College of Natl & App Science       | \$29,520  | \$1,181 | \$499   |         | \$31,200  |
| Wells, Gary W.           | Fac Mgmt-Maintenance                | \$51,954  | \$2,078 |         | \$1,081 | \$55,113  |
| Wells, Randy A.          | Fac Mgmt-Custodial                  | \$27,039  | \$1,082 | \$3,079 | \$624   | \$31,824  |
| West, John J.            | Fac Mgmt-Grounds                    | \$29,968  | \$1,199 | \$33    | \$2,413 | \$33,613  |
| Weter, Jennifer L.       | Health & Wellness Center            | \$50,077  | \$2,003 |         |         | \$52,080  |
| Wheeler, Ashley A.       | Child Development Center            | \$23,192  | \$928   | \$7,081 |         | \$31,200  |
| Wheeler, Jack C.         | Juanita K Hammons Hall              | \$62,830  | \$2,513 |         |         | \$65,343  |
| Wheeler, Mark S.         | Planning, Design & Construction     | \$110,000 | \$4,400 |         |         | \$114,400 |
| Whitaker, Charles        | Citizenship & Service Learning      | \$42,010  | \$1,680 |         | \$4,500 | \$48,190  |
| Whitaker, Katherine C.   | Outreach Publications & Marketing   | \$53,204  | \$2,128 |         |         | \$55,332  |
| White Minnis, Letitia J. | McQueary College of Hlth & Hman Svs | \$146,878 | \$5,875 |         |         | \$152,753 |
| White, John M.           | WP Student Services                 | \$37,253  | \$1,490 |         |         | \$38,743  |

|                          |                                     |           |         |         |         |           |
|--------------------------|-------------------------------------|-----------|---------|---------|---------|-----------|
| White, Kevin T.          | Creative Services                   | \$51,601  | \$2,064 |         |         | \$53,665  |
| White, Kyle C.           | Plaster Student Union Physical Plnt | \$27,039  | \$1,082 | \$3,079 |         | \$31,200  |
| White, Victoria          | Financial Aid                       | \$37,397  | \$1,496 |         |         | \$38,893  |
| Whitlow, Caleb J.        | Computer Services                   | \$45,718  | \$1,829 |         |         | \$47,546  |
| Whorton, Serena          | Trio                                | \$30,635  | \$1,225 |         |         | \$31,860  |
| Wicks, Janet E.          | Bookstore                           | \$39,934  | \$1,597 |         |         | \$41,531  |
| Wiedemann, Paula M.      | WP Athletics-Women                  | \$58,813  | \$2,353 |         |         | \$61,166  |
| Wienberg, Darren E.      | Academic Advising & Transfer Ctr    | \$59,281  | \$2,371 |         |         | \$61,652  |
| Wiens, Leslie P.         | WP Physical Plant                   | \$24,960  | \$998   | \$5,242 |         | \$31,200  |
| Wilhelm, Paula M.        | Office of Human Resources           | \$67,715  | \$2,709 |         |         | \$70,424  |
| Wilker, Karl L.          | Envrn Plnt Sci & Nat Rsrsc          | \$91,952  | \$3,678 |         |         | \$95,630  |
| Wilkinson, Kristian L.   | Athletic Medical & Rehab Services   | \$43,175  | \$1,727 |         |         | \$44,902  |
| Williams, Jeffrey M.     | Biology                             | \$40,936  | \$1,637 |         |         | \$42,573  |
| Williams, Michael E.     | Res Life Hous & Din Svc-Fac & Oper  | \$27,039  | \$1,082 | \$3,079 | \$312   | \$31,512  |
| Williamson, Elizabeth M. | Physical Therapy                    | \$112,291 | \$4,492 |         |         | \$116,783 |
| Willis, Jessica K.       | McQueary College of Hlth & Hman Svs | \$50,541  | \$2,022 |         |         | \$52,563  |
| Willis, Lauren A.        | WP Student Services                 | \$46,000  | \$1,840 |         |         | \$47,840  |
| Wills, C M.              | Procurement Services                | \$84,824  | \$3,393 |         |         | \$88,217  |
| Wilson, Brenda K.        | Res Life Hous & Din Svc-Fac & Oper  | \$31,026  | \$1,241 |         | \$3,248 | \$35,515  |
| Wilson, Daniel L.        | WP Information Technology Services  | \$47,080  | \$1,883 |         |         | \$48,963  |
| Wilson, Kevin W.         | Library                             | \$37,380  | \$1,495 |         |         | \$38,875  |
| Wilson, Lance E.         | Office of University Safety         | \$40,787  | \$1,631 |         | \$3,370 | \$45,788  |
| Wilson, Laurie L.        | College of Hum & Pub Affairs        | \$44,444  | \$1,200 |         |         | \$45,644  |
| Wilson, Megan S.         | College of Agriculture              | \$34,319  | \$1,373 |         |         | \$35,692  |
| Wilson, Patrick R.       | Juanita K Hammons Hall              | \$31,181  | \$1,247 |         |         | \$32,428  |
| Winfrey, Trace E.        | WP Residence Life                   | \$43,056  | \$1,722 |         |         | \$44,778  |
| Winkler, Danny E.        | College of Business                 | \$64,687  | \$2,587 |         |         | \$67,274  |
| Wise, Brittany N.        | Psychology                          | \$47,380  | \$1,895 |         |         | \$49,275  |
| Witkowski, Colette M.    | Biomedical Sciences                 | \$116,934 | \$4,677 |         |         | \$121,611 |
| Witkowski, Colette M.    | Biomedical Sciences                 | \$91,235  | \$3,649 |         |         | \$94,884  |
| Wollard, Rick L.         | Res Life Hous & Din Svc-Fac & Oper  | \$28,334  | \$1,133 | \$1,733 | \$1,560 | \$32,760  |
| Wood, Kelly S.           | Student Success                     | \$144,818 | \$5,793 |         |         | \$150,611 |
| Wood, Mary A.            | Public Affairs & Assessment         | \$58,857  | \$2,354 |         |         | \$61,211  |
| Wood, Michael B.         | Career Center                       | \$52,824  | \$2,113 |         |         | \$54,937  |
| Woodman, Sara E.         | Ctr for Biomedical & Life Sciences  | \$51,009  | \$2,040 |         |         | \$53,049  |
| Woods, Philip D.         | Athletics-Soccer-Men                | \$40,000  | \$1,600 |         |         | \$41,600  |
| Woods, Travis R.         | WP Physical Plant                   | \$24,086  | \$963   | \$6,151 |         | \$31,200  |
| Woolsey, Mark A.         | Public Affairs & Assessment         | \$49,468  | \$1,979 |         | \$2,401 | \$53,848  |
| Wright, Amy M.           | Child Development Center            | \$30,471  | \$1,219 |         |         | \$31,690  |
| Wright, Brandan J.       | Office of University Safety         | \$31,600  | \$1,264 |         | \$3,453 | \$36,317  |
| Wright, Joan E.          | WP Instruction                      | \$52,453  | \$2,098 |         |         | \$54,551  |
| Wright, Thomas E.        | Res Life Hous & Din Svc-Fac & Oper  | \$36,456  | \$1,458 |         | \$2,379 | \$40,293  |

|                    |                                     |           |         |         |         |           |
|--------------------|-------------------------------------|-----------|---------|---------|---------|-----------|
| Wu, Qihua          | Jordan Valley Innovation Center     | \$66,538  | \$2,662 |         | \$1,331 | \$70,530  |
| Wu, Yi             | International Programs              | \$41,818  | \$1,673 |         |         | \$43,491  |
| Wutke, Adam T.     | Sociology & Anthropology            | \$32,243  | \$1,290 |         |         | \$33,533  |
| Yancy, Nathan M.   | Residence Life Housing & Dining Svc | \$27,039  | \$1,082 | \$3,079 | \$312   | \$31,512  |
| Yarberry, Vonda K. | Art & Design                        | \$117,855 | \$4,714 |         |         | \$122,569 |
| Yates, Jennifer M. | Occupational Therapy                | \$80,000  | \$3,200 |         |         | \$83,200  |
| Ybanez, Robert A.  | Missouri State Outreach             | \$32,177  | \$1,287 |         |         | \$33,464  |
| Yeap, Emily        | Office of Strategic Communication   | \$42,178  | \$1,687 |         |         | \$43,865  |
| Yerges, Madison R. | AHEC                                | \$43,775  | \$1,751 |         |         | \$45,526  |
| York, David S.     | WP Physical Plant                   | \$27,614  | \$1,105 | \$2,481 |         | \$31,200  |
| Yost, Jerron A.    | Postal Services                     | \$25,255  | \$1,010 | \$4,935 |         | \$31,200  |
| Yost, Kemberly E.  | Office of University Safety         | \$30,679  | \$1,227 |         | \$3,453 | \$35,359  |
| Yost, Nikki L.     | Missouri State Outreach             | \$35,789  | \$1,432 |         |         | \$37,221  |
| Young, Angela      | Registrar                           | \$82,484  | \$3,299 |         |         | \$85,783  |
| Young, Darren E.   | International Programs              | \$47,150  | \$1,886 |         |         | \$49,036  |
| Young, David A.    | WP Information Technology Services  | \$70,607  | \$2,824 |         |         | \$73,431  |
| Young, Donna M.    | Facilities Management               | \$31,448  | \$1,258 |         | \$1,418 | \$34,124  |
| Zhang, Peng        | VP Community & Global Partnerships  | \$62,082  | \$2,483 |         |         | \$64,565  |
| Zhang, Xinge       | International Services              | \$41,097  | \$1,644 |         |         | \$42,741  |
| Zhao, Rui          | Residence Life Housing & Dining Svc | \$31,682  | \$1,267 |         |         | \$32,949  |
| Zhou, Tianyu       | Computer Services                   | \$60,167  | \$2,407 |         |         | \$62,574  |
| Zhou, Xiaomin      | Financial Services                  | \$59,872  | \$2,395 |         |         | \$62,267  |
| Zhuang, Yuan       | International Programs              | \$49,028  | \$1,961 |         |         | \$50,989  |
| Ziegler, Carol R.  | Veteran Student Center              | \$54,251  | \$2,170 |         |         | \$56,421  |
| Ziegler, Paul M.   | Facilities Management               | \$53,663  | \$2,147 |         | \$558   | \$56,368  |

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



III.C.4.

MISSOURI STATE UNIVERSITY

BE IT RESOLVED by the Board of Governors for Missouri State University that the salary adjustments indicated for Nonacademic & Academic employees, as itemized below, are effective August 1, 2022.

| <u>Name</u>               | <u>Department</u>                  | <u>Current Salary</u> | <u>4% ATB</u> | <u>Equity</u> | <u>Promotion</u> | <u>PSIP</u> | <u>New Salary</u> |
|---------------------------|------------------------------------|-----------------------|---------------|---------------|------------------|-------------|-------------------|
| Abernathy, Amber R.       | Psychology                         | \$62,722              | \$2,509       |               |                  |             | \$65,231          |
| Adams, Kathryn A.         | School of Nursing                  | \$70,040              | \$2,802       |               | \$5,000          |             | \$77,842          |
| Adams, Leigh A.           | WP Instruction                     | \$52,628              | \$2,105       |               | \$5,000          |             | \$59,733          |
| Adamson, Reesha M.        | Counseling Leadership & Special Ed | \$67,943              | \$2,718       |               |                  |             | \$70,661          |
| Adler, Katherine          | Management                         | \$103,618             | \$4,145       |               |                  |             | \$107,763         |
| Agnew, William J.         | Counseling Leadership & Special Ed | \$91,813              | \$3,673       |               |                  |             | \$95,486          |
| Agrawal, Deepti           | Information Tech & Cybersecurity   | \$128,455             | \$5,138       |               |                  |             | \$133,593         |
| Aho, Kyle J.              | Music                              | \$44,498              | \$1,780       |               | \$2,500          |             | \$48,778          |
| Aigner, Brandon T.        | Reading Foundations & Technology   | \$57,268              | \$2,291       |               |                  |             | \$59,559          |
| Ajuwon, Paul M.           | Counseling Leadership & Special Ed | \$77,036              | \$3,081       |               |                  |             | \$80,117          |
| Akbar Akhgari, Paria      | Philosophy                         | \$57,268              | \$2,291       |               |                  |             | \$59,559          |
| Alaimo, Alison L.         | School of Nursing                  | \$60,000              | \$2,400       |               |                  |             | \$62,400          |
| Albers, Joshua R.         | Art & Design                       | \$56,901              | \$2,276       |               |                  |             | \$59,177          |
| Albin, Craig D.           | WP Instruction                     | \$73,240              | \$2,930       |               |                  |             | \$76,170          |
| Albritton, Michael A.     | Management                         | \$47,073              | \$1,883       | \$2,000       |                  |             | \$50,956          |
| Allen, Jimmie R.          | Art & Design                       | \$61,998              | \$2,480       |               |                  |             | \$64,478          |
| Allen, Natalie B.         | Public Health & Sports Medicine    | \$49,205              | \$1,968       |               |                  |             | \$51,173          |
| Alsup-Egbers, Clydette M. | Envrn Plnt Sci & Nat Rsrchs        | \$72,881              | \$2,915       |               |                  |             | \$75,796          |
| Amberg, Richard H.        | Media, Journalism & Film           | \$64,592              | \$2,584       |               |                  |             | \$67,176          |
| Amidon, Ethan             | Criminology                        | \$74,643              | \$2,986       |               |                  |             | \$77,629          |
| Anderson, Angela L.       | Counseling Leadership & Special Ed | \$72,655              | \$2,906       | \$2,000       |                  |             | \$77,561          |
| Anderson, Jacob D.        | Greenwood Lab School               | \$44,393              | \$1,776       |               |                  |             | \$46,169          |
| Arendell, Telory D.       | Theatre & Dance                    | \$68,586              | \$2,743       | \$5,000       |                  |             | \$76,329          |
| Argyle, Deidre            | Art & Design                       | \$60,461              | \$2,418       |               |                  |             | \$62,879          |
| Arthaud, Tamara J.        | Counseling Leadership & Special Ed | \$89,994              | \$3,600       |               |                  |             | \$93,594          |
| Artman, Amy               | Religious Studies                  | \$43,000              | \$1,720       |               |                  |             | \$44,720          |
| Asay, Nancy L.            | Technology & Construction Mgmt     | \$52,033              | \$2,081       | \$2,000       |                  |             | \$56,114          |
| Ashcroft, Paul A.         | Accounting                         | \$136,693             | \$5,468       |               |                  |             | \$142,161         |
| Atkinson, Jamie C.        | Reading Foundations & Technology   | \$59,552              | \$2,382       |               |                  |             | \$61,934          |
| Ault-Phillips, Jana M.    | Finance & General Business         | \$73,000              | \$2,920       |               |                  |             | \$75,920          |
| Austin, Rebekah E.        | Information Tech & Cybersecurity   | \$95,000              | \$3,800       |               |                  |             | \$98,800          |
| Backes, Heidi A.          | Modern & Classical Languages       | \$63,642              | \$2,546       |               |                  |             | \$66,188          |
| Baggett, Holly A.         | History                            | \$76,010              | \$3,040       |               |                  |             | \$79,050          |

|                              |                                    |           |         |         |           |
|------------------------------|------------------------------------|-----------|---------|---------|-----------|
| Bailey, Sandra L.            | Merchandising & Fashion Design     | \$74,679  | \$2,987 |         | \$77,666  |
| Bajalan, Djene R.            | History                            | \$61,612  | \$2,464 | \$5,000 | \$69,076  |
| Baker, Andrew M.             | Childhood Ed & Family Studies      | \$59,552  | \$2,382 |         | \$61,934  |
| Baker, Sarah J.              | Childhood Ed & Family Studies      | \$59,552  | \$2,382 |         | \$61,934  |
| Banerjee, Tuhina             | Chemistry & Biochemistry           | \$58,500  | \$2,340 |         | \$60,840  |
| Barber, Marlin C.            | History                            | \$58,227  | \$2,329 |         | \$60,556  |
| Barffour, Antoinette A.      | Modern & Classical Languages       | \$57,431  | \$2,297 |         | \$59,728  |
| Barnett, Joann E.            | Mathematics                        | \$41,721  | \$1,669 | \$2,500 | \$45,890  |
| Barnhouse, Tamra L.          | Greenwood Lab School               | \$46,453  | \$1,858 |         | \$48,311  |
| Barreda, Albert A.           | Dept of Hospitality Leadership     | \$80,244  | \$3,210 |         | \$83,454  |
| Barton, Jessica A.           | WP Allied Health Division          | \$48,513  | \$1,941 |         | \$50,454  |
| Bass, Samuel J.              | Accounting                         | \$45,277  | \$1,811 |         | \$47,088  |
| Bassett, Damon J.            | Geography Geology & Planning       | \$51,416  | \$2,057 |         | \$53,473  |
| Basu Roy, Subhasree          | Economics                          | \$85,305  | \$3,412 | \$3,000 | \$91,717  |
| Bauman, R I.                 | Communication                      | \$67,366  | \$2,695 |         | \$70,061  |
| Baumlin, James S.            | English                            | \$99,845  | \$3,994 |         | \$103,839 |
| Baynes, Leslie A.            | Religious Studies                  | \$63,818  | \$2,553 |         | \$66,371  |
| Beatty, Nick L.              | Political Science                  | \$45,277  | \$1,811 |         | \$47,088  |
| Behrend, Bonni A.            | Counseling Leadership & Special Ed | \$57,268  | \$2,291 |         | \$59,559  |
| Bekebrede, Matt A.           | Dept of Hospitality Leadership     | \$49,000  | \$1,960 |         | \$50,960  |
| Belisle, Jordan              | Psychology                         | \$59,552  | \$2,382 | \$5,000 | \$66,934  |
| Belhouche, Mohammed Y.       | Computer Science                   | \$89,198  | \$3,568 |         | \$92,766  |
| Bell, Angela B.              | English                            | \$58,492  | \$2,340 |         | \$60,832  |
| Belshoff, Richard G.         | Mathematics                        | \$93,958  | \$3,758 |         | \$97,716  |
| Benedict-Chambers, Amanda M. | Childhood Ed & Family Studies      | \$67,943  | \$2,718 |         | \$70,661  |
| Benzer, Fatih                | Art & Design                       | \$56,371  | \$2,255 | \$5,000 | \$63,626  |
| Beranek, Benjamin C.         | Economics                          | \$78,000  | \$3,120 |         | \$81,120  |
| Besara, Tiglet               | Physics Astronomy & Materials Sci  | \$65,912  | \$2,636 |         | \$68,548  |
| Bhattacharyya, Gautam        | Chemistry & Biochemistry           | \$68,039  | \$2,722 |         | \$70,761  |
| Biagioni, Richard N.         | Chemistry & Biochemistry           | \$94,810  | \$3,792 |         | \$98,602  |
| Birdyshaw, Edward L.         | WP Instruction                     | \$57,943  | \$2,318 |         | \$60,261  |
| Bishop, Rhonda L.            | Childhood Ed & Family Studies      | \$45,770  | \$1,831 | \$2,500 | \$50,101  |
| Blackmon, W D.               | English                            | \$109,943 | \$4,398 |         | \$114,341 |
| Blansit, Amy C.              | Kinesiology                        | \$47,852  | \$1,914 |         | \$49,766  |
| Blanton, Patti A.            | Mathematics                        | \$45,678  | \$1,827 |         | \$47,505  |
| Bledsoe, Melissa A.          | Envrn Plnt Sci & Nat Rsrscs        | \$73,530  | \$2,941 |         | \$76,471  |
| Blevins, Brooks R.           | History                            | \$90,396  | \$3,616 |         | \$94,012  |
| Bollinger, Salina A.         | Social Work                        | \$42,000  | \$1,680 |         | \$43,680  |
| Bolyard, Chloe               | Childhood Ed & Family Studies      | \$59,552  | \$2,382 |         | \$61,934  |
| Bonebrake, Tara              | Greenwood Lab School               | \$49,290  | \$1,972 |         | \$51,262  |
| Bosch, Eric                  | Chemistry & Biochemistry           | \$104,449 | \$4,178 |         | \$108,627 |
| Bowe, Laura M.               | Biology                            | \$45,917  | \$1,837 |         | \$47,754  |

|                             |                                    |           |         |         |           |
|-----------------------------|------------------------------------|-----------|---------|---------|-----------|
| Bowman, Sarah J.            | Public Health & Sports Medicine    | \$42,500  | \$1,700 |         | \$44,200  |
| Boyle, Michael P.           | Philosophy                         | \$49,380  | \$1,975 |         | \$51,355  |
| Boys, Cathy P.              | WP Dean of Acad Affairs Office     | \$63,448  | \$2,538 |         | \$65,986  |
| Brahnam, S B.               | Information Tech & Cybersecurity   | \$131,446 | \$5,258 | \$5,000 | \$141,704 |
| Brattin, Ricky L.           | Information Tech & Cybersecurity   | \$130,743 | \$5,230 |         | \$135,973 |
| Brazeal, LeAnn M.           | Communication                      | \$65,867  | \$2,635 |         | \$68,502  |
| Breyfogle, Bryan E.         | Chemistry & Biochemistry           | \$90,228  | \$3,609 |         | \$93,837  |
| Brinkman, Bryan C.          | History                            | \$40,000  | \$1,600 |         | \$41,600  |
| Brinson, Sabrina A.         | Childhood Ed & Family Studies      | \$79,131  | \$3,165 |         | \$82,296  |
| Broadus, Marilyn A.         | Greenwood Lab School               | \$44,552  | \$1,782 |         | \$46,334  |
| Brodeur, Amanda C.          | Biomedical Sciences                | \$72,615  | \$2,905 |         | \$75,520  |
| Brooks, James P.            | Biomedical Sciences                | \$57,268  | \$2,291 |         | \$59,559  |
| Brown, Michele A.           | Social Work                        | \$56,238  | \$2,250 |         | \$58,488  |
| Brown, Orville G.           | Counseling Leadership & Special Ed | \$84,141  | \$3,366 |         | \$87,507  |
| Bryant, Emery L.            | Kinesiology                        | \$43,672  | \$1,747 |         | \$45,419  |
| Bunn, Roger                 | Mathematics                        | \$46,831  | \$1,873 |         | \$48,704  |
| Burch, Abby R.              | Greenwood Lab School               | \$46,134  | \$1,845 | \$4,500 | \$52,479  |
| Burge, Sara J.              | English                            | \$45,074  | \$1,803 |         | \$46,877  |
| Burkland, Jessica L.        | Management                         | \$45,770  | \$1,831 |         | \$47,601  |
| Burt, Zachary J.            | Kinesiology                        | \$43,650  | \$1,746 | \$2,500 | \$47,896  |
| Burton, Michael G.          | Envrn Plnt Sci & Nat Rsrscs        | \$79,584  | \$3,183 |         | \$82,767  |
| Burton, Richard L.          | Information Tech & Cybersecurity   | \$43,759  | \$1,750 |         | \$45,509  |
| Busdieker-Jesse, Nichole L. | Agribusiness, Ag Ed & Comm         | \$56,753  | \$2,270 |         | \$59,023  |
| Buyurgan, Nebil             | Technology & Construction Mgmt     | \$110,328 | \$4,413 |         | \$114,741 |
| Cafagna, Marcus S.          | English                            | \$65,303  | \$2,612 |         | \$67,915  |
| Calihman, Matthew S.        | English                            | \$69,746  | \$2,790 |         | \$72,536  |
| Cameron, James S.           | Music                              | \$62,773  | \$2,511 |         | \$65,284  |
| Campbell, Lacey             | WP Allied Health Division          | \$52,118  | \$2,085 |         | \$54,203  |
| Carden-Jessen, Melanie E.   | Geography Geology & Planning       | \$43,650  | \$1,746 |         | \$45,396  |
| Cardin, Ashlea D.           | Occupational Therapy               | \$90,748  | \$3,630 |         | \$94,378  |
| Carr, Judy L.               | WP Instruction                     | \$57,893  | \$2,316 |         | \$60,209  |
| Carr, W D.                  | Public Health & Sports Medicine    | \$74,700  | \$2,988 |         | \$77,688  |
| Carter, Shelley L.          | School of Nursing                  | \$70,555  | \$2,822 |         | \$73,377  |
| Casey, Lisa R.              | Music                              | \$71,471  | \$2,859 |         | \$74,330  |
| Cathey, Christie L.         | Psychology                         | \$64,520  | \$2,581 |         | \$67,101  |
| Caton, Barbara A.           | WP Allied Health Division          | \$71,849  | \$2,874 |         | \$74,723  |
| Cemore Brigden, Joanna J.   | Childhood Ed & Family Studies      | \$67,572  | \$2,703 |         | \$70,275  |
| Cerdas Cisneros, Maria      | Modern & Classical Languages       | \$56,371  | \$2,255 |         | \$58,626  |
| Chang, Chih-Cheng E.        | Finance & General Business         | \$140,388 | \$5,616 |         | \$146,004 |
| Chang, Ching-Wen            | Reading Foundations & Technology   | \$74,579  | \$2,983 |         | \$77,562  |
| Chapman, Carol L.           | Music                              | \$64,666  | \$2,587 |         | \$67,253  |
| Chaston, Joel D.            | English                            | \$79,263  | \$3,171 |         | \$82,434  |

|                             |                                    |           |         |         |           |
|-----------------------------|------------------------------------|-----------|---------|---------|-----------|
| Chen, Qiang                 | Social Work                        | \$59,552  | \$2,382 | \$5,000 | \$66,934  |
| Chenoweth, Amelia M.        | Counseling Leadership & Special Ed | \$49,406  | \$1,976 |         | \$51,382  |
| Choi, Hyunjin               | Childhood Ed & Family Studies      | \$55,000  | \$2,200 |         | \$57,200  |
| Christian, McCall E.        | Public Health & Sports Medicine    | \$62,418  | \$2,497 |         | \$64,915  |
| Chuchiak, John F.           | History                            | \$93,399  | \$3,736 |         | \$97,135  |
| Claborn, David M.           | Public Health & Sports Medicine    | \$89,940  | \$3,598 |         | \$93,538  |
| Clark, Ronald A.            | Marketing                          | \$137,105 | \$5,484 |         | \$142,589 |
| Clayton, Michael            | Psychology                         | \$67,489  | \$2,700 |         | \$70,189  |
| Cline, Andrew R.            | Media, Journalism & Film           | \$74,279  | \$2,971 |         | \$77,250  |
| Closser, Cole B.            | Art & Design                       | \$61,543  | \$2,462 |         | \$64,005  |
| Cobos, Liza M.              | Dept of Hospitality Leadership     | \$75,453  | \$3,018 |         | \$78,471  |
| Cohen Ioannides, Mara W.    | English                            | \$47,184  | \$1,887 |         | \$49,071  |
| Coleman, Joshua             | Marketing                          | \$123,155 | \$4,926 | \$5,000 | \$133,081 |
| Collins, Christopher        | Communication                      | \$55,311  | \$2,212 |         | \$57,523  |
| Coltharp, Allison R.        | Communication                      | \$46,819  | \$1,873 |         | \$48,692  |
| Coltharp, Joel W.           | English                            | \$43,650  | \$1,746 |         | \$45,396  |
| Conner, Karla D.            | School of Nursing                  | \$66,316  | \$2,653 |         | \$68,969  |
| Connor, George E.           | Political Science                  | \$92,700  | \$3,708 |         | \$96,408  |
| Cook, Charles L.            | WP Instruction                     | \$48,500  | \$1,940 |         | \$50,440  |
| Cornelison, David M.        | Physics Astronomy & Materials Sci  | \$100,314 | \$4,013 |         | \$104,327 |
| Cornelius-White, Jeffrey H. | Counseling Leadership & Special Ed | \$81,987  | \$3,279 | \$7,000 | \$92,266  |
| Correll, Pamela             | Reading Foundations & Technology   | \$59,552  | \$2,382 |         | \$61,934  |
| Cotter, Kirsten M.          | WP Allied Health Division          | \$51,313  | \$2,053 |         | \$53,366  |
| Cox, Nora F.                | Communication                      | \$45,478  | \$1,819 |         | \$47,297  |
| Cui, Yue                    | Mathematics                        | \$64,993  | \$2,600 |         | \$67,593  |
| Curry, Natalie A.           | Social Work                        | \$47,123  | \$1,885 | \$5,000 | \$54,008  |
| Czyzniewski, Michael G.     | English                            | \$63,527  | \$2,541 | \$6,000 | \$72,068  |
| Daehn, Ann Marie            | Music                              | \$63,527  | \$2,541 |         | \$66,068  |
| Dalton, Tracy L.            | English                            | \$46,623  | \$1,865 |         | \$48,488  |
| Daniel, Todd E.             | Information Tech & Cybersecurity   | \$47,607  | \$1,904 |         | \$49,511  |
| Daugherty, Timothy K.       | Psychology                         | \$106,257 | \$4,250 |         | \$110,507 |
| Davies, Caitlin             | Political Science                  | \$59,328  | \$2,373 |         | \$61,701  |
| Davis, Tammi R.             | Childhood Ed & Family Studies      | \$59,552  | \$2,382 | \$5,000 | \$66,934  |
| DeBode, Jason D.            | Management                         | \$127,478 | \$5,099 |         | \$132,577 |
| Denton, Melinda L.          | WP Instruction                     | \$51,636  | \$2,065 |         | \$53,701  |
| Derayati, Pouya             | Management                         | \$120,000 | \$4,800 |         | \$124,800 |
| DeVore, Natasha M.          | Chemistry & Biochemistry           | \$60,873  | \$2,435 |         | \$63,308  |
| Dicke, Crystal D.           | Library                            | \$51,010  | \$2,040 |         | \$53,050  |
| Dicke, Thomas S.            | History                            | \$79,852  | \$3,194 |         | \$83,046  |
| Dieterich, Alyssa A.        | School of Nursing                  | \$61,388  | \$2,456 |         | \$63,844  |
| Dillon, Randy K.            | Communication                      | \$90,174  | \$3,607 |         | \$93,781  |
| Dimond, Jack E.             | Media, Journalism & Film           | \$48,299  | \$1,932 |         | \$50,231  |

|                              |                                    |           |         |         |         |           |
|------------------------------|------------------------------------|-----------|---------|---------|---------|-----------|
| Do, Ngoc T.                  | Mathematics                        | \$64,993  | \$2,600 |         |         | \$67,593  |
| Dollar, Susan C.             | Social Work                        | \$93,061  | \$3,722 |         |         | \$96,783  |
| Dudash-Buskirk, Elizabeth A. | Communication                      | \$66,404  | \$2,656 |         |         | \$69,060  |
| Dudley, Kelly R.             | Social Work                        | \$42,000  | \$1,680 |         |         | \$43,680  |
| Durham, Paul L.              | Biology                            | \$147,706 | \$5,908 |         |         | \$153,614 |
| Dyer, Samuel C.              | Communication                      | \$67,366  | \$2,695 |         |         | \$70,061  |
| Echols, Leslie               | Psychology                         | \$66,388  | \$2,656 |         |         | \$69,044  |
| Ekstam, Keith A.             | Art & Design                       | \$87,426  | \$3,497 |         |         | \$90,923  |
| Ellickson, Mark C.           | Political Science                  | \$80,379  | \$3,215 |         |         | \$83,594  |
| Elliott, Jessica M.          | History                            | \$60,081  | \$2,403 |         |         | \$62,484  |
| English, Catherine M.        | English                            | \$64,936  | \$2,597 |         |         | \$67,533  |
| Ennis, Kimberly R.           | Physical Therapy                   | \$64,000  | \$2,560 |         |         | \$66,560  |
| Entlicher-Stewart, Ronda S.  | School of Nursing                  | \$67,568  | \$2,703 |         |         | \$70,271  |
| Estrella, Ana I.             | WP Instruction                     | \$45,492  | \$1,820 |         |         | \$47,312  |
| Evans, Kevin R.              | Geography Geology & Planning       | \$80,416  | \$3,217 |         |         | \$83,633  |
| Evans, Krista M.             | Geography Geology & Planning       | \$61,142  | \$2,446 |         |         | \$63,588  |
| Faa, Balazs                  | Art & Design                       | \$45,300  | \$1,812 |         |         | \$47,112  |
| Fallone, Melissa D.          | Psychology                         | \$63,091  | \$2,524 |         |         | \$65,615  |
| Fearing, Cory A.             | Greenwood Lab School               | \$46,413  | \$1,857 |         |         | \$48,270  |
| Fernandes Guzzo, Renata      | Dept of Hospitality Leadership     | \$74,263  | \$2,971 |         |         | \$77,234  |
| Finch, Kim K.                | Counseling Leadership & Special Ed | \$67,797  | \$2,712 |         |         | \$70,509  |
| Finley, Stacie L.            | Reading Foundations & Technology   | \$57,268  | \$2,291 |         |         | \$59,559  |
| Finn, Debra S.               | Biology                            | \$60,611  | \$2,424 | \$2,000 | \$5,000 | \$70,035  |
| Fischer, Donald L.           | Psychology                         | \$77,478  | \$3,099 |         |         | \$80,577  |
| Flanders, Janelle A.         | Greenwood Lab School               | \$48,505  | \$1,940 |         |         | \$50,445  |
| Flannery, Timothy J.         | Economics                          | \$82,813  | \$3,313 |         | \$5,000 | \$91,126  |
| Follensbee, Billie J.        | Art & Design                       | \$83,645  | \$3,346 |         |         | \$86,991  |
| Foreman, Elizabeth           | Philosophy                         | \$67,088  | \$2,684 |         |         | \$69,772  |
| Foster, Jeffrey L.           | Psychology                         | \$58,813  | \$2,353 |         |         | \$61,166  |
| Foster, Lyle Q.              | Sociology & Anthropology           | \$57,431  | \$2,297 |         |         | \$59,728  |
| Foster, Micheal S.           | Theatre & Dance                    | \$74,274  | \$2,971 |         |         | \$77,245  |
| Fraczak, Jacek M.            | Art & Design                       | \$63,174  | \$2,527 |         |         | \$65,701  |
| Franklin, Thomas C.          | Communication Sciences & Disorders | \$78,676  | \$3,147 | \$1,000 |         | \$82,823  |
| Frauenhoffer, Megan P.       | Art & Design                       | \$44,000  | \$1,760 |         |         | \$45,760  |
| Frederick, Dana J.           | Management                         | \$51,341  | \$2,054 |         |         | \$53,395  |
| Friske, Wesley               | Marketing                          | \$130,743 | \$5,230 |         |         | \$135,973 |
| Frodermann, Evan             | Physics Astronomy & Materials Sci  | \$62,202  | \$2,488 |         |         | \$64,690  |
| Gallaway, Julie H.           | Economics                          | \$55,237  | \$2,209 | \$2,000 |         | \$59,446  |
| Gallaway, Terrel A.          | Economics                          | \$97,498  | \$3,900 | \$5,000 |         | \$106,398 |
| Garrison, Traci A.           | Occupational Therapy               | \$75,401  | \$3,016 |         | \$5,000 | \$83,417  |
| Garrison-Kane, Linda         | Counseling Leadership & Special Ed | \$84,673  | \$3,387 |         |         | \$88,060  |
| Gartin, Patrick R.           | Criminology                        | \$87,456  | \$3,498 |         |         | \$90,954  |

|                               |                                    |           |         |         |           |
|-------------------------------|------------------------------------|-----------|---------|---------|-----------|
| Gebken, Richard J.            | Technology & Construction Mgmt     | \$125,000 | \$5,000 |         | \$130,000 |
| Gerasimchuk, Nikolay N.       | Chemistry & Biochemistry           | \$94,426  | \$3,777 |         | \$98,203  |
| Gerasimchuk-Djordjevic, Maria | Art & Design                       | \$55,311  | \$2,212 |         | \$57,523  |
| Gholson, Martha R.            | English                            | \$56,748  | \$2,270 |         | \$59,018  |
| Ghosh, Kartik C.              | Physics Astronomy & Materials Sci  | \$98,807  | \$3,952 |         | \$102,759 |
| Ghosh, Mukulika               | Computer Science                   | \$86,000  | \$3,440 | \$2,000 | \$91,440  |
| Gibson, Hugh M.               | Kinesiology                        | \$74,496  | \$2,980 |         | \$77,476  |
| Gibson, Kathryn M.            | Greenwood Lab School               | \$53,367  | \$2,135 |         | \$55,502  |
| Gillam, Kenneth M.            | English                            | \$66,116  | \$2,645 |         | \$68,761  |
| Gilmore, Kristy L.            | Greenwood Lab School               | \$49,290  | \$1,972 |         | \$51,262  |
| Given, Mark D.                | Religious Studies                  | \$65,830  | \$2,633 |         | \$68,463  |
| Goddard, Stacy E.             | Kinesiology                        | \$58,492  | \$2,340 | \$2,000 | \$62,832  |
| Goering, Daniel D.            | Management                         | \$133,756 | \$5,350 |         | \$139,106 |
| Goeringer, Michael E.         | Counseling Leadership & Special Ed | \$49,481  | \$1,979 |         | \$51,460  |
| Goerndt, Michael              | Envrn Plnt Sci & Nat Rsrscs        | \$70,240  | \$2,810 |         | \$73,050  |
| Goodin, Kyle D.               | Accounting                         | \$50,000  | \$2,000 |         | \$52,000  |
| Goodwin, Andrew M.            | Art & Design                       | \$43,650  | \$1,746 |         | \$45,396  |
| Gorley, Nicole A.             | Biomedical Sciences                | \$45,277  | \$1,811 |         | \$47,088  |
| Goss, Benjamin D.             | Management                         | \$96,654  | \$3,866 | \$5,000 | \$105,520 |
| Gouzie, Douglas R.            | Geography Geology & Planning       | \$74,600  | \$2,984 |         | \$77,584  |
| Grace-Duran, Jennifer         | Greenwood Lab School               | \$42,591  | \$1,704 |         | \$44,295  |
| Gram, John R.                 | History                            | \$49,236  | \$1,969 |         | \$51,205  |
| Gray, Stacy M.                | Greenwood Lab School               | \$42,250  | \$1,690 |         | \$43,940  |
| Greene, Brian D.              | Biology                            | \$66,616  | \$2,665 |         | \$69,281  |
| Grigsby, Jamie                | Marketing                          | \$119,068 | \$4,763 |         | \$123,831 |
| Guo, Xiang                    | Information Tech & Cybersecurity   | \$128,455 | \$5,138 |         | \$133,593 |
| Gutierrez, Melida             | Geography Geology & Planning       | \$85,171  | \$3,407 |         | \$88,578  |
| Hadley, Heidi                 | English                            | \$57,268  | \$2,291 |         | \$59,559  |
| Haggard, Dana L.              | Management                         | \$110,324 | \$4,413 |         | \$114,737 |
| Haggard, K S.                 | Finance & General Business         | \$142,154 | \$5,686 |         | \$147,840 |
| Hall, Lisa C.                 | Psychology                         | \$66,819  | \$2,673 |         | \$69,492  |
| Hamm, Randall P.              | Music                              | \$77,831  | \$3,113 |         | \$80,944  |
| Hammerschmidt, Melinda M.     | Greenwood Lab School               | \$43,766  | \$1,751 | \$4,500 | \$50,017  |
| Hammons, David D.             | Marketing                          | \$43,650  | \$1,746 | \$2,500 | \$47,896  |
| Hamwi, Georg A.               | Marketing                          | \$124,849 | \$4,994 |         | \$129,843 |
| Harbaugh, Adam P.             | Mathematics                        | \$67,052  | \$2,682 |         | \$69,734  |
| Hard, Jennifer C.             | Theatre & Dance                    | \$55,208  | \$2,208 |         | \$57,416  |
| Harper, Kristin               | Modern & Classical Languages       | \$45,938  | \$1,838 |         | \$47,776  |
| Hart, Laura B.                | Sociology & Anthropology           | \$59,552  | \$2,382 |         | \$61,934  |
| Harvey, Michelle D.           | Theatre & Dance                    | \$53,148  | \$2,126 |         | \$55,274  |
| Harwood, William H.           | Philosophy                         | \$57,431  | \$2,297 |         | \$59,728  |
| Hass, Aida Y.                 | Criminology                        | \$88,452  | \$3,538 |         | \$91,990  |

|                            |                                   |           |         |         |           |
|----------------------------|-----------------------------------|-----------|---------|---------|-----------|
| Hatz, Kirsten A.           | Kinesiology                       | \$50,089  | \$2,004 |         | \$52,093  |
| Hausback, Jason M.         | Music                             | \$63,527  | \$2,541 |         | \$66,068  |
| Havlin, Tiffany S.         | Social Work                       | \$47,123  | \$1,885 | \$5,000 | \$54,008  |
| Hays, David R.             | Music                             | \$77,057  | \$3,082 |         | \$80,139  |
| Heinlein, Kurt G.          | Theatre & Dance                   | \$79,290  | \$3,172 |         | \$82,462  |
| Heitger, Lester E.         | Accounting                        | \$142,826 | \$5,713 |         | \$148,539 |
| Hellman, Andrea B.         | English                           | \$64,834  | \$2,593 |         | \$67,427  |
| Hellman, Daniel S.         | Music                             | \$72,276  | \$2,891 |         | \$75,167  |
| Henary, Sara               | Political Science                 | \$58,486  | \$2,339 | \$5,000 | \$65,825  |
| Hermans, Charles M.        | Marketing                         | \$124,850 | \$4,994 |         | \$129,844 |
| Herr, Christopher J.       | Theatre & Dance                   | \$79,099  | \$3,164 |         | \$82,263  |
| Herring, Sean C.           | English                           | \$57,961  | \$2,318 |         | \$60,279  |
| Herring, Tara K.           | Biology                           | \$40,968  | \$1,639 | \$2,500 | \$45,107  |
| Heyboer, Jill L.           | Music                             | \$71,471  | \$2,859 |         | \$74,330  |
| High, Brian D.             | Chemistry & Biochemistry          | \$48,086  | \$1,923 |         | \$50,009  |
| Hill, Lindsay D.           | WP Allied Health Division         | \$58,671  | \$2,347 |         | \$61,018  |
| Hines, Christopher S.      | Accounting                        | \$139,303 | \$5,572 |         | \$144,875 |
| Hines, James N.            | Accounting                        | \$49,905  | \$1,996 |         | \$51,901  |
| Hoegeman, Catherine H.     | Sociology & Anthropology          | \$62,358  | \$2,494 |         | \$64,852  |
| Hoelscher, Carrisa         | Communication                     | \$55,311  | \$2,212 | \$5,000 | \$62,523  |
| Hoelscher, Seth            | Finance & General Business        | \$138,906 | \$5,556 |         | \$144,462 |
| Hogans, Azaria R.          | Theatre & Dance                   | \$55,208  | \$2,208 |         | \$57,416  |
| Holden, Jennifer           | Greenwood Lab School              | \$46,000  | \$1,840 |         | \$47,840  |
| Holladay, Holly W.         | Media, Journalism & Film          | \$61,521  | \$2,461 |         | \$63,982  |
| Hollibaugh, Casey I.       | Kinesiology                       | \$56,238  | \$2,250 |         | \$58,488  |
| Homburg, Andrew H.         | Music                             | \$64,666  | \$2,587 |         | \$67,253  |
| Hong, Hye-Jung             | Music                             | \$61,733  | \$2,469 | \$5,000 | \$69,202  |
| Hopper, Tina-Maria         | Biology                           | \$46,163  | \$1,847 |         | \$48,010  |
| Horine, Debbie L.          | School of Nursing                 | \$67,568  | \$2,703 |         | \$70,271  |
| Hornsby-Gutting, Angela M. | History                           | \$80,290  | \$3,212 |         | \$83,502  |
| Horton III, Leonard B.     | Media, Journalism & Film          | \$56,382  | \$2,255 |         | \$58,637  |
| Hough, Lyon H.             | Biomedical Sciences               | \$72,615  | \$2,905 |         | \$75,520  |
| Howard, Amber K.           | Childhood Ed & Family Studies     | \$45,000  | \$1,800 |         | \$46,800  |
| Howard, Jason A.           | Communication                     | \$43,650  | \$1,746 | \$2,500 | \$47,896  |
| Howell, Marcus J.          | Art & Design                      | \$58,597  | \$2,344 | \$5,000 | \$65,941  |
| Howerton, Phillip          | WP Instruction                    | \$60,673  | \$2,427 |         | \$63,100  |
| Hu, Shouchuan              | Mathematics                       | \$101,047 | \$4,042 |         | \$105,089 |
| Huang, Shyang              | Physics Astronomy & Materials Sci | \$80,175  | \$3,207 |         | \$83,382  |
| Hubbard, Kevin M.          | Technology & Construction Mgmt    | \$95,875  | \$3,835 |         | \$99,710  |
| Huddleston, Carla J.       | WP Allied Health Division         | \$62,575  | \$2,503 |         | \$65,078  |
| Hudson, Danae L.           | Psychology                        | \$82,871  | \$3,315 |         | \$86,186  |
| Hudson, Michael B.         | Public Health & Sports Medicine   | \$82,481  | \$3,299 |         | \$85,780  |

|                          |                                    |           |         |         |           |
|--------------------------|------------------------------------|-----------|---------|---------|-----------|
| Hughes, Kevin W.         | Art & Design                       | \$62,470  | \$2,499 |         | \$64,969  |
| Hulme, Amy E.            | Biomedical Sciences                | \$60,717  | \$2,429 | \$5,000 | \$68,146  |
| Hunter, Anne Marie B.    | Biomedical Sciences                | \$70,640  | \$2,826 |         | \$73,466  |
| Hutter, James B.         | Agribusiness, Ag Ed & Comm         | \$72,816  | \$2,913 |         | \$75,729  |
| Hwang, Chin-Feng         | Envrn Plnt Sci & Nat Rsrcls        | \$94,647  | \$3,786 |         | \$98,433  |
| Iqbal, Razib             | Computer Science                   | \$98,359  | \$3,934 | \$1,000 | \$103,293 |
| Jackson, Wendy R.        | Social Work                        | \$42,000  | \$1,680 |         | \$43,680  |
| Jackson-Brown, Grace M.  | Library                            | \$68,884  | \$2,755 |         | \$71,639  |
| Jamos, Abdullah M.       | Communication Sciences & Disorders | \$67,846  | \$2,714 | \$2,000 | \$72,560  |
| Jennings, Bryan C.       | Art & Design                       | \$65,829  | \$2,633 |         | \$68,462  |
| Jerin, Tasnuba           | Geography Geology & Planning       | \$65,000  | \$2,600 |         | \$67,600  |
| John, Judith A.          | English                            | \$75,597  | \$3,024 |         | \$78,621  |
| Johnson, Emlyn P.        | Music                              | \$43,650  | \$1,746 |         | \$45,396  |
| Johnson, Richard A.      | Information Tech & Cybersecurity   | \$111,103 | \$4,444 |         | \$115,547 |
| Jolivet, Catherine J.    | Art & Design                       | \$69,991  | \$2,800 |         | \$72,791  |
| Jones, Adena D.          | Psychology                         | \$69,942  | \$2,798 |         | \$72,740  |
| Jones, Alisha K.         | School of Nursing                  | \$66,401  | \$2,656 | \$5,000 | \$74,057  |
| Jones, Steven P.         | Reading Foundations & Technology   | \$83,637  | \$3,345 |         | \$86,982  |
| Joswick, David S.        | Technology & Construction Mgmt     | \$80,968  | \$3,239 |         | \$84,207  |
| Kaatz, James B.          | Political Science                  | \$63,646  | \$2,546 |         | \$66,192  |
| Kaf, Wafaa               | Communication Sciences & Disorders | \$98,262  | \$3,930 |         | \$102,192 |
| Kageyama, Yoshimasa      | Dept of Hospitality Leadership     | \$75,972  | \$3,039 |         | \$79,011  |
| Kane, Thomas D.          | Psychology                         | \$82,903  | \$3,316 |         | \$86,219  |
| Karanikas, Marianthe V.  | English                            | \$62,526  | \$2,501 |         | \$65,027  |
| Kaufman, Daniel A.       | Philosophy                         | \$79,382  | \$3,175 |         | \$82,557  |
| Kaula, Radhika           | Information Tech & Cybersecurity   | \$44,498  | \$1,780 | \$2,500 | \$48,778  |
| Kaula, Rajeev            | Information Tech & Cybersecurity   | \$125,690 | \$5,028 |         | \$130,718 |
| Keith, Renee S.          | WP Instruction                     | \$70,748  | \$2,830 |         | \$73,578  |
| Keller, Carl E.          | Accounting                         | \$135,226 | \$5,409 |         | \$140,635 |
| Kelts, Christopher M.    | Music                              | \$62,722  | \$2,509 |         | \$65,231  |
| Kenny, Erin J.           | Sociology & Anthropology           | \$64,702  | \$2,588 |         | \$67,290  |
| Ketter, Daniel M.        | Music                              | \$55,311  | \$2,212 |         | \$57,523  |
| Keys, Amanda M.          | Social Work                        | \$65,867  | \$2,635 |         | \$68,502  |
| Killion, John K.         | Mathematics                        | \$85,634  | \$3,425 |         | \$89,059  |
| Kilmer, Shelby J.        | Mathematics                        | \$87,892  | \$3,516 |         | \$91,408  |
| Kim, Junyoung            | Kinesiology                        | \$61,028  | \$2,441 | \$5,000 | \$68,469  |
| Kim, Kyoungtae           | Biology                            | \$79,223  | \$3,169 | \$5,000 | \$87,392  |
| King, Elizabeth K.       | Childhood Ed & Family Studies      | \$64,702  | \$2,588 |         | \$67,290  |
| Kirkland-Ives, Mitzi K.  | Art & Design                       | \$67,708  | \$2,708 |         | \$70,416  |
| Kissoon-Charles, La Toya | Biology                            | \$60,611  | \$2,424 | \$2,000 | \$65,035  |
| Kitheka, Bernard M.      | Kinesiology                        | \$61,028  | \$2,441 | \$5,000 | \$68,469  |
| Kleeschulte, Melanie     | Modern & Classical Languages       | \$46,301  | \$1,852 |         | \$48,153  |



|                                |                                    |           |         |         |         |           |
|--------------------------------|------------------------------------|-----------|---------|---------|---------|-----------|
| Knowles, Amy E.                | English                            | \$51,000  | \$2,040 |         |         | \$53,040  |
| Koch, Philippa                 | Religious Studies                  | \$60,037  | \$2,401 |         | \$5,000 | \$67,438  |
| Koerber, Robin L.              | Childhood Ed & Family Studies      | \$45,770  | \$1,831 |         | \$2,500 | \$50,101  |
| Koo, Pedro G.                  | Modern & Classical Languages       | \$66,384  | \$2,655 |         |         | \$69,039  |
| Kostic, Bogdan N.              | Psychology                         | \$62,336  | \$2,493 |         |         | \$64,829  |
| Kovacs, Laszlo G.              | Biology                            | \$90,260  | \$3,610 |         |         | \$93,870  |
| Kyle, Jerri L.                 | Communication                      | \$45,613  | \$1,825 |         |         | \$47,438  |
| Kyle, Michael J.               | Criminology                        | \$67,568  | \$2,703 |         |         | \$70,271  |
| LaBarr, Cameron F.             | Music                              | \$62,685  | \$2,507 |         | \$6,000 | \$71,192  |
| Lamouria, Lanya M.             | English                            | \$64,869  | \$2,595 |         |         | \$67,464  |
| Langston, Lisa                 | Social Work                        | \$43,878  | \$1,755 |         |         | \$45,633  |
| LaPrade, Jennifer M.           | Criminology                        | \$67,568  | \$2,703 |         |         | \$70,271  |
| Larson, Deborah L.             | Media, Journalism & Film           | \$65,699  | \$2,628 |         |         | \$68,327  |
| Lazic, Gordana                 | Communication                      | \$55,208  | \$2,208 |         |         | \$57,416  |
| Lee, Kewman                    | Reading Foundations & Technology   | \$59,552  | \$2,382 |         |         | \$61,934  |
| Leinweber, Ashley E.           | Political Science                  | \$65,807  | \$2,632 |         |         | \$68,439  |
| Lettieri, Kelly W.             | Counseling Leadership & Special Ed | \$57,268  | \$2,291 |         |         | \$59,559  |
| Lewis, Kayla D.                | Reading Foundations & Technology   | \$65,867  | \$2,635 |         |         | \$68,502  |
| Lewis, Robert T.               | Media, Journalism & Film           | \$56,371  | \$2,255 |         |         | \$58,626  |
| Li, LinDa                      | Marketing                          | \$123,155 | \$4,926 |         |         | \$128,081 |
| Liang, Yating                  | Kinesiology                        | \$80,585  | \$3,223 |         |         | \$83,808  |
| Ligon, Day B.                  | Biology                            | \$72,413  | \$2,897 |         |         | \$75,310  |
| Liu, Hui                       | Computer Science                   | \$101,600 | \$4,064 | \$4,000 |         | \$109,664 |
| Liu, Siming                    | Computer Science                   | \$88,704  | \$3,548 | \$2,000 |         | \$94,252  |
| Livers, Stefanie D.            | Childhood Ed & Family Studies      | \$64,702  | \$2,588 |         |         | \$67,290  |
| Lockenvitz, Sarah              | Communication Sciences & Disorders | \$66,927  | \$2,677 | \$2,000 |         | \$71,604  |
| Lombilla, Luis F.              | Modern & Classical Languages       | \$47,743  | \$1,910 |         |         | \$49,653  |
| Loughary, Jeffrey L.           | Modern & Classical Languages       | \$44,908  | \$1,796 |         |         | \$46,704  |
| Lowe, Abby N.                  | Greenwood Lab School               | \$44,908  | \$1,796 |         |         | \$46,704  |
| Lowenthal-Hershey, Jennifer M. | Information Tech & Cybersecurity   | \$45,770  | \$1,831 |         |         | \$47,601  |
| Luo, Jun                       | Geography Geology & Planning       | \$73,092  | \$2,924 |         |         | \$76,016  |
| Lupfer, Christopher            | Biology                            | \$60,717  | \$2,429 | \$2,000 | \$5,000 | \$70,146  |
| Lyman, Sean M.                 | Art & Design                       | \$65,144  | \$2,606 | \$5,000 |         | \$72,750  |
| Mabee, Jonathan                | Media, Journalism & Film           | \$56,371  | \$2,255 |         |         | \$58,626  |
| Macgregor, Cynthia J.          | Counseling Leadership & Special Ed | \$80,524  | \$3,221 |         |         | \$83,745  |
| Madden, Etta M.                | English                            | \$83,020  | \$3,321 |         |         | \$86,341  |
| Maher, Sean P.                 | Biology                            | \$65,287  | \$2,611 |         |         | \$67,898  |
| Maimone, Luciane L.            | Modern & Classical Languages       | \$56,371  | \$2,255 |         | \$5,000 | \$63,626  |
| Mainali, Raju                  | Information Tech & Cybersecurity   | \$72,718  | \$2,909 |         |         | \$75,627  |
| Malega, Ronald W.              | Geography Geology & Planning       | \$68,947  | \$2,758 |         |         | \$71,705  |
| Maples, Carol J.               | Theatre & Dance                    | \$75,570  | \$3,023 |         |         | \$78,593  |
| Martin, Jill R.                | Greenwood Lab School               | \$50,572  | \$2,023 |         |         | \$52,595  |

|                          |                                    |           |         |         |           |
|--------------------------|------------------------------------|-----------|---------|---------|-----------|
| Martin, Judith E.        | Modern & Classical Languages       | \$71,955  | \$2,878 |         | \$74,833  |
| Martinez, Blanca J.      | Modern & Classical Languages       | \$57,326  | \$2,293 |         | \$59,619  |
| Masterson, Caitlin       | McQueary College of Hlth & Hman    | \$60,000  | \$2,400 |         | \$62,400  |
| Masterson, Gerald        | Kinesiology                        | \$88,973  | \$3,559 |         | \$92,532  |
| McClain, William E.      | Envrn PInt Sci & Nat Rsrsc         | \$69,367  | \$2,775 | \$5,000 | \$77,142  |
| McCluney, Ebony N.       | Kinesiology                        | \$60,000  | \$2,400 |         | \$62,400  |
| McCollom, Jason          | WP Instruction                     | \$52,296  | \$2,092 |         | \$54,388  |
| McEntee, Jay             | Biology                            | \$62,418  | \$2,497 |         | \$64,915  |
| McGee, Adam L.           | Animal Science                     | \$62,418  | \$2,497 |         | \$64,915  |
| McIntyre, Stephen L.     | History                            | \$76,010  | \$3,040 |         | \$79,050  |
| McKay, Matthew P.        | Geography Geology & Planning       | \$67,336  | \$2,693 | \$4,000 | \$74,029  |
| McLean, Annice H.        | Reading Foundations & Technology   | \$50,549  | \$2,022 |         | \$52,571  |
| McWoods, Anna M.         | Biomedical Sciences                | \$43,775  | \$1,751 |         | \$45,526  |
| Meadows, William C.      | Sociology & Anthropology           | \$81,673  | \$3,267 |         | \$84,940  |
| Meek, Russell K.         | Finance & General Business         | \$53,355  | \$2,134 |         | \$55,489  |
| Meints, Gary A.          | Chemistry & Biochemistry           | \$69,074  | \$2,763 |         | \$71,837  |
| Mellors, Sarah C.        | History                            | \$60,611  | \$2,424 |         | \$63,035  |
| Merrigan, Michael W.     | Management                         | \$97,663  | \$3,907 |         | \$101,570 |
| Metcalf, Holly V.        | Counseling Leadership & Special Ed | \$52,893  | \$2,116 |         | \$55,009  |
| Metzker, Helena P.       | Chemistry & Biochemistry           | \$43,069  | \$1,723 |         | \$44,792  |
| Meyers, Sandra J.        | Finance & General Business         | \$70,000  | \$2,800 |         | \$72,800  |
| Miao, Xin                | Geography Geology & Planning       | \$73,379  | \$2,935 |         | \$76,314  |
| Michelfelder, Gary       | Geography Geology & Planning       | \$67,331  | \$2,693 | \$4,000 | \$74,024  |
| Mickus, Kevin L.         | Geography Geology & Planning       | \$98,283  | \$3,931 |         | \$102,214 |
| Millana, Jocelyn B.      | Media, Journalism & Film           | \$56,371  | \$2,255 |         | \$58,626  |
| Miller, Carol J.         | Finance & General Business         | \$127,376 | \$5,095 |         | \$132,471 |
| Miller, F T.             | History                            | \$79,609  | \$3,184 |         | \$82,793  |
| Mills, Bradley W.        | Physics Astronomy & Materials Sci  | \$46,968  | \$1,879 |         | \$48,847  |
| Mirza, Babur S.          | Biology                            | \$63,262  | \$2,530 |         | \$65,792  |
| Mitchell, D W.           | Psychology                         | \$71,785  | \$2,871 |         | \$74,656  |
| Mitchell, David M.       | Economics                          | \$94,707  | \$3,788 | \$5,000 | \$103,495 |
| Mitra, Mahua B.          | Economics                          | \$98,441  | \$3,938 | \$5,000 | \$107,379 |
| Mitra, Saibal            | Physics Astronomy & Materials Sci  | \$83,038  | \$3,322 |         | \$86,360  |
| Moreno-German, Daniel A. | Cooperative Engineering Program    | \$73,500  | \$2,940 |         | \$76,440  |
| Morgan, Michelle M.      | History                            | \$65,828  | \$2,633 | \$2,000 | \$70,461  |
| Morris, Eric R.          | Communication                      | \$70,585  | \$2,823 |         | \$73,408  |
| Morris, Taleyna M.       | Communication                      | \$47,109  | \$1,884 |         | \$48,993  |
| Morrison, Kathleen B.    | WP Instruction                     | \$74,248  | \$2,970 |         | \$77,218  |
| Morrison, Sarah J.       | Physics Astronomy & Materials Sci  | \$63,448  | \$2,538 |         | \$65,986  |
| Muchnick, Amy F.         | Music                              | \$69,726  | \$2,789 |         | \$72,515  |
| Murphy, Lindsey M.       | Childhood Ed & Family Studies      | \$57,268  | \$2,291 |         | \$59,559  |
| Murray, Michael F.       | Music                              | \$74,289  | \$2,972 |         | \$77,261  |

|                             |                                    |           |         |         |           |
|-----------------------------|------------------------------------|-----------|---------|---------|-----------|
| Murray, Sarah E.            | Public Health & Sports Medicine    | \$49,383  | \$1,975 |         | \$51,358  |
| Murvin, Jennifer L.         | English                            | \$57,680  | \$2,307 |         | \$59,987  |
| Myers, Charles E.           | Counseling Leadership & Special Ed | \$63,000  | \$2,520 |         | \$65,520  |
| Naegle, J Conrad            | Accounting                         | \$139,056 | \$5,562 |         | \$144,618 |
| Neely, Jeremy C.            | History                            | \$60,611  | \$2,424 |         | \$63,035  |
| Neff, Carla D.              | WP Allied Health Division          | \$50,000  | \$2,000 |         | \$52,000  |
| Nelson, Eric W.             | History                            | \$85,307  | \$3,412 |         | \$88,719  |
| Nelson, Jessica A.          | Counseling Leadership & Special Ed | \$57,268  | \$2,291 |         | \$59,559  |
| Nelson, Oana                | Mathematics                        | \$41,818  | \$1,673 |         | \$43,491  |
| Nemeth, Emily M.            | School of Nursing                  | \$60,000  | \$2,400 |         | \$62,400  |
| Newman, Jonathan M.         | English                            | \$56,371  | \$2,255 | \$5,000 | \$63,626  |
| Nixon, Sarah B.             | Reading Foundations & Technology   | \$74,713  | \$2,989 |         | \$77,702  |
| Noller, Larry K.            | WP Instruction                     | \$48,500  | \$1,940 |         | \$50,440  |
| Novik, Melinda G.           | Public Health & Sports Medicine    | \$77,272  | \$3,091 |         | \$80,363  |
| Novotny, Daniela            | Public Health & Sports Medicine    | \$48,513  | \$1,941 |         | \$50,454  |
| Obafemi-Ajayi, Tayo         | Cooperative Engineering Program    | \$84,313  | \$3,373 | \$5,000 | \$92,686  |
| Olsen, Reed N.              | Economics                          | \$100,469 | \$4,019 | \$5,000 | \$109,488 |
| Ondetti, Gabriel A.         | Political Science                  | \$76,344  | \$3,054 |         | \$79,398  |
| Ongaga, Kennedy O.          | Counseling Leadership & Special Ed | \$64,852  | \$2,594 | \$5,000 | \$72,446  |
| Onyango, Benjamin M.        | Agribusiness, Ag Ed & Comm         | \$78,584  | \$3,143 |         | \$81,727  |
| Opat, Kelsi M.              | Agribusiness, Ag Ed & Comm         | \$59,000  | \$2,360 |         | \$61,360  |
| Oyeniya, Bukola             | History                            | \$64,592  | \$2,584 |         | \$67,176  |
| Palacios-Valladares, Indira | Political Science                  | \$63,475  | \$2,539 |         | \$66,014  |
| Paliliunas, Dana C.         | Psychology                         | \$58,344  | \$2,334 |         | \$60,678  |
| Panzer, Sarah J.            | History                            | \$60,552  | \$2,422 |         | \$62,974  |
| Parsons, James              | Music                              | \$84,404  | \$3,376 | \$7,000 | \$94,780  |
| Patterson, Paula K.         | Music                              | \$66,694  | \$2,668 |         | \$69,362  |
| Patton, Marciann            | Technology & Construction Mgmt     | \$52,635  | \$2,105 | \$2,000 | \$56,740  |
| Pavlovsky, Robert T.        | Geography Geology & Planning       | \$99,931  | \$3,997 |         | \$103,928 |
| Payne, Ashley N.            | Psychology                         | \$57,268  | \$2,291 |         | \$59,559  |
| Payne, Richard T.           | Music                              | \$65,229  | \$2,609 | \$5,000 | \$72,838  |
| Pearman, Cathy J.           | Reading Foundations & Technology   | \$90,410  | \$3,616 |         | \$94,026  |
| Percival, Michael E.        | Greenwood Lab School               | \$45,938  | \$1,838 |         | \$47,776  |
| Perkins, David R.           | Geography Geology & Planning       | \$61,671  | \$2,467 |         | \$64,138  |
| Peters, Grant S.            | Music                              | \$82,044  | \$3,282 |         | \$85,326  |
| Pfeil, Timothy M.           | Greenwood Lab School               | \$43,412  | \$1,736 |         | \$45,148  |
| Pham, Courtney T.           | Marketing                          | \$47,971  | \$1,919 |         | \$49,890  |
| Phelps, Quinton             | Biology                            | \$63,448  | \$2,538 |         | \$65,986  |
| Phillips, Gary L.           | WP Instruction                     | \$63,899  | \$2,556 |         | \$66,455  |
| Philpot, James D.           | Finance & General Business         | \$132,289 | \$5,292 |         | \$137,581 |
| Piccolo, Diana L.           | Childhood Ed & Family Studies      | \$66,227  | \$2,649 | \$6,000 | \$74,876  |
| Pierson, Carly C.           | Marketing                          | \$44,498  | \$1,780 | \$2,500 | \$48,778  |

|                               |                                    |           |         |         |           |
|-------------------------------|------------------------------------|-----------|---------|---------|-----------|
| Pierson, Matthew C.           | Cooperative Engineering Program    | \$85,638  | \$3,426 | \$1,000 | \$90,064  |
| Piland, Deborah K.            | Public Health & Sports Medicine    | \$65,508  | \$2,620 |         | \$68,128  |
| Pinnon, Alex D.               | WP Instruction                     | \$43,576  | \$1,743 | \$2,500 | \$47,819  |
| Pippa, Cristina M.            | Media, Journalism & Film           | \$56,650  | \$2,266 |         | \$58,916  |
| Plisco, Erin E.               | Music                              | \$55,311  | \$2,212 |         | \$57,523  |
| Poulette, Jacob C.            | WP Instruction                     | \$51,581  | \$2,063 |         | \$53,644  |
| Prakash, Puneet               | Finance & General Business         | \$139,056 | \$5,562 | \$6,000 | \$150,618 |
| Prescott, John S.             | Music                              | \$90,353  | \$3,614 |         | \$93,967  |
| Price, Debra A.               | Childhood Ed & Family Studies      | \$46,378  | \$1,855 |         | \$48,233  |
| Priest, Frank A.              | WP Instruction                     | \$62,832  | \$2,513 |         | \$65,345  |
| Pulleyking, Micki A.          | Religious Studies                  | \$53,264  | \$2,131 |         | \$55,395  |
| Putzu, Vadim                  | Religious Studies                  | \$61,434  | \$2,457 |         | \$63,891  |
| Qiao, Yuhua                   | Political Science                  | \$79,460  | \$3,178 |         | \$82,638  |
| Qiu, Wenping                  | Envrn Plnt Sci & Nat Rsrcs         | \$88,859  | \$3,554 |         | \$92,413  |
| Qiu, Xiaomin                  | Geography Geology & Planning       | \$71,841  | \$2,874 |         | \$74,715  |
| Quinn, Nathaniel E.           | Counseling Leadership & Special Ed | \$54,174  | \$2,167 |         | \$56,341  |
| Ragan, Gay A.                 | Mathematics                        | \$76,436  | \$3,057 |         | \$79,493  |
| Rainville, Megan A.           | Finance & General Business         | \$138,123 | \$5,525 |         | \$143,648 |
| Rast, Rebecca L.              | Marketing                          | \$123,155 | \$4,926 |         | \$128,081 |
| Rather, Sheila M.             | WP Allied Health Division          | \$48,513  | \$1,941 |         | \$50,454  |
| Raza, Muhammad H.             | Childhood Ed & Family Studies      | \$57,268  | \$2,291 |         | \$59,559  |
| Rector, Paula K.              | Criminology                        | \$51,676  | \$2,067 |         | \$53,743  |
| Redd, Emmett R.               | Physics Astronomy & Materials Sci  | \$86,534  | \$3,461 |         | \$89,995  |
| Reed, Michael D.              | Physics Astronomy & Materials Sci  | \$95,476  | \$3,819 |         | \$99,295  |
| Reid, Leslie F.               | Mathematics                        | \$101,298 | \$4,052 |         | \$105,350 |
| Reinis, Austra                | Religious Studies                  | \$73,001  | \$2,920 |         | \$75,921  |
| Richter, Mark M.              | Chemistry & Biochemistry           | \$93,329  | \$3,733 |         | \$97,062  |
| Rico, Cyren M.                | Chemistry & Biochemistry           | \$61,142  | \$2,446 |         | \$63,588  |
| Rimal, Arbindra               | Agribusiness, Ag Ed & Comm         | \$99,382  | \$3,975 |         | \$103,357 |
| Roam, Kimberly J.             | Childhood Ed & Family Studies      | \$49,478  | \$1,979 |         | \$51,457  |
| Roberts, Hillary L.           | Public Health & Sports Medicine    | \$64,791  | \$2,592 |         | \$67,383  |
| Roberts, Jenifer J.           | Merchandising & Fashion Design     | \$70,144  | \$2,806 |         | \$72,950  |
| Rodrigues, Herbert            | Sociology & Anthropology           | \$57,000  | \$2,280 |         | \$59,280  |
| Rodriguez de la Vega, Vanessa | Modern & Classical Languages       | \$64,786  | \$2,591 |         | \$67,377  |
| Rogers, Lori E.               | English                            | \$45,224  | \$1,809 |         | \$47,033  |
| Rogers, Mark W.               | Mathematics                        | \$85,851  | \$3,434 | \$1,000 | \$90,285  |
| Rohr, Ami D.                  | School of Nursing                  | \$64,478  | \$2,579 |         | \$67,057  |
| Romano, David                 | Political Science                  | \$84,779  | \$3,391 | \$5,000 | \$93,170  |
| Rongali, Sharath              | WP Instruction                     | \$49,905  | \$1,996 |         | \$51,901  |
| Rost, Ann D.                  | Psychology                         | \$76,607  | \$3,064 |         | \$79,671  |
| Rothschild, Philip C.         | Management                         | \$102,144 | \$4,086 | \$6,000 | \$112,230 |
| Rovey, Charles W.             | Geography Geology & Planning       | \$83,192  | \$3,328 |         | \$86,520  |

|                              |                                    |           |         |         |           |
|------------------------------|------------------------------------|-----------|---------|---------|-----------|
| Rudnick, Dennis L.           | Reading Foundations & Technology   | \$57,268  | \$2,291 |         | \$59,559  |
| Rugutt, Joseph               | WP Instruction                     | \$71,357  | \$2,854 |         | \$74,211  |
| Russell, Avery L.            | Biology                            | \$62,418  | \$2,497 |         | \$64,915  |
| Russell, Dasha L.            | WP Instruction                     | \$46,523  | \$1,861 |         | \$48,384  |
| Russell, Regina M.           | Social Work                        | \$55,084  | \$2,203 |         | \$57,287  |
| Sakidja, Ridwan              | Physics Astronomy & Materials Sci  | \$83,870  | \$3,355 | \$2,000 | \$89,225  |
| Sandel, William L.           | Criminology                        | \$67,568  | \$2,703 |         | \$70,271  |
| Saquer, Jamil M.             | Computer Science                   | \$104,196 | \$4,168 | \$1,000 | \$109,364 |
| Sauer, Aaron D.              | Technology & Construction Mgmt     | \$91,354  | \$3,654 |         | \$95,008  |
| Saunders, Georgianna L.      | Biology                            | \$68,760  | \$2,750 |         | \$71,510  |
| Saxon, Caryn E.              | Criminology                        | \$49,908  | \$1,996 |         | \$51,904  |
| Schaefer, Weirong Y.         | Modern & Classical Languages       | \$48,036  | \$1,921 |         | \$49,957  |
| Schick, G A.                 | Chemistry & Biochemistry           | \$107,496 | \$4,300 |         | \$111,796 |
| Schmalzbauer, John A.        | Religious Studies                  | \$91,890  | \$3,676 |         | \$95,566  |
| Schmelzle, George D.         | Accounting                         | \$134,997 | \$5,400 |         | \$140,397 |
| Schoeben, Melissa A.         | Biology                            | \$40,788  | \$1,632 |         | \$42,420  |
| Schotthofer, Melissa J.      | Childhood Ed & Family Studies      | \$49,849  | \$1,994 | \$2,500 | \$54,343  |
| Scott, Patrick G.            | Political Science                  | \$86,875  | \$3,475 |         | \$90,350  |
| Scott, Shari L.              | Counseling Leadership & Special Ed | \$49,236  | \$1,969 |         | \$51,205  |
| Scott, Vicky L.              | Music                              | \$43,650  | \$1,746 | \$2,500 | \$47,896  |
| Scroggins, Wesley A.         | Management                         | \$111,984 | \$4,479 |         | \$116,463 |
| Seawright, Leslie E.         | English                            | \$61,521  | \$2,461 |         | \$63,982  |
| Seay, Travis L.              | History                            | \$59,328  | \$2,373 |         | \$61,701  |
| Sedaghat-Herati, Reza        | Chemistry & Biochemistry           | \$93,269  | \$3,731 |         | \$97,000  |
| Sells, Patrick R.            | Information Tech & Cybersecurity   | \$46,262  | \$1,850 |         | \$48,112  |
| Senger, Steven               | Mathematics                        | \$66,856  | \$2,674 |         | \$69,530  |
| Seo, Jin A.                  | Art & Design                       | \$55,311  | \$2,212 |         | \$57,523  |
| Sepulveda Hinojosa, Maria C. | Modern & Classical Languages       | \$42,000  | \$1,680 |         | \$43,680  |
| Setzer, Shelby M.            | Greenwood Lab School               | \$39,773  | \$1,591 |         | \$41,364  |
| Sexton, Randall S.           | Information Tech & Cybersecurity   | \$126,471 | \$5,059 |         | \$131,530 |
| Shade, Maria L.              | School of Nursing                  | \$66,316  | \$2,653 |         | \$68,969  |
| Shah, Kishor                 | Mathematics                        | \$86,104  | \$3,444 | \$5,000 | \$94,548  |
| Shain, Ralph E.              | Philosophy                         | \$62,829  | \$2,513 |         | \$65,342  |
| Shand-Hawkins, Carolyn H.    | Mathematics                        | \$42,006  | \$1,680 |         | \$43,686  |
| Shao, Feibo                  | Management                         | \$123,155 | \$4,926 |         | \$128,081 |
| Shatnawi, Hazim H.           | Computer Science                   | \$80,000  | \$3,200 |         | \$83,200  |
| Shepard, Jason A.            | Sociology & Anthropology           | \$44,426  | \$1,777 | \$2,500 | \$48,703  |
| Sherman-Wilkins, Kyler       | Sociology & Anthropology           | \$64,702  | \$2,588 |         | \$67,290  |
| Sherrill, Donna N.           | Mathematics                        | \$44,820  | \$1,793 |         | \$46,613  |
| Shirley, Corinne E.          | Modern & Classical Languages       | \$47,743  | \$1,910 |         | \$49,653  |
| Shoumikhin, Andrei Y.        | Defense And Strategic Studies      | \$94,238  | \$3,770 |         | \$98,008  |
| Siebert, Matthew R.          | Chemistry & Biochemistry           | \$67,926  | \$2,717 |         | \$70,643  |

|                            |                                    |           |         |         |           |
|----------------------------|------------------------------------|-----------|---------|---------|-----------|
| Simmers, Christina S.      | Marketing                          | \$130,417 | \$5,217 |         | \$135,634 |
| Skiba, Jenifer             | Marketing                          | \$123,155 | \$4,926 |         | \$128,081 |
| Smith, Amanda L.           | Art & Design                       | \$54,693  | \$2,188 |         | \$56,881  |
| Smith, Brenda M.           | WP Instruction                     | \$56,761  | \$2,270 |         | \$59,031  |
| Smith, Cody R.             | Kinesiology                        | \$58,000  | \$2,320 |         | \$60,320  |
| Smith, Diane L.            | School of Nursing                  | \$69,628  | \$2,785 |         | \$72,413  |
| Smith, Joshua J.           | Biomedical Sciences                | \$92,457  | \$3,698 |         | \$96,156  |
| Smith, Lloyd A.            | Computer Science                   | \$107,115 | \$4,285 | \$1,000 | \$112,400 |
| Sobel, Elizabeth A.        | Sociology & Anthropology           | \$69,656  | \$2,786 |         | \$72,442  |
| Sottile, James             | Counseling Leadership & Special Ed | \$86,717  | \$3,469 |         | \$90,186  |
| Spates, Stephen            | Communication                      | \$55,311  | \$2,212 | \$5,000 | \$62,523  |
| Speer, Jason A.            | Information Tech & Cybersecurity   | \$52,118  | \$2,085 |         | \$54,203  |
| Sreepada, Nihar S.         | Communication                      | \$53,000  | \$2,120 |         | \$55,120  |
| Stafford, Gary L.          | Mathematics                        | \$46,364  | \$1,855 |         | \$48,219  |
| Stanbrough, CaSandra L.    | Psychology                         | \$57,431  | \$2,297 |         | \$59,728  |
| Stanton, Rhonda J.         | English                            | \$64,592  | \$2,584 |         | \$67,176  |
| Starr, Cathy L.            | Merchandising & Fashion Design     | \$71,818  | \$2,873 |         | \$74,691  |
| Steinle, Erich D.          | Chemistry & Biochemistry           | \$66,916  | \$2,677 |         | \$69,593  |
| Stephen, Charles D.        | Biology                            | \$55,000  | \$2,200 |         | \$57,200  |
| Storochuk, Allison M.      | Music                              | \$73,337  | \$2,933 |         | \$76,270  |
| Strong, John T.            | Religious Studies                  | \$78,800  | \$3,152 |         | \$81,952  |
| Stulce, Tara J.            | Public Health & Sports Medicine    | \$47,073  | \$1,883 |         | \$48,956  |
| Su, Wei-Han                | Music                              | \$69,870  | \$2,795 |         | \$72,665  |
| Su, Yingcai                | Mathematics                        | \$91,270  | \$3,651 |         | \$94,921  |
| Sudbrock, Christine E.     | Agribusiness, Ag Ed & Comm         | \$61,388  | \$2,456 |         | \$63,844  |
| Sukovaty, Lacy D.          | Animal Science                     | \$63,961  | \$2,558 | \$5,000 | \$71,519  |
| Sullivan, Patrick          | Mathematics                        | \$69,079  | \$2,763 |         | \$71,842  |
| Sun, Linda R.              | Mathematics                        | \$42,285  | \$1,691 |         | \$43,976  |
| Sun, Xingping              | Mathematics                        | \$98,251  | \$3,930 |         | \$102,181 |
| Suttmoeller, Michael       | Criminology                        | \$74,741  | \$2,990 |         | \$77,731  |
| Swan, Karrie L.            | Counseling Leadership & Special Ed | \$65,000  | \$2,600 |         | \$67,600  |
| Swearingen, Rebecca        | Reading Foundations & Technology   | \$81,789  | \$3,272 |         | \$85,061  |
| Tapis, Gregory             | Accounting                         | \$139,056 | \$5,562 |         | \$144,618 |
| Tapis, Kanu Priya          | Management                         | \$123,155 | \$4,926 |         | \$128,081 |
| Tarbox, Judy D.            | English                            | \$44,908  | \$1,796 |         | \$46,704  |
| Tassin, Kerri L.           | Accounting                         | \$134,881 | \$5,395 |         | \$140,276 |
| Taylor, Darren S.          | Greenwood Lab School               | \$48,534  | \$1,941 |         | \$50,475  |
| Telting, Diderika M.       | Communication Sciences & Disorders | \$70,500  | \$2,820 |         | \$73,320  |
| Templeman, Maureen E.      | Psychology                         | \$55,000  | \$2,200 |         | \$57,200  |
| Templer Rodrigues, Abby I. | Sociology & Anthropology           | \$59,552  | \$2,382 |         | \$61,934  |
| Thakur, Rajiv R.           | WP Instruction                     | \$58,272  | \$2,331 |         | \$60,603  |
| Thambusamy, Ravi           | Information Tech & Cybersecurity   | \$128,455 | \$5,138 |         | \$133,593 |

|                            |                                    |           |         |         |         |           |
|----------------------------|------------------------------------|-----------|---------|---------|---------|-----------|
| Thomas, Kyle A.            | Theatre & Dance                    | \$53,148  | \$2,126 |         |         | \$55,274  |
| Thomas, Stephanie R.       | Cooperative Engineering Program    | \$46,611  | \$1,864 | \$2,000 |         | \$50,475  |
| Thomas, Suneeta            | English                            | \$56,371  | \$2,255 |         |         | \$58,626  |
| Thomas-Tate, Shurita       | Communication Sciences & Disorders | \$72,805  | \$2,912 | \$1,000 |         | \$76,717  |
| Thompson, Chris A.         | Music                              | \$68,809  | \$2,752 |         |         | \$71,561  |
| Thompson, Kip R.           | Public Health & Sports Medicine    | \$69,652  | \$2,786 |         |         | \$72,438  |
| Thornton, Kristen E.       | Accounting                         | \$48,951  | \$1,958 |         |         | \$50,909  |
| Tinkler, Alan S.           | English                            | \$64,478  | \$2,579 |         |         | \$67,057  |
| Tinsley, Tonia E.          | Modern & Classical Languages       | \$64,936  | \$2,597 |         |         | \$67,533  |
| Tipton, Sara L.            | Childhood Ed & Family Studies      | \$54,251  | \$2,170 |         | \$2,500 | \$58,921  |
| Towell, Jay                | WP Instruction                     | \$54,302  | \$2,172 |         |         | \$56,474  |
| Trick, Abel J.             | WP Instruction                     | \$56,733  | \$2,269 |         |         | \$59,002  |
| Troche, Julia D.           | History                            | \$60,552  | \$2,422 |         | \$5,000 | \$67,974  |
| Turner, John R.            | English                            | \$49,846  | \$1,994 |         |         | \$51,840  |
| Turner, Jon S.             | Counseling Leadership & Special Ed | \$66,938  | \$2,678 |         |         | \$69,616  |
| Tuttle, Alisha J.          | School of Nursing                  | \$66,316  | \$2,653 |         |         | \$68,969  |
| Twibell, Andrew D.         | Media, Journalism & Film           | \$62,624  | \$2,505 |         |         | \$65,129  |
| Ulbricht, Randi J.         | Biomedical Sciences                | \$59,552  | \$2,382 |         |         | \$61,934  |
| Uribe-Zarain, Ximena       | Counseling Leadership & Special Ed | \$65,867  | \$2,635 |         |         | \$68,502  |
| Van Landuyt, Cathryn A.    | Information Tech & Cybersecurity   | \$47,776  | \$1,911 |         |         | \$49,687  |
| Van Ornum, Kimberly J.     | Mathematics                        | \$45,761  | \$1,830 |         |         | \$47,591  |
| Visio, Michelle E.         | Psychology                         | \$75,558  | \$3,022 |         |         | \$78,580  |
| Vu, Duat                   | Art & Design                       | \$62,786  | \$2,511 |         |         | \$65,297  |
| Wade, Lisa M.              | WP Instruction                     | \$52,000  | \$2,080 |         |         | \$54,080  |
| Wait, D A.                 | Biology                            | \$80,657  | \$3,226 |         |         | \$83,883  |
| Walker, Alicia M.          | Sociology & Anthropology           | \$59,636  | \$2,385 |         | \$5,000 | \$67,021  |
| Walker, Elizabeth L.       | Animal Science                     | \$78,903  | \$3,156 |         |         | \$82,059  |
| Walker-Pacheco, Suzanne E. | Sociology & Anthropology           | \$77,046  | \$3,082 |         |         | \$80,128  |
| Walstrand, Gwen D.         | Art & Design                       | \$75,158  | \$3,006 |         |         | \$78,164  |
| Walters, Heather L.        | Communication                      | \$47,320  | \$1,893 |         |         | \$49,213  |
| Wang, Fei                  | Chemistry & Biochemistry           | \$65,867  | \$2,635 |         |         | \$68,502  |
| Wang, Jianjie              | Biomedical Sciences                | \$73,130  | \$2,925 |         | \$6,000 | \$82,055  |
| Wang, Weiyan               | Media, Journalism & Film           | \$64,590  | \$2,584 |         |         | \$67,174  |
| Wang, Yang                 | Computer Science                   | \$103,855 | \$4,154 |         |         | \$108,009 |
| Ward, V J.                 | Childhood Ed & Family Studies      | \$51,519  | \$2,061 |         |         | \$53,580  |
| Watson, Margaret K.        | Sociology & Anthropology           | \$59,552  | \$2,382 |         |         | \$61,934  |
| Weaver, Margaret E.        | English                            | \$78,118  | \$3,125 |         |         | \$81,243  |
| Webb, Gary W.              | Animal Science                     | \$94,069  | \$3,763 |         |         | \$97,832  |
| Wehrman, Erin C.           | Communication                      | \$55,311  | \$2,212 |         |         | \$57,523  |
| West, Nicole M.            | Counseling Leadership & Special Ed | \$59,552  | \$2,382 | \$2,000 | \$5,000 | \$68,934  |
| Westenberg, Robert W.      | Theatre & Dance                    | \$86,053  | \$3,442 |         |         | \$89,495  |
| Wheeler, Benjamin          | WP Instruction                     | \$55,248  | \$2,210 |         |         | \$57,458  |

|                           |                                  |           |         |         |           |
|---------------------------|----------------------------------|-----------|---------|---------|-----------|
| Whipple, Tanya L.         | Psychology                       | \$51,288  | \$2,052 |         | \$53,340  |
| Whisenhunt, Brooke L.     | Psychology                       | \$83,695  | \$3,348 |         | \$87,043  |
| White, David J.           | WP Instruction                   | \$64,160  | \$2,566 |         | \$66,726  |
| White, Timothy R.         | Media, Journalism & Film         | \$65,390  | \$2,616 |         | \$68,006  |
| White, Wajeana G.         | Dept of Hospitality Leadership   | \$51,040  | \$2,042 |         | \$53,082  |
| Wickham, Cameron G.       | Mathematics                      | \$89,915  | \$3,597 |         | \$93,512  |
| Wiechert, Raegan N.       | Library                          | \$43,518  | \$1,741 | \$1,000 | \$46,259  |
| Wieczerska, Aleksandra A. | Art & Design                     | \$45,300  | \$1,812 |         | \$47,112  |
| Wiggin, Sarah J.          | Theatre & Dance                  | \$68,683  | \$2,747 |         | \$71,430  |
| Wilcoxon, Sarah           | Theatre & Dance                  | \$59,445  | \$2,378 | \$5,000 | \$66,823  |
| Willey, Marc S.           | Occupational Therapy             | \$83,933  | \$3,357 |         | \$87,290  |
| Williams, Joseph P.       | Biomedical Sciences              | \$58,000  | \$2,320 |         | \$60,320  |
| Williams, Sarah K.        | Art & Design                     | \$63,527  | \$2,541 |         | \$66,068  |
| Willis, Steven C.         | Art & Design                     | \$75,309  | \$3,012 |         | \$78,321  |
| Wilson, Daniel J.         | Kinesiology                      | \$80,346  | \$3,214 |         | \$83,560  |
| Winstead, Cynthia J.      | Theatre & Dance                  | \$76,969  | \$3,079 |         | \$80,048  |
| Witte, Hugh D.            | Finance & General Business       | \$134,012 | \$5,360 |         | \$139,372 |
| Wood, Gina M.             | Childhood Ed & Family Studies    | \$50,805  | \$2,032 |         | \$52,837  |
| Woodard, Rebecca J.       | Kinesiology                      | \$82,446  | \$3,298 |         | \$85,744  |
| Wooden, Shannon R.        | English                          | \$70,546  | \$2,822 |         | \$73,368  |
| Worman, Frederick S.      | Sociology & Anthropology         | \$65,596  | \$2,624 |         | \$68,220  |
| Wright, Christine J.      | Childhood Ed & Family Studies    | \$59,552  | \$2,382 |         | \$61,934  |
| Wright, Matthew E.        | Mathematics                      | \$66,232  | \$2,649 | \$2,000 | \$70,881  |
| Wulff-Risner, Linda J.    | WP Instruction                   | \$58,317  | \$2,333 | \$6,000 | \$66,650  |
| Xie, Xiuye                | Kinesiology                      | \$57,268  | \$2,291 | \$1,500 | \$61,059  |
| Yadon, Carly A.           | Psychology                       | \$64,759  | \$2,590 |         | \$67,349  |
| Yang, Zhiguo              | Information Tech & Cybersecurity | \$130,743 | \$5,230 |         | \$135,973 |
| Yarckow-Brown, Ivy V.     | Criminology                      | \$50,045  | \$2,002 |         | \$52,047  |
| Yoes, Tammy M.            | School of Nursing                | \$61,388  | \$2,456 |         | \$63,844  |
| Yoshimatsu, Keiichi       | Chemistry & Biochemistry         | \$66,949  | \$2,678 |         | \$69,627  |
| Yu, Lu                    | Management                       | \$122,000 | \$4,880 |         | \$126,880 |
| Yun, Gawon                | Marketing                        | \$121,643 | \$4,866 |         | \$126,509 |
| Zhang, Ying J.            | Finance & General Business       | \$134,012 | \$5,360 |         | \$139,372 |
| Zheng, Songfeng           | Mathematics                      | \$72,530  | \$2,901 | \$2,000 | \$77,431  |
| Zhou, Fan                 | Mathematics                      | \$43,650  | \$1,746 |         | \$45,396  |
| Zimmerman, David M.       | Psychology                       | \$61,241  | \$2,450 |         | \$63,691  |
| Zimmerman, Scott D.       | Biomedical Sciences              | \$75,942  | \$3,038 |         | \$78,980  |

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



III.C.5.

**RECOMMENDED ACTION** – Approval of FY23 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 2022-2023 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)**

**West Plains Campus – Shared Membership**

|   |  |
|---|--|
| Ms. Rachel Peterson<br>Director of Development-WP                         | West Plains Country Club (Restaurant use only) |
| Mr. Dakota Bates<br>Director of University Communications-WP              | West Plains Country Club (Restaurant use only) |
| Dr. Dennis Lancaster<br>Chancellor –WP                                    | West Plains Country Club (Restaurant use only) |
| Dr. Angela Totty<br>Dean of Student Services-WP                           | West Plains Country Club (Restaurant use only) |
| Ms. Brenda Polyard<br>Director of University and Community<br>Programs-WP | West Plains Country Club (Restaurant use only) |
| Mr. David Young<br>Director of Information Technology-WP                  | West Plains Country Club (Restaurant use only) |
| Mr. Crockett Oaks<br>Director of Business and Support Services-WP         | West Plains Country Club (Restaurant use only) |
| Ms. Paula Wiedemann<br>Head Women’s Athletics Coach-WP                    | West Plains Country Club (Restaurant use only) |
| Mr. Jared Phay<br>Head Basketball Coach-WP                                | West Plains Country Club (Restaurant use only) |
| Dr. Michael Orf<br>Dean of Academic Affairs-WP                            | West Plains Country Club (Restaurant use only) |

III.C.6.

**RECOMMENDED ACTION** - Approval of Amendments to the Employee Handbook for Administrative, Professional and Support Staff employees and related policies.

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

in addition, seconded by \_\_\_\_\_

**WHEREAS** Administration recommends that certain revisions be made to the *Employee Handbook for Administrative, Professional and Support Staff* ("Employee Handbook"); and

**WHEREAS**, specifically, some revisions to the Employee Handbook are needed due to changes in operating procedures, clarification, process improvement, and overall ongoing changes to the handbook; and

**WHEREAS**, as a result of the proposed revisions to the Employee Handbook, similar revisions to the Faculty Handbooks, the Medical Plan, the Dental Plan, and/or other group insurance agreements may be required in order to ensure consistency and accuracy across these documents.

**NOW, THEREFORE, BE IT RESOLVED** by the Board of Governors for Missouri State University that the Employee Handbook be revised in accordance with Attachment A; that the *Faculty Handbooks*, Medical Plan and Dental Plan, and other group insurance agreements, be revised as necessary to ensure consistency between said documents and the Employee Handbook; and that the President and the Vice President for Administrative Services be granted authority to correct any typographical, grammatical, and formatting errors appearing from time to time to retain accuracy and consistency, to revise sections within the handbook to provide clarification or process improvement, to revise other University procedures and plan documents to allow the application of the above handbook changes, and to ensure compliance with applicable law.

**VOTE:     AYE**

**NAY**

**COMMENTS:** Sections of the Employee Handbook have been updated to reflect current processes and existing practices, provide clarification on existing processes, and to correct grammatical, typographical, and formatting errors. Other sections of the Employee Handbook have been modified to streamline processes and ease administrative burden.

Please see the actual changes to be made within Attachment A. These changes are summarized as follows:

Language Updates to G7.02-2 University Policies

- Para: 2.2 Prohibition of Discrimination and Harassment
  - Deletes language that persons making a complaint of sex harassment, discrimination, or any other type of sex discrimination should report concerns to the Title IX Coordinator and instead directs persons to contact the Office for Institutional Equity and Compliance
- Para: 2.2.1 Discrimination and Harassment Training Policy
  - Updates the titles of the training modules

Section Addition to G7.02-3 Employment Policies and Procedures

- Para: 3.19.9 Failure to Work
  - Adds this new section

Language Updates G7.02-5 Employee Performance Evaluations

- Para: 5.2.4 Performance Improvement Plan (PIP)
  - Updates the requirements for the PIP process

Language Updates to G7.02-7 Leave Benefits

- Para: 7.2.2.1 Unused Sick Leave Applied at Retirement
  - Adds section as a cross reference from Para: 7.5.5.1 for clarity
- Para: 7.7 Family and Medical Leave
  - Adds an explanation of the university's right to place employee on leave pursuant to FMLA
- Para: 7.9 Bereavement Leave
  - Changes title of leave
  - Expands definition of qualifying relationships
  - Removes "consecutive" stipulation

Language Updates to G7.02-10 Grievance Procedures

- Grievance Procedure Description Paragraph
  - Directs all persons needing to make an inquiry concerning the complaint/grievance procedure related to any protected class to contact the Office for Institutional Equity and Compliance
- Para: 10.5 Appeal to the Board of Governors
  - Eliminates an employee's right to appeal a termination to the Board of Governors unless the appeal is permitted by a contractual right. (i.e., collective bargaining agreement)

## 2.2 Prohibition of discrimination and harassment

In furtherance of the University's commitment to non-discrimination, the Board of Governors has adopted [G1.31, Reporting Allegations of Discrimination on the Basis of a Protected Class](#), which can be accessed in the Policy Library, located on the university's website. All forms of discrimination and harassment degrade the academic and working environment of the university, and are wholly inconsistent with the university's public affairs mission. Sexual harassment is especially troubling in the academic environment due to the unique relationship between student and faculty member or supervisor and subordinate, and the inherent inequities in power that exist in such relationships. Sexual harassment not only violates the law and university policy but also can damage personal and professional relationships, cause career or economic disadvantage, expose the university to legal liabilities, a loss of federal research funds, and other financial consequences.

~~Any member of the university community who believes that he or she has been the subject of sexual harassment, or any other type of sex discrimination (including discrimination on the basis of marital status, family status, pregnancy, sexual orientation, gender identity, or gender expression) should immediately report such concerns to the Title IX Coordinator, who is located in Carrington Hall 205, 901 S. National Ave., Springfield, Missouri 65897, and who may be contacted at [TitleIX@MissouriState.edu](mailto:TitleIX@MissouriState.edu) or [417-836-8506](tel:417-836-8506).~~

Any member of the University community who believes that he or she has been the subject of discrimination on the basis of any ~~other~~ protected class (i.e., [sex, sexual orientation, marital status, family status, pregnancy, gender identity, gender expression](#), race, age, religion, national origin, disability, veteran's status, or genetic information) should immediately report such concerns to the [Office for Institutional Equity and Compliance](#) (OIEC), which is located in Carrington Hall 205, 901 S. National Ave., Springfield, Missouri 65897, and may be contacted at [Equity@MissouriState.edu](mailto:Equity@MissouriState.edu) or [417-836-4252](tel:417-836-4252).

Allegations of sexual harassment that meet the definition of jurisdictional requirements of Title IX of the Education Amendments of 1972 ("Title IX") and its implementing regulations will be addressed as set forth in [Op1.02-11 Title IX Sexual Harassment Grievance Procedure Policy](#). All other allegations of discrimination or harassment (including sexual harassment as defined by the Title VII of Civil Rights Act of 1964 ("Title VII") will be addressed in a manner consistent with [Op1.02-2 Discrimination Complaint and Investigation Procedures](#). Employees who are found to be responsible for engaging in acts of discrimination and/or harassment will be subjected to disciplinary action up to and including termination of employment.

## 2.2.1 Discrimination and harassment training policy

To create a positive learning, working and living environment, the university must provide an atmosphere free of discrimination and harassment. The most effective way to prevent discrimination and harassment is through awareness and education. There are at least four goals to be achieved through education: (a) ensuring that all alleged victims (and potential victims) are aware of their rights; (b) notifying individuals of conduct that is proscribed; (c) informing administrators about the proper way to address complaints of violations of this policy; and (d) helping educate the community about the problems this policy addresses.

To achieve these goals, the Division of Legal Affairs and Compliance has developed a training program to inform, educate and guide members of the university community on sexual harassment and discrimination. New employees must complete both the ~~Preventing Discrimination and Harassment Online Training Program and the Preventing Sexual Misconduct (Title IX) Online Training Program~~ ("Compliance Training") Discrimination Awareness in the Workplace Online Training Program and Title IX: Roles of Responsible Employees Online Training Program -within 30 calendar days of commencing employment with the university. Every three (3) years, all university employees are required to repeat the Compliance Training.

### **3.19.9 Failure to work**

If an employee has not worked during a continuous six (6) month period and is not on an approved leave, the employee's employment with the university shall be terminated.



## 5.2.4 Performance improvement plan

A supervisor ~~must~~ may initiate a Performance Improvement Plan (PIP) when an employee's overall performance rating is less than "Competent" (less than 3) or when a supervisor determines current performance requires improvement as part of the Annual ADP process. The PIP process must be initiated by the supervisor if the employee's overall rating is less than 2.5 on the 5.0 rating scale. If the lower rating is the result of behavior and/or performance that was already formally addressed during the rating the period, the supervisor may not be required to initiate a PIP. Supervisors should consult with HR Performance Management for guidance on their employee's individual situation. The Performance Improvement Plan document should include:

- Behavior, performance, situations or conditions that need to be changed.
- Expected changes by the employee to improve their performance or behavior along with demonstrated outcomes.
- Any supporting activities, training or guidance to support the improvement.
- Expected timeline for improvement.

The PIP document becomes part of the employee's Appraisal and Development Plan for the rating period it was initiated. Supervisors should consult with their next line of supervision (Reviewer) when initiating a PIP on an employee since the Reviewer also signs the form at the establishment of the PIP and at the Follow-Up Review. Supervisors needing to address performance issues with an employee should contact the office of human resources, [Performance Management](#) for assistance and guidance on the process prior to meeting with the employee. The Performance Improvement Plan form can be found online.

### **7.2.2.1 Unused sick leave applied at retirement**

Employees terminating employment for any reason *other than qualified retirement* are not paid for their unused sick leave. However, the Missouri State Employees' Retirement System (MOSERS) requires that the university report the number of unused sick hours that an employee had at the time the employee terminated employment with the university. If the employee is vested in MOSERS at the time of termination of employment, MOSERS will convert the reported unused sick leave hours into retirement service credit; 168 hours equals one month of service credit. When the employee applies for retirement at some future date when he/she is qualified to retire, MOSERS will include those months of service in the calculation of the retirement benefit amount.

The provisions of this section regarding treatment of sick leave by MOSERS are subject to modification in order to comply with MOSERS requirements. Employees who retire under one of the university's public retirement plans will be paid for 40 percent of any accrued unused sick leave rounded up or down to the nearest full day (up to a maximum of 384 hours (48 days), and the remaining unused sick leave will be reported to MOSERS for inclusion as creditable service in accordance with MOSERS' policies regarding the reporting of unused sick leave. A qualified retirement is one in which the employee is eligible for and receives a monthly retirement benefit from one of the university's retirement plans (Missouri State Employees' Retirement System).

Faculty with 9-month appointments who retire under MOSERS or CURP will not be paid for accrued but unused sick leave upon retirement. Rather, with respect to faculty members who retire under MOSERS, the entire balance of their accrued but unused sick leave will be reported to MOSERS for retirement service credit. Faculty members who choose to remain in and retire under CURP will not receive retirement service credit for accrued but unused sick leave.

## 7.7 Family and medical leave

Missouri State University provides Family and Medical Leave (FML) in accordance with the federal Family and Medical Leave Act (FMLA) of 1993 and subsequent amendments. FMLA provides eligible employees who work for covered employers the right to take unpaid, job-protected leave for absences due to a qualifying event. This policy outlines information also obtained in the [Department of Labor poster](#). The terms referenced in this policy are defined as outlined in Department of Labor regulations and any inconsistencies between this policy and the regulations are resolved in favor of the regulations (29 CFR Part 825).

### Employee eligibility

Eligible employees who have a qualifying event and provide appropriate notice and requested certification(s) are entitled to a total of 12 weeks of unpaid, job-protected leave and health insurance continuation during a rolling 12-month period, except military caregiver leave which can be up to 26 weeks. The minimum requirements for an employee to be eligible for FML:

1. worked for the university for at least 12 months;
2. worked at least 1,250 hours in the 12 months prior to when the leave will commence;
3. has not used all available FML in the 12 months prior to when the leave will commence;
- and
4. has a qualifying event.

### Qualifying event

A qualifying event under FMLA includes:

1. Birth and care of the employee's newborn child;
2. Placement of a child with the employee for adoption, or by the State for foster care;
3. To care for the employee's spouse, sponsored dependent, child or parent with a serious health condition (this does not include in-laws);
4. The employee's own serious health condition that prevents him or her from performing the employee's job;
5. "Any qualifying exigency" for an employee's spouse, sponsored dependent, child, or parent on active military duty or being called to active military duty; or
6. To care for a spouse, sponsored dependent, child, parent, or next-of-kin who is a member of the Armed Forces and who is undergoing medical treatment, recuperation, or therapy, for a serious injury or illness suffered in the line of duty on active duty.

### Amount and timing of leave

Eligible employees may take up to 12 weeks of FML during a rolling 12-month period for the first five qualifying events above. Only military caregiver leave, the 6<sup>th</sup> qualifying event above,

provides an entitlement to 26 weeks. The 12-month period is defined as the 12 months prior to when the leave will commence. Eligible employees may take leave in the following manner:

- Family leave for the birth or adoption of a child must be taken within 12 months of the birth or adoption of the child.
- Leave for birth or adoption shall normally be limited to one consecutive leave period; it may not be taken on an intermittent or reduced time basis, (e.g., every other day or a couple of hours every day). However, if the employee is approved by a health care provider and their supervisor to work on an intermittent basis during the 12-week period, the employee must submit a “fitness for duty” certification from the health care provider, verifying the employee’s ability to return to work, with or without restrictions. The employee cannot work from home unless approved under the [Telecommuting policy \(4.11\)](#)
- As consecutive weeks or on an intermittent basis when medically necessary, or for qualifying exigencies. Employees must attempt to schedule intermittent leave to minimize disruption of normal operations

### **Employee request and notice**

The Family and Medical Leave Act not only mandates certain protections and benefits for employees who apply for it, but also specifies that it is the employer's responsibility to determine when an employee's absence should be considered as protected leave under this law. The university has the legal authority to consider an employee's absence as family and medical leave when it has sufficient evidence that the absence is due to an FMLA-qualifying reason, or the circumstances of the absence are such that the university should reasonably suspect that the absence is for an FMLA purpose, even if the employee has not applied for family and medical leave. [Consistent with federal law and regulations, if an employee is absent for more than three \(3\) working days and the university has sufficient evidence that the absence is due to an FMLA-qualifying reason, the university may place the employee on leave pursuant to the FMLA.](#) The office of human resources will notify the employee in writing and the necessary paperwork provided to the employee for completion.

An employee requesting leave under the FMLA provision must contact the office of human resources, who will inform the employee about the procedure and the need to submit complete and sufficient supporting medical and/or military documentation. The university requires medical certification to support a request for Family and Medical Leave, the employee will have 15 calendar days from the date he/she receives the FMLA packet from the office of human resources to provide the university with such certification. **Failure to provide the medical certification may result in a delay or denial of the requested leave.** The office of human resources has final approval of all family leave requests.

When leave is foreseeable, an employee must give the university 30 days advance notice. In addition, when foreseeable leave is for planned medical treatment, the employee must make a reasonable effort to schedule the treatment so as not to unduly disrupt the university's

operations. If it is not possible to provide 30 days notice, as much notice as is practical must be provided.

An employee on leave is required to report any change in his/her status, duration of leave, or intent to return to office of human resources. During the leave, the university may require periodic recertification supporting the need for leave.

### **Pay and benefits during leave**

The office of human resources will promptly inform the employee of the status of pay and benefits. FML is unpaid; however, the employee is required to use their accrued paid leave (vacation, sick leave or compensatory time) concurrently with FML during the absence. An employee must follow the same terms and conditions of the leave policies that apply to other employees for use of paid leave.

If an employee does not have accrued paid leave available, the FML will be unpaid. While on an unpaid FML, employees will not accrue sick or vacation time during a month in which they have not been paid for 80 or more hours. Additionally, employees on FML may not be paid for a holiday(s) that occurs during the period that they are on family and medical leave.

While on leave, in order to be paid for the holiday(s), an employee must use accrued time the day before the holiday occurs. For purposes of determining the amount of leave used by an employee, the fact that a holiday may occur within the week taken as FMLA leave has no effect; the week is counted as a week of FMLA leave. However, if an employee is using FMLA leave in increments of less than one week, the holiday will not count against the employee's FMLA entitlement unless the employee was otherwise scheduled and expected to work during the holiday. Similarly, if for some reason the university's business activity has temporarily ceased and employees generally are not expected to report for work for one or more weeks (e.g., Christmas break), the days the employer's activities have ceased do not count against the employee's FMLA leave entitlement.

Continuation of benefits during family and medical leave: For the duration of the approved family and medical leave, the university will maintain the employee's benefits at the same level and under the same conditions as if the employee had continued work. The employee is required to continue to pay his/her contribution to dependent insurance or other elective benefit costs. If on paid leave, premiums will be deducted from pay as usual. If some or all of the leave will be without pay, information on how and when to make premium payments will be provided to the employee. If necessary, employees will be allowed to discontinue coverage and be reinstated to the plan, if they return to work on or before expiration of the family and medical leave.

If the employee does not return to work with the university, or returns for less than a period of 30 days after the leave has ended, the employee will owe the university the cost of any benefits provided during the entire duration of the family and medical leave, including the employer

contribution to the employee's health benefits. No such amount shall be owed if there is a reoccurrence or onset of a serious health condition, or if, in the opinion of the university, there is a change of circumstances beyond the employee's control.

### **Return to work**

Employees should notify the office of human resources of their intent to return to work two weeks prior to the anticipated date of return, or of any medically necessary changes in the date of return. If the leave was due to a serious health condition as defined by the FMLA, the university will require a "fitness for duty" certification from the health care provider, verifying the employee's ability to return to work, with or without restrictions. Employees may also be required to submit to a medical examination before returning to work. If employees return to work on or before the expiration of available FML, they will normally be returned to their former position or an equivalent job. If, however, they do not return at the expiration of FML, there is no guarantee of reinstatement.

## 7.9 ~~Funeral leave~~ Bereavement leave

Full-time employees may be excused from work, with pay, in ~~the event of a relation to the funeral for their death of a~~ spouse, /e, domestic partner, children/~~step-children/~~ son-in-law / daughter-law / children of domestic partner, , mother, ~~step mother / mother-in-law / mother of domestic partner, father/~~ step-father / father-in-law / father of domestic partner, , brother/~~step-brother /~~ brother-in-law, brother of domestic partner, sister/~~step sister/~~, sister-in-law/~~sister of domestic partner,~~ grandchildren / ~~step-grandchildren,~~ ,grandparents ~~and/~~ great-grandparents / , domestic partner children, mother, father, brother, sister, grandchildren, grandparents and great-grandparents, son-in-law, daughter-in-law, mother-in-law, father-in-law, brother-in-law, sister-in-law, step-children, step-father, step-mother, step-brother, step-sister, ~~step-grandchildren,~~ step-grandparents, and step-great grandparents / ~~grandparents of domestic partner, - or an adult who stood 'in loco parentis' during childhood, or any other individual with whom the employee had a close relationship.~~ The employee's supervisor may grant ~~funeral bereavement~~ leave for up to five (5) ~~consecutive~~ workdays for each ~~funeral death~~ involving a family member ~~or other individual~~ listed in this policy. Time not worked because of ~~funeral bereavement~~ leave will be paid at the full-time employee's regular, straight time, hourly rate.

# Grievance Procedures

## G7.02-10 Grievance Procedures

This grievance procedure is designed to address both disciplinary actions and complaints and disputes between the employee and the university over working relationships, working conditions, employment practices or differences in interpretation of policies. This grievance procedure applies only to non-probationary, full-time employees. The grievance steps available to an employee is dependent on the nature of the grievance. Not all grievance steps listed below are available in all circumstances. Each step specifies when it is available to an employee. Union employees are covered by the grievance procedure established in the Memorandum of Agreement between the university and The International Brotherhood of Electrical Workers (IBEW), AFL-CIO, Local No. 453 and The International Brotherhood of Teamsters Local Union 245.

This grievance procedure does not apply to employees who have been subjected to disciplinary action, up to and including termination of employee, pursuant to [Op1.02-11 Title IX Sexual Harassment Grievance Procedure Policy](#), as such policy includes its own specific grievance procedure.

When an issue or dispute regarding general employment matters arises between an employee and his/her supervisor or co-worker, the employee is encouraged to first discuss the concern with his/her immediate supervisor or the Office of Human Resources. Many general concerns may be resolved through this dialogue and communication.

Employees who believe they have a legitimate grievance may undertake the following procedure in order to resolve the matter. In certain circumstances, employees may be suspended either with or without pay, as determined appropriate by the university, pending the outcome of the grievance procedure. In cases of employment termination, the grievance procedure may be utilized after the termination effective date.

As outlined in the *Missouri State University Nondiscrimination Policy* (see [Chapter 2](#)), the University maintains a grievance procedure incorporating due process available to any person who believes he or she has been discriminated against on the basis of a protected class. Missouri State University is an Equal Opportunity/Affirmative Action/Minority/Female/Veterans/Disability/Sexual Orientation/Gender Identity employer. Inquiries concerning the complaint/grievance procedure related to ~~any protected class, sex discrimination, including sexual harassment and sexual assault, should be addressed to the Title IX Coordinator, Carrington Hall 205, 901 S. National Ave., Springfield, Missouri 65897, TitleIX@MissouriState.edu, 417-836-8506, or to the Office for Civil Rights. All other inquiries concerning the grievance procedure, the~~ Affirmative Action Plan, or compliance with federal and state laws and guidelines should be addressed to the Equal Opportunity Officer, [Office for Institutional Equity and Compliance](#), Carrington Hall 205, 901 S. National Ave., Springfield,



Missouri 65897, [Equity@MissouriState.edu](mailto:Equity@MissouriState.edu), [417-836-4252](tel:417-836-4252), or to the Office for Civil Rights. (Res. Board Policies No. 70-11; Bd. Min. 10-28-11.)

## 10.5 Step 5 - Appeal to the Board of Governors

No disciplinary action may be appealed to the Board of Governors except ~~for dismissal (i.e., termination of employment)~~as permitted by a contractual right (i.e. collective bargaining agreement). In such cases ~~an appeal to the Board of Governors must be made in writing by the employee, and must be filed with the university president within ten (10) workdays following the issuance of the findings by the university president; otherwise the findings and resulting dismissal become final. Upon receipt of the written appeal, the university president will notify the chair of the Board of Governors. In its sole discretion, the Board may either hear the appeal, or refuse to hear the appeal (thereby affirming the findings of the university president and the employee's dismissal). In the event that the Board decides to hear the appeal, the chair of the Board will schedule the grievance appeal for hearing at the next regular Board meeting, or as otherwise determined appropriate by the chair of the Board. The appeal may be formal or informal, and the time and place of such appeal will be communicated within a reasonable time to all parties involved. The Board, or its designated committee, shall have access to all facts and information it may feel are relevant and material to the issue. Parties involved in the appeal may be represented by counsel. The presiding officer selected by the Board of Governors will rule on all questions of evidence and procedure. Upon conclusion of such appeal, the Board or its designated committee will render a finding in writing which will be final, the appeal will be managed pursuant to the terms of the contract permitting the appeal.~~

III.D.1.

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

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

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

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

**COMMENTS:**

Recommend the attached report summarizing all reportable Office of Procurement Services activity from May 10, 2022, through June 14, 2022, be approved.

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

**FOR INFORMATIONAL PURPOSES ONLY**

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

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

Renewal of Contract C7817-1 initiated with Gobi Library Solutions from EBSCO, for the purchase of Class I B Books.

Action is the third renewal for the contract term July 1, 2022 through June 30, 2023, with three additional University optional one-year renewals through June 30, 2026. **Subject to continued satisfactory performance, the University will continue to exercise the remaining available annual renewal options as needed.**

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

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

**Software for Behavioral Health Services      \$142,690.00  
Counseling Center      (Estimated)**

Pursuant to University policy, an agreement has been executed with Protocall+ as the single feasible source for behavioral software for the University's Counseling Center. A two-year term is contemplated at a total estimated cost of \$142,690.00.

Each party will have the ability to cancel the contract with written notice. The contract is to start on July 1, 2022 and end on June 30, 2024.

The University has been using the third-party telephonic behavioral health services since 2016. During this time, the University has enjoyed success with Protocall+ telephonic services.

Protocall+ is the premier provider of higher education behavioral health services. It has an extensive and successful history since 1992, working in higher education campus-based counseling centers at more than 135 centers, and has a proven record of success with over 1.6 million students.

May 10, 2022, through June 14, 2022

**ACTIVITY REPORT  
PAGE TWO**

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

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

**Food Service Smallwares \$150,000.00  
Residence Life, Housing and Dining Services**

Pursuant to University policy, which allows the University to participate in contract agreements established by other public entities, recommend approval to utilize Sourcewell Cooperative Contract 091918-TMSK for TriMark Food Service Equipment, Supplies, and Design.

Expenditure is for food service smallwares for the new residence hall on Holland Avenue.

**Approval for project furniture, fixtures, and equipment was obtained in March 2020 for \$1,443,671.00. Informational reporting applies when individual contractor transactions are above the \$100,000.00 reporting threshold.**

**Note: Funding to be from Residence Hall Reserve X06025 192018 76302 095.**

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

**Space Management Software \$215,478.24  
Administrative Services (Five-Year Term)**

University Administrative Services recommends purchase of the Financial Accounting Management Information System (FAMIS) space management module, provided by Accruent, the vendor for EMS, the University's space management and event and meeting management software.

Support Services within Administrative Services utilizes EMS for space management needs, from data management of university square footage and building information, to utilization of physical campus spaces.

FAMIS integrates with EMS to provide efficiencies in space management and better data management for the university. This module manages many of the manual process that University Support Services administers currently, from space audits, to moves, to review of current space, to visually mapping out potential configurations for changes to occupancy of space, all to provide for efficiency in Support Services.

May 10, 2022, through June 14, 2022

**ACTIVITY REPORT  
PAGE THREE**

Reporting with the module allows a more encompassing analysis, to include dashboards and reporting within the system, for further efficiencies.

| <b>Year</b>                  | <b>Annual Cost</b>  |
|------------------------------|---------------------|
| Installation Cost (Year One) | \$53,549.60         |
| Year One                     | \$30,500.00         |
| Year Two                     | \$31,415.00         |
| Year Three                   | \$32,357.45         |
| Year Four                    | \$33,328.18         |
| Year Five                    | \$34,328.01         |
| <b>Total</b>                 | <b>\$215,478.24</b> |

**Note: Funding to be from ongoing operational budgets A02000 062000 73421 063.**

**FOR APPROVAL**

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

**Periodicals, S1 Domestic Origin \$440,000.00**  
**Meyer Library (Estimated)**

Recommend renewal of Contract C7331-1 with Otto Harrassowitz, for the purchase of Class S1 Periodicals for the period July 1, 2022 through June 30, 2023. The renewal is the sixth 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 ongoing operational budgets.**

**ACTIVITY REPORT  
PAGE FOUR**

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

|  |                                     |
|--|-------------------------------------|
| <b>Periodicals, S2 European Origin<br/>Meyer Library</b> | <b>\$750,000.00<br/>(Estimated)</b> |
|--|-------------------------------------|

Recommend first of two one-year renewals of Contract C6623-1 with Otto Harrassowitz, for the purchase of Class S2 Periodicals for the period July 1, 2022 through June 30, 2023. Contract prices and mailing services will remain the same as during the original contract period.

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

III.D.2.

**MISSOURI STATE UNIVERSITY**

BOARD RESOLUTION

AGREEMENT NO. \_\_\_\_\_

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

BE IT RESOLVED by the Board of Governors for Missouri State University that space not to exceed 53,001 square feet of space be rented at a price of between \$9.50 - \$15.00 per square foot for various University departments and offices in Meyer Alumni Center for the 2022-2023 fiscal year.

BE IT RESOLVED by the Board of Governors for Missouri State University that the 2022-2023 lease for Meyer Alumni Center be formally approved via this resolution at the \$9.50 - \$15.00 per square foot rental rate for the 53,001 square feet of space in Meyer Alumni Center.

BE IT FURTHER RESOLVED that the Chair of the Board of Governors or his/her designee be hereby authorized to initiate and sign a lease agreement for July 1, 2022 - June 30, 2023 with the owner of this building, the Missouri State University Foundation.

\_\_\_\_\_  
Carol Silvey  
Board Chair

Passed at Meeting on  
June 24, 2022

\_\_\_\_\_  
Rowena Stone  
Secretary to the Board



|   |                |         |
|---|----------------|---------|
| Development and Alumni Relations  | 20,372 sq. ft. | \$10.00 |
| Development and Alumni Relations  | 5,439          | \$11.00 |
| Advancement Services  | 1,543          | \$15.00 |
| Marketing & Communications, Editorial & Design Services,<br>University Communications, Web Strategy & Development | 8,517          | \$10.00 |
| Office of Visual Media  | 1,965          | \$10.00 |
| University Advancement  | 3,200          | \$11.00 |
| Learning Diagnostic Clinic/Assessment Center  | 2,666          | \$10.00 |
| Mail Room and Vending   | 420            | \$10.00 |
| Missouri State Outreach   | 2,339 x        | \$10.00 |
| Missouri State Outreach   | 6,290 x        | \$11.00 |
| Missouri State Outreach   | <u>250</u> x   | \$15.00 |
| Total Square Feet   | 53,001 sq. ft. |         |

|           |                              |        |                  |
|-----------|------------------------------|--------|------------------|
| Overview: | Total square feet at \$10.00 | 36,279 | \$ 362,790.00    |
|           | Total square feet at \$11.00 | 14,929 | 164,219.00       |
|           | Total square feet at \$15.00 | 1,793  | <u>26,895.00</u> |
|           |                              | 53,001 | \$ 553,904.00    |

Notes:

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

June 24, 2022

## LEASE AGREEMENT

This Lease made this 24<sup>th</sup> day of June, 2022, by and between the Missouri State University Foundation, a Missouri not-for-profit corporation, hereinafter referred to as "Landlord" and Missouri State University, hereinafter referred to as "Tenant."

WITNESSETH THAT:

### ARTICLE I: PREMISES

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

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

### ARTICLE II: TERM

**2.1 Term:** The term of this Lease shall commence on July 1, 2022 (the "Commencement Date") and, subject to Tenant's option, if any, to extend the term of this Lease, as hereinafter provided, shall end on June 30, 2023 ("the Expiration Date"), both inclusive unless sooner terminated hereby.

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

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

### ARTICLE III: USE OF PREMISES; RULES AND REGULATIONS

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

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

#### **ARTICLE IV: RENT AND OTHER TENANT CONTRIBUTIONS**

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

**4.2 Base Rent:** Tenant shall pay to Landlord as annual Base Rent for the Premises the sum of ten dollars (\$10.00) per square foot for 36,279 square feet; eleven dollars (\$11.00) per square foot for 14,929 square feet; fifteen dollars (\$15.00) per square foot for 1,793 square feet; and a total sum not to exceed five hundred fifty three thousand nine hundred four dollars (\$553,904.00), commencing July 1, 2022.

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

## ARTICLE V: SERVICE, MAINTENANCE AND REPAIRS

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

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

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

## ARTICLE VI: ALTERATIONS

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

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

## ARTICLE VII: CERTAIN RIGHTS RESERVED TO LANDLORD

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

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

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

#### **ARTICLE VIII: ASSIGNMENT AND SUBLETTING**

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

#### **ARTICLE IX: INSURANCE; INDEMNIFICATION**

**9.1 Insurance by Landlord:** Landlord agrees to carry standard fire and extended coverage insurance (with endorsements for vandalism and malicious mischief coverage) and all-risk insurance in amounts deemed sufficient by Landlord to carry out Landlord's obligations under this Lease.

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

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

## **ARTICLE X: DESTRUCTION**

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

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

## **ARTICLE XI: CONDEMNATION**

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

**11.2 Partial Taking:** If less than the whole of the Center or less than the whole of the Premises shall be taken in a Condemnation Proceeding, Tenant or Landlord, may at its option,

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

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

## **ARTICLE XII: LIENS**

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

## **ARTICLE XIII: DEFAULT AND REMEDIES**

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

(a) terminate this Lease, and with process of law, expel and remove Tenant, or any other person or persons in occupancy from the Premises, together with their goods and chattels,



provided that in the event of termination pursuant hereto Landlord shall, nevertheless, be entitled to damages provided by law, just as though Tenant repudiated this Lease; or

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

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

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

#### **ARTICLE XIV: TRANSFER BY LANDLORD; SUBORDINATION; ESTOPPEL CERTIFICATE**

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

**14.2 Subordination:** This Lease and all rights of the Tenant hereunder shall, at the option of Landlord, be subject and subordinate to any deeds of trust, mortgage or other instruments or security which do now or may hereafter cover the Center and the Property or any interest of Landlord therein, and to any and all advances made on the security thereof, and to any and all increases, renewals, modifications, consolidations, replacements and extensions or any such deeds of trust, mortgages or instruments of security. Landlord may exercise the aforesaid

option to subordinate this Lease by notifying Tenant thereof at any time in writing, and if so requested by Landlord, Tenant shall execute a subordination agreement in the form satisfactory to Landlord.

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

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

## ARTICLE XV: QUIET ENJOYMENT

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

## ARTICLE XVI: SURRENDER; HOLDING OVER; REMOVAL OF PROPERTY

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

**16.2 Holding Over:** If Tenant shall continue to occupy the Premises after expiration or sooner termination of this Lease, Tenant shall pay, as liquidated damages, for each month of continued occupancy an amount equal to one and one-half time the rent being paid for the month the Lease expires or is terminated. No receipt of money by Landlord from Tenant after expiration or termination of this Lease shall reinstate or extend this Lease or affect any prior

notice given by Landlord to Tenant. Nothing contained in this Section 16.2 is to be construed to give Tenant the right to hold over at any time and Landlord may exercise any and all remedies at law or in equity to recover possession of the Premises and damages resulting from any such holding over.

## ARTICLE XVII: NOTICES

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

## ARTICLE XVIII: MISCELLANEOUS

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

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

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

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

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

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

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

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

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

**ATTEST:**

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

\_\_\_\_\_  
Cindy Busby  
Secretary to the Foundation

By: \_\_\_\_\_  
Brent Dunn  
Executive Director

**ATTEST:**

**MISSOURI STATE UNIVERSITY  
"Tenant"**

\_\_\_\_\_  
Rowena Stone  
Secretary to the Board

By: \_\_\_\_\_  
Carol Silvey  
Board Chair

## EXHIBIT A

### Description of Premises

Premises shall consist of 53,001 square feet.

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

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

53,001

## EXHIBIT B

### Center Rules and Regulations

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

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

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

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



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

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

## **EXHIBIT C**

### **Services Furnished**

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

III.E.1.

**RECOMMENDED ACTION** – Approval of the 2022 Revisions to the Code of Student Rights and Responsibilities (Springfield and West Plains Campuses).

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

**WHEREAS**, the Code of Student Rights and Responsibilities (Code) should be periodically reviewed, as stated in Article IX: Interpretation and Revision, and

**WHEREAS**, the Code has been edited to address stylistic and clarification issues. Additionally, the Code has been edited to re-evaluate the University’s consequences for campus marijuana offenses.

**WHEREAS**, the revisions to the Springfield and West Plains’ Campuses’ Codes have been reviewed by a wide constituency of university stakeholders.

**NOW, THEREFORE BE IT RESOLVED** that the attached Code of Student Rights and Responsibilities, as amended, be approved by the Board of Governors and become effective for the beginning of the 2022-2023 academic year.

VOTE: AYE\_\_

NAY\_\_

Comments: In addition to stylistic changes, the proposed Code edits include an additional consequence for marijuana violations on campus. Prior to these edits, a student’s second marijuana violation could subject them to potential dismissal from the University. Following these edits, a student would not be subject to dismissal until the third marijuana offense. These edits allow students additional opportunities for educational programming as well align with other institutions treatment of similar behavior.

**The Code of Student Rights and Responsibilities  
of Missouri State University**

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## The Code of Student Rights and Responsibilities of Missouri State University

### Article I: Student Rights

- 1.1 The following enumeration of rights shall not be construed to deny or disparage other rights not in conflict with this Code of Student Rights and retained by Students in their capacity as members of the ~~university community~~ University Community or as citizens of the State or of the United States. This ~~code~~ Code shall not be construed in any manner which might run counter to a reasonable construction of the Policies of the ~~university~~ University and the direction of the Board of Governors; nor shall it be construed, interpreted, or applied in any manner which would seem detrimental to the privileges, purposes, aims, and goals of Missouri State University as a public institution of higher learning with a statewide mission in Public Affairs.
- 1.2 Federal and State constitutional guarantees of free inquiry, expression, and assembly are specifically restated as guarantees on this campus.
- 1.3 Students are free to pursue their educational goals and to have appropriate opportunities for learning in the classroom and on the campus as shall be provided by the ~~university~~ University.
- 1.4 No conduct ~~consequences~~ Consequences may be imposed upon any ~~student~~ Student without following minimal procedural due process, as described in Article VI of this Code.
- 1.5 Within the limits of its facilities, the ~~university~~ University shall be open to all applicants who are qualified according to the admission requirements, which may be adopted and established from time to time. The ~~university~~ University does not discriminate on the basis of race, color, national origin (including ancestry, or any other subcategory of national origin recognized by applicable law), religion, sex (including marital status, family status, pregnancy, sexual orientation, gender identity, or gender expression), age, disability, veteran status, genetic information or any other basis protected by applicable law in employment or in any program or activity offered or sponsored by the ~~university~~ University.

1.6 Discussion and expression of all views relevant to the subject matter are permitted in the classroom subject only to the responsibility of the instructor to maintain order and a climate conducive to learning, within the stated goals and purposes of the ~~university-University~~.

1.7 All ~~students-Students~~ shall have the right to be protected from prejudiced academic evaluations unrelated to academic performance based on the ~~students-Student's~~ views, opinions, political associations, ~~organization-Organizational~~ memberships, or the instructor's biases based on the character of the ~~student-Student~~. Furthermore, all ~~student-Students~~ shall have the right to appeal a grade to the instructor, the department head, the college dean, and the Provost. All grade remedies under other existing policies shall be protected under this ~~code-Code~~.

1.8 Discussion and expression consistent with the laws of the State and the United States, and in the manner, time, and place prescribed by ~~university-University~~ policy, are permitted within the institution. Support of any cause by orderly means is permitted, subject to the paramount rights of the ~~university-University~~, the safety and rights of individuals, the protection of property, and the continuity of the educational process.

1.9 The ~~university-University~~ encourages expression of informative and differing viewpoints on issues and will support the presence on the campus of responsible persons representing various views. The ~~university-University~~ reserves the right to specify the conditions of time, place, and manner of speakers through the University's Expressive Activity Policy. See [G5.02 Expressive Activity Policy \(https://www.missouristate.edu/policy/G5\\_02\\_ExpressiveActivity.htm\)](https://www.missouristate.edu/policy/G5_02_ExpressiveActivity.htm).

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1.10 Organizations and groups may be established within the ~~university-University~~ for any lawful purpose. Affiliation with an extramural ~~organization-Organization~~ shall not, in itself, qualify or disqualify the ~~university-University~~ branch or chapter from institutional privileges. A group shall become an ~~organization-Organization~~ when formally recognized by the ~~university-University~~ according to the procedures and regulations established by the Office of Student Engagement. No group may be so recognized or continue to be recognized if its purposes or programs are in conflict with this Code of Student Rights and Responsibilities or with the laws of the State or of the United States.

1.11 A ~~student-Student~~ group or ~~organization-Organization~~ may distribute written material on campus without prior approval provided that such distribution is consistent with the policies of the ~~university-University~~, including the University's [Advertising, Distribution, Solicitation, and Facilities Usage Policy \(https://www.missouristate.edu/policy/Op1\\_01-](https://www.missouristate.edu/policy/Op1_01-AdvertisingDistributionSolicitationandFacilitiesUsagePolicy)

[commercial-advertising-sales-solicitation-facilities-usage-policy.htm](#)], and the applicable laws of the State and of the United States, and provided that it does not disrupt the operation of the University.

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1.12 The ~~student~~ Student press is to be free of censorship. The editors and managers shall not arbitrarily be suspended because of ~~student~~ Student, ~~faculty~~ Faculty, administration, alumni, or community disapproval of editorial policy or content.

1.13 All ~~student~~ Students shall have the right to be represented in the Student Senate of the Student Government Association, and they further shall have all rights that constituents in democratic societies have including, but not limited to, the right of petition and recall of their representatives.

1.14 Students have limited rights of privacy while on ~~university premises~~ University Premises, which extend to living quarters in residence halls. The following activities shall not be considered to impinge upon such rights of privacy: the entry of a room to provide maintenance inspections or repair services; entry when there is reasonable cause to believe that a health or safety issue exists; entry when there is reasonable evidence of a disruption of peace that substantially interrupts the daily operations of the residence hall and/or floor community; entry of a room when a ~~student~~ Student permanently vacates the room; entry of a room when a ~~student~~ Student vacates a room for a break period; the search of ~~student~~ Student rooms by civil authorities in accordance with local, state, or federal laws; the removal of substances or property in violation of ~~university~~ University policy or law during a routine health or safety inspection; the removal of substances or property in violation of ~~university~~ University policy or law when in plain view; and the removal of substances or property in violation of ~~university~~ University policy or law during a situation when a ~~university official~~ University Official, in the course of the Official's duties, believes an emergency situation exists which poses threat of harm to a member of the campus community or to ~~university~~ University property. Students should not expect these limited rights of privacy to extend to computer accounts and electronic mail. The ~~university~~ University reserves the right to access ~~student~~ Student files and accounts as a part of normal routine tasks and for the purposes of investigating alleged wrongdoing.

1.15 All ~~student~~ Students shall have the right to have their academic and conduct records protected from unauthorized access by any person without the written consent of the ~~student~~ Student involved, except as allowed by state and federal law.

- 1.16 All ~~student-Students~~ shall have the right to access, according to published ~~university~~ University regulations and/or procedures, all ~~university-University~~ structures where ~~student~~ Student fees or fines directly contribute to the upkeep of said buildings, except private offices and other areas where ~~student-Student~~ access could compromise privacy. These buildings shall include, but are not limited to, Plaster Student Union, Hammons Student Center, McDonald Arena, Meyer Library, Robert W. Plaster Stadium, Betty and Bobby Allison North Stadium, Betty and Bobby Allison South Stadium, Betty and Bobby Allison Recreational Fields, Betty and Bobby Allison Sand Volleyball Courts, Student Art Gallery, and Magers Health and Wellness Center.
- 1.17 All ~~student-Student~~s shall have the right to be secure from having these rights infringed upon by ~~university-University~~ administrators, ~~faculty-Faculty~~, support staff, or fellow ~~student-Students~~.
- 1.18 All ~~student-Students~~ have a right to be offered reasonable protection from retaliation, intimidation, and/or harassment. Students who believe they have experienced retaliation, intimidation, and/or harassment are encouraged to seek assistance from one of a number of campus resources. The Dean of Students Office, the Office of Student Conduct, the Office of the Title IX Coordinator and the Office of Institutional Equity and Compliance all have staff and resources available to assist ~~student-Students~~ who believe they may be the victim of retaliation, intimidation, and/or harassment.
- 1.19 The ~~university community-University Community~~ is a community of people with respect for diversity. The ~~university-University~~ emphasizes the dignity and equality common to all persons and adheres to a strict non-discrimination policy regarding the treatment of individual ~~faculty-Faculty~~, staff, and ~~student-Students~~. In accord with federal law and applicable Missouri statutes, the ~~university-University~~ does not discriminate on the basis of race, color, national origin (including ancestry, or any other subcategory of national origin recognized by applicable law), religion, sex (including marital status, family status, pregnancy, sexual orientation, gender identity, gender expression, or any other subcategory of sex recognized by applicable law), age, disability, veteran status, genetic information, or any other basis protected by applicable law in employment or in any program or activity offered or sponsored by the ~~university~~ University. Sex discrimination encompasses sexual harassment, which includes sexual violence, and is strictly prohibited by Title IX of the Education Amendments of 1972

## Article II: Responsibilities



Missouri State University has a single purpose: to develop educated persons. It is thus committed to the search for knowledge. It recognizes that human curiosity explores unknown intellectual worlds as well as unknown physical worlds. In a world where knowledge can become outdated in less than a decade, the ~~university-University~~ is committed to the discovery and dissemination of knowledge that serves the future.

Educated persons are developed through the interaction of competent, caring ~~faeulty-Faculty~~ and capable, motivated ~~student Students~~, supported by dedicated professional staff. It is assumed that the three components of the ~~university-University~~, ~~faeulty Faculty~~, ~~student-Students~~, and staff, come together as a community in pursuit of the single purpose of the ~~university-University~~. In joining this community, ~~student-Students~~ voluntarily assume certain responsibilities that are necessary for promoting the welfare of the community. Although no definitive list of responsibilities can ever truly be developed, the following represent the main responsibilities ~~student-Students~~ assume by becoming members of the ~~university-community-University Community~~.

- 2.1 Academic integrity and honesty are the foundation of the ~~university-community-University Community~~. Students are expected to practice academic integrity in all assigned work. Students are expected to be honest in all interactions with other ~~student-Students~~, ~~faeulty Faculty~~, and staff.
- 2.2 The ~~university- University~~ has the inherent right to promulgate appropriate rules and regulations for the orderly conduct of ~~university-University~~ business and the protection of the health and safety of the ~~university-community-University Community~~. Students are expected to comply with all published and stated rules and regulations.
- 2.3 Members of the ~~faeulty-Faculty~~ and staff have the authority to properly direct ~~student Student~~ conduct in concert with the authority stated above. Students are expected to comply with directives of ~~university-officials-University Officials~~ who are acting in performance of their duties. Students must comply with directives even when they disagree with the directives. A ~~student-Student~~ retains the right to appeal an issued directive through the administrative structure that exists for the ~~faeulty-Faculty~~ or staff member who issued the directive, through established policies.
- 2.4 The search for knowledge can only take place within an atmosphere of open exchange. Open exchange can only take place in an environment of respect and civility. The ~~university-University~~ has an economically, culturally, and ethnically diverse population. Students are encouraged to respect differences of culture, lifestyles, and religions as well

as to respect freedom of expression. Additionally, ~~student-Students~~ are encouraged to behave in a manner that is both respectful and civil.

2.5 The campus and its grounds, facilities, and equipment are provided largely by the people of the State of Missouri for the ~~student-Students~~ of the ~~university-University~~. Students are expected to protect and guard these resources.

2.6 Individual compliance with ~~university-University~~ rules and regulations can only partially ensure a safe and orderly environment. Being a responsible member of the community also implies encouraging behaviors in others which are consistent with these rights and responsibilities, discouraging behaviors which are inconsistent, and taking positive action in the face of violations. Minimally, ~~student-Students~~ are expected to participate in the process of adjudicating violations of ~~university-University~~ expectations, rules, and/or regulations. This implies that ~~student-Students~~ will report violations for which they have knowledge and participate in the conduct process as necessary.

2.7 Good Citizen Policy. The welfare of our ~~student-Students~~ is of the highest importance to Missouri State University. There will be times when individual ~~student-Students~~, both on and off campus, may be in critical need of assistance from medical or other professional personnel. Missouri State University hopes that these ~~student-Students~~ will seek help, and that other ~~student-Students~~ will respond to obtain the help that their fellow ~~student-Student~~ needs. To that end, Missouri State University intends to minimize any hesitation that ~~student-Students~~ might have in obtaining help due to concern that their own behavior might be a violation of ~~university-University~~ policy. The ~~university-University~~ pursues a policy of limited immunity for ~~student-Students~~ who offer help to others in need. While policy violations cannot be overlooked, the ~~university-University~~, to the extent possible, will consider the positive impact of reporting an incident on the welfare of ~~student-Students~~ when determining the appropriate response for ~~university-University~~ policy violations by the reporter of the incident. Any possible negative ~~eonsequeenes~~ ~~Consequences~~ for the reporter of the problem should be weighed against the possible negative ~~eonsequeene-Consequences~~ for the ~~student-Student~~ who needs intervention. At a minimum, Missouri State University suggests that a ~~student-Student~~ anonymously report any situation that would put the ~~student-Student~~ in need in touch with professional help. To report an incident, contact the Office of Student Conduct, Plaster Student Union, Room 405 (417-836-6937). Incidents may also be reported through the Office of Student Conduct's website: [www.missouristate.edu/studentconduct](http://www.missouristate.edu/studentconduct).

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2.8 Attending classes becomes a responsibility of ~~student-Students~~ when they are admitted to the ~~university-University~~ and for as long as they are in good standing. Students are expected

to attend class in accordance with the rights and responsibilities afforded them by the University's ~~Attendance Policy (Op3.04-7 Attendance Policy,~~ [https://www.missouristate.edu/policy/Op3\\_04\\_7\\_Attendance.htm](https://www.missouristate.edu/policy/Op3_04_7_Attendance.htm)).

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2.9 The primary interaction between ~~faculty-Faculty~~ and ~~student-Students~~, which produces educated persons, is in the classroom in the individual course setting. Requirements of participation in classroom discussion and submission of written exercises are consistent with this document.

2.10 Pursuant to the University's ~~Class Disruption policy (Op3.04-11 Class Disruption,~~ [https://www.missouristate.edu/policy/Op3\\_04\\_11\\_ClassDisruption.htm](https://www.missouristate.edu/policy/Op3_04_11_ClassDisruption.htm)), the course instructor has original jurisdiction over the class and may deny a ~~student-Student~~ who is unduly disruptive the right to attend the class. Students are expected to master the course content in compliance with the syllabus of the course instructor. The Student is expected to comply with all reasonable directives of the course instructor. The course instructor may have a Student administratively withdrawn from a course upon showing good cause and with the concurrence of the department head. The appeals process in case of such administrative withdrawal shall be as stated in the [Grade Appeals and Academic Grievances \(https://www.missouristate.edu/registrar/catalog/graderev.htm\)](https://www.missouristate.edu/registrar/catalog/graderev.htm) policy.

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2.11 Pursuant to the University's Non-Discrimination Policy Statement (~~G1.05 Non-Discrimination Policy Statement,~~ [https://www.missouristate.edu/policy/g1\\_05\\_nondiscriminationpolicy.htm](https://www.missouristate.edu/policy/g1_05_nondiscriminationpolicy.htm)), ~~student Students~~ are not permitted to discriminate on the basis of race, color, national origin (including ancestry, or any other subcategory of national origin recognized by applicable law), religion, sex (including marital status, family status, pregnancy, sexual orientation, gender identity, gender expression, or any other subcategory of sex recognized by applicable law), age, disability, veteran status, genetic information, or any other basis protected by applicable law in connection with their activities as members of the ~~university community-University Community~~.

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2.12 Students will be held responsible, pursuant to this ~~code-Code~~, for the behavioral acts of their guests when such acts are in violation of the ~~code-Code~~ and occur on ~~university premises-University Premises~~ or in conjunction with ~~university-University~~-sponsored or supervised activities.

### Article III: Authority and Jurisdiction

- 3.1 The State of Missouri has delegated, by statute, authority for the governance of Missouri State University to the Board of Governors. This includes "full power and authority to adopt all needful rules and regulations for the guidance and supervision of the conduct of all ~~student-Student~~ while enrolled as such" and the authority to enforce obedience to those rules and regulations. It also has the power to delegate ~~student-Student~~ conduct authority.
- 3.2 Generally, jurisdiction and the conduct process will be limited to behavior which occurs on ~~university-premises-University Premises~~ or at ~~university-University~~-sponsored activities. Jurisdiction and the conduct process will apply to the conduct of ~~student Student~~, ~~student-Student~~ groups, and ~~student-organizations-Student Organizations~~ which occurs off of ~~university-premises-University Premises~~ when such conduct adversely affects the ~~university-University~~, a member of the ~~university-community-University Community~~ or that reflects a clear disregard for the rights and responsibilities found herein.
- 3.3 Each ~~student-Student~~ will be responsible for complying with this ~~code-Code~~ from the time of application for admission through the actual awarding of a degree as well as during the academic year and during periods between terms of actual enrollment (even if their conduct is not discovered until after a degree is awarded). The ~~code-Code~~ shall apply to a ~~student Student~~'s conduct violation even though the conduct violation may have occurred before classes begin or after classes end. The ~~conduct-officer-Conduct Officer~~ may choose to pursue conduct charges even if the ~~student-Student~~ withdraws from school while a conduct matter is pending.

#### Article IV: Proscribed Conduct

Any ~~student-Student~~ found by the ~~university-University~~ to have committed any of the following misconduct is subject to the ~~consequences-Consequences~~ outlined in Article VII. The authority to determine if a specific act is subject to ~~Consequences~~ shall be determined pursuant to the procedures set forth in this ~~code-Code~~ or ~~university-University~~ Policy, as applicable.

- 4.1 Non-Academic Acts of Dishonesty: Non-Academic Acts of Dishonesty are acts of dishonesty not related to the ~~student-Student~~'s academic performance. Non-Academic Acts of Dishonesty may include, but are not limited to, the following:

- a. Furnishing false information to any ~~university official~~ University Official, ~~faculty member~~ Faculty Member, or office, or the use or possession of any form of false identification.
- b. Forgery, alteration, or misuse of any ~~university~~ University document, record, or instrument of identification.
- c. Tampering with the election of any ~~student organization~~ Student Organization.

Acts of dishonesty that are related to a ~~student~~ Student's academic performance, and any incident of alleged academic dishonesty committed by any ~~student~~ Student at Missouri State University outside of the context of enrollment in any particular course, are not governed by this ~~code~~ Code, but are instead governed by the Student Academic Integrity Policies and Procedures. This document is available in the Office of the Provost, at [https://www.missouristate.edu/Policy/Op3\\_01\\_AcademicIntegrityStudents.htm](https://www.missouristate.edu/Policy/Op3_01_AcademicIntegrityStudents.htm) and in the Office of Academic Affairs.

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4.2 Disruption or obstruction of teaching, research, administration, conduct proceedings, other ~~university~~ University activities, including its public-service functions on or off campus, or ~~university~~ University-sponsored or supervised activities.

4.3 Discriminatory Harassment, which is unwelcome conduct directed toward another person or an identifiable group of persons on the basis of race, color, national origin (including ancestry, or any other subcategory of national origin recognized by applicable law), religion, sex (including marital status, family status, pregnancy, sexual orientation, gender identity, gender expression, or any other subcategory of sex recognized by applicable law), age, disability, veteran status, genetic information, or any other basis protected by applicable law, which is so severe, pervasive and objectionably offensive, and that so undermines and detracts from the person or identifiable group's education experience that the ~~student~~ Student(s) are effectively denied equal access to the ~~university~~ University's resources and opportunities. [See Op1.02-2 Discrimination Complaint and Investigation Procedures (https://www.missouristate.edu/Policy/Op1-02-2-discrimination-complaint-and-investigation-procedures.htm).] For additional information regarding the ~~adjudication~~ Adjudication of allegations of discriminatory harassment, see Article 6.

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4.4 Attempted or actual theft of and/or damage to property of the ~~university~~ University or property of a member of the ~~university community~~ University Community or other personal or public property.

- 4.5 Hazing, an act that endangers the mental or physical health or safety of a ~~student-Student~~, or which destroys or removes public or private property, for the purpose of initiation or admission into, affiliation with, or as a condition of continued membership in a group or ~~organization-Organization~~. The express or implied consent of the ~~student-Student~~ will not be a defense to a violation of hazing. The willing participation or acquiescence of the ~~student-Student~~ subject to the hazing activity is no defense and is still a violation of this policy.
- 4.6 Failure to comply with directives of ~~university-official-University Official~~s or law enforcement officers acting in performance of their duties (including, without limitation, failure to comply with a no-contact directive) and/or failure to identify oneself to these persons when requested to do so.
- 4.7 Unauthorized possession, duplication, or use of keys to any ~~university-premises-University Premises~~ or unauthorized entry to or use of ~~university-premises-University Premises~~ that have restricted access.
- 4.8 Violation of ~~university-University~~ policies, rules, or regulations including but not limited to: The University Catalogue, Policy and Ethics for Student Computer Use and Computer Network Use, The Guide to Residence Hall Living, and the University Policy Library available at <http://www.missouristate.edu/policy/> (“University Policy”).
- 4.9 Violation of federal, state, or local laws and ordinances on ~~university-premises-University Premises~~ or at ~~university-University~~-sponsored or -supervised activities. Violations of federal, state or local laws and ordinances that occur off campus when the conduct adversely affects a member of the ~~university-community-University Community~~ or the behavior reflects a clear disregard for this ~~code-Code~~, State law, or Federal law.
- 4.10 Use, possession, or distribution of narcotics or other controlled substances, or related ~~paraphernalia-Paraphernalia~~, except as expressly permitted by Federal law ~~or public intoxication on University Premises~~. Including the use of prescription medications without proper prescription or used counter to the directions of a valid prescription. Additionally, the misuse of any products for the purposes of obtaining a similar effect as illegal drugs. Recommended minimum ~~consequences~~ Consequences for a violation of this, Section 4.10 are outlined in 7.11.

- 4.11 Use, possession, or distribution of alcoholic beverages, or alcohol ~~paraphernalia~~ Paraphernalia (as defined in this Code) except as expressly permitted by the law and ~~university-University~~ regulations, or public intoxication on ~~university-premises-University~~ Premises. Recommended minimum ~~consequences-Consequences~~ for violations of the alcohol policy are outlined in 7.11.
- 4.12 Possession and/or use of ~~firearms-Firearms~~, fireworks, ~~explosive-weapons-Explosive~~ Weapons, and ~~other-weapons-Other~~ Weapons, as defined by ~~university-University~~ policy and Missouri law, on ~~university-premises-University~~ Premises.
- 4.13 Tampering with fire alarms, extinguishers, and/or other safety equipment.
- 4.14 Participation in a campus demonstration which disrupts the normal operations of the ~~university-University~~ and infringes on the rights of the ~~university-community-University~~ Community; leading or inciting others to disrupt scheduled and/or normal activities within any campus building or area; intentional obstruction which unreasonably interferes with freedom of movement, either pedestrian or vehicular, on ~~university-premises-University~~ Premises or at a ~~university-University~~ sponsored or sanctioned event.
- 4.15 Obstruction of the free flow of pedestrian or vehicular traffic on ~~university-premises~~ University Premises or at ~~university-University~~-sponsored or -supervised functions.
- 4.16 Unauthorized Surveillance: making unauthorized video or photographic images of a person in a location in which that person has a reasonable expectation of privacy, including, but not limited to, shower/locker rooms, residence hall rooms, and restrooms. Also prohibited is the intentional or knowingly viewing, storing, sharing, and/or other distribution of such unauthorized images by any means.
- 4.17 Unauthorized distribution of sexually explicit images, sharing, displaying, or otherwise distributing nude or sexually explicit images of another individual without that individual's consent, even if the image was lawfully made or taken with consent. The knowing or intentionally viewing of an image by a third-party when the third party knows or has reason to know that the subject of the image has not consented to such viewing or distribution is likewise a violation of this section.
- 4.18 Abuse of computing resources, including but not limited to:

- a. Sharing a ~~university~~-University account password with others, allowing anyone else to use your account, or use someone else's account.
- b. Copying, sharing, uploading, downloading, sending, or knowingly receive copyrighted or trade/service marked materials without authorization.
- c. Fraudulently accessing and interfering with computer systems, resources, data, or other users.
- d. Examining, altering, or attempting to examine or alter another computer user's private files or electronic communications without authorization.
- e. Using or altering electronic communications to hide identity or impersonate another party.
- f. Disrupting, attempting to disrupt, or supporting the disruption of ~~university~~ University or external information technology services, systems, or users.
- g. Violating Missouri State University's Acceptable Use and/or Computers/Networks Policies (for more information on these policies visit [https://www.missouristate.edu/Policy/Op12\\_02\\_1\\_AcceptableUse.htm](https://www.missouristate.edu/Policy/Op12_02_1_AcceptableUse.htm) and [https://www.missouristate.edu/Policy/Op12\\_02\\_3\\_Networks\\_and\\_Telecommunications.htm](https://www.missouristate.edu/Policy/Op12_02_3_Networks_and_Telecommunications.htm)).

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4.19 Physical Misconduct, including but not limited to:

- a. Inflicting bodily harm or unwanted physical contact upon any person.
- b. Taking any action for the purpose of inflicting harm upon any person.

4.20 Sexual Harassment as defined in the University's [Title IX Sexual Harassment Grievance Procedure Policy, Op 1.02-11 \(https://www.missouristate.edu/Policy/Op1-02-11-title-ix-sexual-harassment-grievance-procedure.htm\)](https://www.missouristate.edu/Policy/Op1-02-11-title-ix-sexual-harassment-grievance-procedure.htm). **Note:** Unlike other prohibited conduct outlined in this Article IV, allegations of Sexual Harassment are processed through Op1.02-11, the University's Title IX Sexual Harassment Grievance Procedure Policy. As discussed in more detail below in Article 6, the Office of Student Conduct may address allegations of Sexual Harassment that do not meet the definition or jurisdictional requirements of the Title IX Sexual Harassment Grievance Procedure. Allegations of Sexual Harassment, as defined by Op.1.02-11 should be filed with the Title IX Coordinator, 901 S. National Ave., Springfield, Missouri 65897, 417-836-6810, [titleix@missouristate.edu](mailto:titleix@missouristate.edu).

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4.21 Abuse of the Conduct System, including but not limited to:

- a. Failure to obey the directives of a ~~conduct officer~~ Conduct Officer or ~~university official~~ University Official.
- b. Providing false, distorted, or misrepresenting information before an adjudicator in a ~~university~~ University process determining responsibility (e.g. ~~conduct officer~~ Conduct Officer, ~~university official~~ University Official, ~~hearing~~ Hearing Authority, and/or Decision Maker).
- c. Disruption or interference with the orderly conduct of a conduct proceeding.
- d. Institution of a conduct proceeding knowingly without cause.
- e. Attempting to discourage an individual's proper participation in, or use of, the conduct system.
- f. Attempting to influence the impartiality of any member of a conduct proceeding prior to, during, and/or after a conduct meeting and/or hearing.
- g. Retaliation against any person participating in the conduct process.
- h. Failure to comply with ~~consequences~~ Consequences imposed following a conduct proceeding.
- i. Influencing or attempting to influence another person to commit an abuse of the conduct system.

4.22 Violations of Missouri State University's Tobacco Use/Smoking Policy. This policy can be found online [http://www.missouristate.edu/policy/op11\\_18\\_tobaccouse.htm](http://www.missouristate.edu/policy/op11_18_tobaccouse.htm).

4.23 Assisting, facilitating, or encouraging, through act or omission, any person or group with committing or attempting to commit a violation of this ~~code~~ Code or Federal/State laws and regulations. Failure to leave or report a situation where any person is committing or attempting to commit a violation of this ~~code~~ Code.

**Article V: Violation of Law and University Conduct**

5.1 University ~~student~~ Student conduct proceedings may be instituted against a ~~student~~ Student charged with conduct that potentially is a violation of both criminal law and this ~~code~~ Code.

Proceedings under this ~~code-Code~~ may be carried out prior to, simultaneously with, or following civil or criminal proceeding off-campus at the discretion of the Office of Student Conduct. Determinations made or ~~consequences-Consequences~~ imposed under this ~~code Code~~ shall not be subject to change because criminal charges were dismissed, reduced, or resolved in favor of or against the criminal law defendant. In cases involving potential criminal conduct the Office of Student Conduct, in conjunction with the Dean of Students and other appropriate ~~university-official-University Officials~~, will determine whether law enforcement shall be notified.

- 5.2 When a ~~student-Student~~ is charged by federal, state, or local authorities with a violation of law, the ~~university-University~~ will not request or agree to special consideration for that individual because of his or her status as a ~~student-Student~~. If the alleged offense is also the subject of a proceeding before a conduct body under the ~~code-Code~~, or other ~~university University~~ Policy, however, the ~~university-University~~ may advise off-campus authorities of the existence of ~~university-University~~ Policy and of how such matters will be handled internally within the ~~university-community-University Community~~. The ~~university University~~ will cooperate fully with law enforcement and other agencies in the enforcement of criminal law on campus and in the conditions imposed by criminal courts for the rehabilitation of ~~student-Student~~ violators. Individual ~~student-Students~~, staff members, and ~~faculty-member-Faculty Members~~, acting in their personal capacities, remain free to interact with governmental representatives as they deem appropriate.

#### **Article VI: Student Conduct Adjudication Process**

The development of self-discipline is a goal of education, and the ~~student-Student~~ conduct process is intended to be educational in nature. The ~~student-Student~~ conduct ~~adjudication-Adjudication~~ process described herein is designed to further the educational process; therefore, it is not comparable to, or a substitute for, jurisprudence under a criminal code. Therefore, formal rules of process, procedure, and/or technical rules of evidence, such as are applied in criminal or civil court, are not used in the ~~student-Student~~ conduct ~~adjudication-Adjudication~~ process described in this ~~code-Code~~. The ~~student-Student~~ conduct ~~adjudication-Adjudication~~ process outlined below is designed to balance the rights and responsibilities of the ~~student-Student~~ accused of wrongdoing with the rights of the ~~university-community-University Community~~, including but not limited to, the complaining ~~student-Student~~, other ~~student-Students~~, ~~faculty-Faculty~~, staff, and the public.

- 6.1 Subject to other ~~univeristy-University~~ Policy, any member of the ~~university-community University Community~~ may file a complaint against any ~~student-Student~~ or ~~student organization-Student Organization~~ for alleged violations of this ~~code-Code~~. The complaint may be prepared in writing or notice may be given in another manner and directed to the

Office of Student Conduct, which has been given responsibility of the administration of the ~~univeristy~~-University conduct system. Any complaint should be submitted as soon as is reasonably possible after the event takes place, but in any case, no longer than twelve (12) months from the date the person knew or should have known of the alleged violation. In most cases ~~student~~-Students will not undergo more than one conduct process within the ~~university~~-University for the same incident.

6.2 Violations of Code Policies (other than violations of Op1.02-2 and Op1.02-11): After receiving an incident report or other indication of Code violations, the Office of Student Conduct, or their designee, may proceed as follows:

- a. Assign appropriate ~~eonduet-offieer~~-Conduct Officer
- b. ~~Conduct Officer offieer~~-conducts an investigation of the allegations, or other validation of the allegations received.
- c. If appropriate, send a charge letter indicating:
  1. The sections of the ~~code~~-Code or other ~~university~~-University policies allegedly violated
  2. Date, time, and place the alleged violation occurred (if available)
  3. A concise summary of the alleged violation
  4. A list of witnesses (to be supplemented later if necessary)
  5. A date, time, and location for the ~~respondent~~-Respondent to meet with the ~~eonduet offieer~~-Conduct Officer. The ~~respondent~~-Respondent's class schedule shall be consulted; the ~~respondent~~-Respondent may ask the ~~eonduet-offieer~~-Conduct Officer for an alternate date and time to meet within the deadline listed in the letter. The decision to alter the meeting time and date is at the discretion of the ~~eonduet-offieer~~-Conduct Officer.

6.3 Alleged Violations of [Op1.02-11 Title IX Sexual Harassment Grievance Procedure Policy \(https://www.missouristate.edu/Policy/Op1-02-11-title-ix-sexual-harassment-grievance-procedure.htm\)](https://www.missouristate.edu/Policy/Op1-02-11-title-ix-sexual-harassment-grievance-procedure.htm) If the ~~university~~-University receives an allegation of sex discrimination, including sexual harassment, the ~~university~~-University will address such allegations through the Governing Policy and the Grievance Procedure Policy. The ~~eonduet-offieer~~-Conduct Officer will forward any allegations of sex discrimination to the appropriate Official as indicated in ~~university~~-University Policy. Allegations of Sexual Harassment that fall within the scope of the Op1.02-11 will be handled entirely through that Policy, unless dismissed pursuant to that Policy.

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6.4 Allegations of Discrimination Based on a Protected Class: All allegations and complaints of discrimination based on a protected class that fall outside of Op 1.02-11 either due to the jurisdictional limitations or due to a dismissal pursuant to that Policy will be investigated pursuant to Op1.02-2 Discrimination Complaint and Investigation Procedures Policy. After completing an investigation, the Equity Investigator will prepare a document summarizing the investigation and the finding(s) from the investigation. Such document will be provided to the Office of Student Conduct. After receiving the document from the Equity Investigator, the ~~conduct officer~~ Conduct Officer assigned to the complaint will proceed as follows:

- a. Prepare and send correspondence to the individual identified as the ~~respondent~~ Respondent in the Investigative Report scheduling a conduct meeting where the assigned ~~conduct officer~~ Conduct Officer will discuss the situation described in the document, the proposed charges against the ~~respondent~~ Respondent, the ~~consequence~~ Consequences proposed by the ~~conduct officer~~ Conduct Officer, and the ~~respondent~~ Respondent's position on responsibility. At this conduct meeting, the ~~respondent~~ Respondent will be given the opportunity to review the document prepared by the Equity Investigator, ~~conduct officer~~ Conduct Officer charges and give a summary of information to be presented as to allow preparation of refutation. The ~~respondent~~ Respondent will be given the opportunity to review any materials referenced by the Equity Investigator in the document including but not limited to: audio recordings, and exhibits;
- b. Answer questions and provide any necessary clarification of the ~~code~~ Code and/or its procedures;
- c. Discuss the ~~respondent~~ Respondent's level of responsibility in the conduct situation. The ~~respondent~~ Respondent may give additional information, present additional pertinent documents, or records pertaining to the incident, and present additional witnesses which were not provided during the investigative phase.

6.5 Unless otherwise required by other University Policy, the Office of Student Conduct will facilitate a conduct meeting, at which time the following matters may be discussed:

- a. The ~~conduct officer~~ Conduct Officer will go over the charges and give a summary of the information to be presented.
- b. The ~~conduct officer~~ Conduct Officer will answer any questions and provide any requested clarification of the ~~code~~ Code and/or its procedures.
- c. The ~~respondent~~ Respondent may respond to the charges and provide any information the ~~respondent~~ Respondent believes to be relevant in determining responsibility. The ~~respondent~~ Respondent has the opportunity to present

information, ask questions, present records, or documentation pertaining to the incident, present witnesses, and provide explanations to the ~~conduct officer~~ Conduct Officer.

- d. The ~~conduct officer~~ Conduct Officer and the ~~respondent~~ Respondent will discuss the ~~respondent~~ Respondent's level of responsibility relating to the allegations and attempt to come to an agreement regarding responsibility (or lack of responsibility) and ~~consequences~~ Consequences as necessary. If an agreement is reached, a Case Resolution Form (CRF) will be filled out by the ~~conduct officer~~ Conduct Officer.
- e. If the ~~respondent~~ Respondent fails to attend the scheduled conduct meeting, the ~~conduct officer~~ Conduct Officer may, at their discretion, conduct the meeting in the ~~respondent~~ Respondent's absence and render a finding of responsibility or no responsibility. In these cases, the ~~conduct officer~~ Conduct Officer will complete a CRF and send a findings letter to the ~~respondent~~ Respondent; the ~~respondent~~ Respondent is responsible for fulfilling or upholding the ~~consequence~~ Consequences listed within the letter. The ~~respondent~~ Respondent may appeal the conduct decision but must follow the appeals processes outlined in Article VIII of this document.
- f. In matters concerning hearings and where the Director of Student Conduct is not serving in a ~~hearing authority~~ Hearing Authority capacity, the Director of Student Conduct and/or Office of Student Conduct Staff will assist both the ~~respondent~~ Respondent and the ~~complainant~~ Complainant in understanding the hearing process.
- g. The ~~conduct officer~~ Conduct Officer's determination will be made by a preponderance of evidence, on the basis of whether or not it is more likely than not the ~~respondent~~ Respondent violated the Code of Student Rights and Responsibilities.
- h. The ~~respondent~~ Respondent may be accompanied by an advisor. The advisor may be an attorney but is not required to be an attorney. If the ~~respondent~~ Respondent chooses to bring an advisor, the ~~respondent~~ Respondent must notify the ~~conduct officer~~ Conduct Officer prior to the conduct meeting and identify the advisor that will attend the conduct meeting. The advisor will not be permitted to actively participate in any conduct meeting. In consideration of the limited role of advisors and of the compelling interest of the ~~university~~ University to expeditiously resolve allegations of violations of the ~~code~~ Code, the work of a ~~conduct officer~~ Conduct Officer will not, as a general practice, be delayed due to the unavailability of an advisor. The responding ~~student~~ Student is responsible for presenting their own information and, therefore, advisors are not permitted to speak or to participate directly in any conduct meeting or hearing.

6.6 Where appropriate, following a conduct meeting, the parties may have a right to a hearing as set forth below:

a. In cases where the ~~conduct officer-Conduct Officer~~ and the ~~respondent-Respondent~~ are unable to come to an agreement on responsibility and/or ~~consequence-Consequence~~, or the ~~respondent-Respondent~~ fails to appear for the conduct meeting, and the ~~conduct officer-Conduct Officer~~'s chosen ~~consequence-Consequence~~ does not include any separation between the ~~student-Student~~ and the ~~university-University~~ (e.g. 7.1h, 7.1k, 7.1l, 7.1m, 7.1n, 7.1o, or 7.1p), then the finding of the Conduct Office will be applicable, unless the ~~respondent-Respondent~~ submits an appeal to the Dean of Students pursuant to Section VIII below.

b. In cases where the ~~conduct officer-Conduct Officer~~ and the ~~respondent-Respondent~~ are unable to come to an agreement on responsibility and/or ~~consequence-Consequence~~, and the ~~conduct officer-Conduct Officer~~'s chosen ~~consequence-Consequence~~ includes a ~~consequence-Consequence~~ separating the ~~student-Student~~ from the ~~university-University~~ (e.g. 7.1h, 7.1k, 7.1l, 7.1m, 7.1n, 7.1o, or 7.1p), the ~~respondent-Respondent~~ shall have the right to request a hearing in front of a ~~hearing authority-Hearing Authority~~.

c. In cases where the ~~respondent-Respondent~~ fails to appear for the conduct meeting and the recommended ~~consequences-Consequence~~ includes separation between the ~~student-Student~~ and the ~~university-University~~ (e.g., 7.1h, 7.1k, 7.1l, 7.1m, 7.1n, 7.1o, or 7.1p) the ~~conduct officer-Conduct Officer~~ will designate an entry of not responsible and set up a hearing with a ~~hearing authority-Hearing Authority~~.

6.7 Any hearing conducted pursuant to the ~~code-Code~~ shall be conducted in order to provide a fair opportunity for hearing of every participant's position, explanations, and information according to the following guidelines:

- a. hearings will be conducted in private. Only individuals serving a defined purpose will be allowed to participate (e.g., complaining and responding ~~student-Students~~, identified witnesses, advisors to participants, emotional support individuals), and only to the extent necessary for that defined role (i.e., emotional support individuals may sit in close proximity to a witness while being questioned, but then must leave for all other aspects of the hearing).
- b. The parties to a hearing must each inform the Office of Student Conduct of witnesses who they intend to have provide information at the hearing at least five (5) ~~business days-Business Days~~ in advance of the hearing. The ~~hearing authority~~

Hearing Authority may determine that there are other relevant persons who know information about the situation and invite them to participate in the hearing to share their information.

- c. The ~~hearing authority~~ Hearing Authority may cause to be removed from the hearing any person who disrupts or impedes the hearing, or who fails to adhere to the rulings of the ~~hearing authority~~ Hearing Authority.
- d. Unless prior arrangements have been approved by the ~~hearing authority~~ Hearing Authority, the complaining party should appear as part of the ~~conduct officer~~ Conduct Officer's presentation of charge(s) before the ~~hearing authority~~ Hearing Authority.
- e. If the ~~respondent~~ Respondent has been properly notified of the hearing, but fails to appear, the hearing may take place in the ~~respondent~~ Respondent's absence and the findings and ~~consequence~~ Consequences will be binding on the ~~respondent~~ Respondent, subject to the ~~respondent~~ Respondent's right to appeal pursuant to Section VIII.
- f. In hearings involving more than one accused ~~student~~ Student, the ~~hearing authority~~ Hearing Authority, at their discretion, may decide to separately conduct the hearings concerning each ~~student~~ Student.
- g. Both parties to a hearing have the right to be assisted by an advisor of their choosing and at their own expense. A party is allowed only one (1) advisor, unless otherwise approved by the ~~hearing authority~~ Hearing Authority. The party's advisor may be an attorney. Participants are each responsible for presenting their own information and, therefore, advisors are not permitted to speak or to participate directly in any hearing. It is the responsibility of the participants to notify the Office of Student Conduct of the identity of their advisor no later than five (5) ~~business days~~ Business Days in advance of the hearing date.
- h. In consideration of the limited role of advisors and of the compelling interest of the ~~university~~ University to efficiently resolve allegations of violations of the ~~eode~~ Code, the work of a ~~hearing authority~~ Hearing Authority will not, as a general practice, be delayed due to the unavailability of an individual's advisor.
- i. Presenting information and rebutting information presented at a hearing are rights available to both parties. However, certain circumstances may make it prudent to limit either party from submitting direct questions to a witness or participant. Therefore, at the discretion of the ~~hearing authority~~ Hearing Authority, all questions may be submitted in writing to the ~~hearing authority~~ Hearing Authority to ask the questions on the parties' behalf. Only those questions appropriate and relevant will be allowed by the ~~hearing authority~~ Hearing Authority.

1. There may be circumstances in which participants to a hearing may request that individuals are visually blocked from view during the hearing.

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Such a request will be evaluated on a case-by-case basis by the ~~hearing authority~~Hearing Authority. If such a request is granted, every effort will be made to ensure that all parties have the ability to present questions to any individual, regardless of that individual being physically present or visible

- j. It is the responsibility of the person desiring the presence of a witness before a hearing to ensure the witness appears. Because experience has demonstrated that the actual appearance of an individual is of greater value than a written statement, the latter is discouraged and should not be used unless the individual cannot reasonably be expected to appear. Any written statement must be dated, signed, and include verification that the individual submitting the statement is in fact the author of the statement (e.g., notarized, signed in front of a ~~university-official~~University Official). The work of a ~~hearing authority~~Hearing Authority will not, as a general practice, be delayed due to the unavailability of a witness.
- k. The ~~hearing authority~~Hearing Authority may accept for consideration all information which reasonable persons would accept as having relevance to the allegations. Unduly repetitious, personally abusive information, or evidence overly extraneous to the charges under consideration should be excluded.
- l. Pertinent records, exhibits, and written statements may be accepted as evidence for consideration at the discretion of the ~~hearing authority~~Hearing Authority. The Office of Student Conduct must receive such pertinent records, exhibits, and written statements at least five (5) ~~business day~~Business Days prior to a hearing for a party to include such evidence in the hearing, unless as otherwise allowed by the ~~hearing authority~~Hearing Authority. All parties will be allowed similar and timely access to materials introduced during a hearing.
- m. All procedural questions during the hearing are subject to the final decision of the ~~hearing authority~~Hearing Authority.
- n. The ~~hearing authority~~Hearing Authority will conduct deliberations in private as to a ~~respondent~~Respondent's responsibility. The ~~hearing authority~~Hearing Authority shall determine whether the ~~respondent~~Respondent has violated each of the charged sections of the ~~eode~~Code.
- o. The ~~hearing authority~~Hearing Authority's determination shall be made on the preponderance of evidence, on the basis of whether it is more likely than not the ~~respondent~~Respondent violated the ~~eode~~Code.
- p. ~~Any participant in a hearing who has a disability and requires accommodation in order to fully participate in the hearing should arrange accommodations from the Disability Resource Center in advance of the hearing.~~
- q. ~~There may be circumstances in which participants to a hearing may request that individuals are visually blocked from view during the hearing. Such a request will be evaluated on a case-by-case basis by the Hearing Authority. If such a request is~~



~~granted, every effort will be made to ensure that all parties have the ability to present questions to any individual, regardless of that individual being physically present or visible.~~

~~p.f.~~ .—The Hearing Authority will conduct separate deliberations in private as to the appropriate Consequences for those violations it has determined the Respondent has violated. The Hearing Authority will entertain recommendations from both parties as to appropriate Consequence. A Respondent's past violations and Consequences (including past violations and Consequences that occurred at any of the University's campuses or at another institution of higher education) may be relevant and considered when determining action or appropriate Consequences.

~~q.~~ Any participant in a hearing who has a disability and requires accommodation in order ~~to fully~~to fully participate in the hearing ~~should~~ should arrange accommodations from the Disability Resource Center in advance of the hearing.

6.8 A digital recording of all hearings will be recorded by the Office of Student Conduct and the ~~hearing authority~~Hearing Authority. The recording shall be the property of the ~~university~~University. No other party will be allowed to make a separate recording of any type. Both parties to the proceeding will have access to inspect the digital recording, at the office and the discretion of the Office of Student Conduct, and pursuant to the restrictions applied by the Office of Student Conduct and this Code.

6.9 The ~~hearing authority~~Hearing Authority will provide the parties CRF which will outline the ~~hearing authority~~Hearing Authority's finding on responsibility and ~~e~~Consequences. The CRF will also include a written summary of the ~~hearing authority~~Hearing Authority's rationale for its finding of responsibility and ~~e~~Consequences. Following completion of a CRF, the ~~respondent~~Respondent will receive an Office of Student Conduct outcome letter, summarizing any charges and ~~e~~Consequences resulting from the conduct ~~adjudication~~Adjudication process.

6.10 Except in the case of a ~~student~~Student charged with failing to obey the summons of a ~~hearing authority~~Hearing Authority or ~~university official~~University Official, no ~~student~~Student may be found to have violated the ~~code~~Code solely because the ~~student~~Student failed to appear for a hearing. In all cases, the information in support of the charges shall be presented and considered.

6.11 The ~~university~~University records of a ~~student~~Student may be placed on a hold under this ~~code~~Code when a ~~student~~Student:

- a. Is given sufficient notice to respond to a letter of conduct charges and fails to respond.
- b. Does not fulfill a conduct ~~consequence~~Consequence within the deadline established by a ~~hearing authority~~Hearing Authority or by agreement with a ~~conduct officer~~Conduct Officer.
- c. Has received a ~~consequence~~Consequence that prohibits future enrollment.
- d. Has indicated a criminal charge or conviction on the application for admission and must provide requested information to the Dean of Students that is relevant to reaching an admissions decision.
- e. Has been summoned by the Dean of Students, Office of Student Conduct staff, or a designee for a meeting concerning the ~~student~~Student's alleged misconduct and will not comply with the request.

6.12 The purpose of a hold is to compel a ~~student~~Student to fulfill an obligation to the Dean of Students Office (including the Office of Student Conduct). A Student Life (SL) hold on records denies the ~~student~~Student the right to register for future classes or change class registration until cleared by the Office of Student Conduct Staff, ~~conduct officer~~Conduct Officer, ~~hearing authority~~, or Dean of Students. A hold on records will be removed by the Office of Student Conduct when the ~~student~~Student fulfills the required conditions. ~~A student receiving a hold may seek relief from the vice president for student affairs. The student shall request relief in writing. Upon review, the vice president can amend the conditions of the hold or remove the hold. A Student may request the temporary removal of holds under this section for registration purposes only. Such request must be in writing and directed to the Office of Student Conduct.~~

6.13 Through the course of the conduct process, the ~~university~~University will maintain records relating to an individual's participation in the conduct process. This conduct file, including the outcome of a conduct meeting or a hearing and the ~~consequences~~Consequences imposed, are educational records, and are protected from release under the Federal Education Rights and Privacy Act (FERPA), except as otherwise required or permitted by law.

- a. The Office of Student Conduct will facilitate the disclosure of the ~~student~~Student's conduct file upon written request. In order to request a copy of the conduct file an individual (or their next of kin) should submit a request to the Office of Student Conduct.

- b. Following release of an acceptable written request, the Office of Student Conduct will release a redacted version of the ~~student-Student~~ Student's conduct file. Such redaction will still include the name of the ~~respondent-Respondent~~ Respondent party, the charges pursued in the conduct process, and any ~~eonsequence-Consequence~~ Consequence imposed against the ~~respondent-Respondent~~ Respondent.
- c. Conduct records of ~~student-organization-Student Organizations~~ Student Organizations may be requested through the University's Custodian of Records office (<https://www.missouristate.edu/internalaudit/custodian-of-records.htm>).

Commented [CGE13]: Link updated to make sure it works

### Article VII: Consequences

- 7.1 In the discretion of the ~~conduct-officer-Conduct Officer~~ Conduct Officer or ~~hearing-authority-Hearing Authority~~ Hearing Authority, the following ~~educational-eonsequence-Educational Consequences~~ Educational Consequences may be imposed upon any ~~student-Student~~ Student found to have violated any provision of this ~~eode-Code~~ Code:
- a. **Warning** – A notice in writing to the ~~student-Student~~ Student that the ~~student-Student~~ Student is violating or has violated institutional regulations.
  - b. **Loss of Privileges** – Denial of specified privileges for a designated period of time.
  - c. **Fines** – Fines may be imposed consistent with the schedule of fines adopted by the Board of Governors.
  - d. **Restitution** – Compensation for loss, damage, or injury. This may take the form of appropriate service and/or monetary or material replacement.
  - e. **Discretionary Consequences**– Work assignments, service to the ~~university-University~~ University, or other related discretionary assignments which may include, but are not limited to, an apology, restriction upon privileges, a research paper or written statement, evaluation for alcohol/drug abuse, completion of ~~university-University~~ University programming, or other ~~eonsequence-Consequences~~ Consequences deemed appropriate.
  - f. **Level One Probation** – Is imposed for a specific period of time and affects the ~~student-Student~~ Student's good standing in the ~~university-University~~ University. While on level one probation, the ~~student-Student~~ Student may be declared ineligible to campaign for or hold office or other leadership roles in a ~~student-organization-Student Organization~~ Student Organization or represent the ~~university-University~~ University in any intercollegiate activity. If found responsible for a violation of the ~~eode-Code~~ Code while on level one probation, this may result in suspension or dismissal.
  - g. **Level Two Probation** – Is imposed for a specific period of time and affects the ~~student-Student~~ Student's good standing in the ~~university-University~~ University. While on level two probation the ~~student-Student~~ Student shall be declared ineligible to campaign for or hold office or other leadership roles in a ~~student-organization-Student Organization~~ Student Organization. The

~~student-Student~~ shall not represent the ~~university-University~~ in any ~~university-University~~ sponsored activity or position. While on Level Two probation ~~student-Student~~ are prohibited from participating in the Study Away program, attending conferences on behalf of the ~~university-University~~, or representing the ~~university-University~~ at an official function, event, or intercollegiate competition as a player, manager, or ~~student-Student~~ coach. If found responsible for a violation of the ~~code-Code~~ while on level two probation, it may result in separation from the ~~university-University~~ (e.g., denial of privilege to reenroll, suspension, or dismissal) at the discretion of the ~~conductor-officer-Conduct Officer~~.

- h. **Denial of Privilege to Re-enroll** – This places the ~~student-Student~~ on level two probation, permits the ~~student-Student~~ to complete the current semester barring further violations, but prohibits the individual from enrolling for a defined period of time, after which the ~~student-Student~~ is eligible to return. Conditions for readmission may be specified. While prohibited from enrolling, the ~~student-Student~~ is denied access to ~~university-University~~ owned or leased grounds, facilities, and vehicles, and all ~~university-University~~ planned, promoted, or sponsored activities. In the case where a ~~student-Student~~ is a member of a ~~student-organization-Student Organization~~, the ~~student-Student~~ is prohibited from attending the ~~student-organization-Student Organization~~'s activities on or off-campus. A hold is placed on the ~~student-Student~~'s records.
- i. **University Housing Probation** – Probation is for a specified period of time and includes the probability of suspension or expulsion from University Housing if the ~~student-Student~~ is found to be in violation of University Policy during the probationary period.
- j. **Parental Notification** – The Family Educational Rights and Privacy Act (FERPA) permits an institution of higher education to disclose to parents or legal guardians the results of conduct hearings if the ~~student-Student~~ is less than 21 years of age and has been found responsible for violating campus rules regarding the use or possession of alcohol or a controlled substance. Parents or guardians of ~~student-Student~~ under the age of 21 may be notified of all violations of ~~university-University~~ University narcotic or other controlled substance policies (Section 4.10) and those alcohol violations (Section 4.11) that result in an assessment for chemical dependency, residence hall probation, or a more severe ~~consequence-Consequence~~, as allowed under FERPA regulations.
- k. **University Housing Suspension** – Separation of the ~~student-Student~~ from occupancy in University Housing for a defined period of time, after which the ~~student-Student~~ is eligible to return. Conditions for readmission may be specified. The ~~student-Student~~ may be denied access to dining facilities connected to University Housing during the suspension. A permanent conduct record is maintained.

- l. **University Housing Expulsion** – Permanent separation of the ~~student-Student~~ from University Housing. The ~~student-Student~~ shall be permanently denied access to occupancy in University Housing, and access to all University Housing (including dining facilities connected to University Housing). A permanent conduct record is maintained.
- m. **Suspension** – Separation of the ~~student-Student~~ from the ~~university-University~~ for a defined period of time, after which the ~~student-Student~~ is eligible to return. Conditions for readmission may be specified. While on suspension, the ~~student-Student~~ is denied access to ~~university-University~~ owned or leased grounds, facilities, equipment, computer networks, and vehicles, and all ~~university-University~~ planned, promoted, or sponsored activities. In the case where a ~~student-Student~~ is a member of a ~~student-organization-Student Organization~~, the ~~student-Student~~ is prohibited from attending the ~~student-organization-Student Organization~~'s activities on or off campus. An SL (Student Life) hold is placed on the ~~student-Student~~'s records. A permanent conduct record is maintained.
- n. **Dismissal** – Permanent separation of a ~~student-Student~~ from the ~~university-University~~. When dismissed, a ~~student-Student~~ is denied access to ~~university-University~~ owned, or leased grounds, facilities, and vehicles, and all ~~university-University~~ planned, promoted, or sponsored activities. In the case where a ~~student-Student~~ is a member of a ~~student-organization-Student Organization~~, the ~~student-Student~~ is prohibited from attending any ~~student-organization-Student Organization~~ activity. There is a permanent SL hold on the ~~student-Student~~'s records. A notation is made on the ~~student-Student~~'s permanent academic record with removal resulting only from action by the President of the University. A permanent conduct record is maintained.
- o. **Revocation of Admission and/or Degree** – Admission to or a degree awarded from the ~~university-University~~ may be revoked for fraud, misrepresentation, or other violation of ~~university-University~~ standards in obtaining admission or the degree, or for other serious violations committed by a ~~student-Student~~ prior to graduation.
- p. **Withholding Degree** – The ~~university-University~~ may withhold awarding a degree otherwise earned until the completion of the process set forth in this ~~code-Code~~, including the completion of all ~~consequences-Consequences~~ assigned, if any.

7.2 More than one of the ~~consequences-Consequences~~ listed above may be assigned for any single violation.

7.3 Other than dismissal, 7.1n, conduct ~~consequences-Consequences~~ shall not be made part of the ~~student-Student~~'s permanent academic record, but shall become part of the ~~student~~

Student's confidential conduct record, which will be maintained in a specified area of the Dean of Students Office and shall be subject to the restrictions of the Family Educational Right to Privacy Act (FERPA). Conduct records are maintained in the Office of Student Conduct for seven (7) years from imposition of the most recent ~~eonsequence~~ Consequence, except in cases where the ~~eonsequence~~ Consequence is residence hall expulsion, suspension, and dismissal. Residence hall expulsion and suspension cases will be kept as a permanent conduct record but will not be noted on the academic transcript. Cases of dismissal are permanent and, unlike other conduct records, appear as a notation on the academic transcript. The Conduct Records Policy is in compliance with the state's Records Retention Schedule. All conduct records concerning ~~student-organization~~ Student Organizations are maintained permanently for archival purposes.

7.4 Conduct cases that are incomplete, due to factors such as the ~~student~~ Student's not responding to conduct charges or not fulfilling an ~~educational-consequence~~ Educational Consequence, remain a conduct record until required actions are completed by the ~~student~~ Student. Registration for subsequent terms or the conferral of academic degrees may be withheld pending the resolution of allegations of ~~student~~ Student misconduct.

7.5 In addition to the ~~eonsequence~~ Consequences set forth in Section 7.1, the following ~~educational-consequence~~ Educational Consequences may be imposed upon ~~student~~ Student groups or ~~student-organization~~ Student Organizations following a finding of responsibility for a conduct violation:

- a. **Revocation of University Recognition** – Loss of all privileges, including ~~university~~ University recognition, for a specified period of time. Conditions for recognition may be imposed.
- b. **Dismissal** – permanent revocation of ~~university~~ University recognition.
- c. **Educational Program/Training** – ~~Program facilitated by the chapter, regional/National/International Headquarters, or relevant campus partner designed to address specific topics as deemed appropriate by the Conduct Officer.~~

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7.6 **Temporary or Provisional Orders** – In addition to the authority granted in section 2.3 of this ~~code~~ Code, the Dean of Students is empowered to impose temporary or provisional orders to preserve the status quo or to prevent the potential endangerment of persons or property. Such temporary or provisional orders are not intended to replace the ~~university~~ University's conduct ~~adjudication~~ Adjudication process. Generally, such orders should be limited to those circumstances where the Dean has good cause to believe that the ~~student~~ Student, or the ~~student~~ Student's behavior, poses a threat to the status quo of the ~~university~~ University Community or member(s). A ~~student~~ Student shall receive a written

copy of the order, which specifies the conditions of the order, the duration of the order, the ~~consequence~~ Consequence for violation of the order, and how the record of the order will be maintained.

a. ~~A Student receiving a temporary or provisional order may seek relief from the Vice President for Student Affairs. The Student shall request relief in writing. Upon review, the Vice President can affirm the order, amend the conditions of the order, or remove the order.~~

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~~7.7) A student receiving a temporary or provisional order may seek relief from the Vice President for Student Affairs. The student shall request relief in writing. Upon review, the Vice President can affirm the order, amend the conditions of the order, or remove the order.~~

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7.78 **Interim Suspension** – In certain circumstances, the ~~univeristy~~ University may impose a ~~university~~ University or residence hall suspension prior to a hearing before a ~~hearing authority~~ Hearing Authority or other ~~university adjudication~~ University Adjudication (e.g. Title IX Grievance Process).

~~7.9) Interim Suspension may be imposed only:~~

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- a. To ensure the safety and well-being of members of the ~~university community~~ University Community or preservation of ~~university~~ University property
- b. To ensure the ~~student~~ Student's own physical or emotional safety and well-being
- c. If the ~~student~~ Student has violated a provisional order put into effect to ensure the safety and well-being of members of the ~~university community~~ University Community or preservation of ~~university~~ University property;
- d. If the ~~student~~ Student poses a threat of disruption of, or interference with, the normal operations of the ~~university~~ University;
- e. Following an individualized safety and risk analysis in which the ~~Dean of Students~~ determines that based on the allegations of sexual harassment, there is an immediate threat to the physical health or safety of any ~~student~~ Student or other individual.

7.810 During the interim suspension, the ~~student~~ Student shall be denied access to the residence halls and/or to the campus (including classes) and/or computing and networking facilities and resources and/or all other ~~university~~ University activities or privileges for which the ~~student~~ Student might otherwise be eligible, as the ~~Dean of Students~~ or ~~conduct officer~~ Conduct Officer may determine to be appropriate. The ~~student~~ Student should be notified in writing of this action and the reasons for the interim suspension. The notice should

include the date, time, and place of a subsequent hearing at which the ~~student~~ **Student** may show cause why his or her continued presence on the campus does not constitute a threat or may contest whether a campus policy was violated.

7.9.11 Violations of ~~university~~ **University** drug and alcohol policies are cumulative over the duration of a ~~student~~ **Student**'s tenure at the ~~university~~ **University** and a schedule of minimum ~~consequences~~ **Consequences** will be assigned. All monetary fines for alcohol and other drug violations go into an alcohol education account that supports classes, assessments, and other educational efforts. **A schedule of fines will be approved yearly by the Board of Governors and placed on the Office of Student Conduct website: <https://www.missouristate.edu/StudentConduct/21933.htm>.**)

**a. Use or Possession of ~~Drug Paraphernalia and/or~~ Marijuana:**

**First Violation:** ~~Participation in CASICS education program (including an online module); and 2 reflection papers.~~ **Fine; Level Two Probation for a period of one year; Level One Probation for one year following the previous probation; and parental notification, as allowed under FERPA regulations.**

**Second Violation:** ~~Participation in CASICS education program, University Housing probation for one (1) year; and/or Level 1 probation for a period of one (1) year; and Parental notification, as allowed under FERPA regulations.~~

**Third Violation:** ~~Separation from the University for one semester (e.g., suspension, or denial of privileges to re-enroll) and parental notification, as allowed under FERPA regulations. Prior to re-admittance, the Student will be required to meet with the Dean of Students (or designee) to discuss and demonstrate readiness to be at the University. The Student may be asked to submit documentation of successful substance abuse treatment. Students readmitted after a Third violation will not be eligible for University Housing.~~

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**b. Use or Possession of a Controlled Substance Other Than Marijuana:**

**First Violation:** ~~Participation in CASICS education program;~~ fine; parental notification, as allowed under FERPA regulations, Level Two Probation for a period of two years; and any additional ~~consequence~~ **Consequence** as deemed appropriate by the ~~conduct officer~~ **Conduct Officer**.

**Second Violation:** Separation from the University for one year (e.g. suspension or denial of privileges to re-enroll) and parental notification, as allowed under FERPA regulations.

**c. Possession of a Controlled Substance with Intent to Sell or Distribute:**

**First Violation:** Dismissal from the University.



**d. Use, Possession, or Distribution of Alcohol:**

**First Violation:** fine; participation in BASICS education program (including an online module); and 2 reflection papers.

**Second Violation:** fine; participation in BASICS education program; at least fifteen (15) hours of approved community service; University Housing probation for one (1) year; and/or Level One probation for a period of one (1) year; Parental notification, as allowed under FERPA regulations.

**Third Violation:** Parental notification, as allowed under FERPA regulations; University Housing suspension; assessment for chemical dependency; Level Two Probation for a period of one year; and a fine.

**Fourth Violation:** Separation from the University (e.g., suspension or denial of privileges to re-enroll) for one semester. Prior to re-admittance, the ~~student-Student~~ will be required to meet with the Dean of Students (or designee) to discuss and demonstrate readiness to be at the ~~university-University~~. The ~~student-Student~~ may be asked to submit documentation of successful substance abuse treatment. Students readmitted after a Fourth Violation will not be eligible for University Housing.

**e. Possession of Alcohol/Drug Paraphernalia:**

**First Violation:** warning and removal of ~~paraphernalia-Paraphernalia~~ item.

**Second Violation:** paper and removal of ~~paraphernalia-Paraphernalia~~ item.

**Third Violation:** Parental notification, as allowed under FERPA regulations; University Housing probation; and removal of item.

**Fourth Violation:** University Housing suspension (e.g. suspension or denial of privileges to re-enroll) for one semester. Prior to re-admittance, the ~~student-Student~~ will be required to meet with the Dean of Students (or designee) to discuss and demonstrate readiness to be at the ~~university-University~~.

**Article VIII: Appeals**

- 8.1 Within five (5) ~~business days-Business Days~~ of issuing the Office of Student Conduct's outcome letter, the ~~complainant-Complainant~~ or the ~~respondent-Respondent~~ may appeal the decision of the ~~conduct officer-Conduct Officer~~ or ~~hearing authority-Hearing Authority~~ by submitting a request for appeal to the Dean of Students through the Office of Student Conduct's website available at the following [link](#). Subject to Section 8.6, the Dean of Students may choose a designee to review an appeal. In the event a conduct decision was made by the Dean of Students, the appeal shall be delivered to the Vice President for Student Affairs who will designate an ~~appeal authority-Appeal Authority~~ to review the appeal.

8.2 Except as required to explain the basis of new information, an appeal shall be limited to review of the verbatim record of the initial hearing and supporting documents for one or more of the following two (2) bases:

- a. Procedural Error: To determine whether the original hearing was conducted fairly in light of the charges and information presented, and in conformity with prescribed procedures giving the ~~complainant~~ Complainant a reasonable opportunity to prepare and present information that the ~~code~~ Code was violated and giving the ~~respondent~~ Respondent a reasonable opportunity to prepare and to present a rebuttal of those allegations.
- b. New Information: To consider new information, sufficient to alter a decision, or other relevant facts not brought out in the original hearing, because such information and/or facts were not known to the person appealing at the time of the original hearing.

8.3 In the event the ~~student~~ Student appealing a decision, or a ~~consequence~~ Consequence wishes to review the verbatim recording of the hearing, they may make application to the Office of Student Conduct. The verbatim record will remain in the possession of the ~~university~~ University during the review. Under no circumstances will a copy of the recording be released. The period for appealing the decision of the ~~hearing authority~~ Hearing Authority will not be extended for purposes of reviewing the verbatim record.

8.4 In the event a verbatim recording is not available due to mechanical failure or otherwise, the absence of the verbatim record shall not, in itself, be cause for appeal. In such cases the Office of Student Conduct staff will provide the hearing record, which will be considered sufficient for review by an ~~appeal authority~~ Appeal Authority.

8.5 The ~~appeal authority~~ Appeal Authority reviewing the appeal may do any of the following:

- a. Remand the matter to the original ~~hearing authority~~ Hearing Authority for re-opening of the hearing to allow consideration of the original determination and/or ~~consequence~~ Consequence(s).
- b. Affirm the finding of responsibility or no responsibility.

- c. Reverse the finding of responsibility or no responsibility.
- d. Deny the appeal because it does not fall within the parameters of or comply with the requirements set forth in this ~~eode-Code~~.

8.6 In cases where the ~~consequence-Consequence~~ is either of Suspension or Dismissal, the President of the University will be designated as the Appellate Authority.

8.7 The ~~student-Students~~' right to appeal ends at the Appellate Authority.

#### **Article IX: Interpretation & Revision**

9.1 Any question of interpretation regarding the ~~eode-Code~~ shall be referred to the ~~Dean~~ of Students or their designee for final determination, subject to appeal to the Vice President for Student Affairs.

9.2 The ~~eode-Code~~ should be reviewed periodically under the direction of the Director of Student Conduct. In all cases, review of this document should be done by bodies which include ~~student-Students~~ appointed by the Student Government Association.

9.3 Changes in the ~~eode-Code~~ which are editorial in nature and do not affect the fundamental nature of the document, or are required to insure the ~~eode-Code~~ is consistent with state or federal law, can be made by the Dean of Students and become effective upon approval by the President of the University.

9.4 Substantive changes recommended for the ~~eode-Code~~ as a result of the review process shall be submitted to the Board of Governors for approval and adoption.

#### **Article X: Definition of Terms**

For purposes of this ~~eode-Code~~, the following terms have the following meaning:

10.1 "**Academic Dishonesty**": Any one of the following acts constitutes academic dishonesty:

- a. **Cheating**: The term "**cheating**" refers to using or attempting to use unauthorized materials, information, or study aids in any academic exercise.

- b. **Fabrication:** The term "**fabrication**" refers to unauthorized falsification or invention of any information (including research data) or any citation in any academic exercise.
- c. **Facilitating academic dishonesty:** Assisting or attempting to assist another to violate any provision of the Academic Integrity Policy, whether or not that action is associated with any particular course, is considered academic dishonesty.
- d. **Plagiarism:** The term "**plagiarism**" includes, but is not limited to, the use, by paraphrase or direct quotation, of the published or unpublished work or sections of a work of another person without full and clear acknowledgement. It also includes the unacknowledged use of materials prepared by another person or agency engaged in the selling of term papers or other academic materials, including material taken from or ordered through the Internet.

- 10.2 The term "**Adjudication**" means the process of reaching a determination of responsibility and ~~consequence-Consequences~~ under this ~~code-Code~~.
- 10.3 The term "~~appeal-authority~~" "**Appeal Authority**" means any person authorized by the Dean of Students to consider an appeal from a ~~conduct-officer-Conduct Officer~~ and/ or a ~~hearing-authority-Hearing Authority~~'s determination that a ~~student-Student~~ has violated the ~~code-Code~~ or from the ~~consequence-Consequences~~ assigned by the ~~conduct-officer-Conduct Officer~~ and/or ~~hearing-authority-Hearing Authority~~.
- 10.4 The term "~~business-day~~" "**Business Day**" means any day in which ~~university-University~~ offices are open, regardless as to whether classes are in session.
- 10.5 The term "**Code**" refers to the Code of Student Rights and Responsibilities.
- 10.6 The term "~~complainant~~" "**Complainant**" refers to any member of the ~~university-community-University Community~~ who files a complaint for charges against a ~~student-Student~~ or ~~student-organization-Student Organization~~.
- 10.7 The term "~~conduct-advisor~~" "**Conduct Advisor**" means a ~~university-official-University Official~~ authorized to serve in an advisory role in a hearing to the ~~conduct-officer-Conduct Officer~~.
- 10.8 The term "~~conduct-officer~~" "**Conduct Officer**" means a ~~university-official-University Official~~ authorized by the Dean of Students to recommend ~~consequencee~~ **Consequences** for ~~student-Students~~ found to have violated the Code. The Dean may authorize a ~~conduct-officer-Conduct Officer~~ to serve simultaneously as a ~~conduct-advisor-Conduct Advisor~~ and the sole member or one of the members of a ~~hearing-authority-Hearing Authority~~. Nothing shall prevent the ~~dean-Dean~~ from authorizing the same ~~conduct-officer-Conduct Officer~~ to recommend ~~consequences-Consequences~~ in all cases.

- 10.9 For the definition of ~~“consent”~~ **“Consent”** and other terms related to sexual violence, as well as further explanation of ~~university-University~~ policy, see [Op1.02-11 Title IX Sexual Harassment Grievance Procedure Policy \(https://www.missouristate.edu/Policy/Op1-02-11-title-ix-sexual-harassment-grievance-procedure.htm\)](https://www.missouristate.edu/Policy/Op1-02-11-title-ix-sexual-harassment-grievance-procedure.htm).
- 10.10 The term ~~“consequence”~~ **“Consequence”** or ~~“educational consequences”~~ **“Educational Consequence”** refers to the outcomes or terms that a ~~student-Student~~ must fulfill in the event they are found responsible for policy and/or ~~code-Code~~ violations.
- 10.11 The **“Dean of Students”** is that person designated by the ~~university-University~~ to be responsible for the administration of the Code.
- 10.12 The term ~~“explosive weapons”~~ **“Explosive Weapons”** means any explosive, incendiary, or poison gas bomb or similar device designated or adapted for the purpose of inflicting death, serious physical injury, or substantial property damage, or any device designed or adapted for delivering or shooting such a weapon.
- 10.13 The term ~~“faculty member”~~ **“Faculty Member”** or **“Faculty”** means any person hired by the ~~university-University~~ to conduct classroom or other learning/teaching activities.
- 10.14 The term ~~“firearms”~~ **“Firearms”** means any weapon that is designed or adapted to expel a projectile by the action of an explosive.
- 10.15 The term ~~“hearing authority”~~ **“Hearing Advisor”** means a ~~university-official-University Official~~ authorized to serve in an advisory role to the ~~hearing authority-Hearing Advisor~~ during a hearing. The ~~hearing authority-Hearing Advisor~~ will uphold the policies, practices, and procedures of a hearing.
- 10.16 The term ~~“hearing authority”~~ **“Hearing Authority”** means any person authorized to determine whether a ~~student-Student~~ has violated the ~~code-Code~~ and to recommend ~~educational consequences-Educational Consequences~~.
- 10.17 The terms ~~“may”~~ **“May”** and ~~“should”~~ **“Should”** are used in the permissive sense.
- 10.18 The term **“member of the university community-University Community”** includes any person who is a ~~student-Student~~, ~~faculty member-Faculty Member~~, ~~university-official-University Official~~, or any other person employed by the ~~university-University~~. A person’s status in a particular situation shall be determined by the Dean of Students.
- 10.19 The terms ~~“must”~~ **“Must”** and ~~“shall”~~ **“Shall”** are used in the imperative sense.
- 10.20 The term ~~“organization”~~ **“Organization”** or ~~“student-organization”~~ **“Student Organization”** means any number of persons who have complied with the formal requirements for ~~university-University~~ recognition/registration.
- 10.21 The term ~~“other weapons”~~ **“Other Weapons”** is to include, but not be limited to, a blackjack, switchblade knife, other than an ordinary pocketknife with no blade more than two inches in length, brass knuckles, and projectile weapon such as a bow, crossbow, pellet gun, slingshot, or any other weapon as defined by Missouri law.

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- 10.22 The term ~~“paraphernalia”~~ **“Paraphernalia”** includes any object that: i) contains the residue of alcohol or of an illegal drug; ii) is manufactured or sold for the consumption of alcoholic beverages or an illegal drug; or iii) is designed for the rapid consumption of alcohol. Examples of ~~paraphernalia-Paraphernalia~~ under this definition include, but are not limited to, a marijuana pipe or bong, blow tube, a beer bong, and empty beer cans, liquor bottles, or empty case of beer.
- 10.23 The term ~~“respondent”~~ **“Respondent”** refers to any ~~student-Student~~ or ~~student organization-Student Organization~~ of the ~~university-community-University Community~~ who is alleged to have violated the ~~eode-Code~~ or who is charged with violation of the ~~eode Code~~.
- 10.24 For purposes of the ~~eode-Code~~ the term ~~“student”~~ **“Student”** includes all persons who have been notified of their acceptance for admission and for whom the ~~university-University~~ maintains education records or personally identifiable information and who is or who has been in attendance at the ~~university-University~~.
- 10.25 The term ~~“university”~~ **“University”** means Missouri State University.
- 10.26 The term ~~“university-community”~~ **“University Community”** means Missouri State University-~~student Students, faculty Faculty,~~ and staff.
- 10.27 The term ~~“university-premises”~~ **“University Premises”** includes all land, buildings, facilities, and other property in the possession of or owned, used, or controlled by the ~~university-University~~.
- 10.28 The term ~~“university-official”~~ **“University Official”** includes any person employed by the ~~university-University~~ performing assigned administrative or professional responsibilities. This term specifically includes residence hall Resident Assistants and Graduate Assistants.

# Missouri State University-West Plains

## Code of Student Rights and Responsibilities

### Article I

#### I. Student Rights

- 1.1 The following enumeration of rights shall not be construed to deny or disparage other rights not in conflict with this Code of Student Rights and retained by Students in their capacity as members of the University Community or as citizens of the State or of the United States. This Code shall not be construed in any manner which might run counter to a reasonable construction of the Policies of the University and the direction of the Board of Governors; nor shall it be construed, interpreted or applied in any manner which would seem detrimental to the privileges, purposes, aims and goals of Missouri State University-West Plains as a public institution of higher learning.
- 1.2 Federal and State constitutional guarantees of free inquiry, expression and assembly are specifically restated as guarantees on this campus.
- 1.3 Students are free to pursue their educational goals and to have appropriate opportunities for learning in the classroom and on the campus as shall be provided by the University.
- 1.4 No conduct Consequences may be imposed upon any Student without following minimal procedural due process, as described in [Article VI](#) of this Code.
- 1.5 Within the limits of its facilities, the University shall be open to all applicants who are qualified according to the admission requirements, which may be adopted and established from time to time. The University does not discriminate on the basis of race, color, national origin (including ancestry), religion, sex (including marital status, family status, pregnancy, sexual orientation, gender identity or gender expression), age, disability, veteran status, genetic information or any other basis protected by applicable law in employment or in any program or activity offered or sponsored by the University.

- 1.6 Discussion and expression of all views relevant to the subject matter are permitted in the classroom subject only to the responsibility of the instructor to maintain order and a climate conducive to learning, within the stated goals and purposes of the University.
- 1.7 All Students shall have the right to be protected from prejudiced academic evaluations unrelated to academic performance based on the Student's views, opinions, political associations, Organizational memberships or the instructor's biases based on the character of the Student. Furthermore, all Students shall have the right to appeal a grade to the instructor, the department head, the division chair, the dean of academic affairs and the Academic Concerns Committee. All grade remedies under other existing policies shall be protected under this Code.
- 1.8 Discussion and expression consistent with the laws of the State and the United States and in the manner, time and place prescribed by University policy, are permitted within the institution. Support of any cause by orderly means is permitted, subject to the paramount rights of the University, the safety and rights of individuals, the protection of property and the continuity of the educational process.
- 1.9 The University encourages expression of informative and differing viewpoints on issues and supports the presence on the campus of responsible persons representing various views. The University reserves the right to specify the conditions of time, place and manner of speakers through the University's [Expressive Activity Policy](#).
- 1.10 Organizations and groups may be established within the University for any lawful purpose. Affiliation with an extramural Organization shall not, in itself, qualify or disqualify the University branch or chapter from institutional privileges. A group shall become an Organization when formally recognized by the University according to the procedures and regulations established by the Office of Student Life & Development. No group may be so recognized or continue to be recognized if its purposes or programs are in conflict with this Code of Student Rights or with the laws of the State or of the United States.
- 1.11 A Student group or Organization may distribute written material on campus without prior approval provided that such distribution is consistent with the policies of the University, including the University's [Advertising, Distribution and Solicitation Policy](#),



and [Facility Usage Procedures](#) and the applicable laws of the State and of the United States and provided that it does not disrupt the operation of the University.

- 1.12 The Student press is to be free of censorship. The editors and managers shall not arbitrarily be suspended because of Student, Faculty, administration, alumni or community disapproval of editorial policy or content.
- 1.13 All Students shall have the right to be represented in the Student Senate of the Student Government Association and they further shall have all rights that constituents in democratic societies have including, but not limited to, the right of petition and recall of their representatives.
- 1.14 Students have limited rights of privacy while on University Premises, which extend to living quarters in residence halls. The following activities shall not be considered to impinge upon such rights of privacy: the entry of a room to provide maintenance inspections or repair services; entry when there is reasonable cause to believe that a health or safety issue exists; entry when there is reasonable evidence of a disruption of peace that substantially interrupts the daily operations of the residence hall and/or floor community; entry of a room when a Student permanently vacates the room; entry of a room when a Student vacates a room for a break period; the search of Student rooms by civil authorities in accordance with local, state or federal laws; the removal of substances or property in violation of University policy or law during a routine health or safety inspection; the removal of substances or property in violation of University policy or law when in plain view and the removal of substances or property in violation of University policy or law during a situation when a University Official, in the course of the Official's duties, believes an emergency situation exists which poses threat of harm to a member of the campus community or to University property. Students should not expect these limited rights of privacy to extend to computer accounts and electronic mail. The University reserves the right to access Student files and accounts as a part of normal routine tasks and for the purposes of investigating alleged wrongdoing.
- 1.15 All Students shall have the right to have their academic and conduct records protected from unauthorized access by any person without the written Consent of the Student involved, except as allowed by state and federal law.

- 1.16 All Students shall have the right to access, according to published University regulations and/or procedures, all University structures where Student fees or fines directly contribute to the upkeep of said buildings, except private offices and other areas where Student access could compromise privacy. These buildings shall include, but are not limited to, Putnam Student Center, Garnett Library and the Student Recreation Center/Community Shelter.
- 1.17 All Students shall have the right to be secure from having these rights infringed upon by University Administrators, Faculty, support Staff or fellow Students.
- 1.18 All Students have a right to be offered reasonable protection from retaliation, intimidation, and/or harassment. Students who believe they have experienced retaliation, intimidation and/or harassment are encouraged to seek assistance from one of a number of campus resources. The Office of the Dean of Student Services, Office of Student Life and Development, the Office of Title IX Coordinator and the Office of Institutional Equity and Compliance all have staff and resources available to assist Students who believe they may be the victim of retaliation, intimidation, and/or harassment. Additionally, the Office of Title IX Coordinator and the Office of Institutional Equity and Compliance have a liaison on the West Plains Campus to assist Students who believe they may be the victim of retaliation, intimidation, and/or harassment.
- 1.19 The University Community is a community of people with respect for diversity. The University emphasizes the dignity and equality common to all persons and adheres to a strict non-discrimination policy regarding the treatment of individual Faculty, Staff, and Students. In accord with federal law and applicable Missouri statutes, the University does not discriminate on the basis of race, color, national origin (including ancestry, or any other subcategory of national origin recognized by applicable law), religion, sex (including marital status, family status, pregnancy, sexual orientation, gender identity, gender expression, or any other subcategory of sex recognized by applicable law), age, disability, veteran status, genetic information, or any other basis protected by applicable law in employment or in any program or activity offered or sponsored by the University. Sex discrimination encompasses sexual harassment, which includes sexual violence, and is strictly prohibited by Title IX of the Education Amendments of 1972.

# Article II

## II. Responsibilities

Missouri State University-West Plains has a single purpose: to develop educated persons. It is thus committed to the search for knowledge. It recognizes that human curiosity explores unknown intellectual worlds as well as unknown physical worlds. In a world where knowledge can become outdated in less than a decade, the University is committed to the discovery and dissemination of knowledge that serves the future.

Educated persons are developed through the interaction of competent, caring Faculty and capable, motivated Students, supported by dedicated professional Staff. It is assumed that the three components of the University, Faculty, Students and Staff, come together as a community in pursuit of the single purpose of the University. In joining this community, Students voluntarily assume certain responsibilities that are necessary for promoting the welfare of the community. Although no definitive list of responsibilities can ever truly be developed, the following represent the main responsibilities Students assume by becoming members of the University Community.

- 2.1 Academic integrity and honesty are the foundation of the University Community. Students are expected to practice academic integrity in all assigned work. Students are expected to be honest in all interactions with other Students, Faculty and Staff.
- 2.2 The University has the inherent right to promulgate appropriate rules and regulations for the orderly conduct of University business and the protection of the health and safety of the University Community. Students are expected to comply with all published and stated rules and regulations.
- 2.3 Members of the Faculty and Staff have the authority to properly direct Student conduct in concert with the authority stated above. Students are expected to comply with directives of University Officials who are acting in performance of their duties. Students must comply with directives even when they disagree with the directives. A Student retains the right to appeal an issued directive through the administrative structure that exists for the Faculty or Staff member who issued the directive, through established policies.

- 2.4 The search for knowledge can only take place within an atmosphere of open exchange. Open exchange can only take place in an environment of respect and civility. The University has an economically, culturally and ethnically diverse population. Students are encouraged to respect differences of culture, lifestyles and religions as well as to respect freedom of expression. Additionally, Students are encouraged to behave in a manner that is both respectful and civil.
- 2.5 The campus and its grounds, facilities and equipment are provided largely by the people of the State of Missouri for the Students of the University. Students are expected to protect and guard these resources.
- 2.6 Individual compliance with University rules and regulations can only partially ensure a safe and orderly environment. Being a responsible member of the community also implies encouraging behaviors in others that are consistent with these rights and responsibilities, discouraging behaviors that are inconsistent and taking positive action in the face of violations. Minimally, Students are expected to participate in the process of adjudicating violations of University expectations, rules and/or regulations. This implies that Students will report violations for which they have knowledge and participate in the conduct process as necessary.
- 2.7 Good Citizen Policy. The welfare of our Students is of the highest importance to Missouri State University-West Plains. There will be times when individual Students, both on and off campus, may be in critical need of assistance from medical or other professional personnel. Missouri State University-West Plains hopes that these Students will seek help and other Students will respond to obtain the help that their fellow Student needs. To that end, Missouri State University-West Plains intends to minimize any hesitation that Students might have in obtaining help due to concern that their own behavior might be a violation of University policy. The University pursues a policy of limited immunity for Students who offer help to others in need. While policy violations cannot be overlooked, the University, to the extent possible, will consider the positive impact of reporting an incident on the welfare of Students when determining the appropriate response for University policy violations by the reporter of the incident. Any possible negative Consequences for the reporter of the problem should be weighed against the possible negative Consequences for the Student who needs intervention. At a minimum, Missouri State University-West Plains suggests that a Student anonymously report any situation that would put the Student in need in touch with professional help. To report

an incident, contact the Dean of Student Services, Lybyer Technology Center, Room 207 (417) 255-7255. An [incident report form](#) may also be reported through the Student Life or Student Services page of the University website.

- 2.8 Attending classes becomes a responsibility of Students when they are admitted to the University and for as long as they are in good standing. Students are expected to attend class in accordance with the rights and responsibilities afforded them by the University's [Attendance Policy](#). Attendance is reported regularly and failure to attend classes regularly could have consequences which impacts financial aid eligibility.
- 2.9 The primary interaction between Faculty and Students, which produces educated persons, is in the classroom in the individual course setting. Requirements of participation in classroom discussion and submission of written exercises are consistent with this document.
- 2.10 Pursuant to the University's [Class Disruption policy](#), the course instructor has original jurisdiction over the class and may deny a Student, who is unduly disruptive, the right to attend the class. Students are expected to master the course content in compliance with the syllabus of the course instructor. The Student is expected to comply with all reasonable directives of the course instructor. The course instructor may have a Student administratively withdrawn from a course upon showing good cause and with the concurrence of the department head. The appeals process in case of such administrative withdrawal shall be as stated in the [Grade Appeals Procedure](#).
- 2.11 Pursuant to the University's Non-Discrimination Policy Statement, Students will be free from, and are expected not to, discriminate on the basis of race, color, national origin (including ancestry or any other subcategory of nation origin recognized by applicable law), religion, sex (including marital status, family status, pregnancy, sexual orientation, gender identity, gender expression, or any other subcategory of sex recognized by applicable law), age, disability, veteran status, genetic information, or any other basis protected by applicable law in connection with their activities as members of the University Community.
- 2.12 Students will be held responsible, pursuant to this Code, for the behavioral acts of their guests when such acts are in violation of the Code and occur on University Premises or in conjunction with University-sponsored or supervised activities.

# Article III

## III. Authority and Jurisdiction

- 3.1 The State of Missouri has delegated, by statute, authority for the governance of Missouri State University-West Plains to the Board of Governors. This includes "full power and authority to adopt all needful rules and regulations for the guidance and supervision of the conduct of all Students while enrolled as such" and the authority to enforce obedience to those rules and regulations. It also has the power to delegate Student conduct authority.
- 3.2 Generally, jurisdiction and the conduct process will be limited to behavior that occurs on University Premises or at University-sponsored activities. Jurisdiction and the conduct process will apply to the conduct of Students, Student groups and Student Organizations that occurs off campus when such conduct adversely affects a member of the University Community and/or the behavior reflects a clear disregard for the rights and responsibilities found herein.
- 3.3 Each Student will be responsible to comply with this Code from the time of application for admission through the actual awarding of a degree as well as during the academic year and during periods between terms of actual enrollment ( even if their conduct is not discovered until after a degree is awarded). The Code shall apply to a Student's conduct even though the conduct violation may have occurred before classes begin or after classes end. The Dean of Student Services may choose to pursue conduct charges even if the Student withdraws from school while a conduct matter is pending.

# Article IV

## IV. Proscribed Conduct

Any Student found by the University to have committed any of the following misconduct is subject to the Consequences outlined in [Article VII](#). The authority to determine if a specific act is subject to Consequences shall be determined pursuant to the procedures set forth in this Code or University Policy, as applicable.

4.1 Non-Academic Acts of Dishonesty: Non-Academic Acts of Dishonesty are acts of dishonesty not related to a Student's academic performance. Non-Academic Acts of Dishonesty may include, but are not limited to, the following:

- Furnishing false information to any University Official, Faculty Member or office, or the use or possession of any form of false identification
- Forgery, alteration or misuse of any University document, record or instrument of identification;
- Tampering with the election of any Student Organization.

Acts of dishonesty that are related to a Student's academic performance, and any incident of alleged academic dishonesty committed by any Student at Missouri State University-West Plains outside of the context of enrollment in any particular course, are not governed by this Code but are instead governed by the Student Academic Integrity Policies and Procedures. This document is available in the Office of Academic Affairs office, or at <https://wp.missouristate.edu/catalog/policy-academic-integrity.htm>

4.2 Disruption or obstruction of teaching, research, administration, conduct proceedings, other University activities, including its public-service functions on or off campus or University-sponsored or supervised activities.

4.3 Discriminatory Harassment, which is unwelcome conduct directed toward another person or an identifiable group of persons on the basis of race, color, national origin (including ancestry, or any other subcategory of national origin recognized by applicable law), religion, sex (including marital status, family status, pregnancy, sexual orientation, gender identity, gender expression, or any other subcategory of sex recognized by applicable law), age, disability, veteran status, genetic information or any other basis protected by applicable law, which is so severe, pervasive, and objectionably offensive and that so undermines and detracts from the person or identifiable group's education experience that the Student(s) are effectively denied equal access to the University's resources and opportunities. See [Discrimination Complaint and Investigation Procedures](#). For additional information regarding the Adjudication of allegations of discriminatory harassment, see Article 6.

- 4.4 Attempted or actual theft of and/or damage to property of the University or property of a member of the University Community or other personal or public property.
- 4.5 Hazing, an act that endangers the mental or physical health or safety of a Student or which destroys or removes public or private property, for the purpose of initiation or admission into, affiliation with, or as a condition of continued membership in a group or Organization. The express or implied Consent of the Student will not be a defense to a violation of hazing. The willing participation or acquiescence of the Student to the hazing activity is no defense and is still a violation of this policy.
- 4.6 Failure to comply with directives of University Officials or law enforcement officers acting in performance of their duties (including, without limitation, failure to comply with a no-contact directive) and/or failure to identify oneself to these persons when requested to do so.
- 4.7 Unauthorized possession, duplication or use of keys to any University Premises or unauthorized entry to or use of University Premises that have restricted access.
- 4.8 Violation of University policies, rules or regulations including, but not limited to: "The Course Catalog", "The Guide to Residence Hall Living", and the [University Policy Library](#).
- 4.9 Violation of federal, state or local laws and ordinances on University Premises or at University-sponsored or -supervised activities. Violations of federal, state, or local laws and ordinances that occur off campus when the conduct adversely affects a member of the University Community or the behavior reflects a clear disregard for this Code, State law, or Federal law.
- 4.10 Use, possession or distribution of narcotics or other controlled substances or related Paraphernalia, except as expressly permitted by Federal law or public intoxication on University Premises. Including the use of prescription medications without proper prescription or used counter to the directions of a valid prescription. Additionally, the misuse of any products for the purposes of obtaining a similar effect as illegal drugs. Recommended minimum Consequences for a violation of Section 4.10 are outlined in [section 7.13](#).



- 4.11 Use, possession or distribution of alcoholic beverages or alcohol Paraphernalia (as defined in this Code) except as expressly permitted by the law and University regulations or public intoxication on University Premises. Recommended minimum Consequences for violations of the alcohol policy are outlined in [section 7.13](#).
- 4.12 Possession and/or use of Firearms, fireworks, Explosive Weapons and Other Weapons, as defined by University policy and Missouri law, on University Premises.
- 4.13 Tampering with fire alarms, extinguishers and/or other safety equipment.
- 4.14 Participation in a campus demonstration which disrupts the normal operations of the University and infringes on the rights of the University Community; leading or inciting others to disrupt scheduled and/or normal activities within any campus building or area; intentional obstruction which unreasonably interferes with freedom of movement, either pedestrian or vehicular, on University Premises or at a University sponsored or sanctioned event.
- 4.15 Obstruction of the free flow of pedestrian or vehicular traffic on University Premises or at University-sponsored or -supervised functions.
- 4.16 Unauthorized Surveillance: making unauthorized video or photographic images of a person in a location in which that person has a reasonable expectation of privacy, including, but not limited to, shower/locker rooms, residence hall rooms and restrooms. Also prohibited is the intentional or knowingly viewing, storing, sharing and/or other distribution of such unauthorized images by any means.
- 4.17 Unauthorized distribution of sexually explicit images, sharing, displaying or otherwise distributing nude or sexually explicit images of another individual without that individual's Consent, even if the image was lawfully made or taken with Consent. The knowing or intentionally viewing of an image by a third-party when the third party knows or has reason to know that the subject of the image has not Consented to such viewing or distribution is likewise a violation of this section.
- 4.18 Abuse of computing resources, including but not limited to:

- a. Sharing a University account password with others, allowing anyone else to use your account or use someone else's account;
- b. Copying, sharing, uploading, downloading, sending or knowingly receive copyrighted or trade/service marked materials without authorization;
- c. Fraudulently accessing and interfering with computer systems, resources, data or other users;
- d. Examining, altering or attempting to examine or alter another computer user's private files or electronic communications without authorization;
- e. Using or altering electronic communications to hide identity or impersonate another party;
- f. Disrupting, attempting to disrupt or supporting the disruption of University or external information technology services, systems or users;
- g. Violating Missouri State University's "[Information Technology Policies](#)".

4.19 Physical Misconduct, including but not limited to:

- a. inflicting bodily harm or unwanted physical contact upon any person;
- b. taking any action for the purpose of inflicting harm upon any person.

4.20 Sexual Harassment as defined in the University's [Title IX Sexual Harassment Grievance Procedure Policy](#). Note: Unlike other prohibited conduct outlined in this Article IV, allegations of Sexual Harassment are processed through the University's Title IX Sexual Harassment Grievance Procedure Policy. As discussed in more detail below in Article 6, the Dean of Student Services may address allegations of Sexual Harassment that do not meet the definition or jurisdictional requirements of the Title IX Sexual Harassment Grievance Procedure. Allegations of Sexual Harassment, as defined by the University's Title IX Sexual Harassment Grievance Procedure Policy should be filed with the Title IX Coordinator, 901 S. National Ave., Springfield, Missouri 65897, 417-836-6810, [titleix@missouristate.edu](mailto:titleix@missouristate.edu).

4.21 Abuse of the Conduct System, including but not limited to:

- a. Failure to obey the directives of a Conduct Officer or University Official;
  - b. Providing false, distorted or misrepresenting information before an adjudicator in a University process determining responsibility (e.g., Conduct Officer, University Official, Hearing Authority, and/or Decision Maker).
  - c. Disruption or interference with the orderly conduct of a conduct proceeding;
  - d. Institution of a conduct proceeding knowingly without cause;
  - e. Attempting to discourage an individual's proper participation in or use of, the conduct system;
  - f. Attempting to influence the impartiality of any member of a conduct proceeding prior to, during and/or after a conduct meeting and/or hearing;
  - g. Retaliation against any person participating in the conduct process;
  - h. Failure to comply with Consequences imposed following a conduct proceeding.
  - i. Influencing or attempting to influence another person to commit an abuse of the conduct system.
- 4.22 Violations of Missouri State University-West Plains' [Tobacco Use Policy](#).
- 4.23 Assisting, facilitating, or encouraging, through act or omission, any person or group with committing or attempting to commit a violation of this Code or Federal/State laws and regulations. Failure to leave or report a situation where any person is committing or attempting to commit a violation of this Code.

## Article V

### **V. Violation of Law and University Conduct**

- 5.1 University Student conduct proceedings may be instituted against a Student charged with conduct that potentially is a violation of both criminal law and this Code. Proceedings under this Code may be carried out prior to, simultaneously with or

following civil or criminal proceeding off-campus at the discretion of the Dean of Student Services or a designee. Determinations made or Consequences imposed under this Code shall not be subject to change because criminal charges were dismissed, reduced or resolved in favor of or against the criminal law defendant. In cases involving potential criminal conduct the Dean of Student Services, in conjunction with other appropriate University Officials, will determine whether law enforcement shall be notified.

- 5.2 When a Student is charged by federal, state or local authorities with a violation of law, the University will not request or agree to special consideration for that individual because of his or her status as a Student. If the alleged offense is also the subject of a proceeding before a conduct body under the Code, or other University Policy, however, the University may advise off-campus authorities of the existence of University Policy and of how such matters will be handled internally within the University Community. The University will cooperate fully with law enforcement and other agencies in the enforcement of criminal law on campus and in the conditions imposed by criminal courts for the rehabilitation of Student violators. Individual Students, staff members and Faculty Members, acting in their personal capacities, remain free to interact with governmental representatives, as they deem appropriate.

## Article VI

### **VI. Student Conduct Adjudication Process**

The development of self-discipline is a goal of education, and the Student conduct process is intended to be educational in nature. The Student conduct Adjudication process described herein is designed to further the educational process; therefore, it is not comparable to, or a substitute for, jurisprudence under a criminal code. Therefore, formal rules of process, procedure, and/or technical rules of evidence, such as are applied in criminal or civil court, are not used in the Student conduct Adjudication process described in this Code. The Student conduct Adjudication process outlined below is designed to balance the rights and responsibilities of the Student accused of wrongdoing with the rights of the University Community, including but not limited to, the complaining Student, other Students, Faculty, Staff, and the public.

6.1 Subject to other University Policy, any member of the University Community may file a complaint against any Student or Student Organization for alleged violations of this Code. The complaint may be prepared in writing or notice may be given in another manner and directed to the Dean of Student Services, who has been given responsibility for the administration of the University conduct system. Any complaint should be submitted as soon as is reasonably possible after the event takes place, but in any case, no longer than twelve (12) months from the date the person knew or should have known of the alleged violation. In most cases, Students will not undergo more than one conduct process within the University for the same incident.

6.2 Violations of Code Policies (other than violations of the University's Title IX Sexual Harassment Grievance Procedure Policy): After receiving an incident report or other indication of Code violations, the Dean of Student Services, or their designee, may proceed as follows:

a. Conducts an investigation of the allegations, or other validation of the allegations received.

b. If appropriate, sends a charge letter indicating:

The sections of the Code or other University policies allegedly violated

Date, time, and place the alleged violation occurred (if available)

A concise summary of the alleged violation

A list of witnesses (to be supplemented later if necessary)

A date, time, and location for the Respondent to meet with the Dean of Student Services pursuant to Section 6.5. The Respondent's class schedule shall be consulted; the Respondent may request an alternative date and time to meet within the deadline listed in the charge letter. The decision to alter the meeting time and date is at the discretion of the Dean of Student Services.

6.3 Alleged Violations of [Title IX Sexual Harassment Grievance Procedure](#): If the University receives an allegation of discrimination the University will address such allegation(s) through the Governing Policy and the Grievance Procedure Policy. The Dean of Student Services will forward any allegations to the appropriate official as indicated in University Policy. Allegations of Sexual Harassment that fall within the scope of the Grievance Procedure will be handled entirely through that Policy, unless dismissed pursuant to that Policy.

6.4 Allegations of Discrimination Based on a Protected Class: All allegations and complaints of discrimination that fall outside of the Grievance Procedure policy either due to the jurisdictional limitations or due to a dismissal pursuant to that Policy will be handled pursuant to the Discrimination Complaint and Investigation Procedures Policy. After completing an investigation, the Equity Investigator will prepare a document summarizing the investigation and the finding from the investigation. After receiving the document from the Equity Investigator, the Dean of Student Services will proceed as follows:

- a. Prepare and send correspondence to the individual identified as the Respondent in the Investigative Report scheduling a Conduct Meeting where the Dean of Student Services will discuss the situation described in the document, the proposed charges against the Respondent, the Consequences proposed by the Dean of Student Services and the Respondent's position on responsibility.
- b. The Respondent will be given the opportunity to review the document prepared by the Equity Investigator, the charges of Code violation and given a summary of information to be presented as to allow preparation of refutation. The Respondent will be given the opportunity to review any materials referenced by the Equity Investigator in the document including but not limited to: audio recordings and exhibits;
- c. Answer questions and provide any necessary clarification of the Code and/or its procedures;
- d. Discuss the Respondent's level of responsibility in the conduct situation. The Respondent may give additional information, present additional pertinent documents or records pertaining to the incident and present additional witnesses which were not provided during the investigative phase

6.5 Unless otherwise required by other University Policy, the Dean of Student Services, or designee, will facilitate a Conduct Meeting, at which time the following matters may be discussed:

- a. The Dean of Student Services will review the charges and give a summary of the information to be presented;

- b. The Dean of Student Services will answer any questions and provide any requested clarification of the Code and/or its procedures;
- c. The Respondent may respond to the charges and provide any information the Respondent believes to be relevant in determining responsibility. The Respondent shall have an opportunity to present information, ask questions, present records or documentation pertaining to the incident, present witnesses and provide explanations to the Dean of Student Services.
- d. The Dean of Student Services and the Respondent will discuss the Respondent's level of responsibility relating to the allegations and attempt to reach an agreement regarding responsibility (or lack of responsibility) and Consequences as necessary. If an agreement is reached, a Case Resolution Form (CRF) will be completed by the Dean of Student Services.
- e. If a Respondent fails to attend their scheduled conduct meeting, the Dean of Student Services may, at their discretion, conduct the meeting in the Respondent's absence and render a finding of responsibility or no responsibility. In these cases, the Dean of Student Services will complete a CRF and send a findings letter to the Respondent; the Respondent is responsible for fulfilling or upholding the Consequences listed within the letter. The Respondent may appeal the conduct decision but must follow the appeals processes outlined in Article VIII of this document.
- f. In matters concerning hearings, the Dean of Student Services will assist both the Respondent accused of violating policies and the member of the University Community who is filing charges for the purposes of facilitating and understanding the hearing process.
- g. The Dean of Student Services' determination will be made by a preponderance of evidence, on the basis of whether it is more likely than not that the Respondent violated the Code of Student Rights and Responsibilities.
- h. The Respondent may be accompanied by an advisor. The advisor may be an attorney but is not required to be an attorney. The Advisor will not be permitted to actively participate in any Conduct meeting. In consideration of the limited role of advisors and of the compelling interest of the University to expeditiously

resolve allegations of violations of the Code, the work of the Dean of Student Services will not, as a general practice, be delayed due to the unavailability of an advisor. The responding Student is responsible for presenting his or her own information and, therefore, advisors are not permitted to speak or to participate directly in any hearing.

- 6.6 Where appropriate, following a Conduct Meeting, the parties may have a right to a hearing as set forth below:
- a. In cases where the Dean of Student Services and the Respondent are unable to come to an agreement on responsibility and/or consequence, or the Respondent fails to appear for the Conduct Meeting, and the Dean of Student Services' chosen consequence does not include any separation between the Student and the University (e.g., 7.1h, 7.1k, 7.1l, 7.1m, 7.1n, 7.1o, or 7.1p) then the finding of the Dean of Student Services will be applicable, unless the Respondent submits an appeal pursuant to Section VIII below.
  - b. In cases where the Dean of Student Services and the Respondent are unable to come to an agreement on responsibility and/or Consequences, and the Dean of Student Services' chosen consequence includes a sanction separating the Student from the University (e.g., 7.1h, 7.1k, 7.1l, 7.1m, 7.1n, 7.1o, or 7.1p), the Respondent shall have the right to request a hearing in front of a Hearing Authority.
  - c. In cases where the Respondent fails to appear for the conduct meeting and the recommended Consequences includes separation between the Student and the University (e.g., 7.1h, 7.1k, 7.1l, 7.1m, 7.1n, 7.1o, or 7.1p), the Dean of Student Services will designate an entry of "not responsible" and set up a hearing with a Hearing Authority.
- 6.7 Any hearing conducted pursuant to the Code shall be conducted in order to provide a fair opportunity for hearing of every participant's position, explanations and information according to the following guidelines:
- a. Hearings will be conducted in private. Only individuals serving a defined purpose will be allowed to participate (e.g., complaining and responding Students,



identified witnesses, advisors to participants, emotional support individuals), and only to the extent necessary for that defined role (i.e., emotional support individuals may sit in close proximity to a witness while being questioned, but then must leave for all other aspects of the Hearing.

- b. The parties to a hearing must each inform the Dean of Student Services of witnesses who they intend to have provide information at the hearing at least five (5) Business Days in advance of the hearing. The Hearing Authority may determine that there are other relevant persons who know information about the situation and invite them to participate in the hearing to share their information.
- c. The Hearing Authority may cause to be removed from the hearing any person who disrupts or impedes the hearing or who fails to adhere to the rulings of the Hearing Authority.
- d. Unless prior arrangements have been approved by the Hearing Authority, the complaining party should appear as part of the Dean of Student Services presentation of charge(s) before the Hearing Authority.
- e. If the Respondent has been properly notified of the hearing, but fails to appear, the hearing may take place in the Respondent's absence and the findings and Consequences will be binding on the Respondent, subject to the Respondent's right to appeal pursuant to Section VIII.
- f. In hearings involving more than one accused Student, the Dean of Student Services, at their discretion, may decide to separately conduct the hearings concerning each Student.
- g. Both parties to a hearing have the right to be assisted by an advisor of their choosing at their own expense. A party is only allowed one (1) advisor, unless otherwise approved by the Hearing Authority. The party's advisor may be an attorney. Participants are each responsible for presenting their own information and, therefore, advisors are not permitted to speak or to participate directly in any hearing. It is the responsibility of the participants to notify the Dean of Student Services of the identity of their advisor no later than five (5) Business Days in advance of the hearing date.

- h. In consideration of the limited role of advisors and of the compelling interest of the University to efficiently resolve allegations of violations of the Code, the work of a Hearing Authority will not, as a general practice, be delayed due to the unavailability of an individual's advisor.
- i. Presenting information and rebutting information presented at a hearing are rights available to both parties. However, certain circumstances may make it prudent to limit either party from submitting direct questions to a witness or participant. Therefore, all questions may be submitted in writing to the Hearing Authority to ask the questions on the party's behalf. Only those questions relevant to the conduct charges will be allowed by the Hearing Authority. All parties will be allowed similar and timely access to materials introduced during a Hearing.
- j. It is the responsibility of the person desiring the presence of a witness before a hearing to ensure that the witness appears. Because experience has demonstrated that the actual appearance of an individual is of greater value than a written statement, the latter is discouraged and should not be used unless the individual cannot reasonably be expected to appear. Any written statement must be dated, signed, and include verification that the individual submitting the statement is in fact the author of the statement (e.g., notarized, signed in from of a University Official). The work of a Hearing Authority will not, as a general practice, be delayed due to the unavailability of a witness.
- k. The Hearing Authority may accept for consideration all information which reasonable persons would accept as having relevance to the allegations. Unduly repetitious, personally abusive information, or evidence overly extraneous to the charges under consideration should be excluded.
- l. Pertinent records, exhibits and written statements may be accepted as evidence for consideration at the discretion of the Hearing Authority. The dean of Student services must receive such pertinent records, exhibits and written statements at least five (5) Business Days prior to a hearing for a party to include such evidence in the hearing, unless as otherwise allowed by the Hearing Authority. All parties will be allowed similar and timely access to materials introduced during a Hearing.

- m. All procedural questions during the hearing are subject to the final decision of the Hearing Authority.
  - n. The Hearing Authority will conduct deliberations in private as to a Respondent's responsibility and, if necessary, appropriate Consequences. The Hearing Authority shall determine whether the Respondent has violated each of the charged sections of the Code.
  - o. The Hearing Authority's determination shall be made on the preponderance of evidence, on the basis of whether it is more likely than not that the Respondent violated the Code.
  - p. The Hearing Authority will conduct separate deliberations in private as to the appropriate Consequences for those violations it has determined the Respondent has violated. The Hearing Authority will entertain recommendations from both parties as to appropriate consequence. A Respondent's past violations and Consequences (including past violations and Consequences that occurred at any of the University's campuses or at another institution of higher education) may be relevant and considered when determining action or appropriate Consequences.
- 6.8 A digital recording of all hearings will be recorded by the Dean of Student Services and/or the Hearing Authority. The record shall be the property of the University. No other party will be allowed to make a separate recording of any type. Both parties to the proceeding will have access to inspect the digital recording, at the office and the discretion of the Dean of Student Services, and pursuant to the restrictions applied by the Dean of Student Services and this Code.
- 6.9 The Hearing Authority will provide the Dean of Student Services with the parties CRF which will outline the Hearing Authority's finding on responsibility and Consequences. The CRF will also include a written summary of the Hearing Authority's rationale for its finding of responsibility and Consequences. Following completion of a CRF, the Respondent will receive an outcome letter from the Dean of Student Services, summarizing any charges and Consequences resulting from the conduct Adjudication process.

- 6.10 Except in the case of a Student charged with failing to obey the summons of a Hearing Authority or University Official, no Student may be found to have violated the Code solely because the Student failed to appear for a hearing. In all cases, the information in support of the charges shall be presented and considered.
- 6.11 The University records of a Student may be placed on a hold under this Code when a Student:
- a. Is given sufficient notice to respond to a letter of conduct charges and fails to respond;
  - b. Does not fulfill a conduct consequence within the deadline established by a Hearing Authority or by agreement with the Dean of Student Services;
  - c. Has received a consequence that prohibits future enrollment;
  - d. Has indicated a criminal charge or conviction on the application for admission and must provide requested information to the Dean of Student Services that is relevant to reaching an admissions decision;
  - e. Has been summoned by the Dean of Student Services or a designee for a meeting concerning the Student's alleged misconduct and will not comply with the request.
- 6.12 The purpose of a hold is to compel a Student to fulfill an obligation to the Dean of Student Services (including the Office of Residence Life). A Student Life Hold (J Hold) on records denies the Student the right to register for future classes or change class registration until the hold on records is removed by the Hearing Authority when the Student fulfills the required conditions. A Student receiving a hold may seek relief from the chancellor. A Student may request the temporary removal of holds under this section for registration purposes only. Such request must be in writing and directed to the Hearing Authority.
- 6.13 Through the course of the conduct process, the University will maintain records relating to an individual's participation in the conduct process. This conduct file, including the outcome of a conduct meeting or a hearing, and the Consequences imposed, are

educational records and are protected from release under the Federal Education Rights and Privacy Act (FERPA), except as otherwise required or permitted by law.

- a. The Dean of Student Services will facilitate the disclosure of the Student's conduct file upon written request. In order to request a copy of the conduct file an individual (or their next of kin) should submit a request to the Dean of Student Services.
- b. Following release of an acceptable written request, the Dean of Student Services will release a redacted version of the Student's conduct file. Such redaction will still include the name of the Respondent party, the charges pursued in the conduct process, and any consequence imposed against the Respondent.
- c. Conduct records of Student Organizations may be requested through the [University's Custodian of Records office](#).

## Article VII

### VII. Consequences

- 7.1 In the discretion of the Dean of Student Services or Hearing Authority the following Educational Consequences may be imposed upon any Student found to have violated any provision of this Code:
- a. **Warning** – A notice in writing to the Student that the Student is violating or has violated institutional regulations;
  - b. **Loss of Privileges** – Denial of specified privileges for a designated period of time;
  - c. **Fines** – Fines may be imposed consistent with the schedule of fines adopted by the Board of Governors;
  - d. **Restitution** – Compensation for loss, damage or injury. This may take the form of appropriate service and/or monetary or material replacement;
  - e. **Discretionary Consequences** – Work assignments, service to the University or other related discretionary assignments which may include, but are not limited

to, an apology, restriction upon privileges, a research paper or written statement, a referral for counseling, evaluation for alcohol/drug abuse, completion of University programming or other Consequences deemed appropriate;

- f. **Level One Probation** – Is imposed for a specific period of time and affects the Student's good standing in the University. While on level one probation, the Student may be declared ineligible to campaign for, hold office or other leadership roles in a Student Organization, or represent the University in any intercollegiate activity. If found responsible for a violation of the Code while on level one probation, this may result in suspension or dismissal;
- g. **Level Two Probation** – Is imposed for a specific period of time and affects the Student's good standing in the University. While on level two probation the Student shall be declared ineligible to campaign for or hold office or other leadership roles in a Student Organization. The Student shall not represent the University in any University sponsored activity or position. While on Level Two probation, Students are prohibited from participating in the Study Away program, attending conferences on behalf of the university or representing the University at an official function, event, or intercollegiate competition as a player, manager, or Student coach. If found responsible for a violation of the Code while on level two probation, it may result in separation from the University (e.g., denial of privilege to reenroll, suspension, or dismissal) at the discretion of the Dean of Student Services.
- h. **Denial of Privilege to Re-enroll** – This places the Student on level two probation, permits the Student to complete the current semester barring further violations, but prohibits the individual from enrolling for a defined period of time, after which the Student is eligible to return. Conditions for readmission may be specified. While prohibited from enrolling, the Student is denied access to University owned or leased grounds, facilities and vehicles and all University planned, promoted or sponsored activities. In the case where a Student is a member of a Student Organization, the Student is prohibited from attending the Student Organization's activities on or off-campus. A hold is placed on the Student's records;

- i. **University Housing Probation** – Probation is for a specified period of time and includes the probability of suspension or expulsion from University Housing if the Student is found to be in violation of University Policy during the probationary period;
- j. **Parental Notification** – The Family Educational Rights and Privacy Act (FERPA) permits an institution of higher education to disclose to parents or legal guardians the results of conduct hearings if the Student is less than 21 years of age and has been found responsible for violating campus rules regarding the use or possession of alcohol or a controlled substance. Parents or guardians of Students under the age of 21 may be notified of all violations of University narcotic or other controlled substance policies (Section 4.10) and those alcohol violations (Section 4.11) that result in an assessment for chemical dependency, residence hall probation or a more severe consequence, as allowed under FERPA regulations;
- k. **University Housing Suspension** – Separation of the Student occupancy in University Housing for a defined period of time, after which the Student is eligible to return. Conditions for readmission may be specified. The Student may be denied access to dining facilities connected to University Housing during the suspension. A permanent conduct record is maintained.
- l. **University Housing Expulsion** – Permanent separation of the Student from University Housing. The Student shall be permanently denied access to occupancy in University Housing and access to all University Housing (including dining facilities connected to University Housing). A permanent conduct record is maintained.
- m. **Suspension** – Separation of the Student from the University for a defined period of time, after which the Student is eligible to return. Conditions for readmission may be specified. While on suspension, the Student is denied access to University owned or leased grounds, facilities, equipment, computer networks, vehicles and all University planned, promoted or sponsored activities. In the case where a Student is a member of a Student Organization, the Student is prohibited from attending the Student Organization's activities on or off campus. A "J Hold" (Student Life Hold) is placed on the Student's records. A permanent conduct record is maintained.

- n. **Dismissal** – Permanent separation of a Student from the University. When dismissed, a Student is denied access to University owned or leased grounds, facilities and vehicles and all University planned, promoted or sponsored activities. In the case where a Student is a member of a Student Organization, the Student is prohibited from attending any Student Organization activity. There is a permanent Student Life (J Hold) hold on the Student's records. A notation is made on the Student's permanent academic record with removal resulting only from action by the chancellor of the campus. A permanent conduct record is maintained.
- o. **Revocation of Admission and/or Degree** – Admission to or a degree awarded from the University may be revoked for fraud, misrepresentation or other violation of University standards in obtaining admission or the degree or for other serious violations committed by a Student prior to graduation.
- p. **Withholding Degree** – The University may withhold awarding a degree otherwise earned until the completion of the process set forth in this Student conduct code, including the completion of all Consequences assigned, if any.

7.2 More than one of the Consequences listed above may be assigned for any single violation.

7.3 Other than dismissal, 7.1n, conduct Consequences shall not be made part of the Student's permanent academic record, but shall become part of the Student's confidential conduct record, which will be maintained in a specified area of the dean of Student services' office and shall be subject to the restrictions of the Family Educational Right to Privacy Act (FERPA). Conduct records are maintained in the Dean of Student Services for seven (7) years from imposition of the most recent consequence, except in cases where the consequence is University Housing expulsion, suspension and dismissal. University Housing expulsion and suspension cases will be kept as a permanent conduct record but will not be noted on the academic transcript. Cases of dismissal are permanent and, unlike other conduct records, appear as a notation on the academic transcript. The Conduct Records Policy is in compliance with the state's Records Retention Schedule. All conduct records concerning Student Organizations are maintained permanently for archival purposes.



- 7.4 Conduct cases that are incomplete, due to factors such as the Student's not responding to conduct charges or not fulfilling an educational consequence remain a conduct record until required actions are completed by the Student. Registration for subsequent terms or the conferral of academic degrees may be withheld pending the resolution of allegations of Student misconduct.
- 7.5 In addition to the Consequences set forth in Section 7.1, the following Educational Consequences may be imposed upon Student groups or Organizations following a finding of responsibility for a conduct violation:
- a. Revocation of University Recognition – Loss of all privileges, including University recognition, for a specified period of time. Conditions for recognition may be imposed.
  - b. Dismissal – permanent revocation of University recognition.
- 7.6 **Temporary or Provisional Orders** – In addition to the authority granted in [section 2.3](#) of this Code, the Dean of Student Services and/or the Coordinator of Student Life & Development is empowered to impose temporary or provisional orders to preserve the status quo or to prevent the potential endangerment of persons or property. Such temporary or provisional orders are not intended to replace the University's conduct Adjudication process. Generally, such orders should be limited to those circumstances where the Dean of Student Services and/or the Coordinator of Student Life & Development has good cause to believe that the Student or the Student's behavior, poses a threat to the status quo of the University Community or member(s). A Student shall receive a written copy of the order, which specifies the conditions of the order, the duration of the order, the Consequence for violation of the order and how the record of the order will be maintained.
- a. A Student receiving a temporary or provisional order may seek relief from the Dean of Student Services. The Student shall request relief in writing. Upon review, the Dean of Student Services can affirm the order, amend the conditions of the order, or remove the order.

7.7 **Interim Suspension** – In certain circumstances, the University may impose a University or University Housing suspension prior to a hearing before a Hearing Authority or other University Adjudication (e.g., Title IX Grievance Process).

Interim Suspension may be imposed only:

- a. To ensure the safety and well-being of members of the University Community or preservation of University property;
- b. To ensure the Student's own physical or emotional safety and well-being;
- c. If the Student has violated a provisional order put into effect to ensure the safety and well-being of members of the University Community or preservation of University property;
- d. If the Student poses a threat of disruption of or interference with the normal operations of the University.
- e. Following an individualized safety and risk analysis in which the Dean of Student Services determines that, based on the allegations of sexual harassment, there is an immediate threat to the physical health or safety of any Student or other individual.

7.8 During the interim suspension, the Student shall be denied access to the residence halls and/or to the campus (including classes) and/or computing and networking facilities and resources and/or all other University activities or privileges for which the Student might otherwise be eligible, as the dean of Student services may determine to be appropriate. The Student should be notified in writing of this action and the reasons for the interim suspension. The notice should include the date, time and place of a subsequent hearing at which the Student may show cause why the Student's continued presence on the campus does not constitute a threat or may contest whether a campus policy was violated.

7.9 Violations of University drug and alcohol policies are cumulative over the duration of a Student's tenure at the University and a schedule of minimum Consequences will be assigned. All monetary fines for alcohol and other drug violations go into an alcohol education account that supports classes, assessments and other educational efforts. A

schedule of fines will be approved annually by the Board of Governors and available on the University website.

a. Use or Possession of Marijuana:

- First Violation: Fine: participation in a drug education course; and 2 reflection papers.
- Second Violation: Participation in drug education course, University Housing probation for one (1) year; and/or Level 1 probation for a period of one (1) year; and parental notification, as allowed under FERPA regulations.
- Third Violation: Separation from the University for one semester (e.g., suspension, or denial of privileges to re-enroll) and parental notification, as allowed under FERPA regulations. Prior to re-admittance, the Student will be required to meet with the Dean of Student Services (or designee) to discuss and demonstrate readiness to be at the University. The Student may be asked to submit documentation of successful substance abuse treatment. Students readmitted after a Third violation will not be eligible for University Housing.

b. Use or Possession of a Controlled Substance Other Than Marijuana:

- First Violation: Participation in drug education program; fine; University housing suspension; Level Two Probation for a period of one year and parental notification, as allowed under FERPA regulations, additional Consequences as deemed appropriate by the Dean of Student Services.
- Second Violation: Separation from the University for one year (e.g., suspension or denial of privileges to re-enroll) and parental notification, as allowed under FERPA regulations.

c. Possession of a Controlled Substance with Intent to Sell or Distribute:

- First Violation: Dismissal from the University.

d. Use, Possession or Distribution of Alcohol:

- First Violation: Fine; online alcohol educational module and one (1) reflection paper.
- Second Violation: Fine; online alcohol educational module, at least fifteen (15) hours of approved community service; University Housing probation for one (1) year/ and/or Level One probation for a period of one (1) semester. Parental notification, as allowed under FERPA regulations.
- Third Violation: Parental notification, as allowed under FERPA regulations; University Housing suspension; assessment for chemical dependency; Level Two Probation for a period of one (1) year and fine.
- Fourth Violation: Separation from the University (e.g., suspension or denial of privileges to re-enroll) for one semester. Prior to readmittance, the Student will be required to meet with the Dean of Student Services (or designee) to discuss and demonstrate readiness to be a member of the University Community. The Student may be asked to submit documentation of successful substance abuse treatment. Students readmitted after a Fourth Violation will not be eligible for University Housing.

#### Possession of Alcohol/Drug Paraphernalia

- First Violation: Warning and removal of Paraphernalia item
- Second Violation: Paper and removal of Paraphernalia item
- Third Violation: Parental notification, as allowed under FERPA regulations; University Housing probation; and removal of item
- Fourth Violation: University Housing suspension (e.g., suspension or denial of privileges to re-enroll) for one semester. Prior to re-admittance, the Student will be required to meet with the Dean of Student Services (or designee) to discuss and demonstrate readiness to be a member of the University Community.

## Article VIII

### VIII. Appeals

- 8.1 Within five (5) Business Days of issuing the outcome letter, the Complaining Student or the Respondent may appeal the decision of the Hearing Authority by submitting a request for appeal to the Dean of Student Services that is signed by the appealing party, dated and explains the reasons for appeal. Upon receipt of an appeal request, the Dean of Student Services may choose a designee to review the appeal.
- 8.2 Except as required to explain the basis of new information, an appeal shall be limited to review of the verbatim record of the initial hearing and supporting documents for one or more of the following two (2) bases:
  - a. Procedural Error: To determine whether the original hearing was conducted fairly in light of the charges and information presented and in conformity with prescribed procedures giving the Complainant a reasonable opportunity to prepare and present information that the Code was violated and giving the Respondent a reasonable opportunity to prepare and to present a rebuttal of those allegations.
  - b. New Information: To consider new information, sufficient to alter a decision or other relevant facts not brought out in the original hearing, because such information and/or facts were not known to the person appealing at the time of the original hearing.
- 8.3 In the event the one appealing a decision or a consequence wishes to review the verbatim record of the Hearing, the Student may make application to the Dean of Student Services to do so. The verbatim record will remain in the possession of the University during the review. Under no circumstances will a copy of the recording be released. The period for appealing the decision of the Hearing Authority will not be extended for purposes of reviewing the verbatim record.
- 8.4 In the event a verbatim recording is not available due to mechanical failure or otherwise, the absence of the verbatim record shall not, in itself, be cause for appeal. In such cases the Dean of Student Services and/or Hearing Authority will provide the hearing record, which will be considered sufficient for review by an Appeal Authority.
- 8.5 The Appeal Authority reviewing the appeal may do any of the following:

- a. Remand the matter to the original Hearing Authority for re-opening of the hearing to allow consideration of the original determination and/or consequence(s).
  - b. Affirm the finding of responsibility or no responsibility.
  - c. Reverse the finding of responsibility or no responsibility.
  - d. Deny the appeal because it does not fall within the parameters of or comply with the requirements set forth in this Code.
- 8.6 In cases where the consequence is either Suspension or Dismissal, the Chancellor of the West Plains will be designated as the Appellate Authority.
- 8.7 The Student's right to appeal ends at the Appellate Authority.

## Article IX

### **IX. Interpretation & Revision**

- 9.1 Any question of interpretation regarding the Code shall be referred to the Dean of Student Services for final determination, subject to appeal to the Chancellor.
- 9.2 The Code should be reviewed periodically under the direction of the Dean of Student Services. In all cases, review of this document should be done by bodies which include Students appointed by the Student Government Association.
- 9.3 Changes in the Code which are editorial in nature and do not affect the fundamental nature of the document or are required to ensure the code is consistent with state or federal law, can be made by the Dean of Student Services and become effective upon approval by the Chancellor of the campus.
- 9.4 Substantive changes recommended for the Code as a result of the review process shall be submitted to the Board of Governors for approval and adoption.

# Article X

## X. Definition of Terms.

For purposes of this Code, the following terms have the following meaning:

- 10.1 "Academic Dishonesty": Any one of the following acts constitutes academic dishonesty:
- a. **Cheating:** The term "**cheating**" refers to using or attempting to use unauthorized materials, information or study aids in any academic exercise.
  - b. **Fabrication:** The term "**fabrication**" refers to unauthorized falsification or invention of any information (including research data) or any citation in any academic exercise.
  - c. **Facilitating academic dishonesty:** Assisting or attempting to assist another to violate any provision of the Academic Integrity Policy, whether or not that action is associated with any particular course, is considered academic dishonesty.
  - d. **Plagiarism:** The term "**plagiarism**" includes, but is not limited to, the use, by paraphrase or direct quotation, of the published or unpublished work or sections of a work of another person without full and clear acknowledgement. It also includes the unacknowledged use of materials prepared by another person or agency engaged in the selling of term papers or other academic materials, including material taken from or ordered through the Internet.
- 10.2 The term "**Adjudication**" means the process of reaching a determination of responsibility and Consequences under this Code.
- 10.3 The term "**Appeal Authority**" or "**Appellate Authority**" means any person authorized by the Dean of Student Services to consider an appeal from a Hearing Authority's determination that a Student has violated the Code or from the Consequences assigned by the Dean of Student Services and/or Hearing Authority.
- 10.4 The term "**Business Day**" means any day in which University offices are open, regardless as to whether classes are in session.

- 10.5 The term "**Code**" refers to the Code of Student Rights and Responsibilities.
- 10.6 The term "**Complainant**" refers to any member of the University Community who files a complaint for charges against a Student or Student Organization.
- 10.7 The term "**Conduct Officer**" means a University Official authorized by the Dean of Student Services to recommend Consequences for Students found to have violated the Code. The Dean may authorize a Conduct Officer to serve simultaneously as a Conduct Advisor and the sole member or one of the members of a Hearing Authority. Nothing shall prevent the Dean from authorizing the same Conduct Officer to recommend Consequences in all cases.
- 10.8 For the definition of "**Consent**" and other terms related to sexual violence, as well as further explanation of University policy, see the University's [Title IX Sexual Harassment Grievance Procedure Policy](#).
- 10.9 The term "**Consequence**" or "**Educational Consequence**" refers to the outcomes or terms that a Student must fulfill in the event they are found responsible for policy and/or code violations.
- 10.10 The "**Dean of Student Services**" is that person designated by the University to be responsible for the administration of the Code.
- 10.11 The term "**Explosive Weapons**" means any explosive, incendiary or poison gas bomb or similar device designated or adapted for the purpose of inflicting death, serious physical injury or substantial property damage or any device designed or adapted for delivering or shooting such a weapon.
- 10.12 The term "**Faculty Member**" means any person hired by the University to conduct classroom or other learning/teaching activities.
- 10.13 The term "**Firearms**" means any weapon that is designed or adapted to expel a projectile by the action of an explosive.
- 10.14 The term "**Hearing Authority**" means any person authorized to determine whether a Student has violated the Code and to recommend Educational Consequences.



- 10.15 The terms "**May**" and "**Should**" are used in the permissive sense.
- 10.16 The term "**member of the University Community**" includes any person who is a Student, Faculty Member, University Official or any other person employed by the University. A person's status in a particular situation shall be determined by the Dean of Student Services.
- 10.17 The terms "**Must**" and "**Shall**" are used in the imperative sense.
- 10.18 The term "**Organization**" means any number of persons who have complied with the formal requirements for University recognition/registration.
- 10.19 The term "**Other Weapons**" is to include, but not be limited to, a blackjack, switchblade knife, other than an ordinary pocketknife with no blade more than two inches in length, brass knuckles and projectile weapon such as a bow, crossbow, pellet gun, slingshot or any other weapon as defined by Missouri law.
- 10.20 The term "**Paraphernalia**" includes any object that i) contains the residue of alcohol or of an illegal drug, ii) is manufactured or sold for the consumption of alcoholic beverages or an illegal drug, or iii) is designed for the rapid consumption of alcohol. Examples of Paraphernalia under this definition include, but are not limited to, a marijuana pipe or bong, blow tube, a beer bong and empty beer cans, liquor bottles, or empty case of beer.
- 10.21 The term "**Respondent**" refers to any Student or Student Organization of the University Community who is alleged to have violated the Code or who is charged with violation of the Code.
- 10.22 For purposes of the Code the term "**Student**" includes all persons who have been notified of their acceptance for admission, and for whom the University maintains education records or personally identifiable information and who is or who has been in attendance at the University.
- 10.23 The term "**University**" means Missouri State University-West Plains.

10.24 The term "**University Community**" means Missouri State University-West Plains Students, Faculty, and Staff.

10.25 The term "**University Premises**" includes all land, buildings, facilities and other property in the possession of or owned, used or controlled by the University.

10.26 The term "**University Official**" includes any person employed by the University performing assigned administrative or professional responsibilities. This term specifically includes residence hall personnel such as Resident Assistants, Assistant Residence Life Manager, Residence Life Manager, and Residence Life Operations Assistant.

Effective date

Approved by Board of Governors:

III.F.1.

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

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

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

**(See Addendum A for Per Course Faculty Payments for the Summer 2022 session)**

**(See Addendum B for Supplemental Payments for the Summer 2022 session)**

**VOTE:**      **AYE** \_\_\_\_\_

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

**ADDENDUM A**

**Per Course payments for the Summer 2022 session:**

| <u>Name</u>            | <u>Department</u> | <u>Salary</u> |
|------------------------|-------------------|---------------|
| Dennis Emslie-Drummond | VIN               | \$1,800.00    |
| Joseph Geller          | VIN               | \$1,800.00    |
| Sherry Harper McAfee   | COM               | \$1,696.46    |
| Esme Johnson           | ART               | \$1,800.00    |
| Typhanie Myers         | EDU               | \$2,100.00    |
| Shelia Priest          | REL               | \$1,800.00    |
| Janice Sperry          | MUS               | \$1,800.00    |
| Randy Story            | COM               | \$1,800.00    |

**Supplemental payments for the Summer 2022 session:**

| <u>Name</u>          | <u>Department</u>                                    | <u>Salary</u> |
|----------------------|--|---------------|
| Craig Albin          | ENG  | \$ 2,643.84   |
| Cathy Boys           | TEC Internships                                      | \$ 166.66     |
| Thora Broyles        | MTH  | \$ 881.28     |
| Judy Carr            | EDU/PSY/SOC  | \$13,025.94   |
| Anyta Cavitt         | EDU  | \$ 600.00     |
| Charles (Chuck) Cook | TEC Internship                                       | \$ 250.00     |
| Ana Estrella         | BIO  | \$ 6,222.10   |
| Alexandra Graham     | ENG  | \$ 1,800.00   |
| Philip Howerton      | ENG  | \$ 4,550.48   |
| Renee Keith          | CFD  | \$ 1,321.92   |
| Krista Lair          | CIS  | \$ 2,004.00   |
| Jason McCollom       | HST/Dept. Chair                                      | \$ 8,344.40   |
| Carla Neff           | ALH  | \$ 2,203.20   |
| Michael Orf          | PLS/PSY  | \$ 9,703.20   |
| Gary Phillips        | Dept. Chair  | \$ 500.00     |
| Alex Pinnon          | PHI  | \$ 3,745.44   |
| Jacob Poulette       | Prog. Coord.   | \$ 250.00     |
| Frank Priest         | ENG  | \$ 4,712.40   |
| Sharath Rongali      | BIO  | \$ 2,643.84   |
| Joseph (Kip) Rugutt  | CHM  | \$ 4,112.64   |
| Dasha Russell        | ACC/Internships/CIS                                  | \$ 4,134.67   |
| Tresa Ryan           | ALH/HIT/Dept. Chair                                  | \$ 3,657.92   |
| Brenda Smith         | CFD/HSP/FCA Internships/Prog. Coord.                 | \$ 2,556.32   |
| Rajiv Thakur         | GRY  | \$ 5,875.20   |
| Jay Towell           | MTH/Dept. Chair                                      | \$ 6,628.97   |
| Abel Jerry Trick     | MTH/IDS Coord.                                       | \$ 2,454.72   |
| Jane Ward            | EDU  | \$ 1,542.24   |
| Benjamin Wheeler     | BMS/Dept. Chair                                      | \$ 6,494.41   |
| David J. White       | BUS/IDS/MGT/Dist. Learning Coord./<br>Program Coord. | \$ 9,078.40   |
| Linda Wulff-Risner   | AGR/Internships/IDS/Prog. Coord.                     | \$ 5,156.40   |

III.F.2.

MISSOURI STATE UNIVERSITY

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

**APPOINTMENTS:**

| <u>Name</u>   | <u>Position-Department</u>                       | <u>Grade</u> | <u>Salary</u>        | <u>Effective</u> |
|---------------|--|--------------|----------------------|------------------|
| Ashley Pruett | Administrative Specialist II<br>WP Financial Aid | 12           | \$30,471<br>annually | 5/16/2022        |

**RESIGNATIONS:**

| <u>Name</u>     | <u>Position-Department</u>                                    | <u>Effective</u> |
|-----------------|---|------------------|
| Jason Owens     | Assistant Athletics Coach, Basketball<br>WP Men's Athletics   | 5/13/2022        |
| Susannah Kelley | Assistant Athletics Coach, Volleyball<br>WP Women's Athletics | 5/31/2022        |
| Laurie Wall     | Registrar<br>WP Registration and Records                      | 7/15/2022        |

**CHANGE OF STATUS:**

| <u>Name</u>    | <u>Position-Department</u>  | <u>Action</u> | <u>Effective</u> |
|----------------|---|---------------|------------------|
| Alyssa Collins | From: Procurement/HR Specialist<br>WP Procurement/HR<br>GR 16, \$41,203 annually<br>To: Human Resources Coordinator<br>WP Human Resources<br>GR 44, \$45,000 annually | Promotion     | 5/01/2022        |

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

III.F.3.

**RECOMMENDED ACTION - Approval of employment of Donald Long, Missouri State University-West Plains' Head Women's Softball Coach.**

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

**WHEREAS**, the University desires to employ Mr. Donald Long as the Missouri State University West Plains' Head Women's Softball Coach, and Mr. Long desires to accept such employment; and

**WHEREAS**, an Employment Agreement, attached hereto and incorporated herein as Exhibit A, has been negotiated with Mr. Long.

**NOW, THEREFORE, BE IT RESOLVED** that the Board of Governors of Missouri State University hereby approves the appointment of Donald Long as Missouri State University West Plains' Head Women's Softball Coach and ratifies the execution of the attached Employment Agreement with Mr. Long.

VOTE:        AYE    \_\_\_\_\_

              NAY    \_\_\_\_\_

**Comments:**

The contract includes the following terms:

- Contract term of April 8, 2022, through June 30th, 2023.
- Base Salary –\$45,000.00 during the term.
- Achievement payments, as outlined in Section 5(a), not to exceed \$8,000.00 during the Term:
  - \$500.00 if the team finishes first or second place in the regular season of NJCAA Region XVI.
  - \$500.00 if the team advances to and participates in the NJCAA Region XVI Post-Season Tournament championship game.
  - \$1,750.00 if the team finishes as champions of the NJCAA Region XVI Post-Season Tournament.
  - \$500 if the team advances to the championship match of the NJCAA District Playoff Tournament.
  - \$1,000 if the team finishes as champion of the NJCAA District Playoff Tournament or otherwise advances to the NJCAA National Post-Season Tournament.
  - \$1,000 if the team wins the first-round game of the NJCAA National Post-Season Tournament.

- An amount, calculated by subtracting previously earned achievement payments from \$8,000.00, for each victory in the NCJAA National Post-Season Tournament. In no event will this achievement payment exceed \$2,750.00.
- Additional fringe benefits, incentives, and entitlements as outlined in the Employment Agreement.
- Remaining terms and conditions are consistent with other Missouri State University-West Plains athletics' employment agreements.



# Exhibit A

## EMPLOYMENT AGREEMENT

THIS EMPLOYMENT AGREEMENT ("Agreement"), is entered by and between the Board of Governors of **MISSOURI STATE UNIVERSITY**, West Plains, Missouri ("University") and Donald Long ("Coach") and is effective as of April 18, 2022 ("Effective Date").

WITNESSETH:

**WHEREAS**, the University desires to employ Coach as Head Coach for its Women's Softball program, and Coach desires to serve in the position of Head Coach of the Women's Softball program under the terms and conditions set forth herein.

**NOW, THEREFORE**, in consideration of the promises, covenants, and agreements herein set forth, and for other good and valuable consideration, receipt of which is hereby acknowledged, the parties hereto covenant and agree as follows:

### **1. Term of Employment**

The University does hereby employ Coach for a term from April 18, 2022, through June 30, 2023 ("Term") as the Head Women's Softball Coach, subject to renewal or termination, on the terms and conditions hereinafter provided.

### **2. Duties**

During the Term, Coach shall be responsible for fulfilling the following duties:

- (a) **Head Women's Softball Coach.** Coach shall serve the University as its Head Women's Softball Coach, and shall at all times devote his whole time, attention, and energies to the conduct and coaching of intercollegiate Women's Softball on behalf of the University, and to the administration and management of his coaching staff, and shall do and perform all services, acts, and things connected therewith as the Director of Athletics for the University shall from time-to-time direct, which are of a nature

customarily and properly belonging to the duties of a University Head Women's Softball Coach.

- (b) **Other Activities.** Softball Coaches will be expected to maintain the Team's designated softball field sufficient for competition and practice. Such conditions must be consistent with the custom and usage of NJCAA Division II Region 16 softball.

3. **Compensation**

As of the Effective Date, the University shall pay Coach the following compensation:

- (a) **Base Salary.** During the Term of the Agreement the University shall pay Coach a yearly Base Salary of Forty-Five Thousand Dollars (\$45,000.00).
- (b) **Payment Via University's Standard Payroll Procedure.** Coach's salary shall be paid on a basis as the University has established for its payroll procedure, less applicable taxes and withholdings.
- (c) **Eligibility for Incentive Payments.** Coach shall be eligible for additional incentive payments as specified in Section 5.

4. **Additional Entitlements**

- (a) **Fringe Benefits and Privileges.** The benefits and privileges accorded the University full-time staff employees, such as, but not limited to, workers compensation, Missouri State Employees Retirement System (MOSERS), and other benefits established by the Board of Governors will likewise be accorded to Coach. It is agreed that the terms and conditions of the Faculty Handbook will not be regarded as a part of the Agreement and that Coach is not on tenure-track and is not receiving tenure.
- (b) **Expense Allowance.** All necessary and reasonable expenses incurred by Coach while

recruiting or on official business for the University's athletic program will be paid/reimbursed to Coach, pursuant to University policy. Such expenses must be approved by the University's Director of Athletics upon presentation of expense vouchers and supporting documents; such approval not to be unreasonably withheld.

- (c) **Use of University Vehicles.** Coach expressly warrants and agrees that no university vehicles will be used to transport non-Missouri State students or non-Missouri State employees or for activities not involving Missouri State University. However, guests of the University traveling on official University business may ride as passengers in University vehicles if approved in advance by the Director of Athletics. It must be noted that no guarantee exists that liability coverage will be afforded to any guest in a university vehicle in the event of an accident.
- (d) **Tickets.** Coach shall be entitled to two tickets to each Grizzly Athletics events and all tournament games at no personal cost and additional tickets as necessary to assist Coach in promoting and enhancing the University Softball's program.
- (e) **Coach's Show.** Coach shall be permitted to contract independently with and receive compensation directly from a radio station approved by the University for purposes of participating in a "Coach's Show." In participating in the Radio Show, Coach will not engage in conduct that does not well represent the University or the media outlet.

#### 5. **Other Compensation and Incentives**

- (a) **Achievement Payments.** Coach shall be entitled to receive certain payments (before taxes) during the term of this agreement, if the University Women's Softball Team (the "Team") performs to certain levels of achievement. It is expressly understood that in

no circumstances shall the total amount of achievement payments exceed \$8,000.00 annually during this Agreement period.

i. **Category I (NJCAA Region XVI Regular Season).** In the event the team finishes in first or second place in the regular season of NJCAA Region XVI, an amount of \$500.00 will be paid.

ii. **Category II (NJCAA Region XVI Post-Season Tournament).**

- In the event the team advances to and participates in the championship game of the NJCAA Region XVI Post-Season Tournament, an amount of \$500.00 will be paid.
- In the event the team finishes as champion of the NJCAA Region XVI Post-Season Tournament, an additional amount of \$1,750.00 will be paid.

iii. **Category III (NJCAA District Playoff Tournament).**

- In the event the team advances to championship match of the NJCAA District Playoff Tournament, \$500 will be paid.
- In the event the team finishes as champion of the NJCAA District Playoff Tournament, or otherwise advances to the NJCAA National Post-Season Tournament, an additional amount of \$1,000.00 will be paid.

iv. **Category IV (NJCAA National Post-Season Tournament).**

- In the event the team wins the first-round game of the NJCAA National Post-Season Tournament, an additional amount of \$1,000.00 will be paid.
- The remaining balance of the \$8,000.00 maximum amount (\$2,750.00) for post-season achievement payments will be divided in equal portions based on the

number of possible games remaining. For each remaining victory in the NJCAA National Post-Season Tournament, that portion will be paid.

## 6. Softball Camps

The University acknowledges that it is in the interest of the University to have women's softball camps during the summer. In this regard, Coach may conduct annual softball camps during the term of this agreement and, if he does so for his own benefit, the University shall make available both University facilities and contracted facilities for that purpose, subject to the following provisions as long as the Agreement remains in effect and is not canceled or terminated.

- (a) **University Fee Per Camp Enrollee.** Coach agrees to pay the University one dollar (\$1.00) per paid enrollee or one hundred dollars (\$100.00), whichever is the lesser sum, for the use of the contracted softball facility.
- (b) **Insurance Obligations.** Coach agrees to secure commercial general liability insurance to cover the operation of the camp. Such insurance shall be in minimum liability limits of Five Hundred Thousand dollars (\$500,000) per person, and Two Million Dollars (\$2,000,000) in the aggregate, with the Board of Governors of Missouri State University named as additional insured. No such insurance shall be construed to constitute a waiver of any sovereign, governmental or official immunity. Coach agrees to increase the liability limits if requested by the university as a result of a change in Missouri law.
- (c) **Mandated Reporter Training.** Coach will attend and require all staff to attend any University-required mandated reporter and/or Title IX training prior to conducting any softball camps.

- (d) **Use of University's Housing System.** Coach shall be given access to the University's residence housing system for use in conjunction with softball camps, provided that he shall pay the then current daily rate charged by the University's Department of Residence Life for each camp enrollee. The University agrees to provide Coach with notice of any increase in residence hall rates for the subsequent year.
- (e) **No Guarantee as to Number of Camp Participants.** Coach does not guarantee any number of enrollees.
- (f) **Registration Fee, Revenue for Softball Camps.** The fee for each enrollee shall be established by Coach. Coach shall be allowed to retain all revenues and income generated by such camp, less fees referenced above in Sections 6(a) and (d).
- (g) **Use of University Name, Logos in Camps Promotion.** Coach may use the University names, logos, and depictions on brochures and similar camp documentation. University funding and/or University personnel may be used for any required reconfiguration of playing surfaces for permitted camps.

**7. Professional and Moral Conduct Required**

It is understood that Coach is being employed by the University, which is a member institution of the National Junior College Athletic Association ("NJCAA"), for the purpose of administering, conducting, and coaching intercollegiate athletics. Accordingly, Coach agrees he will diligently conduct the athletic department under his direction in such a manner that NJCAA regulations and codes of conduct now existing or hereinafter enacted, will be fully complied with, in all particulars, including, but not limited to, the following:

- (a) Coach will make best efforts to ensure that the Team's student-athletes comport

themselves with honesty and sportsmanship at all times.

- (b) Coach shall not accept compensation or gratuities of any kind whatsoever, either directly or indirectly, for representing a professional sports organization in the scouting or contacting of athletic talent or the negotiating of a contract.
- (c) Coach will make best efforts to ensure that staff members of the University, or others serving on the Association's committees or acting as consultants, shall not, directly or by implication, use the Association's name or their affiliation with the Association in the endorsement of products or services.
- (d) Coach shall not represent, directly or indirectly, a student-athlete in the marketing of athletic ability or reputation to a professional sports team or professional sports organization, and shall not receive compensation or gratuities of any kind, directly or indirectly, for such services.
- (e) Coach further agrees that he may be suspended for a period of time, without pay, or that his employment may be terminated, notwithstanding any other provisions of this agreement, if he is found by the NJCAA to be involved in violation of NJCAA regulations.
- (f) Accepting the role of a coach assumes the highest level of academic and athletic integrity, professionalism, responsibility and respect for the game, athletes, officials, administrators and the college community. The NJCAA has outlined the expectations in the "NJCAA Position Statement on Coaching and Athletic Administrator Ethics" which can be found in the NJCAA Handbook. In addition to and in conjunction with the NJCAA position, Coach will:

- Follow all rules, policies and procedures promoted by the college, conference, region and national association;
- Serve the student-athletes as a positive role model and mentor;
- Develop and train each student-athlete to reach each of their athletic, academic, character and leadership potential;
- Be accountable and take responsibility for the actions of self, athletes and staff with respect to promoting good sportsmanship and respect for the game; and
- My signature below indicates my commitment to coaching excellence, and Coach agrees to follow the ideals as outlined in this Agreement.

Failure to maintain these provisions shall constitute material breach of this agreement.

8. **Non-Functional Personnel.** Non-functional or otherwise unauthorized personnel shall not occupy seating or space either on or adjacent to the team bench during competitions.
9. **Extension.** The University's Director of Athletics, in conjunction with the University Chancellor, will conduct a performance review and evaluation of Coach and shall give Coach notice in writing stating whether it is willing to modify the agreement. Not later than thirty (30) calendar days following receipt of such notice, Coach shall respond by stating his acceptance or rejection, or his proposed modification of the salary offer extended by the University. If agreement upon the terms of such modification is reached, a new agreement document codifying the terms agreed upon shall be executed by the parties. Such agreement must be approved by the Board of Governors.
10. **Termination**
  - (a) **Termination Due to Expiration of Term.** If no extension of the Agreement beyond the



term specified above is made, this Agreement shall terminate as of the last day of the term (June 30, 2023).

**(b) Termination for Incapacity; Cause.** This Agreement may be terminated at any time during the term, by the University, upon the occurrence of any one of the following events:

- i. **For just cause.** The term "just cause" is defined as acts by Coach constituting or involving dishonesty in interactions with athletic or University administration, dishonesty when representing the University that brings ill repute to the University, moral turpitude that brings ill repute to the University, conviction of a felony, and major infractions of NJCAA rules and regulations as determined by NJCAA, prolonged absence from duty without consent of the Athletic Director, and willful disregard for the welfare and safety of University student-athletes which has resulted in serious injury or death. No termination of employment for alleged "just cause" shall occur without first giving Coach notice in writing of the cause alleged, and an opportunity to be heard.
- ii. **Effect of Termination for Just Cause.** In the event the University terminates Coach's employment, under Section 10(b)(ii) above, Coach shall not be entitled to any further compensation following the date of such termination, unless otherwise agreed to in writing by the University. Coach will, however, be entitled to all compensation and achievement payments earned through the date of termination.

## 11. Cancellation



- (a) **Cancellation without Cause by Coach.** Coach may cancel this Agreement without penalty by giving written notice of cancellation on or after January 1 in the year of cancellation.
- (b) **Cancellation Without Cause by University.** Notwithstanding any provision of the Agreement to the contrary, University may also elect to cancel this Agreement, for any or not reason, by notification to Coach in writing, on or before April 1 each year of the Term.

**12. Missouri Law**

The laws of the State of Missouri shall govern this agreement, including the Missouri Sunshine Law. Coach acknowledges that the Agreement is a public document under the Sunshine Law, which the University may release without prior notice to him.

**13. Entire Agreement**

This Agreement constitutes the entire understanding between the parties, all previous oral and written statements, negotiations, and Letters of Employment having been incorporated herein. It may only be amended in writing signed by the parties.

**IN WITNESS WHEREOF**, the parties have executed this Employment Agreement on the dates indicated below:

**Coach**

Donald Long  
Donald Long  
Head Coach Women's Softball

4-13-22  
Date

**The Board of Governors of  
Missouri State University-West Plains**

Dennis Lancaster  
Dennis Lancaster  
Chancellor

4/13/22  
Date



V.B.



**Missouri State**  
UNIVERSITY

June 1, 2022

John Jasinski  
[REDACTED]

Dear John:

I am writing to formally offer you the position of interim provost at Missouri State University. This letter will summarize and commemorate the terms and conditions of this appointment, which is subject to formal approval by the University's Board of Governors.

Your employment will commence July 5, 2022—recognizing that you will work remotely until July 18, 2022. Your employment will continue for an initial term of one (1) year (i.e., through July 4, 2023), unless terminated for cause pursuant to the *Employee Handbook* ([https://www.missouristate.edu/Policy/G7\\_02\\_EmployeeHandbook.htm](https://www.missouristate.edu/Policy/G7_02_EmployeeHandbook.htm)). Thereafter, we may mutually agree to renew your employment for one or more additional terms of one (1) year under the same terms set out in this letter.

For the next year the interim provost will serve as the chief academic officer of the university and provide primary administrative leadership, direction, and evaluation for faculty affairs.

Your annual salary will be \$200,000, paid on a monthly basis by direct deposit. You will also receive a housing allowance of \$2,000 per month (i.e., a total housing allowance of \$24,000 during the initial term), which constitutes imputed taxable income. You will also be reimbursed for documented expenses associated with your relocation to Springfield, Missouri from Maryville, Missouri, including but not limited to packing, unpacking, and moving expenses.

The appointment includes coverage under the University's group health insurance plan, participation in the Missouri State Employee's Retirement System ("MOSERS"), and other fringe benefits extended to full-time employees. Your vacation leave will accrue at a monthly rate of 13.34 per month, such that you will be entitled to 20 days of vacation leave per year. You will also accrue paid sick leave at the rate of 8 hours (i.e., one day) per month worked. Other benefits such as educational benefits and use of the University services and facilities are described in the University's *Employee Handbook* and will be further explained to you in a New Employee Orientation session conducted by the Office of Human Resources.

As interim provost, you will work in collaboration with the executive vice president. Together you will be responsible for providing primary administrative leadership, direction, and

**Office of the President**

901 South National Avenue • Springfield, MO 65897 • 417-836-8500 • Fax 417-836-7669  
[www.missouristate.edu](http://www.missouristate.edu) • [president@missouristate.edu](mailto:president@missouristate.edu)

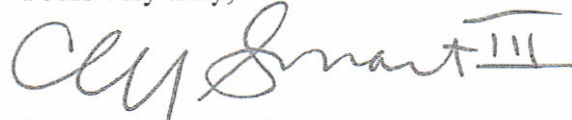
evaluation for the full range of academic, student support, recruitment, retention, enrollment management, and research activities of the university. At the outset, this will involve restructuring units and operations to redesign the university in a way that meets modern post-educational and workforce needs. It will also involve leading efforts to develop a plan to reduce expenses in academic affairs. Initially, the academic deans, the deputy provost, and some associate provosts will report directly to you, and you will report directly to the President.

Given your wealth of experience in higher education administration, an important role you will also fill is to support, mentor, and coach the executive vice president and other academic and non-academic administrators.

In order to confirm your understanding and acceptance of this offer, I request that you sign below at the space indicated, note the date of your signature, and return the original document to me on or before the close of business on Friday, June 3, 2022. Please note that all appointments to the staff of Missouri State University must be formally approved by the Board of Governors.

I can honestly think of no one better suited for the role of interim provost. I know that you will make an outstanding addition to our administrative team, and I am thrilled at the prospect of working with you.

Yours very truly,

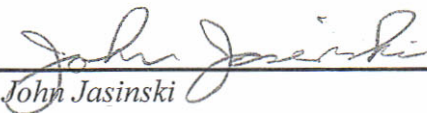


Clifton M. Smart, III  
President

cc: Office of Human Resources

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I wish to be recommended for appointment as interim provost of Missouri State University on the terms set forth in this letter.

 6/2/2022  
John Jasinski Date

VI.A.1.

**RECOMMENDED ACTION** – Approval of the 2022-2027 Long Range Plan for the West Plains campus of Missouri State University.

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

**WHEREAS**, the West Plains campus of Missouri State University regularly engages in a long-range planning process; and

**WHEREAS**, last year the Missouri State University Board of Governors approved a Strategic Enrollment Management plan for Missouri State-West Plains; and

**WHEREAS**, the West Plains campus formed a Long Range Plan steering committee with broad representation from academic and non-academic units throughout campus to develop the plan; and

**WHEREAS**, the steering committee solicited input from internal and external audiences through stakeholder meetings, town hall meetings, and comments solicited through internal communications; and

**WHEREAS**, the new Long Range Plan for the West Plains campus of Missouri State University is ready for implementation beginning the fall 2022 semester.

**NOW, THEREFORE, BE IT RESOLVED** by the Board of Governors of Missouri State University that the attached 2022-2027 Long Range Plan be approved and implemented beginning the fall 2022 semester and concluding June 30, 2027 to guide the West Plains campus of Missouri State University for the next five years.

**BE IT FURTHER RESOLVED** that the Board of Governors authorizes the Chancellor of the West Plains campus to make any necessary adjustments and updates to the details of the plan as it is implemented over the next five years, and report significant changes to the Board of Governors.

**VOTE:**      **AYE** \_\_\_\_\_

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

VI.A.2.

**RECOMMENDED ACTION** – Approval of the 2022-2027 Master Plan for Missouri State University-West Plains.

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

**BE IT RESOLVED** by the Board of Governors for Missouri State University that the 2022-2027 Master Plan for Missouri State University-West Plains, as presented by Planning, Design and Construction, be accepted and approved.

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

**NAY**    \_\_\_\_\_

**COMMENTS:**

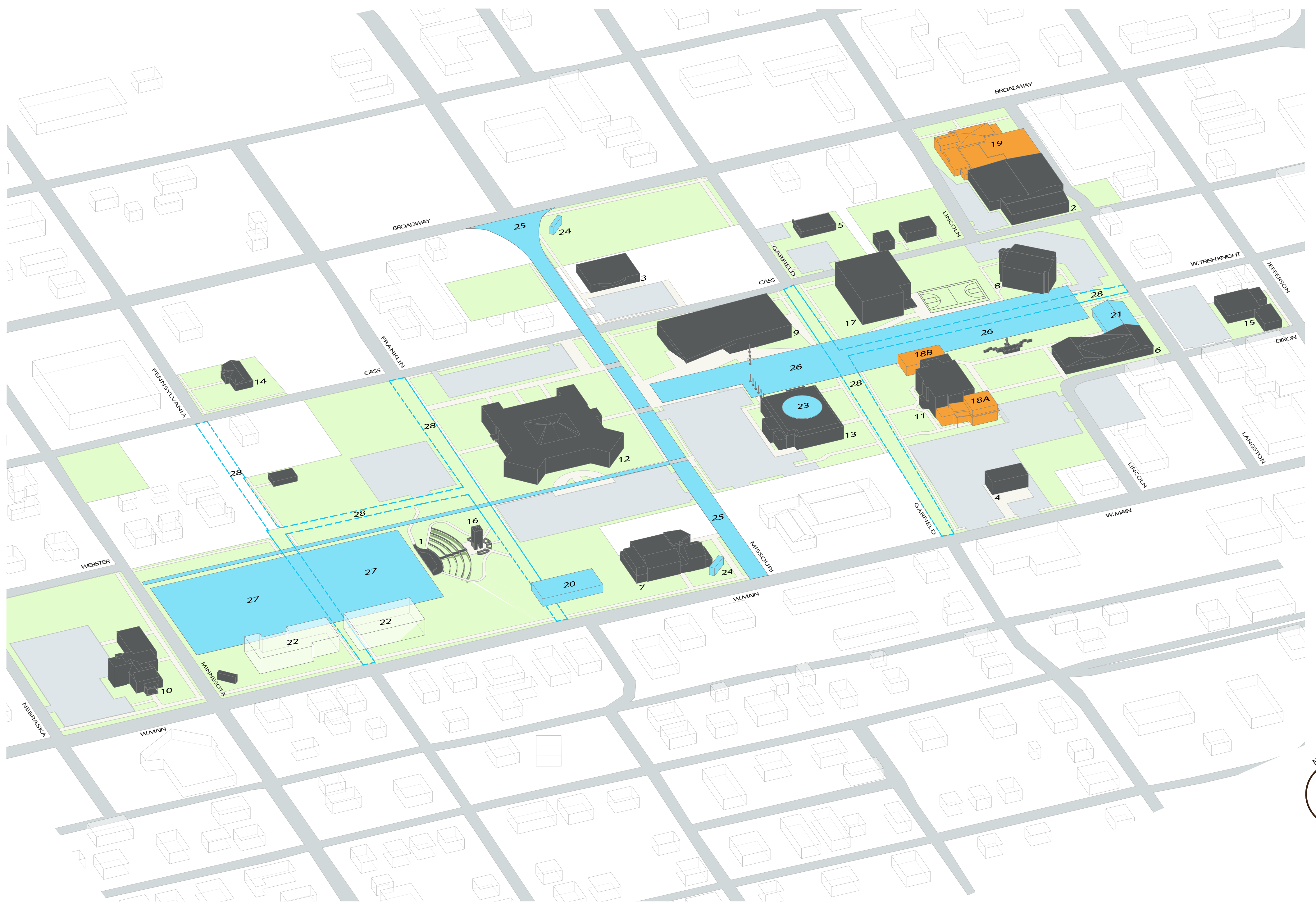
The 2022-2027 Master Plan for Missouri State University-West Plains documents realistic projects that have the potential to be completed in the next five years.

- a. Projects categorized as **Underway** are as follows:
  - i. Looney Hall Lecture Hall Addition
  - ii. Looney Hall Nursing Simulation Lab Renovation & Addition
  - iii. Pace Industrial Science Center
  
- b. Projects categorized as **Planned** are as follows:
  - i. Autism Center
  - ii. Garnett Library Renovation
  - iii. Main Street Future Building Site
  - iv. Melton Hall Science Lab Renovation
  - v. Monument Signs
  - vi. New Entry / Crosswalks
  - vii. New East Quad
  - viii. New West Quad
  - ix. Street Removals



# MASTER PLAN

2022 - 2027



**WEST PLAINS CAMPUS**

Prepared by Planning, Design & Construction

### Existing University Facilities

1. - Amphitheater
2. - Broadway Building
3. - Cass Hall
4. - Drago Hall
5. - Garfield Hall
6. - Garnett Library
7. - Gohn Hall
8. - Grizzly House
9. - Hass-Darr Hall
10. - Kellett Hall
11. - Looney Hall
12. - Lybyer Enhanced Technology Center
13. - Melton Hall
14. - Pennsylvania House
15. - Putnam Hall
16. - Smith-London Centennial Bell Tower
17. - Student Recreation Center

### Projects categorized as **Underway** are as follows:

- 18A. - Looney Hall Lecture Hall Addition
- 18B. - Nursing Simulation Lab Renovation & Addition
19. - Pace Industrial Science Center

### Projects categorized as **Planned** are as follows:

20. - Autism Center
21. - Garnett Library Renovation
22. - Main Street Future Building Site
23. - Melton Hall Science Lab Renovation
24. - Monument Signs
25. - New Entry / Crosswalks
26. - New East Quad
27. - New West Quad
28. - Street Removals

Parking Lots

Missouri State University West Plains Property

Street Removal

VII.A.1.

**RECOMMENDED ACTION – Faculty Handbook Proposed Revisions, Handbook Sections 3.11; 3.3.3; 3.5.2; 3.5.11 and; 4.8.2.2**

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 **3.11; 3.3.3; 3.5.2; 3.5.11 and; 4.8.2.2** 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 E;

**NOW, THEREFORE, BE IT RESOLVED** that Sections **3.11; 3.3.3; 3.5.2; 3.5.11 and; 4.8.2.2** which are attached as Exhibits A through E be approved as submitted.

**VOTE:**      **AYE** \_\_\_\_\_

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

## EXECUTIVE SUMMARY:

Format explanation: Strikeouts indicate language being removed. Text that is bold and underlined indicate a change and/or addition.

- **EXHIBIT A:** Revision to Section 3.1.1 Graduate Faculty

Members of the graduate faculty shall be competent in graduate instruction and the direction of ~~Research~~ **research** (as defined broadly in Section 4.2) clinical or applied practice appropriate to the University's graduate program mission and to the educational goals of a particular graduate program. They shall be engaged in ~~Research-clinical~~ **research** or applied practice appropriate to the faculty member's academic discipline. Normally, the graduate faculty is composed of individuals who hold academic rank of Assistant Professor or higher in departments or programs that offer graduate degree programs or ~~supporting graduate courses through the Graduate College~~ **who support graduate students in other formal ways**. Faculty members without earned terminal degrees, but who are widely recognized as leaders in their academic disciplines, may be elected to be graduate faculty upon approval by the Graduate Council. ~~The number of graduate faculty in this category is limited; at no time shall it be greater than a number equal to 15 percent of the total graduate faculty.~~

Each graduate faculty member must meet specified criteria to receive graduate faculty status as set forth by the Graduate Council. All departments must have current criteria for graduate faculty status and may require faculty within their department to meet criteria that are in addition to the criteria set by the Graduate Council. Departmental criteria must be approved by the Graduate Council and shall be on file with the Graduate College.

Graduate Faculty status ~~will be~~ is of two kinds, Research and Professional. Specifically, Research Graduate faculty ~~designated to direct graduate student research projects~~ must have a terminal degree in the discipline and a minimum of three scholarly publications (or equivalent) in hand. For faculty whose research is in the visual and performing arts and who are designated to direct graduate/artistic/performance projects the publication requirement may be satisfied in whole or in part by an established record of reviewed exhibition or performance (art shows, concerts, theatre productions, etc.). Professional Graduate faculty status ~~will be available~~ **is** for individuals ~~who do not meet all requirements for Research Graduate status, but~~ whose professional training and/or experience is appropriate for graduate-level education. Clinical faculty ~~(or faculty who are hired because of their expertise in an applied area) needed to direct the clinical or applied training of graduate students~~ must possess a graduate/professional degree in a relevant discipline, have professional certification (if any), and must have at least two years of relevant experience. Other Professional Graduate faculty members must have requisite expertise (normally based on career experience) to fill needs of graduate programs. **In order to be granted Professional Graduate faculty status, individuals must possess a graduate/professional degree in a relevant discipline, have at least two years of relevant experience, and have professional certification (if any) or other requisite experience to fill needs of graduate programs.**

Potential members of the graduate faculty are to ~~be~~ **must be** supported by a majority of ~~the~~ graduate faculty in their department and approved by their Department Head and Dean before being presented to the Graduate Council for approval. Recommendations for all faculty in all areas **graduate faculty**

**status** must gain the majority vote of approval by the Graduate Council Membership Committee and be accepted by the Graduate Council by a three-fourths majority vote.

~~Faculty not meeting the full requirements for graduate faculty status can be given probationary status for two years that can be renewed for an additional two years, following the same process as described above. Under certain circumstances, an individual who has not been elected to the graduate faculty may be authorized by the College Dean to teach a specific 700-level or higher course if that individual's training and/or experience warrants.~~

Upon receiving graduate faculty status, faculty members are eligible to **(a)** teach 700-level and above courses, **(b)** to serve as graduate program **directors or coordinators**, and research advisers, **(c)** ~~to serve as and research advisers~~ **and on research committees**, ~~to serve on graduate faculty committees and graduate program advisory committees~~, **(d)** serve as general graduate **academic** advisers, **and (e) serve on graduate faculty committees and graduate program advisory committees. Faculty with Graduate Faculty status are eligible** to elect **department colleagues** members to the Graduate Council, to serve on the Graduate Council, and ~~to vote to approve or challenge actions of the Graduate Council~~. Only **members with Research Graduate Faculty status** ~~Research Graduate faculty~~ may serve as chairs of thesis committees or similar committees that evaluate final graduate projects. **Under certain circumstances, an individual who has not been elected to the graduate faculty may be temporarily authorized by the Dean of the Graduate College to teach a specific 700-level or higher course if that individual's training and/or experience warrants.** Graduate faculty members shall receive reassigned teaching loads for graduate program advisement, research advisement, or thesis supervision.

The term of appointment to the graduate faculty is normally for an indefinite period. However, a member of the graduate faculty may be removed by a three-fourths majority vote of the Graduate Council following such recommendation by the Department, supported by a three-fourths majority vote by the Department's other graduate faculty.

**Faculty not meeting the full requirements for graduate faculty status can be given probationary status for two years that can be renewed for an additional two years, following the same process as described above. Other than term of appointment, faculty holding probationary status have the same privileges as those granted for permanent status.**

- **EXHIBIT B:** Revision to section 3.3.3 Professor

Definition: Professors are recognized leaders who have a cumulative record of Teaching, Research, and Service appropriate to the discipline.

Basis of Appointment: (1) Promotion from the Associate Professor rank or (2) terminal degree and a minimum of five years of experience equivalent to academic service to Missouri State University in the rank of Associate Professor.

Tenure: Professors normally will be hired with tenure. A Professor who is hired without tenure is minimally eligible to hold tenure following one year of academic service to Missouri State University. The tenure decision will occur at the latest during the second year of probationary status.

Policy in Effect for Promotion: Professors with extraordinary accomplishments may apply for promotion to Distinguished Professor. To be eligible for Distinguished Professor rank an individual must have held Professor rank for a minimum of five years, with at least three years in the rank at Missouri State University; have a record of extraordinary performance in Research with a national or international reputation; and have a sustained record of excellence in both Teaching and Service. **Professors applying for promotion to Distinguished Professor have the option of using either the most current version of promotion criteria or an earlier version of criteria that has been in effect since their promotion to Professor which was in effect within seven years of the application. For instance, a policy in effect in Fall 2017 could be used for a promotion application in Fall 2024.**

- **EXHIBIT C:** Revision to section 3.5.2 Senior Instructor

An Instructor who has demonstrated excellence in Teaching and Service at Missouri State University for at least five years (not necessarily consecutive) may be appointed as a Senior Instructor. Senior Instructors are expected to provide leadership in teaching, contribute to course and curriculum development and provide appropriate university service. Senior Instructors may participate in Research. A Senior Instructor shall be appointed to a specific term not to exceed three years and may be reappointed to one or more additional terms, contingent upon satisfactory performance reviews, educational needs and continued funding, the Senior Instructor appointment is renewable without constraint of term limits. A Senior Instructor who is reappointed will be reappointed at that rank. If a Senior Instructor applies for and is appointed to a tenure-track faculty position, the time spent as Senior Instructor at Missouri State University will not count toward the probationary period for tenure and promotion. Senior Instructors on 9-month appointments will receive salary compensation and benefits for 12-months. **Instructors applying for promotion to Senior Instructor have the option of using either the most current version of promotion criteria or an earlier version of criteria that has been in effect since their hiring which was in effect within seven years of the application. For instance, a policy in effect in Fall 2017 could be used for a promotion application in Fall 2024.**

- **EXHIBIT D:** Revision to section 3.5.11 Clinical Faculty

Clinical Faculty are members of the faculty whose primary responsibilities are clinical education and service. Clinical Faculty are not eligible for tenure but have the same right to academic freedom accorded tenure-track faculty. Clinical Faculty may participate in research and other scholarly or creative activities. Clinical Faculty must be qualified as defined by professional/discipline standards, have practical experience appropriate for the responsibilities assigned and must maintain appropriate professional credentials. Appointment is to the rank of Clinical Instructor, Clinical Assistant Professor, Clinical Associate Professor, or Clinical Professor. Departments desiring to appoint Clinical Faculty shall develop appropriate appointment, promotion and performance review criteria for each rank, which must be approved by the Dean of the College and the Provost. Clinical Faculty may be reappointed to one or more additional terms, contingent upon satisfactory performance reviews, educational needs of the department, and continued funding. Clinical Faculty are not eligible for tenure but have the same right to academic freedom accorded tenure track faculty. If a Clinical Faculty member is appointed to a tenure-track faculty position, the time spent as a Clinical Faculty member at Missouri State University will not count toward the probationary period for tenure and promotion. Clinical Faculty members may be appointed to 9-month or 12-month appointments. Clinical Faculty on 9-month contracts will receive



salary compensation and benefits for 12 months. **Clinical Faculty applying for promotion to Clinical Assistant Professor, Clinical Associate Professor, or Clinical Professor have the option of using either the most current version of promotion criteria or an earlier version of criteria that has been in effect since their hiring or previous promotion which was in effect within seven years of the application. For instance, a policy in effect in Fall 2017 could be used for a promotion application in Fall 2024.**

- **EXHIBIT E:** Revision to section 4.8.2.2 Responsibilities for External Reviews

For tenure track actions, external reviews, based on criteria provided in departmental guidelines, will be solicited by the Department Head to aid each tenure/promotion or promotion decision. External reviewers will normally be selected from comparable institutions; however, individuals whose expertise make them specifically suitable to serve as reviewers may also be selected with approval of the Dean (see the Provost's website for specific qualifications). Departments must, in their policy documents, define the role of the personnel committee in this process: the committee's role may range from formal input on the selection process and approval of the reviewer list to availability for advice and consulting at the request of either the Head or the candidate. Four external reviewers will be identified collaboratively by the faculty member, the Department Head and, to the extent specified in the department's governance documents, the departmental personnel committee. If the faculty member and Head cannot agree on the list of four reviewers, each shall select two. The list of reviewers will be submitted to the Dean who will certify that the selection process has followed guidelines. Reviewers may then be contacted. The Department Head is responsible for obtaining a sufficient number of reviews. The Department Head should contact selected reviewers early in the process to determine if they would be willing to provide reviews; when a timely review appears unlikely, an alternate reviewer should then be identified. Faculty and Department Heads will follow the external review process in accordance with the Evaluation Calendar as published by the Office of the Provost. The absence of review will not be allowed to prejudice the tenure or promotion candidacy of the faculty member. **Subsequently, reviewer statements that are inconsistent with Department Criteria for Tenure and/or Promotion or Reviewer Instructions shall not prejudice the tenure and promotion candidacy.**



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

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

**PROJECT HIGHLIGHTS**

- **Robert Pavlowsky**, Director, and **Marc Owen**, Assistant Director of the Ozarks Environmental Water Resource Institute, received **\$10,000** from the **US Forest Service** which is an extension of the Forest Soil Disturbance Monitoring Protocol (FSDMP) project within the Mark Twain National Forest.
- **Cathy Boys**, Associate Dean for Career and Technical Education, received **\$29,950** from the **Missouri Scholarship and Loan Foundation** to provide for a week-long intensive welding training class for up to twenty females who are interested in learning how to weld.
- **Mark Smith**, Dean of the McQueary College of Health and Human Services, received **\$500,000** from the **Burrell, Inc.** to provide financial support to develop and implement an APA Accredited PsyD program

**RESULTS**

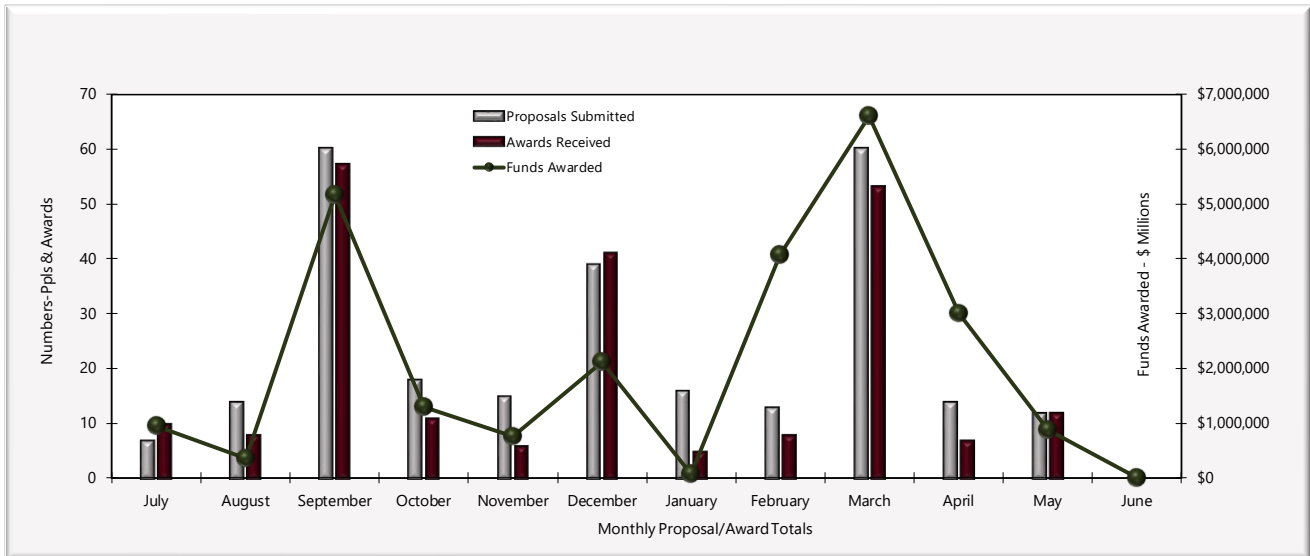
As of the end of May, the University has submitted 268 proposals for support of university-based projects. To date, 218 awards have been received – some of which are from proposals submitted during the previous fiscal year. The commitment of funds in these grants and contracts to date is \$25.2 million. Some of these awards are for projects that extend over more than one year, but the full commitment for funds is allocated to the first year. Additionally, we have received approximately \$2.0 million in CARES Act grants that is not reflected in this report.

| Key Indicators             | Activity for<br>FY 2022 | % Change from FY<br>2021 |
|----------------------------|-------------------------|--------------------------|
| Proposals Submitted        | 268                     | -7%                      |
| Funds Requested            | \$89,098,200            | 27%                      |
| Named Investigators        | 100                     | -12%                     |
| Grants & Contracts Awarded | 218                     | -9%                      |
| Funds Awarded              | \$25,225,270            | -9%                      |

External funding activity so far in FY 2022:

Sponsored Program Activity FY 2022

| Month     | Proposals Submitted | Total Awards | Dollars Awarded |
|-----------|---------------------|--------------|-----------------|
| July      | 7                   | 10           | \$940,166       |
| August    | 14                  | 8            | \$349,310       |
| September | 60                  | 57           | \$5,154,130     |
| October   | 18                  | 11           | \$1,290,645     |
| November  | 15                  | 6            | \$763,640       |
| December  | 39                  | 41           | \$2,108,011     |
| January   | 16                  | 5            | \$76,246        |
| February  | 13                  | 8            | \$4,063,940     |
| March     | 60                  | 53           | \$6,604,825     |
| April     | 14                  | 7            | \$3,005,670     |
| May       | 12                  | 12           | \$868,687       |
| June      | 0                   | 0            | \$0             |
|           | 268                 | 218          | \$25,225,270    |

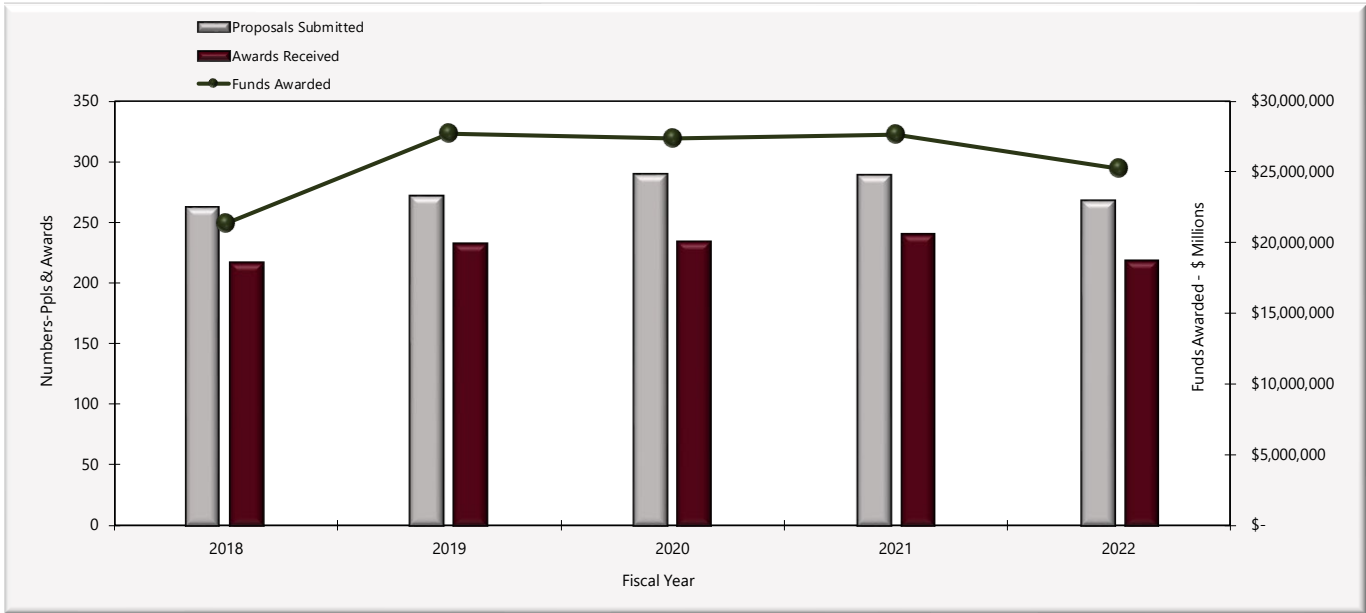




A comparison of activity over the last five years:

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

| Fiscal Year | Proposals Submitted | Number of Awards |           |                             |          |         | Ttl Awds | \$Millions    |               |
|-------------|---------------------|------------------|-----------|-----------------------------|----------|---------|----------|---------------|---------------|
|             |                     | Education        | Equipment | Facilities & Infrastructure | Research | Service |          | Requested     | Awarded       |
| 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        | 290                 | 32               | 0         | 3                           | 42       | 157     | 234      | \$ 50,622,459 | \$ 27,369,523 |
| 2021        | 289                 | 41               | 0         | 1                           | 38       | 159     | 240      | \$ 70,173,873 | \$ 27,615,260 |
| 2022        | 268                 | 34               | 1         | 0                           | 33       | 149     | 218      | \$ 89,098,200 | \$ 25,225,270 |



Grant and contract activity for FY 2022, through May:

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

| Unit   | # Applying |            | # Awarded |           | Credit Share*      |            |                      | Actual**           |            |                      |
|--|------------|------------|-----------|-----------|--------------------|------------|----------------------|--------------------|------------|----------------------|
|  | Staff      | Faculty    | Staff     | Faculty   | Grants / Contracts |            | Award                | Grants / Contracts |            | Award                |
|  |            |            |           |           | Submit             | Awards     | \$                   | Submit             | Awards     | \$                   |
| Administrative Services                              | 5          | 0          | 3         | 0         | 8                  | 5          | \$ 123,624           | 7                  | 5          | \$ 123,624           |
| The William H. Darr College of Agriculture           | 0          | 13         | 0         | 4         | 21                 | 11         | \$ 147,493           | 15                 | 10         | \$ 147,493           |
| Center for Grapevine Biotechnology                   | 1          | 1          | 0         | 1         | 3                  | 1          | \$ 94,280            | 2                  | 1          | \$ 94,280            |
| Mid-America Viticulture & Enology Center             | 1          | 2          | 0         | 1         | 7                  | 3          | \$ 43,427            | 5                  | 3          | \$ 43,427            |
| Judith Enyeart Reynolds College of Arts & Letters    | 0          | 7          | 0         | 7         | 9                  | 9          | \$ 1,042,033         | 8                  | 8          | \$ 1,364,921         |
| Center for Dispute Resolution                        | 0          | 1          | 0         | 1         | 3                  | 3          | \$ 31,520            | 3                  | 3          | \$ 31,520            |
| Center for Writing in College, Career, & Community   | 0          | 1          | 3         | 1         | 1                  | 5          | \$ 124,100           | 1                  | 2          | \$ 124,100           |
| College of Business                                  | 0          | 1          | 0         | 1         | 1                  | 1          | \$ 130,808           | 1                  | 1          | \$ 130,808           |
| Center for Project Innovation & Management Education | 0          | 0          | 0         | 0         | 0                  | 0          | \$ -                 | 0                  | 0          | \$ -                 |
| College of Education                                 | 3          | 18         | 2         | 10        | 39                 | 22         | \$ 946,713           | 28                 | 21         | \$ 946,713           |
| Agency for Teaching, Leading and Learning            | 4          | 1          | 0         | 1         | 10                 | 6          | \$ 2,450,416         | 7                  | 6          | \$ 2,450,416         |
| Institute for Play Therapy                           | 0          | 0          | 0         | 0         | 0                  | 0          | \$ -                 | 0                  | 0          | \$ -                 |
| Institute for School Improvement                     | 0          | 0          | 0         | 0         | 0                  | 0          | \$ -                 | 0                  | 0          | \$ -                 |
| The McQueary College of Health & Human Services      | 5          | 13         | 4         | 8         | 27                 | 23         | \$ 1,637,129         | 24                 | 22         | \$ 1,637,129         |
| RStats   | 0          | 0          | 0         | 0         | 0                  | 0          | \$ -                 | 0                  | 0          | \$ -                 |
| College of Humanities & Public Affairs               | 0          | 3          | 0         | 1         | 3                  | 1          | \$ 95,614            | 2                  | 1          | \$ 95,614            |
| Center for Archaeological Research                   | 0          | 1          | 0         | 1         | 11                 | 10         | \$ 92,749            | 11                 | 10         | \$ 92,749            |
| College of Natural & Applied Sciences                | 2          | 50         | 5         | 20        | 94                 | 38         | \$ 1,605,070         | 47                 | 30         | \$ 2,190,288         |
| Bull Shoals Field Station                            | 0          | 1          | 0         | 1         | 2                  | 2          | \$ 17,846            | 2                  | 2          | \$ 17,846            |
| Center for Resource Planning & Management            | 1          | 0          | 0         | 1         | 4                  | 3          | \$ 569,610           | 4                  | 3          | \$ 27,910            |
| Ozark Environmental Water Research Institute         | 2          | 1          | 1         | 1         | 20                 | 17         | \$ 402,766           | 11                 | 8          | \$ 359,248           |
| Diversity & Inclusion                                | 1          | 0          | 0         | 0         | 1                  | 0          | \$ -                 | 1                  | 0          | \$ -                 |
| Graduate College                                     | 0          | 0          | 0         | 0         | 0                  | 0          | \$ -                 | 0                  | 0          | \$ -                 |
| Information Services                                 | 0          | 0          | 0         | 0         | 0                  | 0          | \$ -                 | 0                  | 0          | \$ -                 |
| Library  | 0          | 0          | 1         | 0         | 0                  | 1          | \$ 7,484             | 0                  | 1          | \$ 7,484             |
| President  | 0          | 0          | 0         | 0         | 0                  | 0          | \$ -                 | 0                  | 0          | \$ -                 |
| Provost  | 5          | 4          | 3         | 4         | 14                 | 11         | \$ 652,046           | 10                 | 10         | \$ 655,346           |
| Center for Community Engagement                      | 1          | 0          | 1         | 0         | 4                  | 4          | \$ 221,859           | 2                  | 2          | \$ 57,115            |
| Ozarks Public Health Institute                       | 0          | 1          | 0         | 1         | 4                  | 4          | \$ 2,380,163         | 4                  | 4          | \$ 2,380,163         |
| Southwest Missouri Area Health Education Center      | 1          | 0          | 1         | 0         | 8                  | 8          | \$ 271,584           | 8                  | 8          | \$ 271,584           |
| Community & Global Partnerships                      | 6          | 0          | 4         | 0         | 20                 | 19         | \$ 1,060,329         | 19                 | 18         | \$ 898,885           |
| Center for Applied Science & Engineering             | 1          | 0          | 3         | 0         | 4                  | 7          | \$ 8,115,728         | 4                  | 6          | \$ 8,115,728         |
| Center for Biomedical & Life Sciences                | 0          | 1          | 0         | 1         | 3                  | 3          | \$ 18,724            | 3                  | 3          | \$ 18,724            |
| International Leadership & Training Center           | 1          | 0          | 1         | 0         | 3                  | 3          | \$ 110,950           | 3                  | 3          | \$ 110,950           |
| Jordan Valley Innovation Center                      | 1          | 0          | 1         | 0         | 11                 | 10         | \$ 794,107           | 11                 | 10         | \$ 794,107           |
| Small Business Development Center                    | 2          | 0          | 2         | 0         | 7                  | 9          | \$ 855,953           | 7                  | 8          | \$ 855,953           |
| Student Affairs                                      | 4          | 0          | 2         | 0         | 4                  | 3          | \$ 590,858           | 2                  | 3          | \$ 590,858           |
| West Plains  | 5          | 2          | 3         | 1         | 17                 | 6          | \$ 590,287           | 16                 | 6          | \$ 590,287           |
| <b>TOTAL</b>   | <b>52</b>  | <b>122</b> | <b>40</b> | <b>67</b> | <b>363</b>         | <b>248</b> | <b>\$ 25,225,270</b> | <b>268</b>         | <b>218</b> | <b>\$ 25,225,270</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 by ASSISTANT TO PRESIDENT/CHIEF DIVERSITY OFFICER Board of Governors Meeting Friday, June 24, 2022**

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

**Missionary Baptist State Convention of Missouri (MBSCM) Luncheon:** On May 23, 2022, MSU and the MBSCM signed a MOU establishing two (2) scholarships for students from MBSCM affiliated faith-based institutions. University President Smart, MBSCM President, Dr. Linden Bowie, signed the MOU in the Office of the President on campus.

**Bear Bridge Faculty Mentoring Program:** Dr. Judith Martinez, Provost Fellow for Diversity/DDEI Director of Special Programming, continues expansion and development of Bear Bridge program in collaboration with Office of the Provost, Dr. Juan Meraz and faculty participants as mentees and mentors. The program meets monthly to strengthen community connectivity, networking and to discuss topics contributing to a positive academic experience. During April a luncheon was featured on “Building Positive Faculty Relationship’ and panelists included Dr. Shawn Wahl, Dr. Tayo Obafemi, Dr. Martinez and Dr. Juan Meraz. On April 29, 2022, the monthly meeting featured Dr. Tim Daugherty speaking on topic: Adaptive Thoughts: Co-Authors of my success.”

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

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

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

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

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

CDO, SAAB CEO Dr. Tyrone Bledsoe, Dr. Ryan Reed, and Assistant to the President Ryan DeBoef met with College Bound CEO Scott Baier at CB Offices in St. Louis to discuss potential collaborative support for underrepresented male students. CDO and MSU reps attended the College Bound Cap and Gown Gala event on Saturday, June 11<sup>th</sup> at the Four Seasons Hotel in St. Louis.

**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)

**Division for Diversity Equity & Inclusion Fellow:** Dr. Wafaa Kaf, a professor in the department of communication sciences and disorders serves as the diversity fellow to the division. Dr. Kaf is developing and implementing a “Young Leaders in a Global Perspectives” program for Fall 2022 to increase and enhance academic support for, and cultural awareness of international and domestic students.

**Student Enrollment Management (SEM):**

CDO participating as member of SEM Steering Committee and AVPDI, Juan Meraz participating as member of SEM Outreach and Recruitment Committee. Next SEM meeting is Tuesday, October 5, 2022, via Zoom.

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

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

**Giving Voice:**

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

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

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

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

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

### **Tough Talks:**

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

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

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

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

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

CDO meeting at Glass Hall with Deputy Provost Chris Craig, and faculty members to discuss approaches to integrating DEI into the college tenure and promotion (T&P) process as well as in the T & P departmental documents.

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

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

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

DDI and HR department collaboration designed to provide members of MSU workforce awareness, knowledge, and skills necessary to understand culturally relevant topics,

inclusive excellence and sustaining a welcoming workplace environment that values the inclusion of diversity. AVPDDI facilitates training.

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

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

**President Councils on Diversity:**

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

**Mentoring for Academic Success (MAS) [formerly Scholar2Scholar Program]:**

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

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

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

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

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

**Postsecondary Equity Network (PEN)**- is a statewide coalition advancing access to higher education for underrepresented and under resourced students. MSU team: Dr. Dee Siscoe, Rob Hornberger, Heather King, Dr. Ryan Reed, Dr. Kim Martin, Dr. Michele Smith, Dr. Kelly Wood, and Dr. Juan Meraz. PEN institutions are Fontbonne, Harris-

Stowe, Maryville, Missouri State University, University of Missouri, SEMO, SLU, STL CC, UCM, UMKC, UMSL, and Webster University.

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

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

**Multicultural Business Association (MBA):**

MBA facilitates increased services to broader MBE/WBE/DBE/Disabled/Vets entrepreneurs. MBA is local non-profit corporation collaborating with DEDI in promoting networking, capacity building and advocacy for MBE/WBE/DBE and emerging businesses. MBA, MSU and the Greater Springfield Area Chamber of Commerce engage in collaborative efforts promoting the value of the inclusion of historically underrepresented businesses in our regional public, business, and corporate sectors.

**Public Entities Diversity Workgroup Initiative:**

Collaboration among regional public entities to promote diverse contracting, procurement, consulting, and employment opportunities. Co-chaired by City Utilities and City of Springfield reps. Performance Measures and Subcommittee on Diversity co-chaired by MSU AVPDDI Dr. Juan Meraz and the Outreach, Recruitment and Retention co-chaired by MSU HR Director Scott Scobee.

Last meeting held 6/8/2022 where discussion regarding updates to Mayor’s Initiative on Equity & Equality and Strategic Plan Goals #1 And #2.

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

**Missouri Developmental Disabilities Council (MODDC) African American School to Prison Pipeline Coalition:**

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

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

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

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

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

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

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

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

**Springfield Business Journal (SBJ):** SBJ op-ed by CDO H. Wes Pratt published in June 1, 2022 edition, entitled, "You've hired a chief diversity officer-now what?"

**Vicki and John Palmer (EDP Enterprises) Luncheon Meeting:** CDO, AVPDDI Meraz & community leaders met with Vicki & John Palmer, and Alexandria Roman, who established partnership with Color Art Palette, Inc., to form a certified Minority and Women-Owned Business Enterprise (M/WBE), Scott Rice Springfield LLC. President Alex Roman heads the only minority-owned Steelcase dealership in the Missouri market.

**CDO meeting with Springfield City Councilmember A. McGull,** OCR Holdings, Inc. (Guaranty Bank), J. Williams, O'Reilly Automotive CDO, and AVP, Diversity Officer Ms. Kate Hightshoe, CDP, to discuss collaborative DEI efforts in Springfield region with MSU and local business, corporate and public sector partners.

Submitted by:

H. Wes Pratt, J.D.

Assistant to the President/Chief Diversity Officer

June 13, 2022





X.B.

## **Student Affairs Report**

Missouri State University Board of Governors

June 23, 2022

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

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

We have hired a new Director of **Magers Health and Wellness Center** and a new Medical Coordinator:

- 🍷 **Sara Nimmo** will begin on July 25<sup>th</sup> as the next Director of Magers Health and Wellness Center. Sara is currently the Interim Director of the Abrons Student Health Center at the University of North Carolina Wilmington. Ms. Nimmo has been working in student health for over 16 years. She has also spent many years in student health care at Southern Illinois University in Carbondale in both Assistant and Associate Director positions. She served in the 48<sup>th</sup> Lightning Brigade, Georgia Army National Guard where she was a First Sergeant in Operation Enduring Freedom, Camp Liberty, Iraq. Sara has a bachelor's degree from the University of Illinois and an MBA from Southern Illinois University.
- 🍷 **Dr. Robert Scott** has agreed to serve as the Medical Coordinator of Magers Health and Wellness Center for the next year. He will begin these duties starting July 1st. Dr. Scott currently serves as a physician in the center and has been part of the team since 2009. Prior to joining the MSU team, Dr. Scott worked in private practice at the Diagnostic Clinic at Cox Hospital, at the Springer Clinic in Tulsa, and the Springfield Clinic of Internal Medicine at St. Johns. He completed medical school and his internal medicine residency at the University of Missouri in Columbia.

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

- 🍷 **Residence Life** is currently up in returning student contracts for 2022-23 by 110 (12.11%).
- 🍷 The Wells House & Woods House concrete ledge projects are well underway and making good progress.
- 🍷 COVID housing continues to be available as needed.
- 🍷 Dr. Denise Baumann was selected for Spring 2022 Bear POWER Outstanding MSU Staff Advocate.
- 🍷 **Residence Halls/Apartments** successfully opened for summer housing with 150 students.

### **Enrollment Services:**

- 🍷 Summer beginning of semester was 8,339, down 125 (1.5%) from summer 2021. We were up slightly (0.7%) in new students and down (1.8%) in continuing students. Official census summer enrollment will be based on end of the day Thursday, June 23.
- 🍷 A new Be a Bear (BaB) Scholarship was developed through one-time restricted Foundation funds that gives Admissions and Financial some discretion in financial leveraging in situations that, with a small one-time scholarship offer, might help students commit to enrolling. Since instituted this in May, 57 BaB awards have been accepted, 16 of these are FTNIC and 41 are Transfer students.

### **Multicultural Services:**

- 🍷 **Multicultural Programs** will table at the Springfield Juneteenth Celebration on Saturday, June 18th. Other offices have been invited to participate and/or share resources for the table.

- 📍 The newly revamped **Missouri Association for Blacks in Higher Education (MABHE)**: MSU has 6 members--3 staff and 3 students. The staff include, Dr. Rabekah Stewart, Mr. Wes Pratt, and Ms. Shy Wells (Assist. Dir. Multicultural Programs/LGBTQ+ Resources)
- 📍 Alysia (Shy) Wells (she/they): Started June 6<sup>th</sup> as the new Assistant Director for **Multicultural Programs**. She is a recent MSU Alum and Springfield born/raised.
- 📍 July 1, 2022, the **Disability Resource Center** will transition to Compliance under the direction of Rachael Dockery. Structural change that will hopefully increase the efficiency and efficacy of our accommodations and support services for students with disabilities.
- 📍 **Inclusive Excellence**: 177 new awards were offered for incoming freshmen class; to-date 100 students have accepted. Financial Aid is still working thru the renewals for returning students.
- 📍 **Access Programs** added 3 new scholarship programs in FY21-22
  - KIPP Kansas City
  - Springfield Public Schools Future Educators
  - Missionary Baptist State Convention of Missouri
- 📍 **Bears LEAD** served 146 students in Spring semester
  - 12 students graduated
  - 47 Dean's List
  - Average CUM GPA 3.05

#### University Bookstore:

- 📍 **The Bookstore** held the spring showcase on Saturday, April 30. They sold over 300 clothing and souvenir items to our guests for the day, totaling about \$7,000 in sales!
- 📍 **The Bookstore** sent our graduates off with a final 20% discount on BearWear, souvenirs and grad frames on commencement day. In the bookstore we sold \$11,000 worth of product, and at the Team Store in the Great Southern Bank Arena, sold an additional \$7,000. Was a great day for the stores, as well as our new Missouri State Alumni and their families!
- 📍 **The Bookstore** successfully closed the doors on our Clinique counter inside the bookstore. We held sale events throughout the Spring semester in which we sold close to \$12,000 in product and ended the program with under \$2,500 in retail price product on hand. We are finalizing details to close the location and plan to repurpose the Clinique counter inside the bookstore for future merchandising of Missouri State products.

#### Campus Recreation:

- 📍 **Campus Recreation** officially kicked off Camp Claw. This is a youth summer camp program located in the Foster Recreation Center. Dates from June 6-August 5<sup>th</sup>. Camp Claw believes in teaching and developing lifelong wellness habits. Outcomes are focused on friendships, self-esteem, self-confidence, and recreation.
- 📍 The **Foster Recreation Center** will begin demolition of the free weight floor on July 14<sup>th</sup>. New floor installation is set to take two weeks. During that time frame, equipment will be repurposed upstairs or taken offline. The improvements made to the area will increase safety to our patrons.
- 📍 **Campus Recreation** became the first Missouri State partner to develop a summer work program in conjunction with Developmental Center of the Ozarks. This program is an 8-week vocational rehab assignment that provides high school students work experience and transferable skills to apply outside the classroom.

#### Plaster Student Union:

- 📍 **Esports** construction is complete. Twelve PCs have been added to support the esports club and work to grow the club into a varsity level team aiding in recruitment and retention.
- 📍 **Fraternity and Sorority Life (FSL)** Programming report has been completed. Across the councils and chapters,

- 14,164 service hours were completed in the spring semester
- \$52,119 dollars were donated
- All FSL GPA was 3.19
- 241 members obtained a 4.0 GPA

**Dean of Students:**

- A total of 514 cases were opened for the 2021-2022 year for the **Behavioral Intervention Team**.
- The **Counseling Center** has hired four new Graduate Assistants for the Summer 2022 semester: Laura Foster (Counseling); Morgan Maleare (Social Work); Emilia Stauffer (Social Work); and Rachel Thomas (Counseling).
- During the Spring 2022 semester, the **Counseling Center** served the highest number of individual students on record, providing a total of 672 individual students with 2,615 appointments.
- First **SOAR-Student Orientation, Advising and Registration** session was June 6<sup>th</sup> and it was a successful transition back to a 2 day schedule – the SOAR team received positive feedback from both family members and students.
- **Code of Student Rights and Responsibilities** review
  - Reviewed by Code Review Committee
  - Sent to Administrative Council for approval
  - Sent to Board of Governors for approval
- **Student Conduct** collaborated with Fraternity and Sorority Life on the transition of the FSL Governance Statement to the FSL Relationship Statement
- **Student Conduct** financially supported and created educational content for Woods Hall “Woodstock” Alcohol and Drug Program (April 2022)

Respectfully submitted by,



Dr. Dee Siscoe  
Vice President for Student Affairs



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

June 24, 2022

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

### **General Information**

- Bylaws were approved by Administrative Council during their June meeting.
- Next year's Executive Board
  - Chair: Gary Wells
  - Chair-Elect: Will Hader
  - Past Chair: Kathleen Hains
  - Director of Committees: Kelly Schlinder
  - Director of Communications: Gabby Lampe
  - Secretary: Kathleen Hahn
  - Parliamentarian: Phil Bridges
- For the 23 FY, we will have the following numbers for Job Families.

JF1: 12/12

JF3: 6/11

JF2: 10/12

FJ4: 15/15

### **Activities Committee**

#### **Upcoming Activities**

- **Staff Appreciation Week:** Attended all events and provided outdoor games for Staff on June 17<sup>th</sup>.
- **Pineapple Whip:** Happening in July.

### **Public Affairs Committee**

#### **Upcoming Events:**

- **Adopt-A-Street:** July 8<sup>th</sup> at 11:30
- **Fall Book Club:** September 19<sup>th</sup>. "I'll Scream Later" by Marlee Matlin to tie in with Public Affairs Conference.

XII.A.

**RECOMMENDED ACTION** – Approval of bids and award of a contract to construct building 6 at Jordan Valley Innovation Center.

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

**BE IT RESOLVED** by the Board of Governors for Missouri State University that the low bid of DeWitt & Associates, Inc. in the amount of Four Million One Hundred Thousand and 00/100ths dollars (\$4,100,000.00) for the base bid to construct building 6 at Jordan Valley Innovation Center be accepted, approved, and awarded.

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

|                                    |                       |
|------------------------------------|-----------------------|
| <b>Project Budget</b>              |                       |
| Consultant Fees                    | \$189,000.00          |
| Construction Costs                 | \$4,100,000.00        |
| Project Administration             | \$99,200.00           |
| Construction Contingency           | \$300,000.00          |
| Furniture, Fixtures, and Equipment | \$0.00                |
| Telecommunications                 | \$50,000.00           |
| Relocation Costs                   | \$0.00                |
| <b>Total Project Budget</b>        | <b>\$4,738,200.00</b> |
| <b>Funding Source</b>              |                       |
| JVIC Building 6 Braider budget     | \$4,738,200.00        |
| <b>Total Funding Source</b>        | <b>\$4,738,200.00</b> |

**BE IT FURTHER RESOLVED** that this be paid from the JVIC Building 6 Braider budget funded by FY23 MoExcel Funds, anticipated Greene County ARPA Funds, VP Community & Global Partnerships Facilities & Administration Funds, President’s Program Enhancement Fund, and Roy Blunt JVIC Rental Fund.

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

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

NAY \_\_\_\_\_

**COMMENTS:**

The bids received on this project are as follows:

| <b>Contractor</b>            | <b>De Witt &amp; Associates, Inc.</b> | <b>Branco Enterprises, Inc.</b> | <b>The Whiting-Turner Contracting Company</b> | <b>Carson-Mitchell, Inc.</b> | <b>Crossland Construction Company, Inc.</b> |
|------------------------------|---------------------------------------|---------------------------------|---|------------------------------|---|
| <b>Base Bid</b>              | \$4,100,000.00                        | \$4,335,000.00                  | \$4,432,000.00                                | \$4,598,000.00               | \$4,634,000.00                              |
| <b>Alternate No. 1</b>       | (\$27,000.00)                         | (\$21,000.00)                   | (\$13,960.00)                                 | \$40,600.00                  | (\$32,000.00)                               |
| <b>Alternate No. 2</b>       | (\$20,500.00)                         | (\$5,000.00)                    | (\$12,000.00)                                 | \$41,251.00                  | (\$48,000.00)                               |
| <b>Alternate No. 3</b>       | (\$19,000.00)                         | (\$17,000.00)                   | (\$17,000.00)                                 | \$18,000.00                  | (\$17,000.00)                               |
| <b>Alternate No. 4</b>       | (\$7,900.00)                          | (\$5,000.00)                    | (\$4,000.00)                                  | \$6,400.00                   | (\$11,000.00)                               |
| <b>Unit Price No. 1:</b>     | \$35.00                               | \$27.00                         | \$50.00                                       | \$35.00                      | \$45.00                                     |
| <b>Unit Price No. 2:</b>     | \$40.00                               | \$336.00                        | \$55.00                                       | \$40.00                      | \$66.00                                     |
| <b>Unit Price No. 3:</b>     | \$35.00                               | \$28.00                         | \$20.00                                       | \$30.00                      | \$67.00                                     |
| <b>Unit Price No. 4:</b>     | \$40.00                               | \$6.00                          | \$16.00                                       | \$35.00                      | \$67.00                                     |
| <b>Unit Price No. 5:</b>     | \$40.00                               | \$34.00                         | \$24.00                                       | \$35.00                      | \$67.00                                     |
| <b>Unit Price No. 6:</b>     | \$70.00                               | \$40.00                         | \$45.00                                       | \$65.00                      | \$82.50                                     |
| <b>Unit Price No. 7:</b>     | \$55.00                               | \$34.00                         | \$45.00                                       | \$48.00                      | \$67.00                                     |
| <b>Unit Price No. 8:</b>     | \$500.00                              | \$178.00                        | \$200.00                                      | \$500.00                     | \$550.00                                    |
| <b>Unit Price No. 9:</b>     | \$750.00                              | \$350.00                        | \$385.00                                      | \$750.00                     | \$825.00                                    |
| <b>Unit Price No. 10:</b>    | \$90.00                               | \$49.00                         | \$57.00                                       | \$80.00                      | \$88.00                                     |
| <b>Unit Price No. 11:</b>    | \$80.00                               | \$36.00                         | \$49.00                                       | \$65.00                      | \$82.50                                     |
| <b>Unit Price No. 12:</b>    | \$65.00                               | \$34.00                         | \$46.00                                       | \$55.00                      | \$67.00                                     |
| <b>Unit Price No. 13:</b>    | \$0.75                                | \$1.00                          | \$5.00  | \$0.50                       | \$1.10                                      |
| <b>Unit Price No. 14:</b>    | \$225.00                              | \$185.00                        | \$245.00                                      | \$170.00                     | \$210.00                                    |
| <b>Unit Price No. 15:</b>    | \$35.00                               | \$225.00                        | \$75.00                                       | \$30.00                      | \$67.00                                     |
| <b>Unit Price No. 16:</b>    | \$2.55                                | \$2.56                          | \$5.00  | \$4.50                       | \$11.00                                     |
| <b>Total (Base Bid Only)</b> | \$4,100,000.00                        | \$4,335,000.00                  | \$4,432,000.00                                | \$4,598,000.00               | \$4,634,000.00                              |

This project constructs a new pre-engineered metal building that is approximately 12,000 square feet at the Jordan Valley Innovation Center (JVIC). The building will include a conference room, restrooms, offices, teaching lab, composite site, mezzanine for mechanical/electrical and storage, and support spaces. The commercial-scale braider facility at JVIC will serve the dual purpose of housing the braider system and creating an Advanced Composite Materials (ACMs) learning lab and classroom to meet workforce training needs in ACMs. Work is scheduled to be completed during summer 2023.

Alternate 1 would have removed the work associated in training lab room 104. Alternate 2 would have removed the work associated with the metal building liner panels. Alternate 3 would have removed the work associated with the generator. Alternate 4 would have removed the work associated with the nitrogen tank. These alternates are not being accepted due to client preference.

Unit prices were received during bidding to address potential unforeseen conditions related to additional site work such as unsuitable soil and rock excavation. These will be addressed as needs are identified.

This project will be paid from the JVIC Building 6 Braider budget funded by FY23 MoExcel Funds (\$2,550,000.00), anticipated Greene County ARPA Funds (\$1,450,000.00), VP Community & Global Partnerships Facilities & Administration Funds (\$175,000.00), President's Program Enhancement Fund (\$350,000.00), and Roy Blunt JVIC Rental Fund (\$213,200.00).



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, 2023, consisting of \$195,327,803 in budgeted operating revenues, \$112,722,092 in budgeted non-operating revenues, \$297,386,033 in budgeted expenses, \$(12,691,707) in budgeted transfers and \$2,925,062 in budgeted non-recurring allocations, which includes a one-time retention payment on December 31, 2022 of \$1,000 for full-time employees employed on or before April 1, 2022 and remaining an active full-time employee through December 1, 2022, be adopted and administered through the following funds:

|                                 | Budgeted<br>Operating<br>Revenues* | Budgeted Non-<br>Operating<br>Revenues | Budgeted<br>Expenses  | Budgeted<br>Transfers  | Increase<br>(Decrease) in Net<br>Position (including<br>non-recurring<br>allocations) | Non-recurring<br>Allocations | Increase<br>(Decrease) in Net<br>Position (excluding<br>non-recurring<br>allocations) |
|---------------------------------|------------------------------------|--|-----------------------|------------------------|---|------------------------------|---|
| <b>Springfield Campus</b>       |                                    |  |                       |                        |   |                              |   |
| Operating Fund                  | \$ 117,654,127                     | \$ 98,010,803                          | \$ 207,772,289        | \$ (10,816,763)        | \$ (2,924,122)  | \$ 2,925,062                 | \$ 940  |
| Total Designated Funds**        | 19,446,908                         | 3,313,357                              | 22,412,330            | (607,812)              | (259,877)   | -                            | (259,877)   |
| Total Auxiliary System Fund     | 52,126,199                         | 3,997,839                              | 53,874,737            | (1,027,017)            | 1,222,284   | -                            | 1,222,284   |
| <b>Total Springfield Campus</b> | <b>189,227,234</b>                 | <b>105,321,999</b>                     | <b>284,059,356</b>    | <b>(12,451,592)</b>    | <b>(1,961,715)</b>  | <b>2,925,062</b>             | <b>963,347</b>  |
| <b>West Plains Campus</b>       |                                    |  |                       |                        |   |                              |   |
| Operating Fund                  | 4,578,398                          | 6,909,943                              | 11,370,693            | (30,717)               | 86,931  | -                            | 86,931  |
| Total Designated Funds          | -                                  | 485,000                                | 705,661               | (21,266)               | (241,927)   | -                            | (241,927)   |
| Total Auxiliary System Fund     | 1,522,171                          | 5,150                                  | 1,250,323             | (188,132)              | 88,866  | -                            | 88,866  |
| <b>Total West Plains Campus</b> | <b>6,100,569</b>                   | <b>7,400,093</b>                       | <b>13,326,677</b>     | <b>(240,115)</b>       | <b>(66,130)</b>   | <b>-</b>                     | <b>(66,130)</b>   |
| <b>Total Budget</b>             | <b>\$ 195,327,803</b>              | <b>\$ 112,722,092</b>                  | <b>\$ 297,386,033</b> | <b>\$ (12,691,707)</b> | <b>\$ (2,027,845)</b>   | <b>\$ 2,925,062</b>          | <b>\$ 897,217</b>   |

\*Budgeted Operating Revenues are net of \$34,871,472 of Scholarships.

\_\_\_\_\_  
Carol Silvey  
Chair of the Board

Passed at Meeting of  
June 24, 2022

\_\_\_\_\_  
Rowena A. Stone  
Secretary

The FY23 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 FY23 Internal Operating Budget can be found at:  
<https://www.missouristate.edu/financialservices/documentsandreports.htm>

XIII.B.

**Report of Gifts  
to the  
Missouri State University Foundation  
Monthly and Year-to-Date**

|                          | Year         | MONTHLY                       |           |                                  |             |                   |             | YEAR-TO-DATE      |              |              |
|--------------------------|--------------|-------------------------------|-----------|----------------------------------|-------------|-------------------|-------------|-------------------|--------------|--------------|
|                          |              | Designations<br>under \$1,000 |           | Designations<br>\$1,000 and over |             | Totals for<br>May |             | Running<br>Totals |              | Year         |
|                          |              | No.                           | Amount    | No.                              | Amount      | No.               | Amount      | No.               | Amount       |              |
| <b>Annual Gifts</b>      | FY 21        | 5,921                         | \$140,389 | 46                               | \$354,509   | 5,967             | \$494,898   | 68,331            | \$7,941,506  | FY 21        |
|                          | <b>FY 22</b> | 802                           | \$64,739  | 54                               | \$187,304   | 856               | \$252,043   | 67,062            | \$7,784,220  | <b>FY 22</b> |
| <b>Special Campaigns</b> | FY 21        | 38                            | \$9,550   | 12                               | \$51,725    | 50                | \$61,275    | 951               | \$7,851,646  | FY 21        |
|                          | <b>FY 22</b> | 24                            | \$4,327   | 10                               | \$1,555,000 | 34                | \$1,559,327 | 1,266             | \$6,860,286  | <b>FY 22</b> |
| <b>One Time Gifts</b>    | FY 21        | 0                             | \$0       | 8                                | \$758,350   | 8                 | \$758,350   | 103               | \$8,688,952  | FY 21        |
|                          | <b>FY 22</b> | 0                             | \$0       | 13                               | \$105,000   | 13                | \$105,000   | 175               | \$6,002,633  | <b>FY 22</b> |
| <b>TOTALS</b>            | FY 21        | 5,959                         | \$149,939 | 66                               | \$1,164,584 | 6,025             | \$1,314,523 | 69,385            | \$24,482,104 | FY 21        |
|                          | <b>FY 22</b> | 826                           | \$69,066  | 77                               | \$1,847,304 | 903               | \$1,916,370 | 68,503            | \$20,647,139 | <b>FY 22</b> |

**MISSOURI STATE UNIVERSITY FOUNDATION  
INCOME SUMMARY TOTALS BY TYPE AND SOURCE  
07/01/2021 TO 5/31/2022**

| SOURCE            | UNRESTRICTED<br>CURRENT | RESTRICTED<br>CURRENT | ENDOWMENT          | GIFTS OF<br>PROPERTY | NON-GIFT<br>INCOME* | TOTAL 07/01/2021<br>TO 5/31/2022 | TOTAL 07/01/2020<br>TO 5/31/2021 |
|-------------------|-------------------------|-----------------------|--------------------|----------------------|---------------------|----------------------------------|----------------------------------|
| ALUMNI            | \$88,206                | \$2,508,269           | \$1,445,566        | \$37,450             | \$360,562           | <b>\$4,440,053</b>               | \$4,237,314                      |
| FRIENDS           | 26,413                  | 3,203,970             | 814,088            | 31,896               | 286,817             | <b>\$4,363,184</b>               | 4,025,587                        |
| PARENTS           | 2,790                   | 108,306               | 31,532             | 191                  | 53,150              | <b>\$195,969</b>                 | 176,216                          |
| FOUNDATIONS       | 4,325                   | 2,444,656             | 140,580            | 0                    | 14,550              | <b>\$2,604,111</b>               | 3,552,068                        |
| ORGANIZATIONS     | 45,642                  | 1,436,448             | 2,397,440          | 9,702                | 4,400               | <b>\$3,893,632</b>               | 5,985,657                        |
| BUSINESSES        | 56,392                  | 2,437,592             | 229,984            | 1,460,456            | 965,766             | <b>\$5,150,190</b>               | 6,505,262                        |
| <b>GIFT TOTAL</b> | <b>\$223,768</b>        | <b>\$12,139,241</b>   | <b>\$5,059,190</b> | <b>\$1,539,695</b>   | <b>\$1,685,245</b>  | <b>\$20,647,139</b>              | <b>\$24,482,104</b>              |

\*Per the Tax Cuts and Jobs Act, the US Tax reform bill signed into law effective in 2020, income recieved from athletics seat assessments and suites are no longer tax deductible.

**DEFERRED GIFT COMMITMENTS**

|                | UNRESTRICTED<br>CURRENT | RESTRICTED<br>CURRENT | ENDOWMENT | GIFTS OF<br>PROPERTY | TOTAL 07/01/2021<br>TO 5/31/2022 | TOTAL 07/01/2020<br>TO 5/31/2021 |
|----------------|-------------------------|-----------------------|-----------|----------------------|----------------------------------|----------------------------------|
| DEFERRED GIFTS | 0                       | 866,000               | 4,213,723 | 0                    | <b>\$ 5,079,723</b>              | <b>\$ 3,358,501</b>              |

GRAND TOTAL FOR TESTAMENTARY GIFTS YET TO BE RECEIVED: \$72.8M

|               | NUMBER OF<br>DONORS<br>7/1/2021<br>TO 5/31/2022 | NUMBER OF<br>DONORS<br>7/1/2020<br>TO 5/31/2021 |
|---------------|---|---|
| ALUMNI        | 5,270   | 5,785   |
| FRIENDS       | 10,840  | 10,613  |
| PARENTS       | 846   | 1,141   |
| FOUNDATIONS   | 49  | 53  |
| ORGANIZATIONS | 282   | 225   |
| BUSINESSES    | 780   | 554   |
| <b>TOTAL</b>  | <b>18,067</b>                                   | <b>18,371</b>                                   |

#### XIV.A.

### Marketing and Communications Report Missouri State University Board of Governors June 24, 2022

MarCom updates since the May 19, 2022 meeting

#### **The closing of Onward/Upward**

The entire team is working hard in support of the Foundation as we near the closing event to be held fall 2022.

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

Training continues rolling out across the university on the new content management system (CMS) for the university website. The CMS is used by editors across the university to update their department/division sites. This new system is much more robust and easier to use. It also includes a variety of options that will enable WSD to transition away from antiquated “homegrown” features we currently offer on the website. The rollout is progressing well.

Additionally, WSD is implementing strategies and platforms that have the potential to positively impact enrollment for 2022, including a search engine optimization platform (SEO) and a hybrid chat feature for the website. The results of the platforms are positive. Chat has engaged several thousand students and parents for the last several months – many in the late evening hours when staff aren’t available. Additionally, SEO has enabled the website to run more efficiently (important from a Google search perspective) and continues to provide positive results.

Jessica Summers, the director for WSD, resigned from her position in late May. She did a tremendous job in this role over the last 3 years. She instilled a level of flexibility and customer-friendly focus that has transformed the website and its capability to attract prospective students. We wish her well. A nation-wide search is currently in place.

#### **Office of Strategic Communications**

The team continues to expand their digital marketing projects. They are working on recruiting campaigns for Admissions, Criminology, Darr College of Agriculture, Hospitality, MCHHS, undergraduate certificates and an overall awareness campaign for the university.

They continue to provide strategic communications and support across campus, along with social media engagement. Mind’s Eye is heating up as we prepare for the publication of the next issue coming Fall 2022.

Sofia Perez, an MSU alum, joined the team as Digital Marketing Coordinator. She arrived with great experience and has hit the ground running.

We said good-bye to Kevin Agee our social media guru who was the voice of Missouri State on our university accounts over the last 7 years. We wish him well and currently have opened a search for his replacement.

#### **Video Marketing**

The team continues work on new high-production-value videos for Mind’s Eye.

They are working with several colleges developing informational videos for use on websites, social media, conferences, etc.

Marketing and Communications Report  
Missouri State University Board of Governors  
June 24, 2022

**Creative Services**

The team continues to be very busy partnering with Admissions, the Foundation, colleges and departments across campus. They are also working closely with the social media, digital marketing and the web team in developing designs, avatars, etc.

They are finalizing publications for various colleges and the Foundation.

Photographers are currently finalizing photography for Mind's Eye and are catching up following a very busy academic year.

**Information Services Written Report for the MSU Board of Governors**  
**Jeff Coiner – Chief Information Officer**

Information Services presented to the Board of Governors at the May 19, 2022 meeting on the Springfield campus. The Simplify IT Initiative was outlined by CIO, Jeff Coiner. This initiative defines the guiding principles for technology investments and implementation at Missouri State. They include a cloud-first strategy, development and retention of our IT professionals, life-cycle funding, using technology to fuel innovation, and improving the experience with technology for students, faculty, and staff. Efforts on reducing the risk for cybersecurity threats and recent technology success stories, including an overview of the new Early Alerts for Successful Intervention (EASI) system developed by MSU IT staff in partnership with Dr. Kelly Wood, were also presented.

The Information Services team is currently working on several other important projects. We have recently agreed to utilize cybersecurity training through an existing partnership we have with MOREnet, the State of Missouri's Internet Service Provider for educational institutions. The cybersecurity training will be rolled out for all staff and faculty to complete and made available for students to participate in as well. We are also discussing how MOREnet can assist Missouri State with cybersecurity assessments and look forward to working with them closely in that regard.

Information Services is also engaging with EAB to discuss how they might facilitate a cybersecurity threat table-top exercise for the University. We hope to partner with them and David Hall's University Safety team in the Fall to make this happen. We have also asked EAB to research what other universities are doing in regard to cybersecurity insurance and report back to us.

The team also recently successfully replaced our Cheek Hall Data Center's Universal Power Supply that was more than 25 years old. The new system provides essential battery power to the data center that protects the equipment prior to the generator starting up in the event of a power outage. This was a major undertaking that took a coordinated effort with the Administrative Services Facilities Team to make it happen with minimal impact to the University's operations.

Other significant projects we have currently underway include exploring options to move our Ellucian Banner Student Information and Financial System to a cloud-based data center. This will improve our ability to prevent and recover from cybersecurity threats and offer new functionality to reduce the staff time required to maintain the system. Also, migrating the My Missouri State portal to the new Ellucian Experience platform and implementation of a new Missouri State mobile app. We are excited about these projects because they put us in a position to advance our technology forward and provide a more modern experience for everyone at Missouri State.

Jeff Coiner, CIO, and Rob Martin, Director of Cybersecurity and Enterprise Systems have plans to attend the Missouri Digital Government Summit which will be held in Jefferson City on June 21. The Summit brings together public sector IT professionals from around the State to share projects, ideas, cybersecurity plans and build relationships with other agencies and institutions. It is a great opportunity to learn more about what our peers are doing with technology.

XVI.A.

**RECOMMENDED ACTION** – Adoption of 2023 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 afternoon or morning prior to the regular Board meeting.

**THEREFORE, BE IT RESOLVED** that the Board of Governors for Missouri State University approve the attached schedule of meetings for calendar year 2023.

**VOTE:**      **AYE** \_\_\_\_\_

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

**MISSOURI STATE UNIVERSITY  
BOARD OF GOVERNORS  
2023 MEETING SCHEDULE**

| <b>Date</b>                        | <b>Time</b>                        | <b>Location</b> | <b>Notes</b>   |
|------------------------------------|------------------------------------|-----------------|--|
| Friday, February 17                | 8:30 a.m.                          | Springfield     | Board Committee meetings held the afternoon before.  |
| Thursday, May 18                   | 1:00 p.m.                          | Springfield     | Board Committee meetings held earlier in the morning.<br>Commencement ceremonies on May 19 in Springfield and May 20 in West Plains. |
| Friday, June 23                    | 8:30 a.m.                          | West Plains     | Board Committee meetings held the afternoon before.  |
| Thursday and Friday,<br>August 3-4 | 8/3 – 1:00 p.m.<br>8/4 – 8:30 a.m. | TBD             | Two-day retreat.   |
| Friday, October 20                 | 1:00 p.m.                          | Springfield     | Board Committee meetings held earlier in the morning.<br>Homecoming festivities held over the weekend.                               |
| Thursday, December 14              | 1:00 p.m.                          | Springfield     | Board Committee meetings held earlier in the morning.<br>Commencement ceremonies on December 15.                                     |



XVI.B.

**RECOMMENDED ACTION** – Offer of commendation Briar Douglass for service as Student Governor for Missouri State University.

**Whereas**, Briar Douglas has served from July 2020 through June 2022, at the appointment of the Governor of the State of Missouri, as Student Governor for Missouri State University; and

**Whereas**, Briar Douglas has been conscientious and competent in fulfilling the duties of Student Governor as prescribed by the statutes of the State of Missouri; and

**Whereas**, Briar Douglas has worked effectively and participated actively in Board affairs, thus providing a clear and respected voice for the students of Missouri State University; and

**Whereas**, Briar Douglas has continually demonstrated his dedication to the University and his fellow students through many leadership and service roles in extracurricular activities; and

**Whereas**, Briar Douglas has conducted himself in a manner appropriately befitting the student member of the governing board of this University;

**Be It Now Resolved**, by the Board of Governors for Missouri State University, that we commend Briar Douglas for outstanding service as Student Governor for Missouri State University.

VOTE:     AYE \_\_\_\_\_

          NAY \_\_\_\_\_

XVII.

RECOMMENDED ACTION - Resolution authorizing closed meeting

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