



Board of Governors Retreat

**Thursday, 8/5/2021 1:00 PM -
Friday, 8/6/2021 2:00 PM CT**

I. Roll Call Presented By: Governor Amy Counts

II. Approval of Minutes of Open and Closed Meetings of June 18, 2021 Presented By: Governor Amy Counts

II. June 18, 2021 Open Minutes - Page 3

III. Consent Agenda Presented By: Governor Amy Counts

A. President

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

III.A.1. Approval of FY21-FY22 Employment Agreements for Athletics Administrators and Coaches - Page 11

B. Facilities and Equipment

1. Approval of bids and award of a contract for the renovation of rooms 117, 118, and 119 at Glass Hall on the Springfield Campus.

III.B.1. Approval of bids and award of a contract for renovations for rooms 117, 118, and 119 at Glass Hall - Springfield Campus - Page 20

C. Human Resources

1. Approval of Actions Concerning Academic Employees

III.C.1. Approval of Actions Concerning Academic Employees - Page 22

2. Approval of Actions Concerning Non-Academic Employees

III.C.2. Approval of Actions Concerning NonAcademic Employees - Page 35

D. Procurement and Financial

1. Approval of Procurement Activity Report

III.D.1. Approval of Procurement Activity Report - Page 48

E. West Plains

1. Approval of Actions Concerning Academic Employees

III.E.1. Approval of Actions Concerning Academic Employees - West Plains - Page 60

2. Approval of Actions Concerning Non-Academic Employees

III.E.2. Approval of Actions Concerning NonAcademic Employees - West Plains - Page 64

IV. Ice Breaker Activity Presented By: Dr. Dee Siscoe, Vice President for Student Affairs

V. President's Report

A. Overview of meeting

VI. Springfield Long-Range Plan Presented By: President Clif Smart; Suzanne Shaw, Vice President for Marketing and Communications; and Dr. Shawn Wahl, Dean of the Reynolds College of Arts and Letters

A. 2021-2026 Long-Range Plan

<https://www.missouristate.edu/Assets/marcom/LRP202126rev.pdf>

B. 2021-2026 Long-Range Plan Metrics

VI.B. 2021-2026 Key Performance Indicators - Page 66

C. Workshop with David Vuletich, EAB Senior Director of Research Advisory Services

VII. 2021-2022 Springfield Action Plan Presented By: President Clif Smart

VII. Action Plan for 2021-2022 - Page 70

VIII. West Plains Campus Planning Presented By: Dr. Dennis Lancaster, Interim Chancellor of the West Plains

Campus

A. Approval of Strategic Enrollment Management (SEM) Plan for the West Plains Campus

VIII.A. Approval of Strategic Enrollment Management Plan for the West Plains Campus - Page 74

B. Long-Range Plan & Master Plan updates

C. 2021-2022 Action Plan

Refer to Section 8 of the 2021-2022 Action Plan (agenda item VII)

IX. New Business

A. Development Report Presented By: Brent Dunn, Vice President for University Advancement

1. Foundation Year-End Report

IX.A.1. Foundation Year-End Report - Page 87

2. Comprehensive Campaign Update

B. Office of Research Year-End Report Presented By: Dr. Jim Baker, Vice President for Research and Economic Development and International Programs

IX.B. FY2021 Year End Research Report - Page 89

C. Name, Image, and Likeness Rights of Student Athletes Presented By: Kyle Moats, Director of Athletics, and Rachael Dockery, General Counsel and Chief Compliance Officer

IX.C. Name, Image, and Likeness of Student Athletes - NCAA Interim Policy - Page 96

D. COVID-19 Plans for Fall Semester Presented By: President Clif Smart and David Hall, Director of University Safety

1. Approval of Delegation of Authority to University President Regarding the Temporary Imposition or Modification of University Policies in Response to COVID-19

IX.D.1. Delegation of Authority re COVID-19 - Page 98

E. Discussion of 2022 Board of Governors Officers Presented By: Governor Amy Counts

F. Other Procedural Issues Presented By: Governor Amy Counts

X. 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

X. Closed Meeting Resolution - Page 100

A. Litigation Report Presented By: Rachael Dockery, General Counsel and Chief Compliance Officer

B. Designation of Endowed Leadership Chair Presented By: President Clif Smart

C. Personnel Matters Presented By: President Clif Smart

D. President's Evaluation Presented By: Governor Amy Counts

XI. Adjournment Presented By: Governor Amy Counts

**MINUTES OF THE
BOARD OF GOVERNORS
MISSOURI STATE UNIVERSITY
FRIDAY, JUNE 18, 2021**

The Board of Governors for Missouri State University held a meeting in the West Plains Civic Center, Magnolia Room in West Plains, Missouri with Governor Amelia “Amy” Counts, Chair of the Board of Governors, presiding. Governor Counts called the meeting to order at 1:00 p.m.

Roll Call

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

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

Approval of Minutes

Governor Counts called for a motion to approve the open and closed minutes of the May 13, 2021, meetings. Governor Lynn Parman provided a motion, receiving a second from Governor Carol Silvey.

Motion passed 9-0.

Consent Agenda

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

President

Approval of FY2021-2022 Employment Agreements for Athletics Administrators (Human Resources No. 1673-21)

Approval of FY2021-2022 Employment Agreements for Athletics Assistant Coaches (Human Resources No. 1674-21)

Academic Affairs

Approval of New Program: Master of Art Education (Curriculum No. 399-21)

Facilities and Equipment

Approval of Activity Report for the month of April 2021 (Activity Report No. 314-21)

Approval of Activity Report for the month of May 2021 (Activity Report No. 315-21)

Approval of vacation of Robberson Avenue between Phelps and Tampa Streets in Springfield, Missouri and associated easements (Land No. 129-21)

Human Resources

Approval of Actions Concerning Academic Employees (Human Resources No. 1675-21)

Approval of Actions Concerning Non-Academic Employees (Human Resources No. 1676-21)

Approval of Actions Concerning Employee Salary Increases Effective July 1, 2021 (Human Resources No. 1677-21)

Approval of Actions Concerning Employee Salary Increases Effective August 1, 2021 (Human Resources No. 1678-21)

Approval of FY2022 Additional Fringe Benefits to be Funded by Missouri State University or the Missouri State University Foundation (Human Resources No. 1679-21)

Procurement and Financial

Approval of Procurement Activity Report (Purchasing Activity Report No. 501-21)

Approval of Rental Rates for Space in the Kenneth E. Meyer Alumni Center for Various Departments and University Related Offices (Agreement No. 445-21)

West Plains Campus

Approval of Actions Concerning Academic Employees (West Plains Personnel No. 461-21)

Approval of Actions Concerning Non-Academic Employees (West Plains Personnel No. 462-21)

Approval of Revisions to the Missouri State University-West Plains Faculty Handbook (West Plains Faculty Policies No. 22-21)

Approval of FY2021-2022 Employment Agreements for West Plains Campus Coaches (West Plains Personnel No. 463-21)

Governor Beverly Miller Keltner provided a motion for approval of the consent agenda, receiving a second from Governor Chris Waters.

Motion passed 9-0.

Committee Reports

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

Governor Waters reported out on the June 18, 2021, Finance and Facilities Committee meeting.

Governor Parman reported out on the June 18, 2021, Programs and Planning Committee meeting.

President's Report

President Clif Smart welcomed everyone and provided an overview of the meeting. He provided comments on the passing of Jerry Burch, lobbyist and friend of the university. He shared that Mr. Burch was part of many university victories over the past 30 years that included the public affairs mission designation, the name change, increased funding, and the ability to offer professional doctorates. President Smart discussed the dedication of the Jay Wasson IDEA Loft at the efactory. He shared that the space will be a flexible meeting space for entrepreneurs, startup occupants of the efactory, and the community. He thanked Governor Wasson for the gift.

President Smart provided a legislative update. He discussed how a bill extending medical provider taxes known as the federal reimbursement allowance (FRA) did not pass this year and that FRA taxes generate about \$2.5 billion in revenue for the state each year. The revenue was not included in the FY2022 budget passed by the legislature and if a FRA bill is not passed, the state's budget will be significantly out of balance. He shared that the university is watching the situation closely as university appropriations frequently get withheld when state revenues do not match the budget. The university hopes a FRA bill will be passed before the taxes expire on September 30.

President Smart shared that the legislature passed a higher education omnibus bill. The bill designates statewide missions for several universities, which does not affect Missouri State. The bill also sunsets the Higher Education Student Funding Act, meaning most parts of that law will effectively go away in July 2022. This is the law that has historically controlled universities' tuition and fees. The legislature also passed several other laws that the university is working to analyze and implement. He shared that one bill may require the university to tweak some of the forms used to collect demographic information about students and employees with regard to their veteran

status. Another resulted in changes to the employee handbook, creating a new category of unpaid leave for employees who are victims of domestic or sexual violence. Another bill made mild changes to the state's sunshine law and another enhanced requirements and prohibitions on athletics agents who represent student athletes. President Smart shared that none of these bills have yet been signed by Governor Parson and the university is communicating with the Governor's office about some of these bills.

West Plains Campus

Dr. Dennis Lancaster, Interim Chancellor of the West Plains Campus, provided an update on happenings of the West Plains Campus. He recognized the good work of the West Plains faculty and staff over the past year. He introduced Ian Camejo, Director of Communications, and Crockett Oaks, Director of Business and Support Services, who are joining the administration team. He provided a capital projects update and highlighted new initiatives. Capital projects include completion of the Diversity Commons, renovations to Garnett Library and Broadway Hall, and a lecture hall addition to Looney Hall. New initiatives include completing the enrollment management plan, beginning the long-range planning process, developing a high school-to-college transition program for autistic students, adding a Community Behavioral Health Support Assistant degree and a Human Resources degree, beginning classes in the advanced fabrication/welding program, finishing the expansion of the Nursing program, and finalizing delivery of agriculture and culinary arts programs in four of Missouri's correctional facilities.

As part of the Making Our Missouri Statement Moment, Dr. Lancaster showed a video highlighting the Advanced Manufacturing Technology Program and moderated a panel of two of the program's graduates, Shelby Barton and Daniel Truman.

Dr. Brenda Smith, Professor of Child and Family Development and past Chair of the Missouri State University – West Plains Faculty Senate, provided a report on happenings of the West Plains Faculty Senate. Highlights of her report included faculty handbook updates, faculty appointments to campus committees, the creation of an electronic curricular proposal workflow process, program reviews, and introductions of the executive officers for the upcoming year.

Jared Cates, Coordinator of Student Life & Development and past Chair of the Missouri State University – West Plains Staff Senate, provided a report on happenings of the West Plains Staff Senate. Highlights of his report included establishing the Grizzly Ambassadors Program, work completed by the Grizzly Strong Committee, a review of the employee recognition luncheon, and introduction of Amber Carr, incoming Chair of the Missouri State University – West Plains Staff Senate.

Logan Brewer, Missouri State University – West Plains Student Body President, and Sophie Burns, Missouri State University – West Plains Student Body Vice President, provided a report on happenings of the West Plains Student Government Association. Highlights of their report included partnering with student organizations to help community organizations, encouraging students to get involved on campus and in Student Government Association, and holding roundtable discussions with faculty members.

Student Governor Briar Douglas left the meeting at this time.

Academic Affairs

Dr. Frank Einhellig, Provost, presented a resolution for Approval of Faculty Handbook Proposed Revisions, Handbook Sections 12.4.1.1; 15.2.2.7; Revisions for Inclusive Language for the Springfield Campus (Faculty Policies No. 142-21). Governor Silvey provided a motion, receiving a second from Governor Craig Frazier.

Motion passed 9-0.

Dr. Einhellig concluded his report by stating summer school is robust with around 8,000 students in headcount for the semester.

Student Affairs

Michael Chapman, Student Body President, Colin Weber, Chief of Staff, and Rebecca Neumann, Senior Class President, provided a report on happenings of the Student Government Association and the student body on the Springfield campus. Highlights of their report included plans for the upcoming year that include a pronouns project, research on transfer student engagement, efforts to enhance crowd funding to assist with the senior class gift, and efforts to educate students on the benefits of receiving the COVID-19 vaccine.

President Smart shared that COVID-19 vaccines are available to anyone attending in-person SOAR sessions and that the university plans to roll out an incentive program that includes a grand prize of tuition paid for a year, room and board for a year, or a cash prize. He shared that based on informal surveys at SOAR sessions, roughly 60-70% of incoming freshman are vaccinated. The university shared that any student living in a residence hall will have to show proof of vaccination or have a negative test result to move in. Vaccine locations will be available around campus in August with the goal of having 70-80% of students vaccinated.

Staff Senate

Dr. Ryan Reed, Chair of Staff Senate, provided a report on happenings within Staff Senate. Highlights of his report included a recap of staff appreciation week on the Springfield campus. He introduced Kathleen Hains, incoming Chair of Staff Senate, who highlighted plans for the 2021-2022 year. Initiatives for the upcoming year revolve around community. Plans include raising funds for the Staff Senate Scholarship, participating in the giving tree program, and collecting donations for the Bear Pantry.

Human Resources

Matt Morris, Vice President for Administrative Services, presented a resolution for Approval of Amendments to the Employee Handbook for Administrative, Professional, and Support Staff Employees and Related Policies (Human Resources No. 1680-21). Governor Waters provided a motion, receiving a second from Governor Frazier.

Motion passed 9-0.

Facilities and Equipment

Mr. Morris presented a resolution for Approval of Third Amendment to Build to Suit Real Estate Purchase Agreement for a Residence Hall to be Constructed at 630 E. Madison Avenue, Springfield, Missouri (Agreement No. 446-21). Governor Carrie Tergin provided a motion, receiving a second from Governor Jay Wasson.

Motion passed 9-0.

Mr. Morris presented a resolution for the Approval of Real Estate Contract for the Sale of Property at 838 E. Walnut Street, Springfield, Missouri (Land No. 130-21). Governor Parman made a motion, receiving a second from Governor Silvey.

Motion passed 9-0.

Mr. Morris presented a resolution for Approval of Parking Lot Agreement for Properties at 353 N. Campbell Avenue, 354 N. Campbell Avenue, and 237 W. Mill Street, Springfield, Missouri (Agreement No. 447-21). Governor Miller Keltner made a motion, receiving a second from Governor Waters.

Motion passed 9-0.

Mr. Morris presented a resolution for Approval of Bid and Award of a Contract to Construct a New Parking Lot 56 within IDEA Commons (Bids & Quotations No. 1588-21). Governor Waters made a motion, receiving a second from Governor Frazier.

Motion passed 9-0.

Financial

Steve Foucart, Chief Financial Officer, presented a resolution for Approval of the FY2022 Internal Operating Budget (Finance No. 1096-21). Governor Wasson made a motion, receiving a second from Governor Waters.

Motion passed 9-0.

Mr. Foucart presented a resolution for the approval of the HEERF III Summer Distribution Plan (Finance No. 1097-21). Governor Tergin made a motion, receiving a second from Governor Parman.

Motion passed 9-0.

Old Business

Suzanne Shaw, Vice President for Marketing and Communications, presented a resolution for Approval of the 2021-2026 Long-Range Plan (Board Policies No. 127-21). Governor Parman made a motion, receiving a second from Governor Tergin.

Motion passed 9-0.

Mr. Morris presented a resolution for Approval of the 2021-2026 Master Plan (Board Policies No. 128-21) with changes. Changes include the addition of numbers to the building projects listed in the Master Plan. Governor Wasson made a motion, receiving a second from Governor Silvey.

Motion passed 9-0.

New Business

Governor Counts recommended the Adoption of the 2022 Meeting Schedule of the Missouri State University Board of Governors (Administration No. 51-21) with changes. Changes include revisions to the February and June meetings in which regular meetings will begin at 8:30 a.m. and committee meetings will be held the afternoon prior. Governor Parman made a motion, receiving a second from Governor Frazier.

Motion passed 9-0.

Closed Session

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

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

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

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

Governor Frazier left the meeting at this time.

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

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

The open meeting was recessed at 2:43 p.m. to go into closed session.

The open meeting reconvened at 4:40 p.m. Governor Frazier returned for part of the closed meeting and left at 4:35 p.m.

Adjournment

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

Motion passed 9-0.

The meeting adjourned at 4:40 p.m.

Amelia Counts
Board Chair

Rowena Stone
Secretary to the Board

III.A.1.

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

The following resolution was moved by _____
and seconded by _____

WHEREAS, the University desires to employ Kyle Johnson, Christopher Toland and Kelley Conway as Administrators, Gretchen Hand as the Head Coach for Women’s Volleyball and Joey Hawkins as an Assistant Coach for Baseball as referenced in the attached Exhibits A, and subject to the terms and conditions as set forth in the attached Exhibit B.

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

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: Kyle Johnson

Position: Assistant Strength and Conditioning Coach, M Basketball

Term: June 14, 2021 – June 30, 2022

Compensation: \$40,000 annually

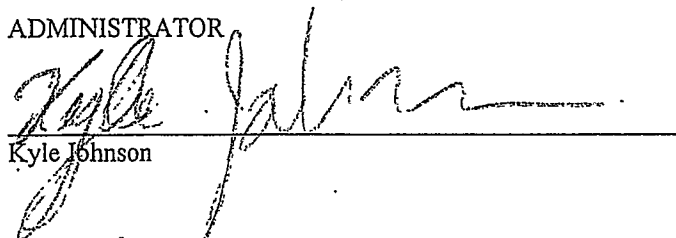
Achievement Payments:

\$500 Regular Season Championship in Men’s Basketball, and
\$250 for each MVC Championship or MVC Co-Championship in Men’s Basketball and;
\$250 if Men’s Basketball, wins a game in the NCAA Tournament (excludes NIT)

Moving Expenses: The University agrees to reimburse Mr. Johnson for any documented expenses associated with Mr. Johnson’s relocation to Springfield, Missouri, including but not limited to packing, unpacking and moving expenses/fees for household items. Additionally, the university agrees to pay for one (1) month of temporary housing to assist with his relocation to Springfield.

Other Benefits and Incentives:

ADMINISTRATOR



Kyle Johnson

6/15/21

Date

MISSOURI STATE UNIVERSITY

Cliffon M. Smart III
President

Date

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



Missouri State UNIVERSITY

ATHLETICS EMPLOYMENT AGREEMENT – ADMINISTRATOR

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

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

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

Name of Administrator: Christopher Toland

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

Term: June 7, 2021 – June 30, 2022

Compensation: \$40,000 annually

Achievement Payments:

\$500 Regular Season Championship in Women’s Basketball, or W. Tennis, and
\$250 for each MVC Championship or MVC Co-Championship in Women’s Basketball or W. Tennis and;
\$250 if Women’s Basketball or W. Tennis, wins a game/match in the NCAA Tournament (excludes NIT)

Moving Expenses: **Moving Expenses:** The University agrees to reimburse Mr. Toland for any documented expenses associated with Mr. Toland’s relocation to Springfield, Missouri, including but not limited to packing, unpacking and moving expenses/fees for household items. Additionally, the university agrees to pay for one (1) month of temporary housing to assist with his relocation to Springfield.

Other Benefits and Incentives:

ADMINISTRATOR

Christopher Toland

Date

MISSOURI STATE UNIVERSITY

Clifton M. Smart III
President

Date

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



Missouri State UNIVERSITY

ATHLETICS EMPLOYMENT AGREEMENT – ADMINISTRATOR

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

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

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

Name of Administrator: Kelley Conway

Position: Athletic Trainer, Athletic Medical and Rehabilitation Services

Term: July 1, 2021 – June 30, 2022

Compensation: \$41,117

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:

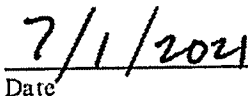
ADMINISTRATOR

MISSOURI STATE UNIVERSITY



Kelley Conway

Clifton M. Smart III
President



Date

Date

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



Missouri State UNIVERSITY

ATHLETICS EMPLOYMENT AGREEMENT – HEAD COACH

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

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

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

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

Name of Coach: Gretchen Hand

Position: Head Coach

Sport: Women’s Beach Volleyball

Term: July 2, 2021 – June 30, 2022

Compensation: \$28,000 annually

Achievement Payments:

\$1,000 for winning CCSCA Championship or Co-Championship

\$1,400 making the NCAA tournament;

\$2,000 for each game won in the NCAA tournament

\$1,000 for the beach volleyball teams NCAA calculated academic progress rate (APR) meet or exceed the score of 985

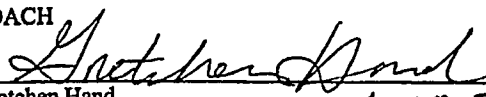
Moving Expenses: The University agrees to reimburse Ms. Hand for any documented expenses associated with Ms. Hand’s relocation to Springfield, Missouri, including but not limited to packing, unpacking and moving expenses/fees for household items.

Other Benefits and Incentives:

A one-time sign on bonus of \$2,500 will be paid to Ms. Hand within 45 days of initial hire date.

Coach may participate in camps and/or Clinics

COACH


Gretchen Hand

6.28.21

MISSOURI STATE UNIVERSITY

Clifton M. Smart III
President

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



Missouri State
UNIVERSITY

ATHLETICS EMPLOYMENT AGREEMENT – ASSISTANT COACH

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

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

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

Name of Coach: Joey Hawkins

Position: Assistant Coach

Sport: Baseball

Term: June 21, 2021-June 30, 2022

Compensation: \$52,671

Achievement Payments:

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

Other Benefits and Incentives:

Coach may participate in camps and/or clinics

Moving Expenses: Moving Expenses: The University agrees to reimburse Mr. Hawkin’s for any documented expenses associated with Mr. Hawkin’s relocation to Springfield, Missouri, including but not limited to packing, unpacking and moving expenses/fees for household items. Additionally, the university agrees to pay for three (3) weeks of temporary housing to assist with his relocation to Springfield.

COACH

MISSOURI STATE UNIVERSITY

Joey Hawkins

Clifton M. Smart III
President

06/24/21

Date

Date

*Athletics Employment Agreement Terms and Conditions – Assistant Coach dated February 28, 2019

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.

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

ATHLETICS EMPLOYMENT AGREEMENT TERMS AND CONDITIONS – HEAD COACH

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

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

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

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

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

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

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

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

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

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

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

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

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

March 18, 2013

III.B.1.

RECOMMENDED ACTION – Approval of bids and award of a contract for the renovation of rooms 117, 118, and 119 at Glass Hall on the Springfield Campus.

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

BE IT RESOLVED by the Board of Governors for Missouri State University that the low bid of Friga Construction Company, Inc. in the amount of One Hundred Eighty-six Thousand Seven Hundred and 00/100ths dollars (\$186,700.00) for the base bid for the renovation of rooms 117, 118, and 119 at Glass Hall on the Springfield Campus be accepted, approved, and awarded.

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

Project Budget	
Consultant Fees	\$0.00
Construction Costs	\$186,700.00
Project Administration	\$7,800.40
Construction Contingency	\$37,340.00
Furniture, Fixtures, and Equipment	\$32,159.60
Telecommunications	\$6,000.00
Relocation Costs	\$0.00
Total Project Budget	\$270,000.00
Funding Source	
Glass Hall Renovation 118/119 budget	\$270,000.00
Total Funding Source	\$270,000.00

BE IT FURTHER RESOLVED that this be paid from the Glass Hall Renovation 118/119 budget funded by the Robert Gourley Student Success Center 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:

Contractor	Base Bid
Friga Construction Company, Inc.	\$186,700.00
Bales Construction Company, Inc.	\$201,800.00
RIO Contracting, LLC	\$207,000.00

This project renovates rooms 118 and 119 in Glass Hall. Room 117 is currently finished, but will receive new data, LED displays, and glass whiteboards. Rooms 118 and 119 are currently shell space that are to be finished comparable to the recent renovation and addition projects. This will include the installation and finish of walls, aluminum framed glass windows, millwork, carpet tile, ceiling grid/tile, lighting, outlets, data, LED displays with controls, glass whiteboards, and new furniture. Work is scheduled to be completed during the spring 2022 semester.

This project will be paid from the Glass Hall Renovation 118/119 budget funded by the Robert Gourley Student Success Center Fund (\$270,000.00).

III.C.1.

MISSOURI STATE UNIVERSITY

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

RANKED FACULTY APPOINTMENT:

<u>Name</u>	<u>Position-Department</u>	<u>Salary</u>	<u>Effective</u>
Jennifer Holden	Instructor Greenwood Laboratory School	\$46,000 annually	08/16/21

UNRANKED FACULTY APPOINTMENTS (Term):

<u>Name</u>	<u>Position-Department</u>	<u>Salary</u>	<u>Effective</u>
Alison Alaimo	Clinical Assistant Professor School of Nursing	\$60,000 annually	08/16/21 05/20/22
Pouya Derayati	Visiting Assistant Professor Management	\$95,000 annually	08/16/21 05/20/22
Joshua Ellis	Instructor Computer Science	\$60,000 annually	08/16/21 05/20/22
Megan Frauenhoffer	Instructor Art & Design	\$44,000 annually	08/16/21 05/20/22
Caitlin Masterson	Visiting Assistant Professor McQueary College of Health & Human Services	\$60,000 annually	08/16/21 05/20/22
Charles Stephen	Visiting Assistant Professor Biology	\$55,000 annually	08/16/21 05/20/22
Aleksandra Wicierzewska	Artist-in-Residence Art & Design	\$45,300 annually	08/16/21 05/20/22
Carl Nichols	Practitioner-in-Residence Childhood Ed & Family Studies	\$32,505 annually	08/23/21 05/20/22

(See Addendum A for Per Course Faculty Appointments)

(See Addendum B for Summer Appointments)

(See Addendum C for Supplemental Payments)

(See Addendum D for Graduate Teaching Assistant Appointments)

RESIGNATIONS:

<u>Name</u>	<u>Position-Department</u>	<u>Effective</u>
Julie Ravenscraft	Instructor School of Accountancy	05/14/21
Theresa Witt	Clinical Assistant Professor School of Nursing	05/14/21
Lindsey Taggart	Assistant Professor Library (12-month appointment)	06/25/21

RETIREMENTS:

<u>Name</u>	<u>Position-Department</u>	<u>Effective</u>
Tonya Barrier	Professor Information Technology & Cybersecurity	05/14/21
Debbie Corcoran	Senior Instructor Geography, Geology & Planning	05/14/21
Rebecca Crowder	Instructor Greenwood Laboratory School	05/14/21
Kanghui Guo	Professor Mathematics	05/14/21
John Williams	Associate Professor School of Accountancy	12/17/21

NON-REAPPOINTMENTS:

<u>Name</u>	<u>Position-Department</u>	<u>Effective</u>
Michael Chamberlin	Visiting Instructor Kinesiology	05/14/21

LEAVE WITHOUT PAY:

<u>Name</u>	<u>Position-Department</u>	<u>Effective</u>
Samuel Oram	Artist-in-Residence	08/16/21
	Music	05/20/22

CHANGE OF STATUS:

<u>Name</u>	<u>Position-Department</u>	<u>Action</u>	<u>Effective</u>
Balazs Faa	Artist-in-Residence	Salary Increase	08/16/21
	Art & Design		
	From: \$40,600 annually		
	To: \$45,300 annually		

REAPPOINTMENTS:

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

COLLEGE OF AGRICULTURE

Department of Environmental Plant Sciences & Natural Resources

Steven Schneider
Instructor
(07/01/2021 to 06/30/2022)

COLLEGE OF BUSINESS

Department of Technology & Construction Management

Jacob Nelson
Instructor

COLLEGE OF EDUCATION

Department of Childhood Education & Family Studies

Rhonda Bishop
Sara Tipton
Clinical Instructor
Clinical Instructor

Department of Counseling, Leadership & Special Education

Amelia Chenoweth
Michael Goeringer
Nathaniel Quinn
Shari Scott
Senior Instructor
Clinical Assistant Professor
Senior Instructor
Senior Instructor

COMMENTS:

Jennifer Holden, Instructor, Greenwood Laboratory School

M.A. Northwest Missouri State University, 2018

M.S.E.D. Northwest Missouri State University, 2014

B.A. Sweet Briar College, 1986

Experience: 1998 – Present, English Teacher, Park Hill South High School, Kansas City, Missouri; 1998 – Present, Speech & Debate Coach, Park Hill South High School, Kansas City, Missouri.

ADDENDUM A

The following have been appointed as Per Course Faculty for the fall semester: August 23, 2021 through December 17, 2021.

<u>Name</u>	<u>Department</u>	<u>Salary</u>
Abrudan, Rebecca	Technology & Construction Mgmt	\$3,000.00
Albritton, Stephanie	Management	\$6,000.00
Aleshire, Tabitha	School of Social Work	\$4,890.00
Ampleman, James	Marketing	\$4,000.00
Appelquist, John	Criminology & Criminal Justice	\$3,000.00
Armstrong, Brandi	School of Social Work	\$2,445.00
Aton, Alexander	Foreign Language Institute	\$4,896.00
Balasundaram, Megan	Management	\$6,000.00
Barnes, Jessica	History	\$2,700.00
Barragan, Kimberly	School of Social Work	\$2,445.00
Beard, Casaundra	Art & Design	\$2,448.00
Bedell, Kenneth	School of Social Work	\$4,890.00
Bekebrede, Matt	Dept of Hospitality Leadership	\$5,130.00
Bennett, Susan	Theatre & Dance	\$5,448.00
Bishop-Hopper, Andrea	Psychology	\$2,445.00
Black, Angela	Theatre & Dance	\$2,860.00
Bodenstein, Amanda	History	\$4,500.00
Bowers, Michael	College of Agriculture	\$2,000.00
Brocaille, Nicole	Psychology	\$4,890.00
Brown, Bryan	Communication	\$5,508.00
Bruce, Richard	Technology & Construction Mgmt	\$4,000.00
Buergler, Melanie	Psychology	\$3,260.00
Canole, Kimberly	Music	\$2,500.00
Choate, Lenetta	Psychology	\$5,490.00
Christiansen, Ashley	Psychology	\$5,490.00
Clark, Jacob	Music	\$4,590.00
Clarke, Aimee	School of Social Work	\$2,445.00
Clayton, Penny	Finance & General Business	\$8,000.00
Clouse Day, Sherry	School of Accountancy	\$4,000.00
Collins, Daisy	School of Social Work	\$2,445.00
Cook, Sherry	Marketing	\$4,012.00
Cornelius-White, Cecily	Psychology	\$5,490.00
Cox, Mikel	Public Health & Sports Medicine	\$1,600.00
Cranston, Chelsea	Comm Sciences & Disorders	\$2,445.00
Daehn, James	Computer Science	\$4,500.00

Academic Personnel Board Actions, cont'd.

Page 6

Dalton, Rebecca	Psychology	\$2,445.00
Davis, Cheryl	Criminology & Criminal Justice	\$3,000.00
Denzer, Tricia	Psychology	\$2,445.00
Devore, Matthew	Technology & Construction Mgmt	\$4,000.00
Dickensheet, Katherine	School of Social Work	\$2,445.00
Downs, Deborah	Kinesiology	\$4,200.00
Dubinsky, Julie	Finance & General Business	\$6,600.00
Duffel, Christy	School of Social Work	\$2,445.00
El Alami Canning, Khanssaa	Foreign Language Institute	\$5,508.00
Falconer, Stella	Public Health & Sports Medicine	\$2,400.00
Forbes, Flora-Jean	Psychology	\$2,445.00
Frietze, Joseph	Psychology	\$2,445.00
Gentile, Federica Wanda	Foreign Language Institute	\$4,896.00
George, Haley	School of Social Work	\$2,445.00
Goodale, Deborah	Finance & General Business	\$6,600.00
Goodin, Kyle	School of Accountancy	\$4,300.00
Graves, Carolyn	Public Health & Sports Medicine	\$4,468.00
Griffin, Logan	Psychology	\$3,260.00
Groves, Gregory	Finance & General Business	\$4,250.00
Harder, Alyson	School of Social Work	\$2,445.00
Hart, Michelle	Graduate College	\$3,500.00
Haynes, Heather	History	\$5,400.00
Herrera, Anakaren	School of Social Work	\$2,445.00
Hetzler, Brandon	Public Health & Sports Medicine	\$3,600.00
Hiatt, Sarah	Art & Design	\$2,448.00
Hoffman-Mentle, Jennifer	School of Social Work	\$4,890.00
Hogan, Joy	Kinesiology	\$1,596.00
Hudson, Rachel	School of Social Work	\$2,445.00
Hutchinson, Ebony	School of Social Work	\$2,445.00
Inman, Kristopher	Communication	\$2,145.00
Jauregui-Dusseau, Alexandria	Public Health & Sports Medicine	\$800.00
Jo, Yoojin	Foreign Language Institute	\$4,896.00
Johnson, Charles	Political Science	\$3,000.00
Jones, Melissa	Comm Sciences & Disorders	\$2,445.00
Jordan, Billy	Communication	\$2,601.00
Keller, Clara	Comm Sciences & Disorders	\$2,445.00
Kemmel, Cassandra	Psychology	\$4,890.00
Kent, Jennifer	School of Social Work	\$4,890.00
Kincaid, Jennifer	Psychology	\$2,445.00
Kirby, Charles	Management	\$6,000.00
Knight, Jack	Philosophy	\$6,308.00

Academic Personnel Board Actions, cont'd.

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Knox, Kevin	School of Social Work	\$2,445.00
Lagasse, Mary	Communication	\$11,000.00
Lansdown, Lynn	History	\$5,400.00
Larkin, Kathleen	Finance & General Business	\$4,500.00
Leasure, Stanley	Finance & General Business	\$12,950.00
Limon Lopez, Estevan	Psychology	\$5,490.00
Lippelman, Vanessa	Psychology	\$2,445.00
Liu, Fan	Foreign Language Institute	\$4,896.00
Lofaro, Brandi	Comm Sciences & Disorders	\$2,445.00
Martin, Erin	Psychology	\$5,490.00
Martin, Richard	Computer Science	\$8,562.00
Mattson, Curtis	Psychology	\$2,745.00
McNew, Sarah	Psychology	\$5,490.00
Miller, Blake	Communication	\$2,145.00
Miller, Kyle	History	\$6,000.00
Mitchell, Misty	Kinesiology	\$2,100.00
Moore, Paul	Public Health & Sports Medicine	\$6,000.00
Moore, Rachel	Comm Sciences & Disorders	\$2,445.00
Murdock, Rachel	Psychology	\$2,445.00
Nichols, Kelley	Finance & General Business	\$4,000.00
O'Neal, Stephanie	History	\$5,400.00
Opitz, Matthew	History	\$5,400.00
Orhan, Can	Technology & Construction Mgmt	\$3,000.00
Paris, Dakota	Criminology & Criminal Justice	\$3,000.00
Parker, Lane	Technology & Construction Mgmt	\$4,000.00
Patterson, Jane	Finance & General Business	\$9,000.00
Peterson, Don	Kinesiology	\$798.00
Pettijohn, James	Finance & General Business	\$11,572.00
Phillips, Melanie	Communication	\$4,290.00
Pilkenton, Andrew	Art & Design	\$4,896.00
Posey, Julie	School of Social Work	\$2,445.00
Potter, Ethan	School of Social Work	\$2,445.00
Preston, Austin	Finance & General Business	\$4,000.00
Rakowski, Karen	Public Health & Sports Medicine	\$3,600.00
Reynolds, Todd	Art & Design	\$4,896.00
Rice, Judith	History	\$6,000.00
Rice, Phillip	History	\$5,700.00
Rivera, Amanda	School of Social Work	\$4,890.00
Robinson, Tucker	Communication	\$4,290.00
Roetto, Meghan	School of Social Work	\$2,445.00
Rogers, Valorie	Management	\$6,000.00

Academic Personnel Board Actions, cont'd.

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Rowe, Nancy	Communication	\$4,290.00
Ruggiero, Giulianella	Foreign Language Institute	\$4,896.00
Rushefsky, Mark	Political Science	\$5,793.00
Salinas, Patti	Criminology & Criminal Justice	\$8,000.00
Salloum, Georget	Foreign Language Institute	\$4,896.00
Schaffer, Bradley	School of Social Work	\$6,000.00
Schekorra, Jonathan	Marketing	\$3,300.00
Shaughnessy, Mackenzie	School of Social Work	\$2,445.00
Simpson, Ashley	History	\$5,400.00
Slone, Allison	Comm Sciences & Disorders	\$2,445.00
Smith, Sharina	Finance & General Business	\$4,000.00
Smith, Susan	Political Science	\$6,000.00
Starnes, David	Theatre & Dance	\$2,145.00
Steiro, Dustin	Technology & Construction Mgmt	\$3,000.00
Stephens-Cantu, Heather	Psychology	\$3,260.00
Stout, Kristen	Communication	\$2,145.00
Taylor, Kerra	Art & Design	\$2,448.00
Temple, Renee	Kinesiology	\$1,862.00
Tomlin, Kelsey	School of Social Work	\$2,445.00
Umbarger, Annesha	Criminology & Criminal Justice	\$3,000.00
Varava, Kira	Communication	\$5,508.00
Vera, Lauren	Psychology	\$2,745.00
Wallenburg, Roger	Finance & General Business	\$3,300.00
Wan, Stephanie	Psychology	\$2,745.00
White, William	Technology & Construction Mgmt	\$3,000.00
Williams, Paul	Criminology & Criminal Justice	\$3,500.00
Ziegler, Nathan	School of Accountancy	\$4,000.00

ADDENDUM B

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

<u>Name</u>	<u>Department</u>	<u>Salary</u>
Bendure, Jessica	Counseling Leadership & Special Ed	\$1,830.00
Douglass, Abey	Counseling Leadership & Special Ed	\$2,445.00
Downie, Richard	Defense & Strategic Studies	\$6,800.00
Drake, Nancy	Physical Therapy	\$915.00
Dudley, Kelly	School of Social Work	\$2,445.00
Fox, Emily	Counseling Leadership & Special Ed	\$2,445.00
Himes, Joe	Physical Therapy	\$3,000.00
Kartchner, Kerry	Defense & Strategic Studies	\$7,000.00
Kiras, James	Defense & Strategic Studies	\$7,000.00
Larkin, Kathleen	Finance & General Business	\$4,500.00
Mann, Peyton	School of Social Work	\$2,445.00
Mazanec, Brian	Defense & Strategic Studies	\$7,000.00
McCluney, Ebony	Kinesiology	\$4,500.00
Moodie, Amanda	Defense & Strategic Studies	\$6,000.00
Moore, Dawn	Reading Foundations & Tech	\$2,445.00
Nelson, Amy	Defense & Strategic Studies	\$3,500.00
Newton-Woods, Callie	Counseling Leadership & Special Ed	\$3,045.00
Nichols, Kelley	Finance & General Business	\$4,000.00
Parker, Lane	Technology & Construction Mgmt	\$4,000.00
Pickett, Kaleigh	Counseling Leadership & Special Ed	\$2,445.00
Primrose, Katie	Public Health & Sports Medicine	\$1,200.00
Satterfield, Michelle	Childhood Ed & Family Studies	\$4,890.00
Simino, Megan	Childhood Ed & Family Studies	\$2,445.00
Snobl, Rae	English	\$4,896.00
Swan, Karrie	Counseling Leadership & Special Ed	\$7,200.00
Sweetman, Heidi	Reading Foundations & Tech	\$2,745.00
Telting, Diderika	Comm Sciences & Disorders	\$1,000.00
Yu, Hae Min	Childhood Ed & Family Studies	\$2,740.00

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

<u>Name</u>	<u>Department</u>	<u>Salary</u>
Artman, Amy	Religious Studies	\$2,900.00
Bajalan, Djene	History	\$4,621.00
Basu Roy, Suhasree	Economics	\$4,265.00
Brescia, Lisa	Theatre & Dance	\$4,228.00
Gram, John	History	\$3,693.00
Hard, Jennifer	Theatre & Dance	\$1,380.00
Hass, Aida	Criminology & Criminal Justice	\$2,211.00
Hopkins, Jennifer	Kinesiology	\$931.00
Irons, Chrystal	Marketing	\$3,300.00
Johns, Justin	School of Social Work	\$2,445.00
Leamy, Diane	Criminology & Criminal Justice	\$1,303.00
Loughary, Jeffrey	Modern & Classical Languages	\$6,450.00
Rector, Paula	Criminology & Criminal Justice	\$1,292.00
Sandel, William	Criminology & Criminal Justice	\$3,378.00
Saxon, Caryn	Criminology & Criminal Justice	\$2,496.00
Suttmoeller, Michael	Criminology & Criminal Justice	\$1,869.00
Wiggin, Sarah	Theatre & Dance	\$1,717.00

ADDENDUM D

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

<u>Name</u>	<u>Department</u>	<u>Salary</u>
Bridges, Dana	Art & Design	\$1,360.00
Cazzaniga, Rachel	Computer Services	\$1,118.00
DeFelice, Danielle	Public Health & Sports Medicine	\$2,235.00
Duerkop, Pfifer	College of Education	\$1,118.00
Flores, Michael	Biology	\$2,720.00
Jain, Gaurav	Communication Sciences & Disorders	\$1,118.00
Jones, Katie	Center for Academic Success & Transition	\$2,720.00
Khokhar, Mehwish	Chemistry	\$2,720.00
Rector, Lauren	Counseling Leadership & Special Ed	\$2,235.00
Shams, Rifat Ara	Physics Astronomy & Materials Science	\$1,360.00
Uddin, Muhammad Sharif	Physics Astronomy & Materials Science	\$2,720.00
Worsley, Jensen	Finance & General Business	\$2,235.00
Zahn, Madeleine	Geography Geology & Planning	\$2,235.00

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

<u>Name</u>	<u>Department</u>	<u>Salary</u>
Adeoye, Sarah	Chemistry	\$4,600.00
Anderson, Matthew	Chemistry	\$4,600.00
Cunningham, Connor	Biology	\$5,600.00
Guha, Sunanda	Computer Science	\$5,600.00
Karmakar, Bishwajite	Physics Astronomy & Materials Science	\$5,600.00
Kirwa, Naum	Chemistry	\$4,600.00
Lundien, Hannah	Chemistry	\$4,600.00
Pilarski, Autumn	Chemistry	\$4,600.00
Sayler, Lauren	Chemistry	\$4,600.00
Shams, Rifat Ara	Physics Astronomy & Materials Science	\$5,600.00
Smith, Catherine	Chemistry	\$4,600.00
Wang, Mian	Mathematics	\$5,600.00

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

<u>Name</u>	<u>Department</u>	<u>Salary</u>
Allen, Caitlyn	Psychology	\$9,200.00
Baird, Michael	Geography Geology & Planning	\$9,200.00
Bell, Janae	Communication	\$11,200.00
Biere, Haley	Art & Design	\$11,200.00
Bohannon, Loren	Geography Geology & Planning	\$9,200.00
Bridges, Dana	Art & Design	\$11,200.00
Briggenhorst, Kenneth	Art & Design	\$11,200.00
Campanini, Gemma	Communication	\$11,200.00
Campbell, Parker	Biology	\$11,200.00
Cole, Juliann	Center Academic Success & Transition	\$11,200.00
Coon, Calvin	English	\$11,200.00
Coronado, Tracey	Geography Geology & Planning	\$9,200.00
DeFelice, Danielle	Public Health & Sports Medicine	\$9,200.00
Dhar, Abantika	English	\$11,200.00
Dinevska, Dina	English	\$11,200.00
Edwards, Brianne	Biology	\$9,200.00
Fallon, Courtney	Communication	\$11,200.00
Farfan, Carlos	Modern & Classical Languages	\$11,200.00
Frank, Kelly	Geography Geology & Planning	\$9,200.00
Freeburger, Alexander	Kinesiology	\$9,200.00
Freitas, Emily	English	\$11,200.00
Gault, Amy	English	\$11,200.00
Grate, Anthony	Biology	\$11,200.00
Hart, Madison	English	\$11,200.00
Huntley, Maquelle	English	\$11,200.00
Ishrak, Farhan	Physics Astronomy & Materials Science	\$11,200.00
Jones, Katie	Center Academic Success & Transition	\$11,200.00
Jordan, Timeka	Kinesiology	\$9,200.00
Jungmeyer, Savannah	Psychology	\$9,200.00
Keith, Madison	Communication	\$11,200.00
King, Elizabeth	English	\$11,200.00
Knight, Madison	English	\$11,200.00
Lair, Brett	English	\$11,200.00
LaPage, William	English	\$11,200.00
Leong, Trisha Hui Mi	Communication	\$11,200.00
Miles, Jacob	Mathematics	\$11,200.00
Morris-Owens, Maggie	English	\$11,200.00

Academic Personnel Board Actions, cont'd.

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Muehler, Aaron	Biology	\$11,200.00
Murdaugh, Robert	Media, Journalism & Film	\$11,200.00
Opoku Agyemang, Isaac	Communication	\$11,200.00
Orlando, Sofia	Biology	\$9,200.00
Osei, Teddy	Art & Design	\$11,200.00
Palmer, Shelby	Biology	\$9,200.00
Payne, Kieran	Center Academic Success & Transition	\$11,200.00
Perry, Patrick	Music	\$5,600.00
Porterfield, Jaxon	Communication	\$11,200.00
Rankin, Colleen	Geography Geology & Planning	\$9,200.00
Redus, Oren	Geography Geology & Planning	\$9,200.00
Richardson, Harrison	Geography Geology & Planning	\$9,200.00
Robinett, Allyssa	Kinesiology	\$9,200.00
Rogers, Lane	Mathematics	\$9,200.00
Sanada, Yudai	English	\$11,200.00
Schoonover, Robbyn	Communication	\$11,200.00
Sletten, Shaun	Communication	\$11,200.00
Smith, Shauna	Art & Design	\$11,200.00
Smith, Wesley	Biology	\$9,200.00
Spencer, Amber	English	\$11,200.00
Stegall, Joshua	Communication	\$11,200.00
Sun, Zhaoyang	English	\$11,200.00
Taheri, Fatemeh	English	\$11,200.00
Tran, Trang	Biology	\$11,200.00
Turlington, Sean	English	\$11,200.00
Uddin, Muhammad Sharif	Physics Astronomy & Materials Science	\$11,200.00
Upp, Jordan	Geography Geology & Planning	\$9,200.00
Vickers, Zachary	Biology	\$11,200.00
Weaver, Jessica	English	\$11,200.00
Whaley, Hannah	Biology	\$11,200.00
White, Mary	Center Academic Success & Transition	\$11,200.00
Wilson, Emily	Communication	\$11,200.00
Wilson, Evelyn	Psychology	\$9,200.00
Zapata, Danny	Biology	\$11,200.00
Zhang, Min	Biology	\$9,200.00

Vote: _____ Yea
 _____ Nay

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>
Gabby Catlin	Assistant Director of Student Conduct Dean of Students	42	\$38,500 annually	06/07/21
Krishia Weber	Medical Assistant Mages Family Health & Wellness Center	40	\$27,206 annually	06/08/21
Tammy Walker	Custodian I Facilities Maintenance-Mtn Grove	21	\$25,002 annually	06/21/21
Lauren Clayton	Campus Safety Specialist Office of University Safety	24	\$30,680 annually	06/28/21
Cassandra Gibson	Groundskeeper Grounds Services	22	\$29,099 annually	06/28/21
Kemberly Yost	Dispatch Specialist Office of University Safety	24	\$30,680 annually	06/28/21
Megan Fisher	Assistant Director Athletics Communications	42	\$35,568 annually	07/01/21
Laura Harris	Professional Developer Agency for Teaching, Leading & Learning	45	\$51,000 annually	07/01/21
Brianna Hecke	Event & Meeting Services Coordinator Plaster Student Union – Event & Meeting Services	12	\$28,565 annually	07/01/21
Rhonda Hittenberger Ortiz	Instructional Specialist Agency for Teaching, Leading &	45	\$51,000 annually	07/01/21

Non-academic Personnel Board Actions, cont'd.

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Learning

Kimberly Koch	Academic Administrative Assistant II School of Nursing	12	\$29,120 annually	07/01/21
Joseph Snodgrass	Administrative Specialist II Magers Family Health & Wellness Center	12	\$29,037 annually	07/01/21
Joseph Spurlin	Professional Developer Agency for Teaching, Leading & Learning	45	\$51,000 annually	07/01/21
Kallen Brown	Graphic Designer, Student Affairs Residence Life, Housing & Dining Services	42	\$46,750 annually	07/06/21
Melinda Odom	Professional Developer Agency for Teaching, Leading & Learning	45	\$51,000 annually	07/06/21
Brianna Ellis	Assistant Director of Athletics Development Athletics Development	42	\$36,000 annually	07/15/21
Ruben Berry	Administrative Assistant I Residence Life, Housing & Dining Services	11	\$24,775 annually	07/19/21
Tiera Tyler	Residence Hall Director Residence Life, Housing & Dining Services	42	\$35,568 annually	07/19/21
Alaina Smith	Academic Advisor/Retention Specialist McQueary College of Health & Human Services	42	\$40,000 annually annually	07/26/21
Mary Swift	Video Production Specialist Office of Visual Media	42	\$41,000 annually	07/29/21

Non-academic Personnel Board Actions, cont'd.

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Bradley Iler	Safety & Transportation Technician Office of University Safety	23	\$29,640 annually	08/02/21
Kenneth Norris	Campus Safety Specialist Office of University Safety	24	\$30,680 annually	08/02/21
Mary-Margaret Bohlen	Academic Advisor, College of Education College of Education-Education Advisement	42	\$37,523 annually	08/09/21
Jamie Patrick	Assistant Director, Human Resources Compensation & Information Management Office of Human Resources	45	\$65,000 annually	08/09/21

RESIGNATIONS:

<u>Name</u>	<u>Position-Department</u>	<u>Effective</u>
London Olson	Financial Technology Support Specialist Financial Services	06/01/21
Paxton Long	Custodian I Custodial Services	06/04/21
Stephanie Matthews	Director of Corporate & Foundation Relations Office of Development	06/04/21
Rachael Garrett	Data Analyst – Student Success Computer Services	06/09/21
Julia Baer	International Services Coordinator International Services	06/11/21
Keri McKee	Director of Development Office of Development	06/11/21
Shamshir Tarlanov	Access Advisor Disability Resource Center	06/11/21
Patrick Iver	Coordinator of Residence Life Information Technology Residence Life, Housing & Dining Services	06/21/21

Non-academic Personnel Board Actions, cont'd.

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Melissa Otte	Assistant Teacher Child Development Center	06/24/21
Cassandra Gibson	Groundskeeper Grounds Services	06/30/21
Aleacia Bahler	Supervisor, Campus Safety Office of University Safety	06/30/21
Lisa Bonner	Academic Administrative Assistant II Biomedical Sciences	06/30/21
Merica Clinkenbeard	Instructional Specialist Agency for Teaching, Leading & Learning	06/30/21
Hannah Keeling	Head Athletics Coach Intercollegiate Athletics	06/30/21
John Lorette	Physician Medical Staff Magers Family Health & Wellness Center	06/30/21
Jeremy Wright	Centralized User Support Specialist Computer Services	07/01/21
Glendola Flake	Diversity Transition & Support Multicultural Services	07/02/21
LaShata Grayson	Assistant Director Student Engagement-Involvement Office of Student Engagement	07/05/21
Sarah Williams	Senior Systems Analyst Computer Services	07/09/21
Matthew McDonough	Director of Development Office of Development	07/14/21
Jordan Shalla	Campus Safety Specialist Office of University Safety	07/14/21
Kerri Cauldwell	Access Advisor Disability Resource Center	07/16/21

Non-academic Personnel Board Actions, cont'd.

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Rachel Heinz	Bear POWER Director College of Education	07/16/21
Michele Smith	Assistant Vice Present Student Affairs – Dean of Students Dean of Students	07/23/21
Shaun Elder	Workflow Systems Analyst Computer Services	07/30/21
Kristina Guinn	Assistant Director, International Services International Services	07/31/21

RETIREMENTS:

<u>Name</u>	<u>Position-Department</u>	<u>Effective</u>
Vicki Elders	Administrative Specialist II Career Center	06/30/21
Cynthia Steiner	Accounting Specialist Residence Life, Housing & Dining Services	06/30/21
Valerie Kidd Turner	Career Resource Specialist Career Center	06/30/21
Janet Peters	Administrative Assistant II Facilities Maintenance	07/31/21

NON-REAPPOINTMENT:

<u>Name</u>	<u>Position-Department</u>	<u>Effective</u>
Matthew Lawson	Assistant Coach Intercollegiate Athletics	06/30/21

INVOLUNTARY TERMINATED:

<u>Name</u>	<u>Position-Department</u>	<u>Effective</u>
Stacey Letterman	Administrative Specialist II Office of Outreach	06/30/21

CHANGE OF STATUS:

<u>Name</u>	<u>Position-Department</u>	<u>Action</u>	<u>Effective</u>
Michael Matthews	From: Physical Plant Foreman - Mountain Grove Facilities Maintenance To: Staff Emeritus Facilities Maintenance	Status Change	06/01/21
Michelle Gavel	From: Financial Aid Coordinator Office of Financial Aid GR 42, \$39,600 annually To: Assistant Director Office of Financial Aid GR 43, \$50,073 annually	Reclassification	06/01/21
Priscilla Childress	From: Director Family Programs & Student Affairs Special Events Dean of Students GR 44, \$53,861 annually To: Director, New Student Orientation, Family Programs & Student Affairs Special Events Dean of Students GR 45, \$58,000 annually	Promotion	06/14/21
Makenzie Choate	From: Assistant Teacher Child Development Center GR 40, \$23,347 annually To: Teacher Child Development Center GR 41, \$29,932 annually	Promotion	06/16/21
James Clark	From: Groundskeeper Grounds Services GR 22, \$37,283 annually To: Grounds Foreman Grounds Services GR 24, \$38,900 annually	Promotion	06/21/21

Non-academic Personnel Board Actions, cont'd.

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Cynthia Warnow	From: Administrative Assistant II Alumni Relations GR 12, \$34,478 annually To: Administrative Assistant II Office of University Safety GR 12, \$34,611 annually	Transfer	06/21/21
Aleacia Bahler	From: Campus Safety Specialist - Lead Office of University Safety GR 25, \$35,048 annually To: Supervisor, Campus Safety Office of University Safety GR 26, \$39,603 annually	Promotion	06/27/21
Nancy Underhill	From: Groundskeeper/Arborist Grounds Services GR 23, \$31,236 annually To: Groundskeeper/Horticulturalist Grounds Services GR 23, \$31,236 annually	Status Change	06/28/21
Barbi Bones	From: Administrative Specialist II Residence Life, Housing & Dining Services GR 12, \$32,753 annually To: Accounting Specialist Residence Life, Housing & Dining Services GR 13, \$35,360 annually	Promotion	06/30/21
Jonathan Collier	From: Preventative Maintenance Coordinator Facilities Maintenance GR 26, \$42,636 annually To: Maintenance Supervisor Facilities Maintenance GR 27, \$49,000 annually	Promotion	06/30/21

Non-academic Personnel Board Actions, cont'd.

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Leonard Haymans	From: Maintenance General Mechanic Facilities Maintenance GR 25, \$34,504 annually To: Maintenance Supervisor Facilities Maintenance GR 27, \$49,000 annually	Promotion	06/30/21
Rachelle McCart	Administrative Assistant II Facilities Management From: GR 12, \$28,660 annually To: GR 12, \$30,805 annually	Salary Adjustment	06/30/21
Susan Scott	Administrative Assistant II Facilities Management From: GR 12, \$29,658 annually To: GR 12, \$30,805 annually	Salary Adjustment	06/30/21
Joan Armstrong	Director Project ACCESS	Continuation of Appointment	07/01/21 06/30/22
Toni Bass	Professional Developer Agency for Teaching, Leading & Learning	Continuation of Appointment	07/01/21 06/30/22
Jesse Blades	Blindness Skills Specialist Agency for Teaching, Leading & Learning	Continuation of Appointment	07/01/21 06/30/22
Russell Brock	Director Agency for Teaching, Leading & Learning	Continuation of Appointment	07/01/21 06/30/22
Darla Butcher	Blindness Skills Specialist Agency for Teaching, Leading & Learning	Continuation of Appointment	07/01/21 06/30/22
Carol Cozort	Professional Developer Agency for Teaching, Leading & Learning	Continuation of Appointment	07/01/21 06/30/22

Non-academic Personnel Board Actions, cont'd.

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Shanna Eidson	Professional Developer Agency for Teaching, Leading & Learning	Continuation of Appointment	07/01/21 06/30/22
Vicki Elders	From: Administrative Specialist II Career Center To: Staff Emeritus Career Services	Status Change	07/01/21
Joe Eth	From: Programmer/Analyst Computer Services To: Staff Emeritus Computer Services	Status Change	07/01/21
Michael Flosi	From: Programmer/Analyst Computer Services To: Staff Emeritus Computer Services	Status Change	07/01/21
Kevin Freeman	Professional Developer Agency for Teaching, Leading & Learning	Continuation of Appointment	07/01/21 06/30/22
Julie Germann	Professional Developer Agency for Teaching, Leading & Learning	Continuation of Appointment	07/01/21 06/30/22
Timmarie Hamilton	Missouri Mentoring Partnership Program School of Social Work	Continuation of Appointment	07/01/21 06/30/22
Susanna Hill	Positive Behavior Support Consultant Agency for Teaching, Leading & Learning	Continuation of Appointment	07/01/21 06/30/22
Joi Hook	Accounting Specialist Agency for Teaching, Leading & Learning	Continuation of Appointment	07/01/21 06/30/22
Sandy Humbyrd	Professional Developer Agency for Teaching, Leading & Learning	Continuation of Appointment	07/01/21 06/30/22

Non-academic Personnel Board Actions, cont'd.

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Danddan Liu	From: Coordinator Office of China Programs Research & Economic Development To: Director, Office of China Programs Research & Economic Development	Title Change	07/01/21 06/30/22
Jana Loge	Professional Learning Community Project Coordinator Agency for Teaching, Leading & Learning	Continuation of Appointment	07/01/21 06/30/22
Lindsey Lovekamp	Autism Resource Specialist Project ACCESS	Continuation of Appointment	07/01/21 06/30/22
Kelsey Major	From: Academic Advisor/1 st Year Experience Coordinator TRIO Multicultural Services GR 42, \$37,698 annually To: Assistant Director, Access Programs Multicultural Services GR 43, \$42, 000 annually	Promotion	07/01/21
Paula Moore	From: English Language Institute Special Program Director English Language Institute GR 45, \$52,192 annually To: Executive Director, English Language Institute International Programs GR 46, \$62,000 annually	Promotion	07/01/21
Michelle Norgren	Project Director College of Agriculture	Continuation of Appointment	07/01/21 06/30/22
Amy Phipps	Special Education Compliance Consultant Agency for Teaching, Leading & Learning	Continuation of Appointment	07/01/21 06/30/22

Non-academic Personnel Board Actions, cont'd.

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Jordan Politte	Professional Developer Agency for Teaching, Leading & Learning	Continuation of Appointment	07/01/21 06/30/22
Kristen Ricker	Professional Developer Agency for Teaching, Leading & Learning	Continuation of Appointment	07/01/21 06/30/22
Andrea Rockney	Professional Developer Agency for Teaching, Leading & Learning	Continuation of Appointment	07/01/21 06/30/22
Angela Rose	English Language Institute Instruction Specialist English Language Institute (75% FTE)	Continuation of Appointment	07/01/21 06/30/22
Erin Snider	From: Academic Administrative Assistant II Occupational Therapy GR 12, \$30,612 annually To: Fieldwork Education & Admission Specialist Occupational Therapy GR 42, \$41,600 annually	Promotion	07/01/21
Hope Suffelette	Missouri Mentoring Partnership Program School of Social Work	Continuation of Appointment	07/01/21 06/30/22
John Sullivan	From: Guard Manager Music To: Color Guard Director Music	Title Change	07/01/21
Maxine Sullivan	From: Band Coordinator Music To: Band Support Specialist Music	Title Change	07/01/21

Non-academic Personnel Board Actions, cont'd.

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Al Arnold	From: Systems Analyst Computer Services GR 35, \$60,167 annually	Promotion	07/05/21
	To: Data Analyst – Student Success Computer Services GR 35, \$62,500 annually		
Lacey Geiger	From: Director of Distance Programs & Policy GR 46, \$58,842 annually	Status Change	07/06/21
	To: Systems Analyst Computer Services GR 35, \$58,842 annually		
Mindi McCoy	From: Administrative Assistant III Multicultural Services GR 13, \$32,968 annually	Status Change	07/06/21
	To: Academic Administrative Assistant II Childhood Education & Family Studies GR 12, \$32,968 annually		
Allison Smith	From: Coordinator Housing Assignments Residence Life, Housing & Dining Services GR 42, \$45,276 annually	Promotion	07/06/21
	To: Systems Analyst Computer Services GR 35, \$58,415 annually		
Megan Menton	From: Autism Resource Specialist Project ACCESS GR 42, \$50,058 annually	Promotion	07/08/21
	To: Professional Developer Agency for Teaching, Leading & Learning GR 45, \$51,000 annually		

Non-academic Personnel Board Actions, cont'd.

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Holly Calkins	From: Maintenance Electrician Facilities Maintenance GR 26, \$40,251 annually	Status Change & Salary Adjustment	07/27/21
	To: Telecommunications Technician Networking & Telecommunications GR 26, \$45,760 annually		
Kimmy Walker	From: Academic Advisor Academic Advising & Transfer Center GR 42 \$38,798 annually	Promotion	08/02/21
	To: Assistant Director, McQueary College of Health & Human Services Student Success & Advisement Center McQueary College of Health & Human Services GR 43, \$46,000 annually		

Vote: _____ Yea
 _____ Nay

III.D.1.

RECOMMENDED ACTION - Approval of Procurement Activity Report

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

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

VOTE: **AYE** _____
 NAY _____

COMMENTS:

Recommend the attached report summarizing all reportable Office of Procurement Services activity from June 8, 2021 through July 27, 2021 be approved.

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

FOR APPROVAL

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

Instructor Computers **\$418,799.99**
Office of the Provost

Pursuant to University policy, which allows for participation in contract agreements established by other public entities, the University is requesting approval to purchase 375 replacement computers utilizing the Midwest Higher Education (MHEC) contract with Dell Marketing.

This replacement is part of the ongoing instructional technology standardization efforts. A quantity of 367 of these computers will be used to replace the classroom instructor computers in existing technology-enhanced classrooms, and eight computers will be used as imaging and hot spare systems.

Installation of the new computers will be scheduled to commence during the fall 2021 semester, and the Instructional Technology Advisory Committee (ITAC) will be responsible for the redistribution or disposal of the replaced computers.

Note: Funding to be from the Student Computer Usage Fees (SCUF) Carry Forward Projects E02033 022081 73204 011.

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

Microsoft Campus Agreement **\$433,000.00**
All Campus Locations **(Year One of Three)**

Pursuant to University policy, which allows for participation in contract agreements established by other public entities, the University requests approval to continue utilizing The National Association of State Procurement Officials (NASPO) Cooperative Contract Missouri NASPO Software Var ADSP016-138244, with Insight Public Sector, to administer the Microsoft Campus and School Agreement (CASA), and establish a new Enrollment for Education Solutions (EES) agreement to replace the current enrollment that is expiring on August 31, 2021.

June 8, 2021 through July 27, 2021

**ACTIVITY REPORT
PAGE TWO**

The EES agreement provides the following software and services for all employees at the Springfield, West Plains, Mountain Grove, and China campuses: Microsoft Office 365 cloud services, Microsoft Enterprise Mobility + Security Suite, Microsoft Windows operating system for institutionally owned devices, and Microsoft Office 365 ProPlus desktop software and client access licenses.

Included are advanced security tools needed to adapt to the evolving cybersecurity threat landscape that provide a greater emphasis on distance learning and remote work, including endpoint detection and response (Microsoft Defender for Endpoint), a cloud access security broker (Microsoft Cloud App Security), and advanced malware and phishing protection (Microsoft Defender for Office 365). By licensing these products for all employees that use the products, the University receives the corresponding subscription licenses for students at no additional charge.

Contract terms include a three-year period that would begin on September 1, 2021 and end on August 31, 2024, with the option to extend the enrollment by up to three years. The University would pay for one year at a time.

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

Costs for the initial three-year enrollment: \$1,299,000.

Year	Term	Amount
Year One	09.01.21 – 08.31.22	\$ 433,000.00
Year Two	09.01.22 – 08.31.23	\$ 433,000.00
Year Three	09.01.23 – 08.31.24	\$ 433,000.00
Total		\$1,299,000.00

Note: Funding for Year One to be from the FY22 operational budget.

**ACTIVITY REPORT
PAGE THREE**

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

Buildings and Contents Insurance All Campuses	\$1,763,044.66 (Estimated)
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Recommend approval to process payment to Marsh USA, Incorporated, for the buildings and contents insurance premium and service fees for the period July 1, 2021 through June 30, 2022.

The final amount of \$1,763,044.00 replaces the previously reported June 18, 2021 estimate of \$1,604,501.00. Premium negotiations have been impacted by market conditions, including the pandemic, as well as global and program losses.

As approved by the Board on May 18, 2017, subject to ongoing need and satisfactory performance, future annual payments will be made on a continuing basis.

Note: Funding to be from ongoing operational budgets.

FOR INFORMATIONAL PURPOSES ONLY

Single Feasible Source > \$100,000

Platform Management Service for Electronic Databases University Libraries	\$102,296.00 (Estimated)
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Pursuant to University policy, which addresses justification for making awards on a single feasible source basis, University Libraries has reviewed library electronic databases and recommends award to EBSCO as the incumbent for the current platform management service.

EBSCO is a direct leading provider of research databases, e-journals, magazine subscriptions, e-books, and discovery service to libraries of all kinds. EBSCO FOLIO is an open source library services platform (LSP) that provides inventory management, resource management (acquisitions), and circulation management functionality to enable the library to provide its core services to members of the university community.

June 8, 2021 through July 27, 2021

**ACTIVITY REPORT
PAGE FOUR**

Service includes FOLIO Implementation and FOLIO Package/Open Athens, which provide implementation services that include system setup, configuration and migration support, and software hosting for the library's FOLIO Library Services Platform System.

In addition to providing implementation and setup, FOLIO Package/OpenAthens covers service hosting and support for OpenAthens, a third-party service resold exclusively by EBSCO in North America. OpenAthens provides SAML and IP Proxy-based resource access management and authentication services to enable the library to provide authenticated access to university-licensed electronic resources to users, both on-campus and off-campus.

FOLIO Implementation is for service from July 1, 2021 to June 30, 2022, and FOLIO Package/Open Athens is for service from January 1, 2020 through December 31, 2022.

These two electronic resources were previously procured from MOBIUS from FY14 through FY19 and have been sourced from EBSCO since that time.

University Libraries declined in October 2019 to renew FY21 membership with MOBIUS, a state-wide consortium, due to prohibitive membership cost, and the need to migrate to a more robust Integrated Library System. The University is consequently ineligible to take advantage of MOBIUS negotiated pricing of library service product.

Note: Funding to be from the Library Administration Operating Account A02000 172000 73402 041.

Single Feasible Source > \$100,000

Electronic Databases for Journals and Magazines	\$107,623.00
University Libraries	

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

June 8, 2021 through July 27, 2021

**ACTIVITY REPORT
PAGE FIVE**

Services are for the period July 1, 2021 through June 30, 2022

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

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

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

Note: Funding to be from A02000 172002 73219 041

Property Lease

**Civic Center – City of West Plains
West Plains Campus**

\$110,707.32

A new agreement to replace the expiring agreement is executed annually with the City of West Plains for lease of the West Plains Civic Center to accommodate selected University functions. Each year, the period to continue this ongoing lease is July 1 through June 30.

The current amount is to be paid in twelve monthly payments of \$9,225.61, with the current year first payment due and payable on July 1, 2021, and each succeeding payment becoming due and payable on the first day of each month through June 1, 2022.

Further increases to this annual renewal will be calculated based on the December Consumer Price Index (CPI) in the year of the current contract.

Subject to ongoing satisfactory performance, the University will continue to execute new annual lease agreements to replace expiring annual lease agreements as needed.

Note: Funding to be from the West Plains Rental-of-Facilities operational budget.

June 8, 2021 through July 27, 2021

**ACTIVITY REPORT
PAGE SIX**

Single Feasible Source > \$100,000

**Coaching Headset System \$129,705.00
Intercollegiate Athletics Football**

Pursuant to University policy, which addresses justification for making awards on a single feasible source basis, Intercollegiate Athletics Football is requesting the procurement of a CoachComm X-System coaching headset system to replace dated equipment.

X-Systems enable coaches to communicate effectively and clearly on the sidelines and across the field. The purchase price reflects a \$15,000.00 trade-in credit for the existing FX system purchased in 2016 from CoachComm as the only respondent to a competitive bid.

With more than 30 years of excellence in wireless coaching headset communication systems, CoachComm is a primary leader in coaching communications, and is the provider for over 90% of the NCAA Division I-A Football Bowl Subdivision teams, and multiple high school and small college programs across the country. The University has positive experience with the existing system, and continued usage with the same contractor should continue to promote optimal performance.

CoachComm LLC is the sole manufacturer and distributor of the X-System. All X-System models contain a proprietary wireless protocol, and are sold, serviced, and supported exclusively by CoachComm.

Note: Funding to be from Intercollegiate Athletics Men's Football Software and Hardware Service Agreements Auxiliary Revenues and Expenses H02000 222016 75001 201.

June 8, 2021 through July 27, 2021

**ACTIVITY REPORT
PAGE EIGHT**

Single Feasible Source > \$100,000

Higher One Incorporated, dba CASHNet **\$192,637.53**
ERP Maintenance

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

Payment to be processed for the renewable annual maintenance agreement for CASHNet services with Higher One Incorporated. Annual maintenance for the period of September 1, 2021 through August 31, 2022 will be \$192,637.53.

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

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

Note: Funding to be from ongoing operational budgets.

Single Feasible Source > \$100,000

Consulting and Research Services **\$212,000.00**
Office of the President **(Estimated Year Two)**

EAB Global, Incorporated (EAB) provides school management and administration consultancy services to colleges, universities, K-12 districts, independent schools, and graduate programs to schools throughout the United States.

Through the Global Research Partnership, EAB provides universities with comprehensive access to EAB's research programs, collaborative live and virtual support for senior campus leaders, and professional development and engagement opportunities for campus staff.

Headquartered in Washington DC and founded in 2017, EAB now serves over 1,700 partner institutions.

June 8, 2021 through July 27, 2021

**ACTIVITY REPORT
PAGE NINE**

Execution of a four-year agreement with EAB includes a four-year term commitment from August 14, 2020 through August 13, 2024.

Payment for year one is due on or before the start date of the program term, and subsequent annual fees for each following 12-month period are to be billed annually in advance.

Annual Fees – Global Research Partnership

Program Term	Annual Program Fee	Annual Travel & Administrative Fee
Year 1 August 14, 2020 - August 13, 2021	\$185,000	Waived
Year 2 August 14, 2021 - August 13, 2022	\$212,000	Waived
Year 3 August 14, 2022 - August 13, 2023	\$219,419	Waived
Year 4 August 14, 2023 - August 13, 2024	\$227,100	Waived

Note: Funding to be from the President’s Enhancement Fund A02000 012017 061.

**ACTIVITY REPORT
PAGE TEN**

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

Air Charter Transportation Services **\$228,460.00**
Intercollegiate Athletics – Football **(Estimated)**

In response to required advertising to provide charter air transportation services for three (3) trips for the football team for 2021 fall season, four (6) bids were received. Minimum seating capacity required 120.

Contractor	Total	Payment Terms	Deposit
Air Charter Service (Incumbent)	\$228,460.00	20% Deposit Balance n/30 Prior To Travel	\$45,692.00
Air Charter Service (New York)	\$222,430.00	25% Deposit Balance n/30 Prior To Travel	\$55,607.50
FlyNow Aviation, LLC	\$224,800.00	25% Deposit n/45 Prior to Travel	\$56,200.00
PASS Charters	\$226,200.00	30% Deposit Balance n/20 Prior to Travel	\$67,860.00
STM Charters Incorporated	\$238,500.00	50% Deposit Balance n/30 Prior to Travel	\$119,250.00
SoFly	\$222,300.00	75% Deposit Balance n/30 Prior To Travel	\$166,725.00

Based upon Administrative Council discussion concerning the significant risk of deposit loss compared to the costs, recommend award to Air Charter Service (Incumbent) as the lowest deposit respondent, for an estimated deposit of \$45,692.00.

Destination Institution	City/State	Game Dates
Youngstown State University	Youngstown, Ohio	10.08.21 – 10.09.21
North Dakota State University	Fargo, North Dakota	10.22.21 – 10.23.21
Dixie State University	Saint George, Utah	11.19.21 – 11.20.21

Note: Funding to be from the FY22 operational budget.

June 8, 2021 through July 27, 2021

**ACTIVITY REPORT
PAGE ELEVEN**

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

Juniper Network Equipment Maintenance **\$246,341.26**
Networking and Telecommunications

Pursuant to University policy, which allows the University to participate in contract agreements established by other public entities, the University seeks approval to utilize the PEPPM Cooperative Contract with BlueAlly. The purpose of this procurement is to renew hardware maintenance on the majority of the network equipment on the Springfield, West Plains, and Mountain Grove campuses.

Equipment covered by this maintenance includes core routers, the data center network and firewalls, and most of the switches that provide data connectivity in all campus buildings. The term for this maintenance is for a three-year period from September 21, 2021 to September 21, 2024.

Note: Funding to be from the Networking and Telecommunications FY21 operational budget.

June 8, 2021 through July 27, 2021

III.E.1.

RECOMMENDED ACTION - Approval of Actions Concerning Academic Employees.

The following resolution was moved by

_____ and seconded by
_____:

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

FACULTY RESIGNATIONS:

<u>Name</u>	<u>Position/Department</u>	<u>Effective</u>
James J. Hart	Asst. Professor of Technology West Plains Campus	5/14/2021

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

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

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

VOTE: **AYE** _____

NAY _____

ADDENDUM A

Per Course payments for the summer 2021 semester:

<u>Name</u>	<u>Department</u>	<u>Salary</u>
Emslie-Drummond, Dennis	VIN	\$1,800
Geller, Joseph	VIN	\$1,800

ADDENDUM B

Supplemental payments for the summer 2021 semester:

<u>Name</u>	<u>Department</u>	<u>Salary</u>
Albin, Craig	ENG	\$5,332.58
Boys, Cathy	CIS	\$10,287.20
Carr, Judy	EDU/PSY/SOC	\$16,862.10
Cavitt, Anyta	EDU	\$294.26

ADDENDUM C

Grant related supplemental payments for the summer 2021 session:

<u>Name</u>	<u>Department</u>	<u>Salary</u>
Cathy Boys	PI for "Workers 4.0" Grant	\$ 8,802.50

III.E.2.

MISSOURI STATE UNIVERSITY

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

APPOINTMENTS:

<u>Name</u>	<u>Position-Department</u>	<u>Grade</u>	<u>Salary</u>	<u>Effective</u>
Ian Camejo	Director, Univ. Communications WP University Communications	45	\$60,000 Annually	06/14/2021
Leslie Wiens	Custodian I WP Physical Plant	21	\$11.50 Hourly	06/28/2021
Crockett Oaks	Director, Bus. & Support Services WP Business & Support Services	48	\$85,000 Annually	07/01/2021
Nancy Leeper	Coord., Student Services Systems WP Student Services	43	\$45,500 Annually	07/19/2021
Garland Barton	Coord., Corporate Education & Business Engagement WP Workforce Development	44	\$44,000 Annually	08/01/2021
Hannah Salvesen	Theatre & Events Coordinator WP Univ./Community Programs	43	\$38,500 Annually	08/02/2021

RESIGNATIONS:

<u>Name</u>	<u>Position-Department</u>	<u>Effective</u>
Allison Haught	Coordinator, Career Dev. Center WP Career Development Center	06/30/2021
Colter Billings	Content and Marketing Strategist WP University Communications	07/02/2021

RETIREMENTS:

<u>Name</u>	<u>Position-Department</u>	<u>Effective</u>
Cheryl Caldwell	Director, University Communications WP University Communications	09/01/2021
Karla Bean	Admission Coordinator-Academic Advisor WP Nursing & Allied Health	09/01/2021

Vote: _____ Yea
 _____ Nay



2021-2026 KEY PERFORMANCE INDICATORS

Degrees and Certificates Awarded

	2016-17	2017-18	2018-19	2019-20	2020-21	GOAL
Degrees awarded	4,635	4,724	5,020	5,104	5,079*	
Certificates awarded	301	462	470	592	765*	
Total	4,936	5,186	5,490	5,696	5,844*	5,800

* As of July 21, 2021

Terminal Degree (Professional Doctoral and MFA) Programs

	2016-17	2017-18	2018-19	2019-20	2020-21	GOAL
Number of Programs	5	5	5	5	7	
Degrees Awarded	99	111	136	123	146	

Total Enrollment

	2016-17	2017-18	2018-19	2019-20	2020-21	GOAL
Springfield Headcount	24,116	24,350	24,390	24,126	24,163	25,371
Springfield FTE	19,265	19,451	19,250	18,604	18,027	18,568

Enrollment Diversity

	2016-17	2017-18	2018-19	2019-20	2020-21	GOAL
Number of Underrepresented Students	2,939	3,110	3,033	3,027	3,242	

Undergraduate First to Second Year Retention Rate

	2015-16	2016-17	2017-18	2018-19	2019-20	GOAL
Retention Rate	79.1%	77.4%	77.7%	78.1%	79.2%	82.2%

Retention Rate	2015-16	2016-17	2017-18	2018-19	2019-20	GOAL
Pell-eligible	71%	68%	70%	71%	72%	77%
First generation	72%	70%	71%	73%	74%	79%
Hispanic/Latino	76%	72%	76%	66%	76%	81%
Black African American	74%	65%	66%	75%	71%	76%

Undergraduate Six Year Graduation Rate

	2010-16	2011-17	2012-18	2013-19	2014-20	GOAL
Graduation Rate	54.5%	54.9%	54.5%	55.9%	57.9%	

Graduation Rate	2010-16	2011-17	2012-18	2013-19	2014-20	GOAL
Pell-eligible	49%	46%	45%	47%	47%	
First generation	48%	49%	44%	47%	49%	
Hispanic/Latino	52%	49%	57%	49%	57%	
Black African American	33%	45%	30%	40%	38%	

Faculty and Staff Diversity

	2016-17	2017-18	2018-19	2019-20	2020-21	GOAL
Percent Faculty and Staff that are International or Members of Historically Underrepresented Groups	12.8%	14.1%	14.5%	15.0%	14.4%	

Tuition and Fees

Undergraduate	2016-17	2017-18	2018-19	2019-20	2020-21	GOAL
In-State Tuition / Fees	\$7,060	\$7,306	\$7,376	\$7,588	\$7,938	
Out-of-State Tuition / Fees	\$14,110	\$14,746	\$15,326	\$15,898	\$16,608	

Graduate	2016-17	2017-18	2018-19	2019-20	2020-21	GOAL
In-State Tuition / Fees	\$5,554	\$5,830	\$6,038	\$6,250	\$6,534	
Out-of-State Tuition / Fees	\$10,234	\$10,708	\$11,114	\$11,524	\$12,042	

Student Financial Obligation

	2016-17	2017-18	2018-19	2019-20	2020-21	GOAL
Average Undergraduate Loan Obligation	\$25,640	\$25,288	\$25,109	\$24,870	\$23,981	\$23,627

Success After Graduation

	2018-19	2019-20	2020-21	GOAL
Percent of Graduates Employed, Enlisted, or Enrolled	89.3%	89.7%	89.8%	

Global Partnerships

	2016-17	2017-18	2018-19	2019-20	2020-21	GOAL
Number of Global Partnerships	65	68	72	72	76	
Number of Countries with Global Partnerships	30	27	25	26	23	

External Funding Received

	2016-17	2017-18	2018-19	2019-20	2020-21	GOAL
Gifts	\$19,515,898	\$21,534,074	\$20,083,060	\$22,663,988	\$25,845,845	
Grants	\$20,584,404	\$26,051,086	\$32,802,989	\$29,716,444	\$35,982,627	
Total	\$40,100,302	\$47,585,160	\$52,886,049	\$52,380,432	\$61,828,472	

Economic and Workforce Development Through IDEA Commons

	2016-17	2017-18	2018-19	2019-20	2020-21	GOAL*
New Business Clients Served	190	121	167	916	748	2,950
Jobs Generated	267	265	326	304	292	1,200
Total Capital and Equity	\$5,120,885	\$17,516,644	\$6,515,811	\$31,411,315	\$12,937,411	\$65,000,000
Research and Grant Support	\$1,688,143	\$5,119,186	\$9,155,262	\$10,148,822	\$14,227,649	\$42,000,000

*Goals set by Springfield Innovation Inc. board and represent cumulative totals for 2018-2023.

Other Metrics Tracked Internally On An As-Needed Basis Include:

- State Performance Funding Metrics
 - First-time Full-time New in College Students Completing 24 Credit Hours in Their First Year
 - Completions per FTE Student
 - Licensure and Certification Rates
 - Degrees Awarded in Critical Fields
 - Change in Operating Salary Expenditures
 - Change in Tuition and Fee Revenue from Missouri Degree-Seeking Undergraduates
 - Distribution of Total Expenditures to the Core Mission
- Enrollment and Student Experience
 - Enrollment by Specified Groups, Demographics, and Modalities
 - Graduates Participating in High Impact Learning Experiences
 - Student to Faculty Ratio
 - Discount Rate

- Faculty and Staff
 - Faculty and Staff Compensation
 - Faculty and Staff Retention
 - New Faculty Hired by Academic Year
 - Number of Faculty by Rank
 - Faculty and Staff by Race / Ethnicity
- Scholarship and External Support
 - Faculty Scholarship
 - Faculty / Staff Grant Submissions
 - Annual Gift Commitments
- Sustainability
 - Building Square Footage
 - Grounds and Land Acreage
 - Academic and Administrative Space per FTE
 - AASHE Evidence
 - Energy Use Index
- Global Engagement
 - International Student Enrollment
 - Number of Faculty Leading Study Abroad Trips
 - Number of Faculty Conducting Research in International Settings
 - China Campus Dual Enrollment



ACTION PLAN FOR 2021-22

1. STRATEGIC ENROLLMENT MANAGEMENT

- Enhance outreach and recruitment efforts. Examples include modifying the undergraduate recruitment strategy, implementing a new customer relationship management system and application for admission, developing recruitment tactics and a data collections and tracking system for dual credit students, improving the university website's search engine optimization, utilizing career outcomes data and student success stories in communications, and leveraging city and community relationships to enhance messaging.
- Enhance retention and completion efforts. Examples include identifying and addressing courses with low success rates, holding a Mission Diploma 2.0 program, and leveraging Title III grant funds to enhance assistance and services for first-generation students.
- Review the university's scholarship program to assess recently added scholarship programs, evaluate current scholarship policies and requirements, consider new scholarships and revisions to existing scholarships, restructure the scholarship web page and policy information, and evaluate scholarship-related programs and policies.
- Implement a student loan awareness and overborrowing prevention program and provide financial literacy education and counseling.

2. EVOLVING ACADEMIC DIRECTIONS FOR FUTURE CAREERS

- Continue to grow the university's professional doctoral and MFA programs and advocate to streamline state approval of new professional doctoral programs.
- Evaluate options for a subscription model that allows alumni (or others) to make a flat or regular payment in exchange for the opportunity to enroll in academic classes or training opportunities.
- Promote academic programs with a focus on certificates, career education opportunities, new programs, and programs delivered with new modalities.
- Develop new academic programs and centers in high demand areas (including a grief certificate, a grief center, and a sustainability major) and revise select academic curriculum and adjust branding (title, course names, etc.) to better align with employer expectations.
- Increase academic options in targeted areas (e.g., certificates, block classes, short courses, online-only programs, etc.) and explore a variety of flexible class scheduling and delivery options to meet student needs.
- Broaden professional development educational opportunities for faculty and academic support staff.

- Enhance interdisciplinary approaches in providing learning experiences that meet employer expectations, enhance the curriculum, and improve efficiency.

3. GLOBAL ENGAGEMENT

- Continue implementation of the international student recruitment plan.
- Encourage the use of international virtual exchange and global classroom projects to expand opportunities for students to develop a global perspective and gain intercultural team skills.
- Resume education abroad programming with an emphasis on increased access for African American, Hispanic/Latino/Latinx, first-generation and Pell eligible students.
- Expand initiatives to promote interaction among international and domestic students in extracurricular activities, housing, and campus life.
- Identify opportunities for increased collaboration across units in support of international student success (safety, health, and wellness; academic success; intercultural development; practical experience; and community service).

4. INCLUSIVE EXCELLENCE DRIVING UNIVERSITY SUCCESS

- Improve access, retention and graduation of underrepresented students. Examples include encouraging collaboration between university programs that serve diverse students, improving individualized support for students with unique needs (childcare, mental health, etc.), evaluating opportunities to eliminate barriers for study abroad, internships, career fairs, and other high impact learning experiences, and leveraging opportunities created by college access programs and the university's multicultural resource center.
- Improve recruitment and retention of underrepresented faculty and staff. Examples include expanding mentorship programs, including community engagement and diversity, equity, and inclusion (DEI) work in the faculty tenure and promotion model, and including items in administrative assessments to address accountability for DEI.
- Evaluate opportunities to implement curricular changes related to DEI. Examples include expanding Bear POWER to a four-year program and growing academic partnerships with HBCUs.
- Enhance the university's DEI influence and impact on campus and in the community through training and education, developing new and expanding existing partnerships, and creating opportunities for diverse engagement.

5. COMMUNITY LEADERSHIP AND PARTNERSHIPS

- Develop new partnerships and expand existing partnerships with stakeholders to address matters impacting our community (e.g., poverty, health, access to news and information, etc.).
- Centralize internship development, marketing, and promotion to match students with organizations and businesses in the community.
- Develop opportunities to connect faculty, staff, and students across campus to the university's economic development resources and community partnership work.

- Develop and implement strategies to recruit and support teachers in rural schools and reestablish community learning centers in rural communities.
- Establish the Missouri Cybersecurity Center of Excellence in IDEA Commons.
- Continue to expand the university's economic development activities in IDEA Commons by expanding the efactory Corporate Partner Program and the number of Corporate Affiliates at the Blunt Center, increasing economic development collaboration throughout southwest Missouri, and creating new opportunities for free business training and services.

6. INFRASTRUCTURE AND FUNDING

- Continue to raise private funds through the Onward Upward campaign.
- Manage HEERF and other COVID relief and stimulus allocations to the university.
- Maintain external funding at \$55 million or more annually through private support, grants, and sponsored contracts.
- Prioritize employee compensation in the university's budgeting process.
- Manage university finances to further the university's mission and achieve the objectives established by the Board of Governors. Examples include developing a strategy for university reserve funds, evaluating bonding opportunities, advocating for state and federal operating and capital funds, and maximizing efficiency.
- Advance facility projects indicated on the facility master plan. Examples include the Multicultural Resource Center, the Blunt Center expansion, the Darr Agricultural Center facility expansion, Ann Kampeter Health Sciences Hall, the John Goodman Amphitheatre, the Grand Street underpass, and the Ozarks Health and Life Sciences Center.
- Manage and enhance the university's computer services, networking, telecommunications, and information security infrastructure, services, and training.

7. ATHLETICS

- Compete for conference championships in men's soccer, baseball, football, volleyball, women's basketball, and men's basketball with an overall goal to be in the top 3 in the MVC All-Sport trophy standings.
- Maintain a balanced budget, increase revenues (ticket sales, fundraising, licensing and corporate sponsorships), and increase the number of concerts and performing arts events.
- Encourage student-athletes and athletics staff to receive the COVID-19 vaccine with a target vaccination rate of 85%.
- Comply with all NCAA rules with no significant violations and implement NCAA and conference name, image, and likeness requirements.
- Maintain a 3.0 overall grade-point average and a 930 APR score (with an aspirational goal of a 970 APR) in all sports.
- Continue to implement the BearsUnite diversity, equity, and inclusion program.
- Secure a new naming for the arena.
- Create an athletics master plan for facilities.

8. WEST PLAINS

- Develop long-range plan and campus master plan.
- Implement the first year of the SEM plan to increase enrollment through recruitment and retention strategies.
- Plan, design, and construct the Broadway Building welding lab and the Looney Hall nursing lecture hall addition/expansion.
- Complete development and begin implementation of the autism student high school-to-college transition program.
- Continue DEI initiatives on campus.
- Monitor adjusted operations of the residence hall and college bookstore auxiliaries and plan sustainable paths forward for each.
- Manage HEERF and other COVID relief and stimulus allocations to the university.
- Research, assess, and determine whether to develop a plan for additional sports teams at the NJCAA Division II or III level(s).
- Continue to coordinate operations between the West Plains and Springfield campuses.

VIII.A.

RECOMMENDED ACTION – Approval of the 2021-2026 Strategic Enrollment Management (SEM) 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 Missouri State University-West Plains agreed that a strategic enrollment management plan was needed as part of long-range planning; and

WHEREAS, the West Plains campus formed a SEM steering committee with broad representation from academic and non-academic units throughout campus to develop the SEM 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 SEM plan for the West Plains campus of Missouri State University is ready for implementation beginning the fall 2021 semester.

NOW, THEREFORE, BE IT RESOLVED by the Board of Governors of Missouri State University that the attached 2021-2026 SEM Plan be approved and implemented beginning the fall 2021 semester and concluding June 30, 2026 to guide the West Plains campus of Missouri State University in its enrollment, retention, and completion priorities 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** _____

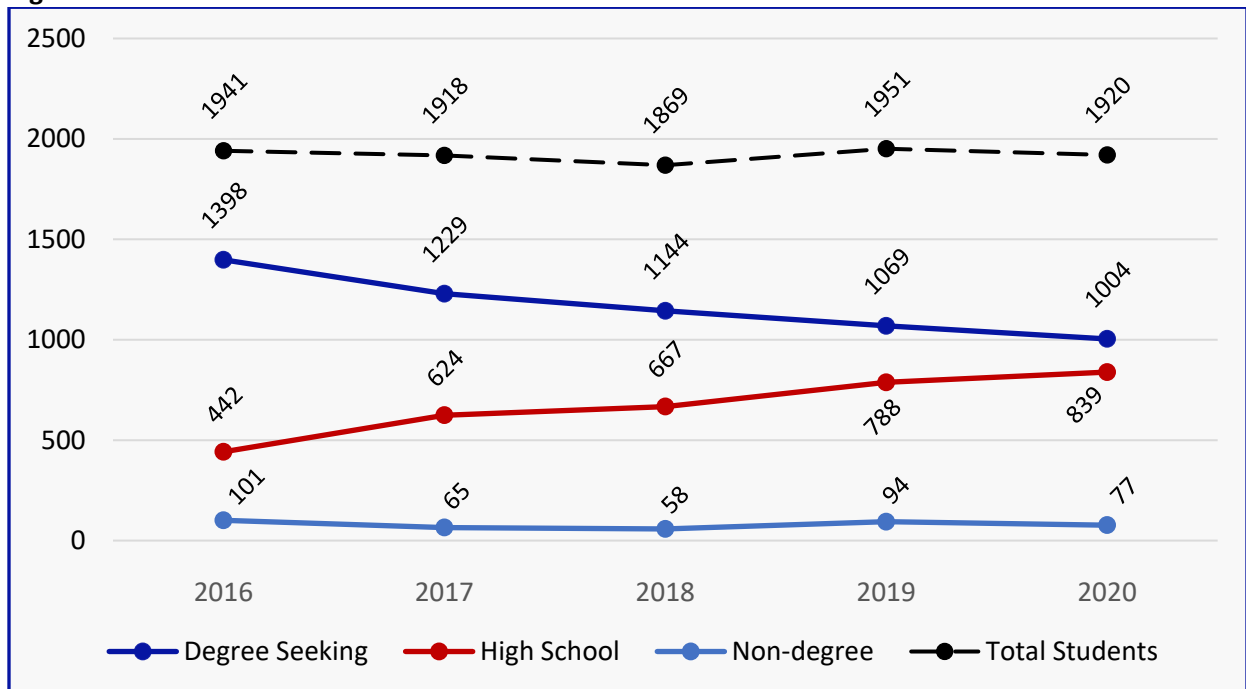
NAY _____

Missouri State University-West Plains Enrollment Management Plan 2021-2024

Current Status

Enrollment on the West Plains campus has held relatively flat since Fall 2016. Enrollment experienced incremental decreases each year, saw an increase in Fall 2019 before another small decline in Fall 2020. Several reasons have contributed to declining enrollment: Enrolling a smaller percentage of the seven county service area graduates, growth in dual credit population and offerings, student preparedness, unsteady retention of current students, stabilized employment numbers, and encroaching competition. Student headcount from 2016 through 2020 is noted in Figure 1.

Figure 1 - Enrollment Fall Census



A closer look at the demographics represented by the student population indicates a declining enrollment number in some specific populations: non-traditional students (see Figure 2), male students (see Figure 3), and seven-county service area (see Figure 4). Traditionally underserved, under-represented student enrollment continues to be an area for improvement (Figure 5). Under-represented student populations include those specified by IPEDS reporting as International (all races and ethnicities), American Indian/Alaskan Native, Asian, Black/African American, Hispanic, Native Hawaiian/Other Pacific Islander, and Two or More Races.

Figure 2 – Enrollment traditional, non-traditional, dual credit

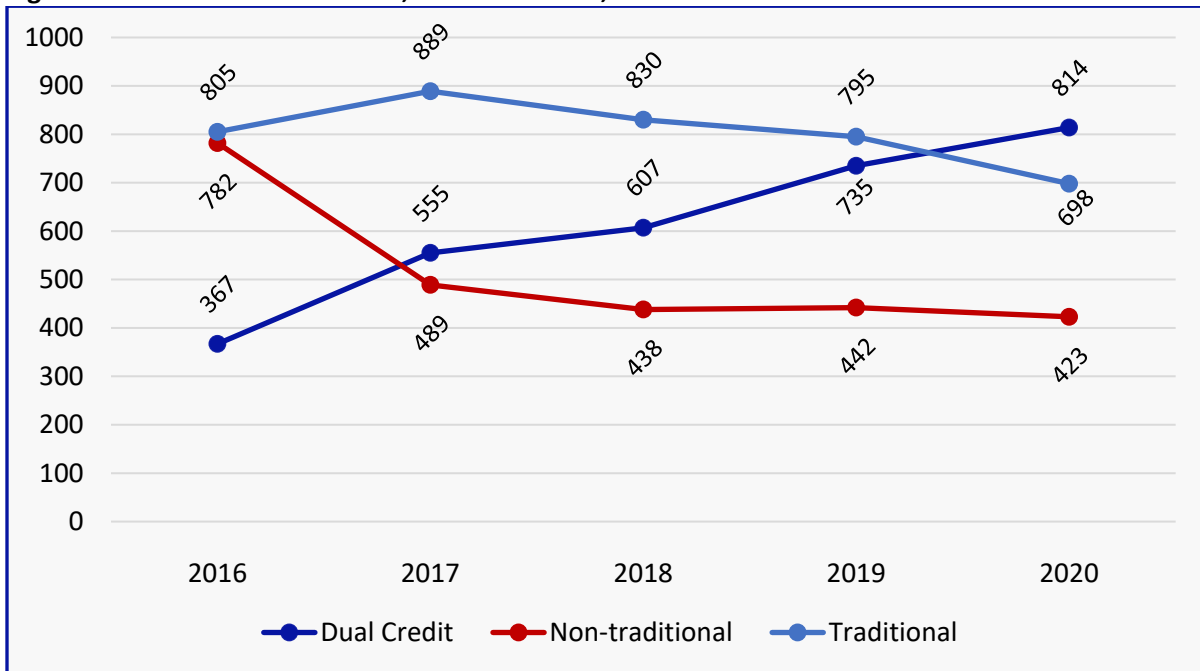


Figure 3 – Enrollment by gender

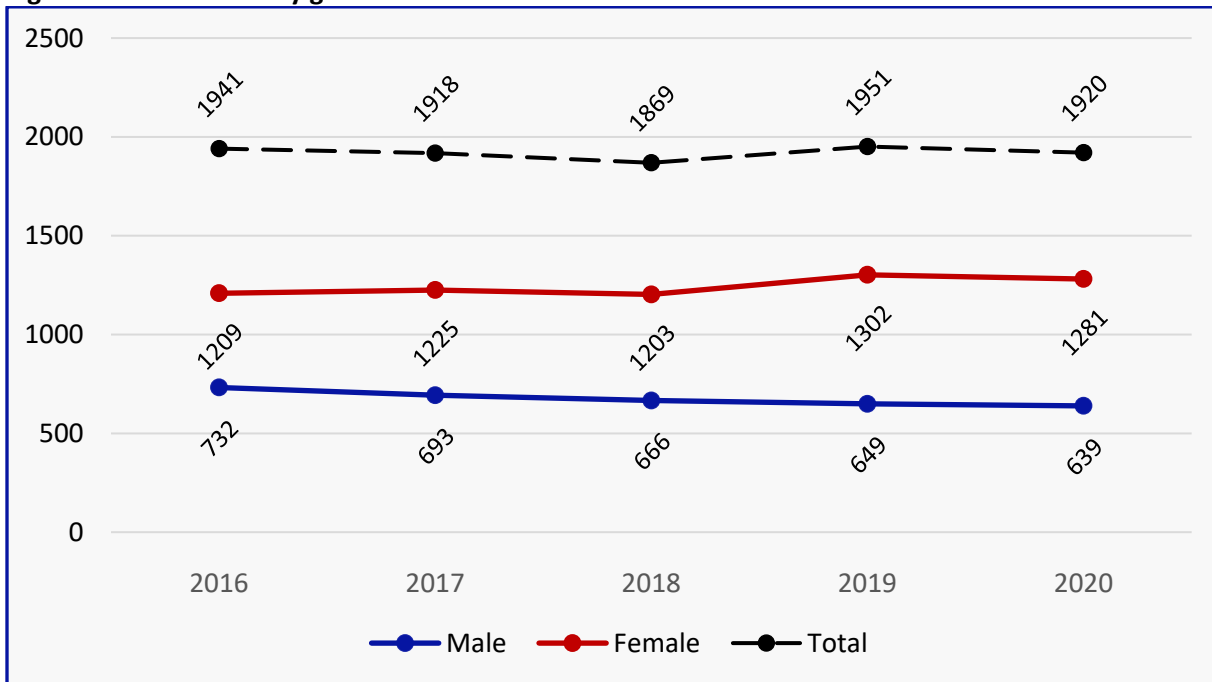


Figure 4 - Freshmen Enrollment by High School Location

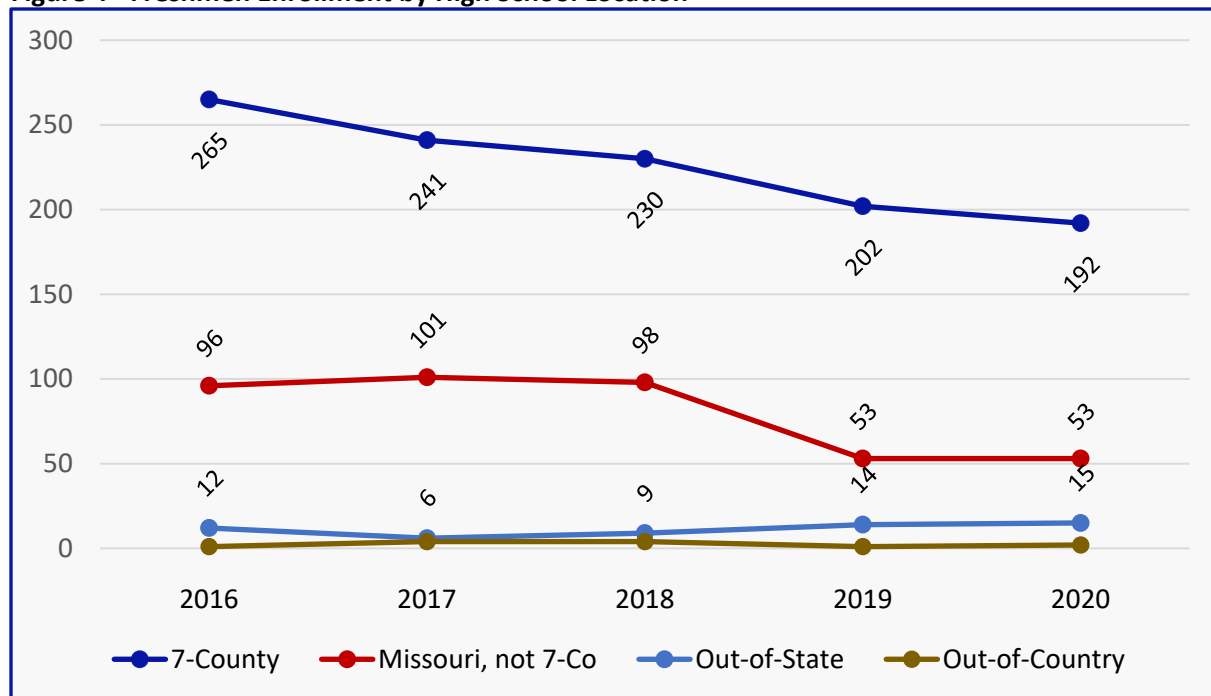


Figure 5 – Under-Represented Credit Student Enrollment at Fall Census

Fall Term	Minority	Unk	White	Total
2016	203	47	1692	1942
2017	207	36	1675	1918
2018	180	39	1650	1869
2019	194	73	1684	1951
2020	183	63	1674	1920

Figure 6 provides the 10 review of 12th grade high school enrollment for the seven-county service area. High school enrollment in the seven-county area served by the West Plains campus will see an increase for the next four years, based on Missouri Department of Elementary and Secondary Education enrollment data by grade (see Figure 7) before it plateaus and begins to decline. While recruitment efforts have often included school districts in both the St. Louis and Kansas City areas, the highest percentage of enrollment for the West Plains campus primarily has been from the seven-county service area (see Figure 8). A review of the number of seven-county service area students enrolling at Missouri State - West Plains after high school graduation indicates a reduction in the percentage of these students from 19.1% in 2016 to 14.6% in 2020 (see Figure 4).

Figure 6 - 10 Year Seven-County 12 Grade Enrollment

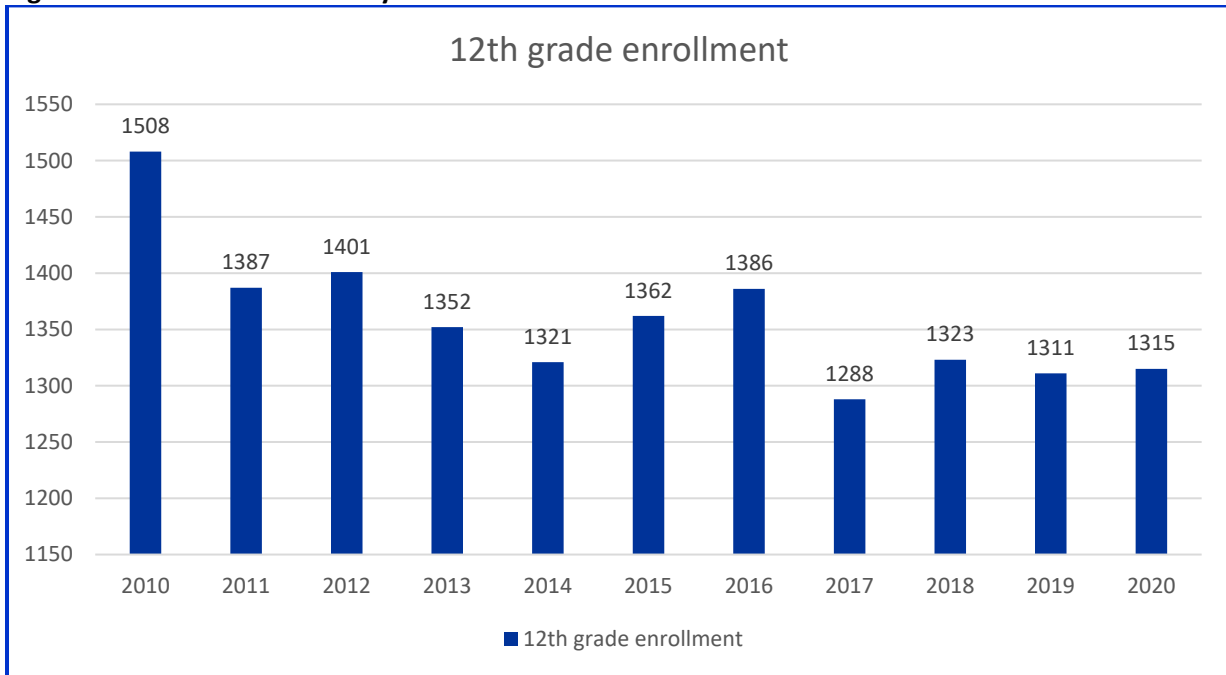


Figure 7 - DESE Enrollment for Seven-County Area by Grade

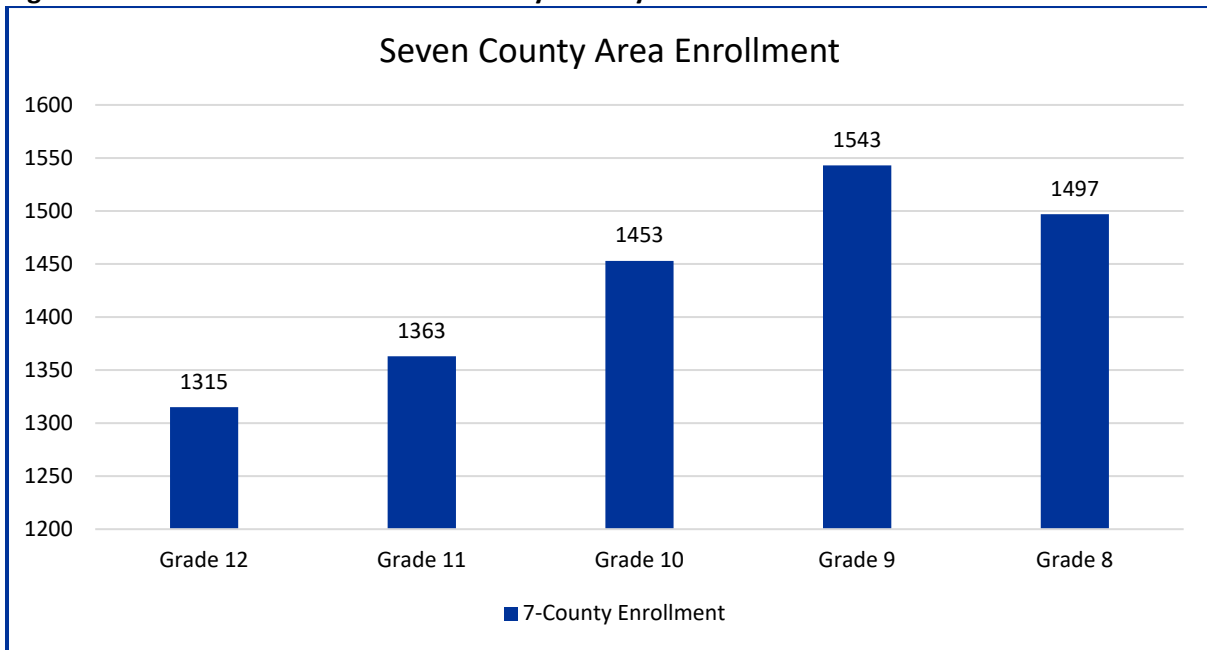
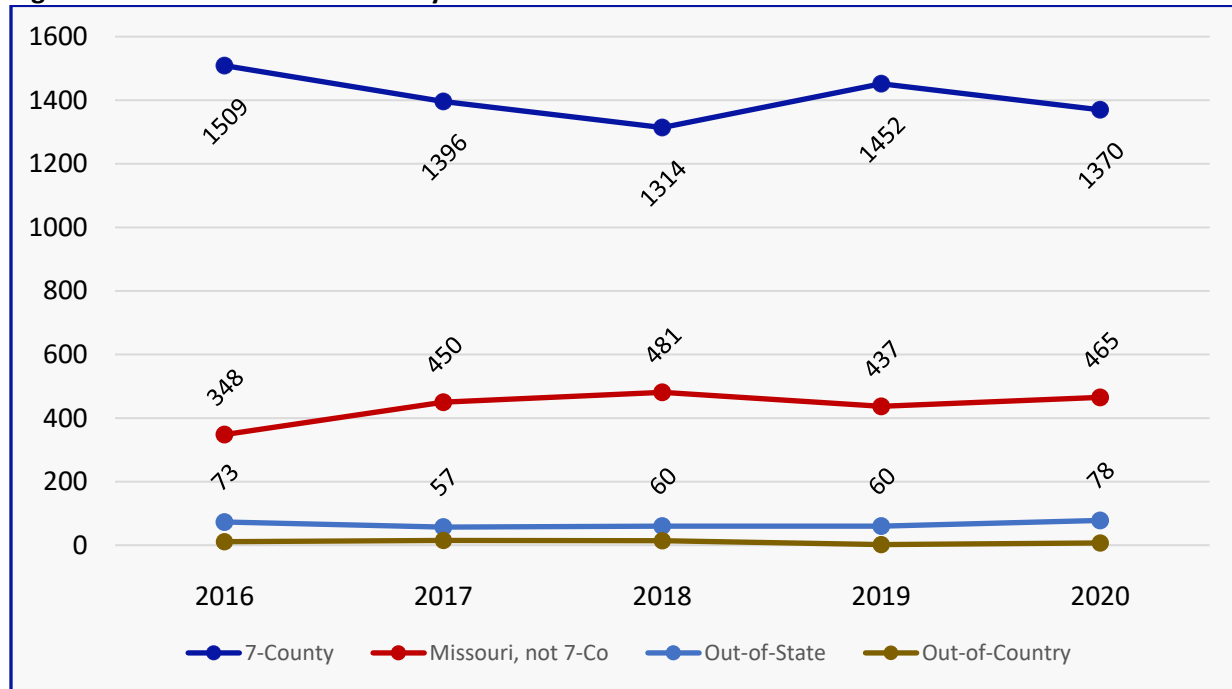


Figure 8 - All Student Enrollment by Location



The dual credit program at Missouri State – West Plains has grown by 34.4% in the past five years, which has aided in the overall headcount for the campus. However, expansion of dual credit enrollment and offerings by both Missouri State – West Plains and other institutions throughout the state may also be contributing to fewer numbers of students enrolling after high school graduation. Figure 9 indicates the number of Dual Credit students enrolled in at least one course through Missouri State – West Plains and their post-graduation enrollment. Figure 10 provides the number of Dual Credit students in the seven-county service area enrolling at West Plains. Figure 11 is the percentage information of the seven county Dual Credit student enrollment at West Plains. Beginning in Fall 2017 there were additional Dual Credit course delivery opportunities outside of the seven-county service area therefore information provided includes additional years for a more complete historical view of dual credit.

Figure 9 - Dual Credit Students Enrolling as First-Time students at West Plains

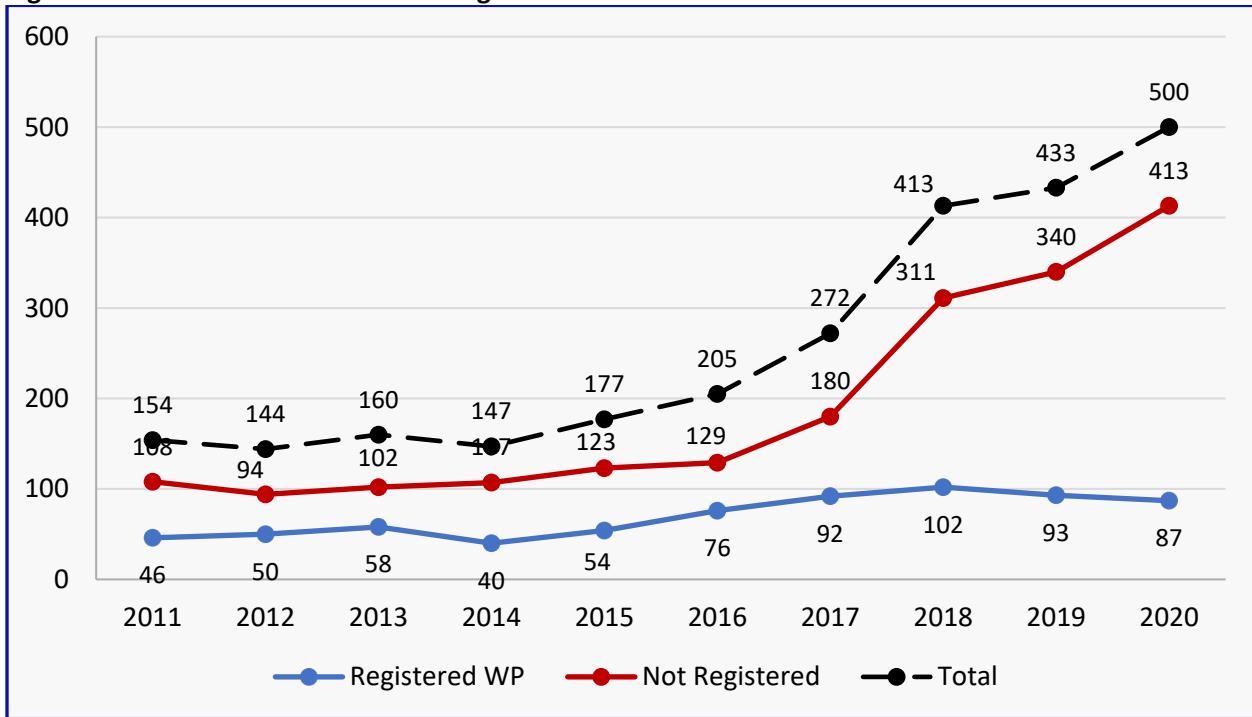


Figure 10 – 7 County Dual Credit Enrolling as First-Time students at West Plains

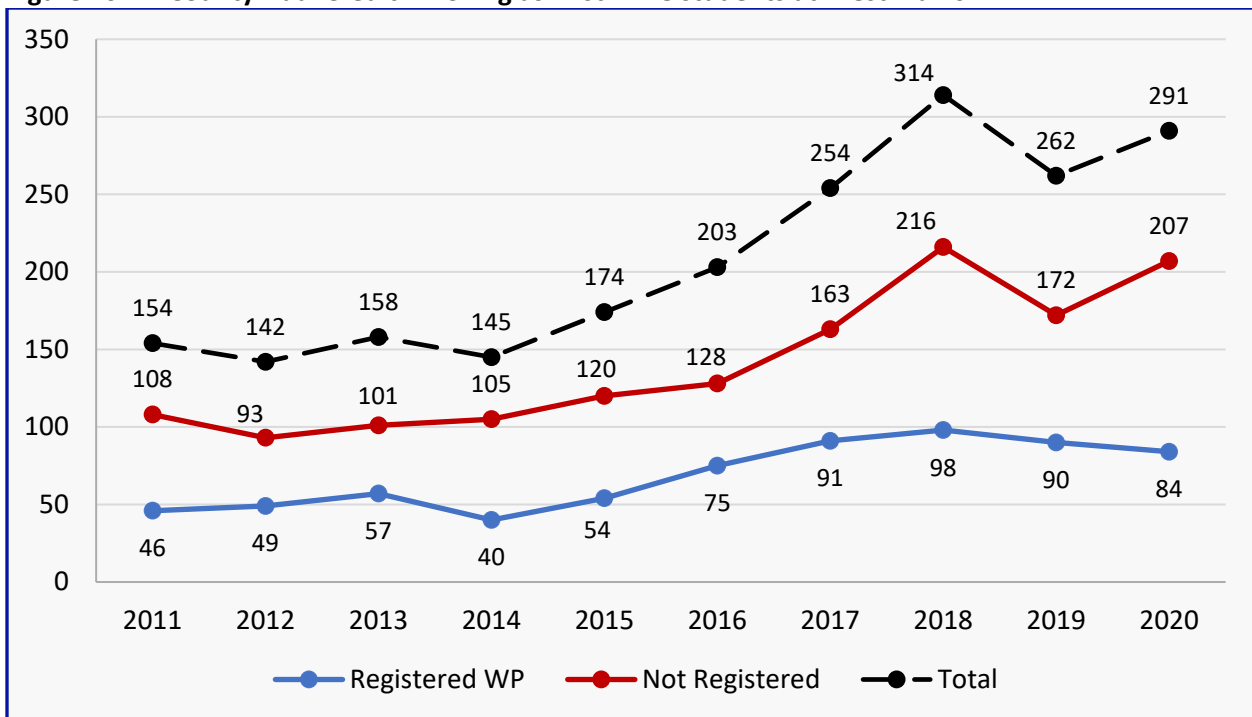
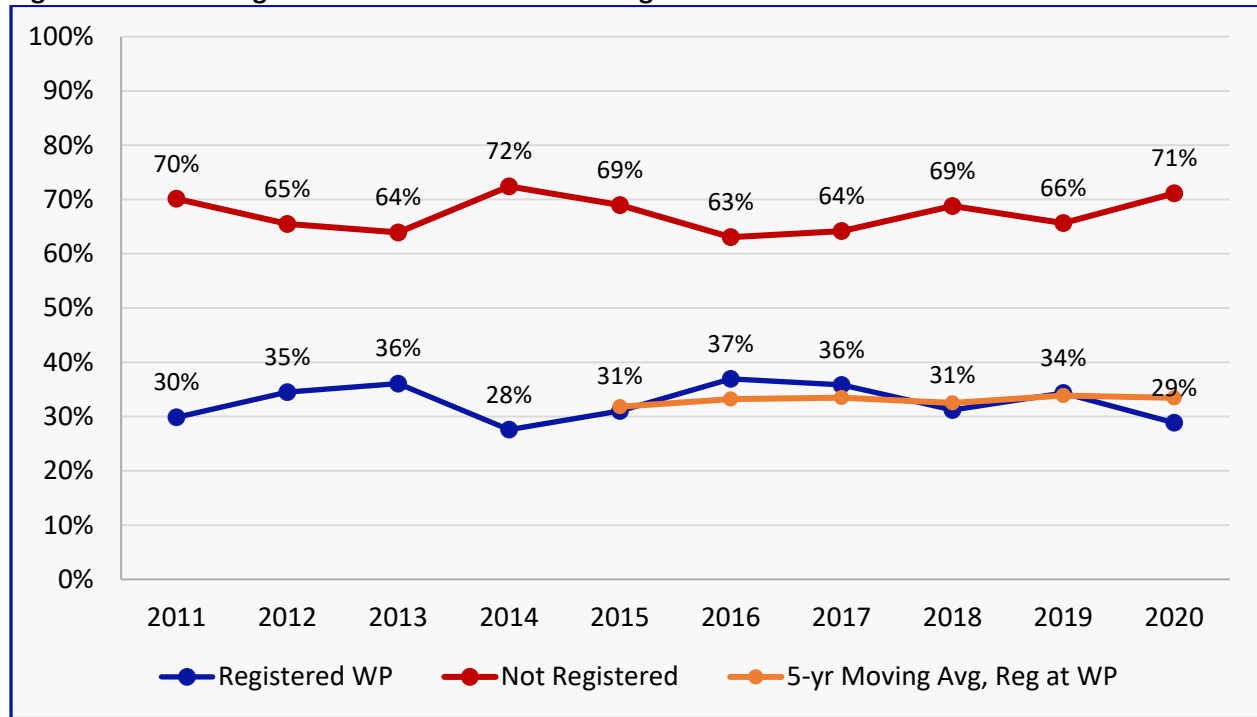


Figure 11 - Percentage Dual Credit Students Enrolling as First-Time Students at West Plains



The Fall-to-Fall retention for first-time, full-time college students has been inconsistent for several years. Environmental factors (flood) could have impacted the Fall 2016 to Fall 2017 retention. In a five-year period, fall to fall retention has been as high as 56.0% and as low as 50.1%. The five-year retention information for First Generation students was closer to the overall retention number than experienced in previous years indicating improvement for that sub-group. Figure 12 provides retention of first time, full time from 2010 through 2020. The Fall 2019 percentage represents the first-time, full-time students who returned for Fall 2020. Figure 13 provides retention information for the under-represented student population as defined by the IPEDS reporting categories.

Figure 12 - Retention Percentage Fall to Fall

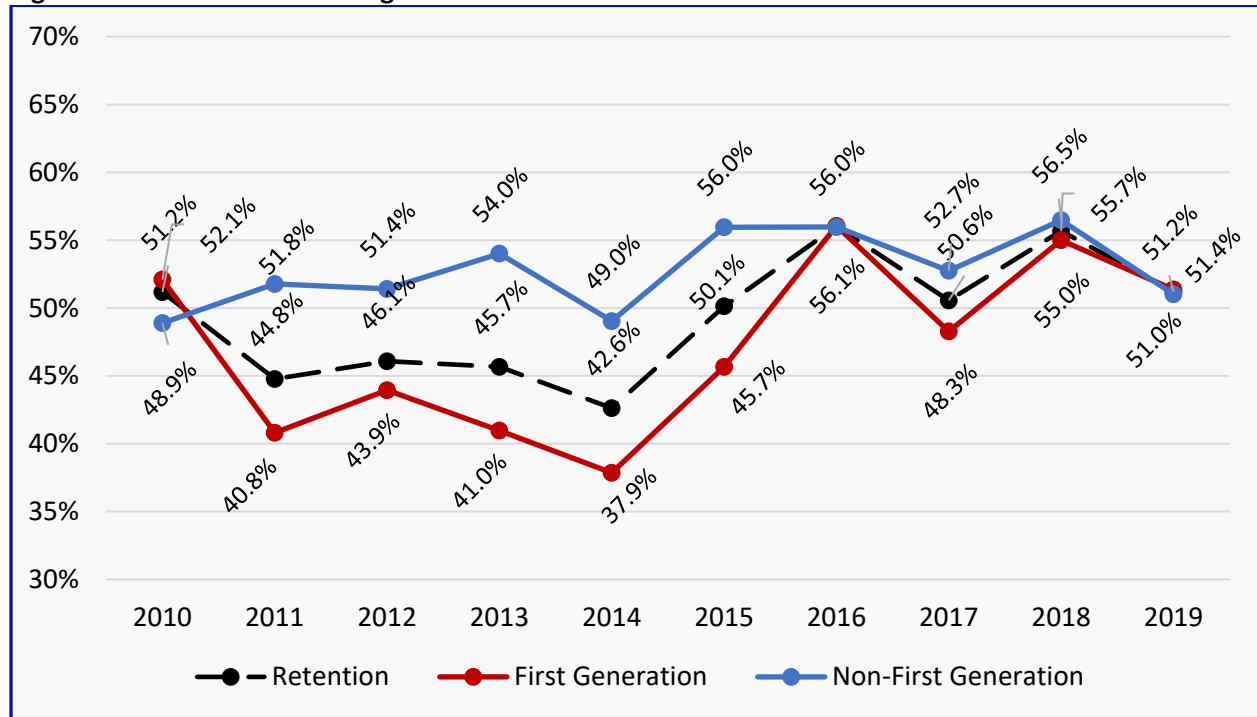


Figure 13 - Full-Time, First-Time Under-Represented Student Fall-to-Fall Retention

Entry Fall	Return Fall	Full-time, First-time	Return or Grad	Retention Rate
2016	2017	68	37	54.4%
2017	2018	57	30	52.6%
2018	2019	54	22	40.7%
2019	2020	42	16	38.1%

It was important to also review persistence information for all students taking credit courses. Persistence data includes students who enroll part time and any non-degree seeking students whereas retention information only includes first-time, full-time students. Figure 14 provides persistence of students from Fall to Spring. Figure 15 provides persistence of students from Fall to Fall. Similar retention reporting, the Fall 2019 information represents those students enrolled in Fall 2019 who returned for Spring 2020 and then Fall 2020.

Figure 14 - Fall to Spring Persistence Credit Students

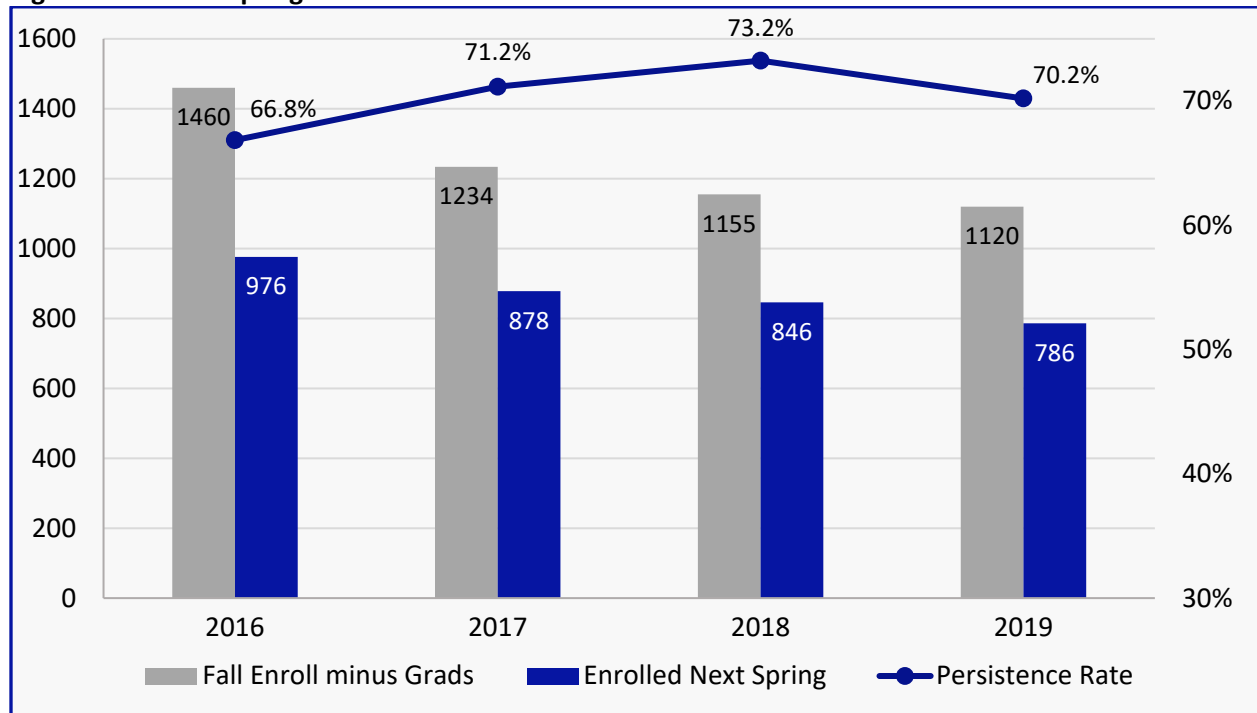
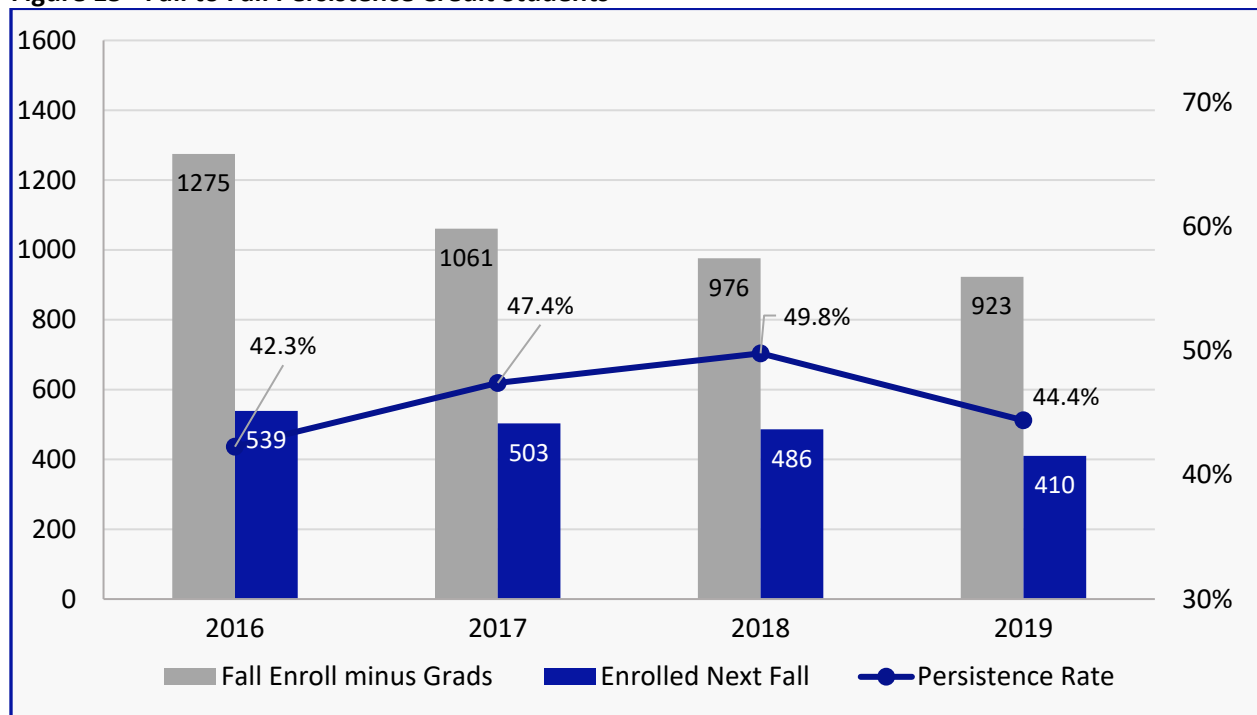


Figure 15 - Fall to Fall Persistence Credit Students



Planning Overview

The university system recognized the need to develop a strategic enrollment management plan and Springfield completed that development process in Fall 2020. The West Plains campus began in Fall 2020 to develop a plan focusing on enrollment growth from 2021 – 2024. A three-year plan cycle was selected based on the shorter educational lifecycle of students in West Plains.

The Enrollment Management (EM) Team was developed as a cross functional group with key individuals assigned to lead in the development of initiatives in collaboration with those individuals/departments responsible for the areas under discussion. The team utilized the Guiding Principles outlined in the Springfield SEM plan and adopted those principles to assist in the development of the EM plan with a few modifications to best capture the needs of the student population on the West Plains campus. The Chancellor and West Plains Administrative Council endorsed the establishment of these guiding principles.

- Improve enrollment short term
- Grow enrollment in targeted areas
- Stabilize retention
- Facilitate successful degree completion and transfer
- Broaden access to underserved populations
- Identify new and emerging academic programming that meets student and workforce demands
- Equip students for successful career outcomes and transfer opportunities
- Employ actions and modify processes that eliminate barriers that impair student success
- Raise the profile of the University
- Develop a culture of enrollment growth through relationship building among faculty, staff, and students

The EM Team determined five areas for the development of strategies: Recruitment, Retention, Underserved Populations, Graduation/Completion, and Academic Programming. Each team member chaired an expanded working group of 8 – 10 campus members to discuss and determine the needs in these areas. These discussions then led to the development of strategies and initiatives for the EM Plan.

Enrollment Goals

The EM team used the data reviewed above to determine opportunities and areas of concerns for enrollment growth. This information was used to create enrollment goals for Fall 2024. Data from fall 2020 for goals one, two, and three and 2020-2021 for goal four will be used as the baseline for goal completion.

1. By 2024, with a focus on targeted program growth and student populations of male, non-traditional, and first-generation, increase overall headcount enrollment by 4% and increase FTE enrollment by 3%
2. By 2024, increase the first to second year first-time full-time student retention rate by 5%, with a focus on improving retention by 10% for under-represented, and 3% for first-generation and Pell eligible student sub-groups.
3. By 2024, increase overall graduation/transfer rate by 3% and increase graduation/transfer rate of Pell eligible students by 3%.

4. By 2024, establish new academic programs designed to create a destination program with at least 50% enrollment capacity by year one of program.

With goals in place to guide focus, the EM Team began to develop the key areas and strategies needed to reach these goals. The plan was designed to address enrollment decline in specific demographic populations and the opportunities for growth in relation to the recruitment and retention of students. Several key areas were identified in the development of action items to meet the goals specified:

- Academic advising/coaching (Goal 2, Goal 3)
- Academic programs/pathways (Goal 1, Goal 2, Goal 4)
- Access to resources (Goal 1, Goal 2, Goal 3)
- Career/Transfer counseling (Goal 1, Goal 2, Goal 3)
- Communication (All Goals)
- Connection to campus/Involvement (Goal 2, Goal 3)
- Outreach (Goal 1, Goal 2)
- Process improvement (Goal 1, Goal 2, Goal 3)

The EM Team then used the information discussed in the expanded working teams to develop several strategies to address the issues identified in these key areas. Strategies identified include:

- Academic advising/coaching
 - Develop academic coaching framework
 - Adjust processes from transactional to holistic
 - Adherence to best practices for academic advising
- Academic programs/pathways
 - Development of Advanced Fabrication and Welding Program
 - Development of Autism Transition Program
 - Completion of academic pathways for all degrees
- Access to resources
 - Identify and remove barriers for students accessing and navigating platforms (Email, Blackboard, MyGrizzlyDen, Degree Works)
 - Create student initiated early alert function
 - Re-branding and marketing of available resources
- Career/Transfer Counseling
 - Development of Career Development/Services department
 - Develop annual career/transfer events
 - Focus on transition of students to Springfield programs/outreach program and into workforce
- Communication
 - Development of branding guidance
 - Increase in student input and monthly communication plan
 - Utilize student life cycle information to develop messaging at critical points
- Connection to campus/Involvement
 - Focus on Grizzly Strong/Grizzly Pride
 - Develop support programs for student needs and connection
 - Staffing to provide continual support for historically underrepresented, underserved and under-resourced students.

- Outreach
 - Develop showcase opportunities for programs/departments
 - Campus wide collaboration to increase exposure in high schools
 - Marketing to highlight career focused programs
- Process improvement
 - STAR Orientation adjustments
 - Expand use of system admit
 - Review external facing information for ease of understanding

Tracking, Measuring, and Implementing Strategies

The EM plan is a living document. Each year the initiatives will be measured and assessed to make decisions for implementation of the next years' initiatives. The broad topic ideas provided in the previous section will have several initiatives identified for completion during each year of the plan. Committee members will work collaboratively with the campus community to ensure successful implementation of these initiatives.

Key data used to determine the impact of the EM Plan will include a review of key performance indicators, overall enrollment information, retention data and graduation data. These key data will be reviewed for new academic programs established.

IX.A.1.

**MISSOURI STATE UNIVERSITY FOUNDATION
INCOME SUMMARY TOTALS BY TYPE AND SOURCE
7/01/2020 TO 6/30/2021**

SOURCE	UNRESTRICTED CURRENT	RESTRICTED CURRENT	ENDOWMENT	GIFTS OF PROPERTY	NON-GIFT INCOME*	TOTAL 7/01/2020 TO 6/30/2021	TOTAL 7/01/2019 TO 6/30/2020
ALUMNI	\$77,254	\$2,575,345	\$1,655,816	\$10,074	\$334,057	\$4,652,546	\$6,449,660
FRIENDS	9,348	1,699,967	239,393	1,994,912	308,927	\$4,252,547	3,846,728
PARENTS	3,896	137,209	47,715	245	5,650	\$194,715	173,778
FOUNDATIONS	5,050	3,916,017	58,371	0	21,350	\$4,000,788	2,891,511
ORGANIZATIONS	15,646	783,027	5,233,335	39,022	4,100	\$6,075,130	4,892,942
BUSINESSES	23,994	1,765,238	109,839	3,431,215	1,339,833	\$6,670,119	4,415,359
GIFT TOTAL	\$135,188	\$10,876,803	\$7,344,469	\$5,475,468	\$2,013,917	\$25,845,845	\$22,669,978

**Per the Tax Cuts and Jobs Act, the US Tax reform bill signed into law effective in 2019, income recieved from athletics seat assessments and suites are no longer tax deductible.
* Amount also includes Tax credit for JVIC*

DEFERRED GIFT COMMITMENTS

	UNRESTRICTED CURRENT	RESTRICTED CURRENT	ENDOWMENT	GIFTS OF PROPERTY	TOTAL 7/01/2020 TO 6/30/2021	TOTAL 7/01/2019 TO 6/30/2020
DEFERRED GIFTS	0	0	6,758,501	0	\$ 6,758,501	24,536,061

GRAND TOTAL FOR TESTAMENTARY GIFTS YET TO BE RECEIVED: \$70M

	NUMBER OF DONORS 7/1/2020 TO 6/30/2021	NUMBER OF DONORS 7/1/2019 TO 6/30/2020
ALUMNI	5,987	5,652
FRIENDS	10,997	10,923
PARENTS	1,174	1,207
FOUNDATIONS	57	53
ORGANIZATIONS	242	285
BUSINESSES	663	792
TOTAL	19,120	18,912

**Report of Gifts
to the
Missouri State University Foundation
Monthly and Year-to-Date**

	Year	MONTHLY						YEAR-TO-DATE		
		Designations under \$1,000		Designations \$1,000 and over		Totals for June		Running Totals		Year
		No.	Amount	No.	Amount	No.	Amount	No.	Amount	
Annual Gifts	FY 20	5,866	\$193,308	102	\$501,138	5,968	\$694,446	69,567	\$6,715,368	FY 20
	FY 21	6,189	\$217,934	150	\$776,699	6,339	\$994,633	74,683	\$8,771,091	FY 21
Special Campaigns	FY 20	16	\$4,040	4	\$261,827	20	\$265,867	869	\$7,874,890	FY 20
	FY 21	74	\$6,710	14	\$335,550	88	\$342,260	1,032	\$6,995,164	FY 21
One Time Gifts	FY 20	0	\$0	7	\$8,575	7	\$8,575	102	\$8,079,720	FY 20
	FY 21	0	\$0	4	\$29,400	4	\$29,400	108	\$10,079,590	FY 21
TOTALS	FY 20	5,882	\$197,348	113	\$771,540	5,995	\$968,888	70,538	\$22,669,978	FY 20
	FY 21	6,263	\$224,644	168	\$1,141,649	6,431	\$1,366,293	75,823	\$25,845,845	FY 21



EXTERNALLY FUNDED RESEARCH & PROJECTS REPORT
PREPARED BY THE OFFICE OF RESEARCH ADMINISTRATION
FISCAL YEAR (FY) 2021

Externally sponsored grants and contracts enhance the capacity for the University to achieve its mission through education, research, and service projects. External funding enables faculty and staff to address the needs of communities, schools, and businesses throughout southwest Missouri and beyond.

In 2020-2021, Missouri State University was awarded a record \$122,015,086 to support projects in research, education and service. A total of \$86,032,459 came from CARES Act funding the remaining \$35,982,627 came from regular research and projects setting a record without CARES Act funding. A total of 364 proposals were submitted.

TABLE 1: SUMMARY OF SPONSORED RESEARCH & PROGRAMS ACTIVITY

Key Indicators	FY2021 Activity		% Change from FY2020
	CARES ACT Funding	Non-CARES ACT Funding	
Proposals Submitted	24	340	5%
Funds Requested	\$87,279,886	\$79,975,823	128%
Named Investigators	5	109	11%
Grants & Contracts Awarded	24	289	8%
Funds Awarded	\$86,032,459	\$35,982,627	170%

2021

FY 2021 PROJECT HIGHLIGHTS

Faculty and staff from across many areas of the University complete incredible and unique projects due in part to the external funding they receive. The following is a sampling of grants and contracts awarded in fiscal year 2021:

- **Kelly Wood**, Associate Provost for Student Success, received **\$525,000** from the **U.S. Department of Education**. This Title III cooperative project is designed to improve retention and student success outcomes (career counseling, financial aid literacy) for first generation college students (FGS) for both Springfield and West Plains. The project will enable the university to (1) offer GEP 101/IDS 110 (First Year Foundations) sections specifically designed for the unique learning needs of FGS, (2) provide individual success coaching to monitor and track the progress of the students under their care and maintain communication with faculty and staff in support of these students, (3) implement a multi-channel communication system to provide academic, financial, and social support for FGS, and (4) establish a data-based program to identify at risk students based on historical and current barriers for success
- **Keri Franklin**, Associate Provost for Public Affairs & Assessment, **Andrew Homburg**, Associate Professor of Music, **Diana Piccolo**, Associate Professor of Childhood Education & Family Studies, **Razib Iqbal**, Associate Professor of Computer Science, **Dave Cornelison**, Professor of Physics, Astronomy & Materials Science, **Tammi Davis**, Assistant Professor of Childhood Education & Family Studies, **Judith Martinez**, Assistant Professor of Modern & Classical Languages, and **Julia Cottrell**, Assessment & Learning Outcomes Consultant, received **\$3,996,749** from the **U.S. Department of Education**. The CODERS Project involves 150 teachers and 13,500 students in grades 3 - 8. The CODERS Project includes a three-year field trial and impact study of teacher and student programming. Computer Science and Critical Thinking course modules engage students and teachers in

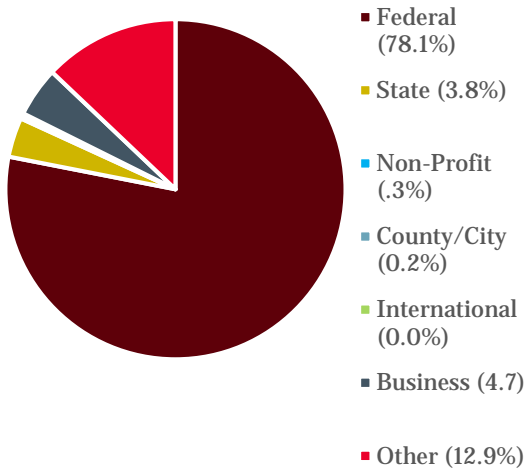
high-quality curriculum to support learning for rural students and teachers in Computer Science, provide technology, and develop a YouTube channel to support student engagement beyond the life of the grant.

- **Michelle Norgren**, Director of the VESTA Resource Center, received **\$1,646,884** from the **National Science Foundation**. Funding will be used to assist, guide, and mentor two-year colleges throughout the U.S. in developing and/or expanding Viticulture and Enology programs addressing the technician-level workforce needs of the U.S. Grape and Wine Industry.
- **Russell Brock**, Director of the Agency for Teaching, Leading, and Learning, received **\$1,780,750** from the **U.S. Department of Education** through the **Missouri Department of Elementary and Secondary Education**. Activities supported by this contract provide additional training to field staff who might be involved in supporting districts and schools in their region. Activities require the use of state developed materials that are evidence-based and support students in regular and specialized classroom settings. Additional activities are focused on helping districts understand and meet federal program compliance requirements.
- **Kunti Bentley**, Project Coordinator received **\$550,000** from the **U.S. Department of Justice** for Project HEAL (Help, Educate, Advocate, and Listen) to coordinate campus prevention and response to sexual assault, dating and domestic violence, and stalking. The focus of this new consortium project is to ensure a coordinated community approach to these issues on the Missouri State University (MSU) and Ozarks Technical Community College (OTC) campuses in Springfield, Missouri.
- **Kris Grbac**, of Communication Sciences and Disorders, received **\$96,314** from the **Missouri Department of Health and Senior Services** to conduct activities that will assist the Missouri Newborn Hearing Screening Program with activities that will reduce the number of Missouri babies that become lost to follow up services after not passing a hospital hearing screening or being diagnosed with a significant, permanent hearing loss.
- **Ryan Udan**, Associate Professor of Biology, received **\$415,730** from the **National Institutes of Health**. The long-term objective of this project is to elucidate the mechanisms governing the formation of blood vessel wall thickness.
- **Jason Ray**, Director of the Center for Resource Planning and Management, received a **\$380,311** grant from the **US Department of Homeland Security** through the **Missouri Office of Homeland Security**. This project continues the Missouri Office of Homeland Security grant program for regional allocation of federal funds that ensure regional needs are addressed and enhance the state's collective preparedness.
- **Laszlo Kovacs**, Professor of Biology, received a **\$139,894** grant from the **National Science Foundation in collaboration with Saint Louis University**. His project, *Adapting perennial crops for climate change: Graft transmissible effects of rootstocks on grapevine shoots*, investigates the capacity of the rootstock to modulate the scion's response to climatic variation, which is a fundamental question in grape cultivation. A better understanding of rootstock-scion interaction will also shed light on the basic physiological problem of how the root system interacts with the aerial organs of the plant, and vice-versa. This study is of particular importance due to agriculture facing the environmental consequences of a changing climate.

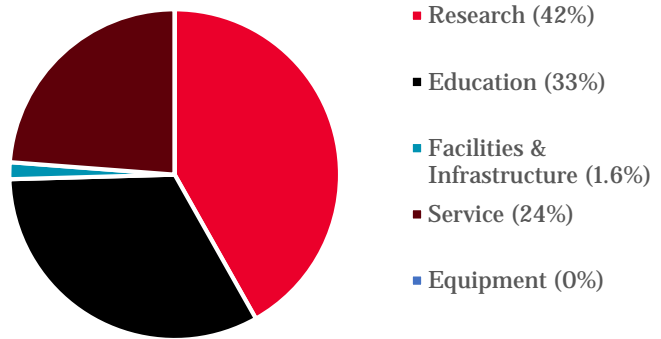
FY 2021 EXTERNAL FUNDING SUMMARY & TRENDS

In FY2021, federal agencies remain the leading source of grants and contracts. Our project types are diverse with the majority being research projects, followed by education, and then service.

AWARDS BY SPONSOR TYPE WITHOUT CARES ACT FUNDING

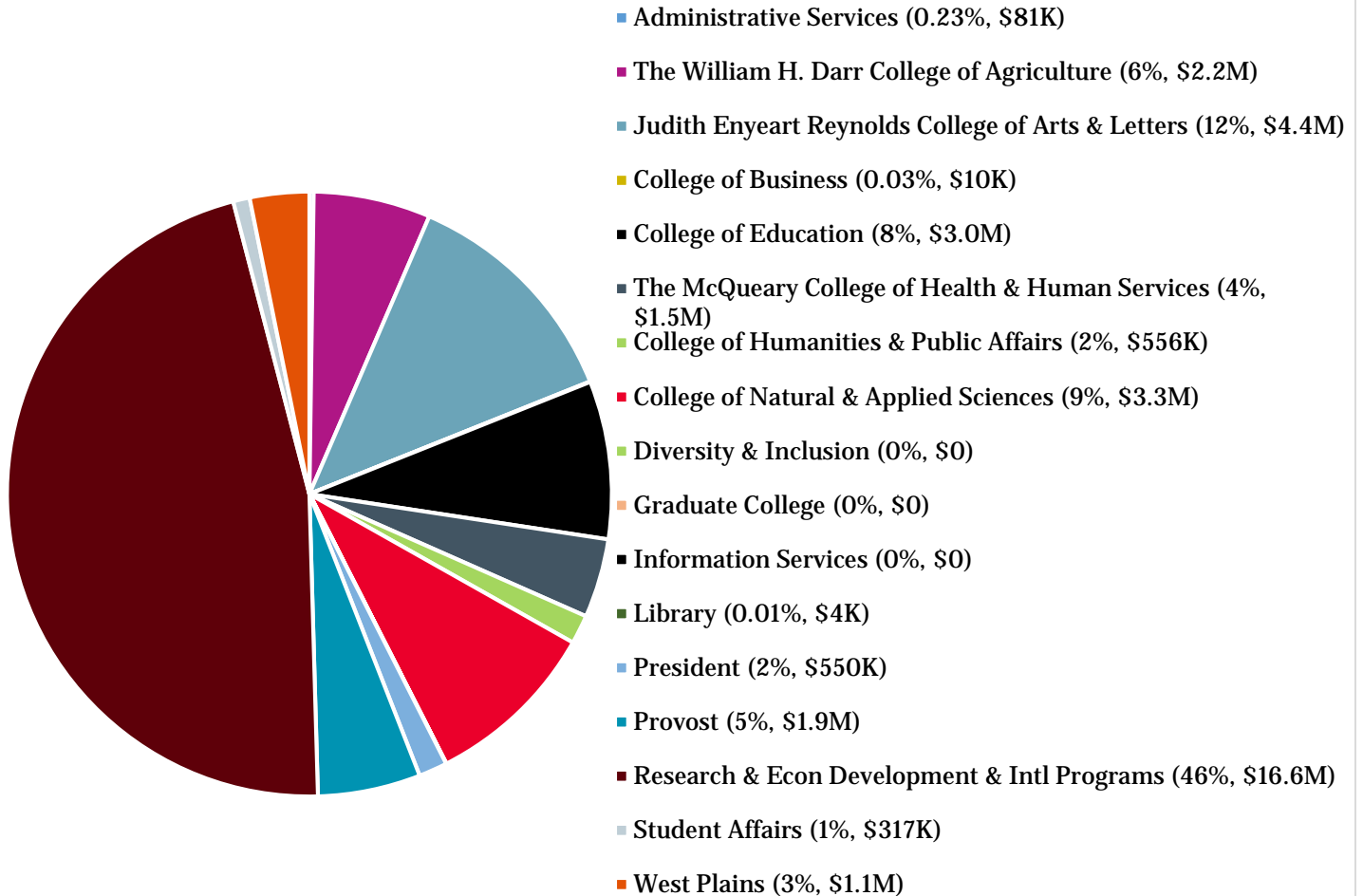


AWARDS BY PROJECT TYPE WITHOUT CARES ACT FUNDING



Eight of Missouri State’s major units exceeded \$1 million in annual award funding, and University centers continue to be instrumental in acquiring external funding, with approximately \$22.7 million of the total funds awarded in FY 2021.

AWARDS BY UNIT - WITHOUT CARES ACT FUNDING



Missouri State University met its 2020-2021 Action Plan’s Research Administration goals:

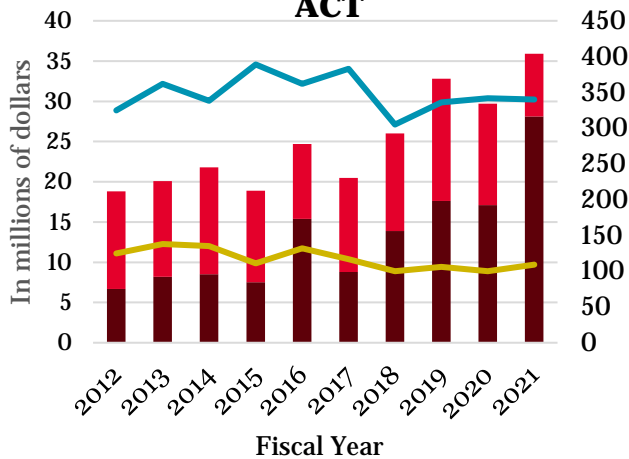
- Maintain external funding through private support, grants, and sponsored contracts of \$40 million or more annually (\$35.9 million from Research Administration and \$25.8 million through the Foundation)
- Maintain the number of grant and contract proposals submitted for external funding through the Office of Research Administration

Over the last 10 years, faculty and staff have consistently submitted more than 300 proposals annually.

TABLE 2: HISTORY OF SPONSORED RESEARCH & PROGRAMS ACTIVITY WITHOUT CARES ACT FUNDING

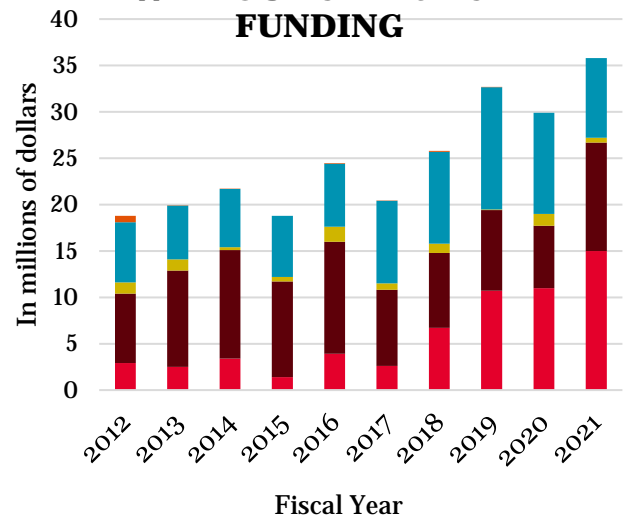
Fiscal Year	Proposals Submitted	Named Investigators Awarded	Total Awards	Total Requested (millions)	Total Awarded (millions)
2012	325	125	245	\$38.00	\$18.90
2013	362	138	289	\$32.40	\$20.10
2014	338	135	289	\$33.50	\$21.90
2015	389	111	297	\$52.70	\$19.00
2016	362	132	288	\$54.50	\$24.70
2017	383	117	285	\$54.20	\$20.50
2018	305	100	258	\$56.95	\$26.05
2019	336	106	292	\$48.01	\$32.80
2020	342	100	283	\$57.70	\$29.70
2021	340	109	289	\$79.90	\$35.90

EXTERNAL FUNDING TRENDS - WITHOUT CARES ACT



- Nonfederal
- Federal
- Proposals Submitted
- Named Investigators Awarded

PROJECT TYPE HISTORY WITHOUT CARES ACT FUNDING



- Equipment
- Service
- Facilities & Infrastructure
- Education
- Research

Missouri State University FY2021 Grant/Contract Activity by Unit

The numbers of faculty and staff applying and awarded grants and contracts by each unit is presented below. The College of Natural and Applied Sciences had the largest number (39) of faculty apply for external funding and the largest number (73) of awards, based on credit sharing values. The Center for Applied Science & Engineering obtained the highest value of funding (\$12.9M) of any center, department, or unit.

Missouri State University FY 21 Grant/Contract Activity by Unit - Without CARES Act Funding

Unit	# Applying		# Awarded		Credit Share*			Actual**		
	Staff	Faculty	Staff	Faculty	Grants / Contracts	Award	\$	Grants / Contracts	Award	\$
Administrative Services	1	0	2	0	2	2	\$ 81,079	2	2	\$ 81,079
The William H. Darr College of Agriculture	0	4	1	4	16	15	\$ 149,039	16	15	\$ 1,795,923
Center for Grapevine Biotechnology	0	1	0	0	1	0	\$ -	1	0	\$ -
Mid-America Viticulture & Enology Center	2	2	2	2	7	9	\$ 2,104,305	6	7	\$ 457,421
Judith Enyeart Reynolds College of Arts & Letters	0	8	0	8	13	13	\$ 2,140,755	8	8	\$ 422,153
Center for Dispute Resolution	0	1	0	1	4	4	\$ 57,070	4	4	\$ 57,070
Center for Writing in College, Career, & Community	1	1	1	1	6	2	\$ 399,676	2	1	\$ 3,996,749
College of Business	0	1	0	1	1	1	\$ 8,000	1	1	\$ 10,000
Center for Project Innovation & Management	0	0	0	0	0	0	\$ -	0	0	\$ -
College of Education	4	18	1	8	36	16	\$ 2,174,932	27	14	\$ 1,055,843
Agency for Teaching, Leading and Learning	1	0	1	1	5	8	\$ 1,982,794	5	7	\$ 1,982,794
Institute for Play Therapy	0	0	0	0	0	0	\$ -	0	0	\$ -
Institute for School Improvement	0	0	0	0	0	0	\$ -	0	0	\$ -
The McQueary College of Health & Human Services	2	25	2	16	51	41	\$ 1,509,138	42	38	\$ 1,519,743
Center for Research & Service	0	0	0	0	0	0	\$ -	0	0	\$ -
College of Humanities & Public Affairs	0	0	0	0	0	0	\$ -	0	0	\$ -
Center for Archaeological Research	1	1	1	1	16	22	\$ 556,395	12	15	\$ 556,395
Center for Community Engagement	0	0	0	0	0	0	\$ -	0	0	\$ -
Center for Economic Research	0	0	0	0	0	0	\$ -	0	0	\$ -
Center for Social Science & Public Policy Research	0	0	0	0	0	0	\$ -	0	0	\$ -
College of Natural & Applied Sciences	4	39	4	25	117	73	\$ 3,477,535	70	51	\$ 2,717,839
Bull Shoals Field Station	0	1	0	1	3	3	\$ 2,556	3	3	\$ 2,556
Center for Resource Planning & Management	2	0	2	0	11	8	\$ 484,732	9	7	\$ 484,732
Ozark Environmental Water Research Institute	1	1	1	1	3	6	\$ 164,375	2	3	\$ 159,400
Diversity & Inclusion	0	0	0	0	0	0	\$ -	0	0	\$ -
Graduate College	0	0	0	0	0	0	\$ -	0	0	\$ -
Information Services	0	0	0	0	0	0	\$ -	0	0	\$ -
Library	3	3	1	2	6	3	\$ 4,600	4	2	\$ 4,600
President	0	0	1	0	1	1	\$ 550,000	1	1	\$ 550,000
Provost	2	3	1	3	16	14	\$ 1,308,196	14	14	\$ 1,308,196
Ozarks Public Health Institute	0	1	0	1	3	3	\$ 309,233	2	2	\$ 301,917
Southwest Missouri Area Health Education Center	1	0	1	0	10	10	\$ 365,010	10	10	\$ 365,010
Research & Economic Development	3	0	4	0	42	33	\$ 2,403,801	42	33	\$ 2,403,801
Center for Applied Science & Engineering	3	0	3	0	8	9	\$ 12,940,003	7	9	\$ 12,940,003
Center for Biomedical & Life Sciences	0	1	0	1	9	8	\$ 124,208	9	8	\$ 124,208
International Leadership & Training Center	1	0	1	0	2	2	\$ 79,950	2	2	\$ 79,950
Jordan Valley Innovation Center	0	0	1	0	16	14	\$ 746,927	15	14	\$ 746,927
Small Business Development Center	1	0	1	0	12	10	\$ 398,877	10	10	\$ 398,877
Student Affairs	5	0	3	0	6	4	\$ 317,929	2	3	\$ 317,929
West Plains	2	2	4	1	12	5	\$ 1,141,512	12	5	\$ 1,141,512
TOTAL	40	113	39	78	435	339	\$ 35,982,627	340	289	\$ 35,982,627

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

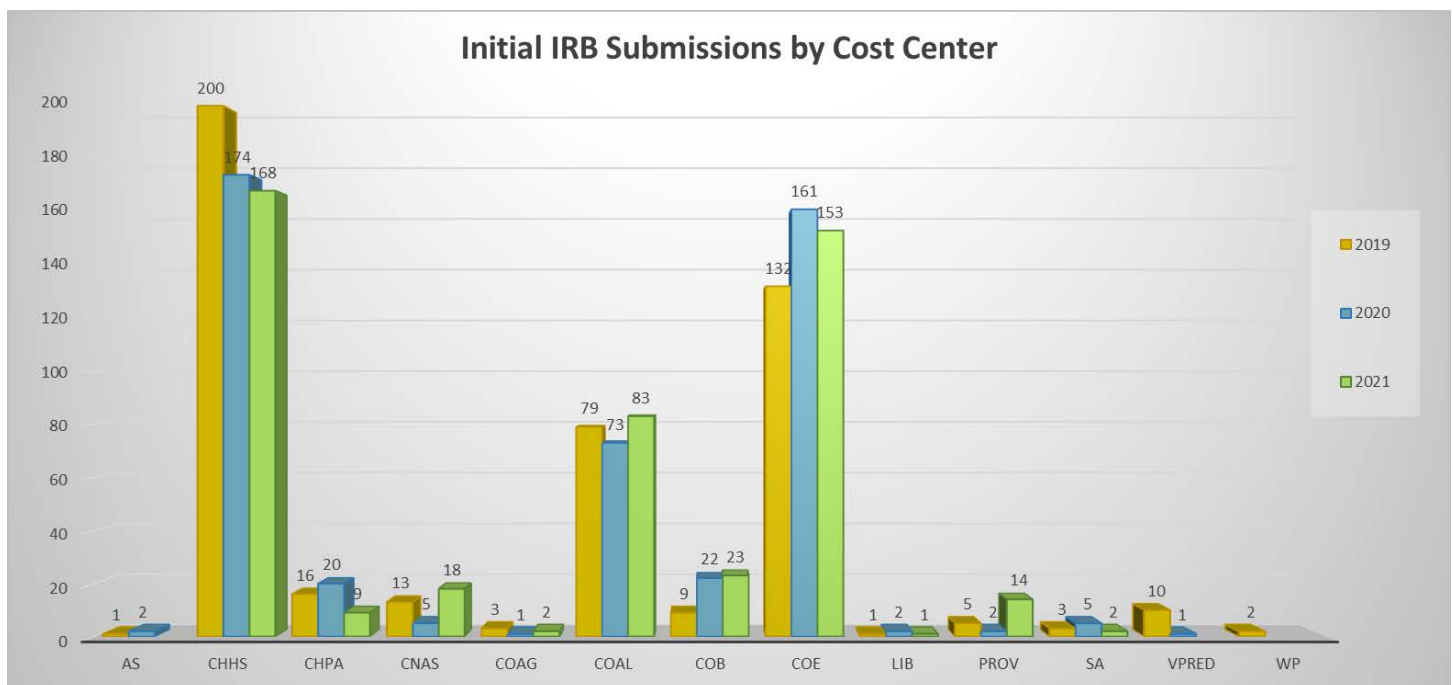
** Actual - proposals/awards will only be shown in the originating unit.

FY2021 OFFICE OF RESEARCH ADMINISTRATION (ORA) HIGHLIGHTS

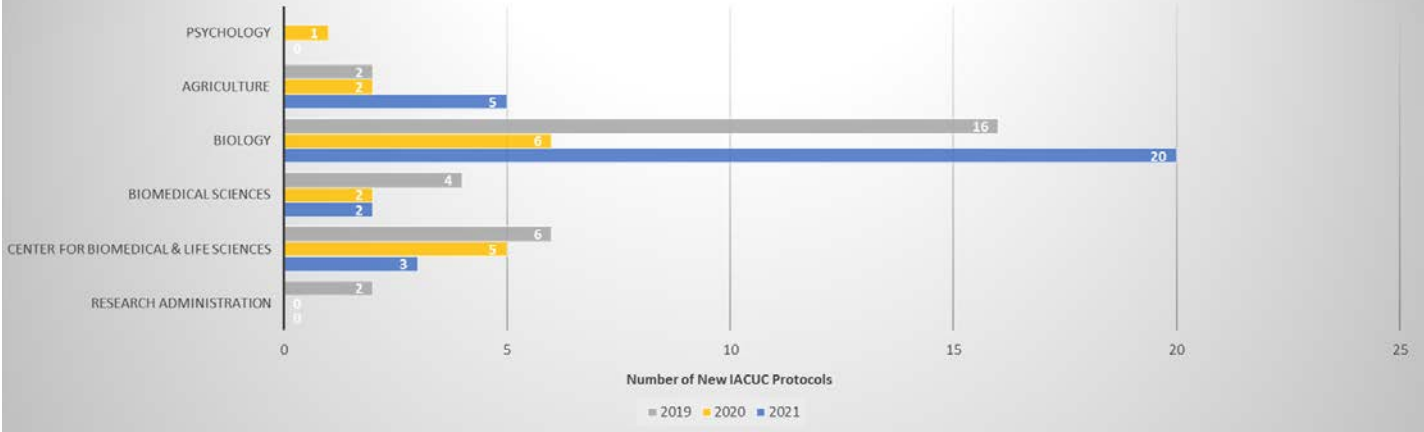
The ORA continues to support faculty and staff in their pursuit of external funding, in addition to considering ways to improve their support of faculty and staff. The ORA offers monetary support for travel to send more faculty and staff to conferences focused on grant writing, legislative visits, and meetings with federal and private agencies and program officers. The ORA also offers competitive funding for a summer graduate assistant to help gather information or data needed for a proposal submission. It is the intent of the ORA that these funds are a small investment to stimulate proposal submission, and hopefully increased funding in the future.

The ORA is also responsible for research compliance in the areas of human subjects research, animal subjects research, radiation safety, biosafety, export control, responsible conduct of research, conflict of interest, and research misconduct.

The research compliance committees, Institutional Review Board (IRB) and Institutional Animal Care and Use Committee (IACUC), are responsible for reviewing and approving human subjects and animal subjects research, respectively. In FY2021, the IRB reviewed 473 applications and the IACUC reviewed 30 new applications. The following charts provide information on new submissions that occurred in FY2021, in addition to the totals from FY2019 and FY2020, for comparison.



IACUC PROTOCOL SUBMISSIONS



MORE INFORMATION

VISIT OUR WEBSITES:

missouristate.edu/research

ora.missouristate.edu

CONTACT:

Office of Research Administration
researchadministration@missouristate.edu
 417.836.5972

Quick Guide to New NCAA Interim Policy

To provide all individuals an opportunity to exercise their name, image and likeness rights, all three NCAA divisions adopted an interim policy suspending previous NIL rules as of July 1. The NCAA will continue working with Congress to develop an NIL approach that provides the uniformity and detail individuals and schools deserve. Though the current legal and legislative environment prevents a permanent solution at this time, the interim policy provides immediate access for individuals in states without an NIL law or executive order.

As of July 1, 2021

No federal law is in place to support student-athletes' use of NIL. Under the NCAA Interim NIL Policy, schools and student-athletes should adhere to the guidance below.

Everyone

NCAA rules, including prohibitions on institutional pay-for-play and improper recruiting inducements, remain in effect.

PAY-FOR-PLAY

IMPERMISSIBLE INDUCEMENTS

Individuals and schools in states with NIL laws or executive actions with the force of law in effect:

NCAA rules, including prohibitions on pay-for-play and improper recruiting inducements, remain in effect, but NIL activities protected by state law will not impact eligibility.

Individuals where there is no state law or executive actions:

If an individual chooses to engage in an NIL activity, eligibility will not be impacted by NCAA amateurism and athletics eligibility bylaws, but other NCAA rules, including prohibitions on pay-for-play and improper recruiting inducements remain in effect.



REMINDER: Schools are responsible for determining whether an individual's NIL activities are consistent with state law. The NCAA will not monitor for compliance with state law.



Use of a professional services provider is permissible for activities related to use of NIL.



State law and institutional policies may establish reporting requirements, if applicable.



New Interim Policy Key Takeaways

This document is about NCAA rules compliance. Compliance with state laws and institutional NIL policies, if any, will not be addressed at the national level.

New Interim NIL Policy ...

DOES:

- ✓ Permit individuals to benefit from their NIL.
- ✓ Protect and promote the national recruiting environment and fair competition.
- ✓ Allow the membership to develop experience that may impact future policy changes.
- ✓ Retain prohibitions on pay-for-play and impermissible inducements.
- ✓ Incorporate student-athlete feedback.
- ✓ Acknowledge the need for schools and student-athletes to comply with state law.

DOES NOT:

- ✗ Allow NIL compensation contingent on enrollment at a particular institution.
- ✗ Allow compensation for athletic participation or achievement.
- ✗ Permit compensation for work not performed.

Delineation of Regulatory Responsibilities

SCHOOLS



- Schools are obligated to apply and report potential violations of NCAA legislation that remains applicable, including the prohibitions on pay for play and improper inducements.
- Schools, with assistance from the national office, as appropriate, ultimately have the responsibility of certifying eligibility.
- If circumstances suggest additional review is appropriate, schools would be required to complete due diligence on the appropriateness of the NIL activity.
- Interpretive guidance provided by the national office will be limited to NCAA rules that remain in effect.
- The national office will not monitor for violations of, or assess compliance with, state law or institutional NIL policies.

NATIONAL OFFICE



- When information suggests that a violation related to pay-for-play, improper inducements or other legislation that remains in effect may have occurred, the NCAA enforcement staff will act according to current legislation (Bylaw 19) and enforcement policies and procedures.
- Interpretive guidance provided by the national office will be limited to NCAA rules that remain in effect.
- The national office will not monitor for violations of, or assess compliance with, state law or institutional NIL policies.

INDIVIDUALS



- Refrain from accepting compensation in exchange for athletic performance or participation as an inducement for enrollment.
- Follow state laws in addition to institutional policies related to NIL activities, if applicable.



IX.D.1.

RECOMMENDED ACTION – Delegation of Authority to University President Regarding the Temporary Imposition or Modification of University Policies in Response to COVID-19.

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

WHEREAS, as per the Missouri Constitution and Chapters 172 and 174 of the Missouri Revised Statutes, the powers of general control and management of Missouri State University are vested in its Board of Governors;

WHEREAS, as further clarified and delineated in its Bylaws, the Board of Governors are specifically responsible for adopting policies for the governance of the University and fixing the conditions of employment for all faculty and staff;

WHEREAS, on March 11, 2019, the World Health Organization announced that the novel coronavirus infection disease of 2019 (“COVID-19”) is a pandemic;

WHEREAS, on March 13, 2020, the President of the United States declared a national state of emergency due to the outbreak of COVID-19;

WHEREAS, on March 13, 2020, the Governor of the State of Missouri declared a state-wide state of emergency due to the outbreak of COVID-19, which declaration has been extended through August 31, 2021;

WHEREAS, on or about July 21, 2021, the Greene County Commission issued a “declaration of local emergency,” due to prevalence and concentration of the COVID-19 Delta variant throughout southwest Missouri;

WHEREAS, on or about July 22, 2021, the State of Missouri announced that they would assist in the creation of an “alternate care site” for COVID-19 patients in Springfield, Missouri, in an effort to aid local hospitals and health care providers;

WHEREAS, various, ongoing, and often time-sensitive decisions must be made to enable the University to carry out its educational mission during the Fall 2021 semester while interrupting the further spread and transmission of COVID-19;

WHEREAS, Administration recommends that the Board of Governors delegate to the President of the University the authority to make such policies, directives, and decisions as are reasonably necessary for the University to appropriately respond to the COVID-19 threat while still discharging its mission as a public institution of higher education (“COVID-19 Response Measures”);

WHEREAS, Administration further recommends that such delegation continue and remain in full force and effect through December 31, 2021, unless otherwise discontinued or extended by the Board;

WHEREAS, the University President, personally and/or by and through his designees, shall make a full report to the Board of Governors at both the September Board of Governors Executive Committee meeting (i.e., September 15, 2021) and the October full Board meeting (i.e., October 15, 2021) of any COVID-19 Response Measures that have been taken pursuant to this delegation.

NOW, THEREFORE, BE IT RESOLVED by the Board of Governors for Missouri State University that the President of the University be delegated the authority to make such policies directives, and decisions as are reasonably necessary for the University to appropriately respond to the COVID-19 threat; that such delegation of authority shall continue through December 31, 2021; and that a full report of such measures shall be provided to the Board of Governors at its next full board meeting.

VOTE: **AYE** _____

NAY _____

X.

RECOMMENDED ACTION - Resolution authorizing closed meeting

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

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

- A. R.S.Mo. 610.021(1). "Legal actions, causes of action, or litigation involving a public governmental body..."
- B. R.S.Mo. 610.021(2). "Leasing, purchase or sale of real estate by a public governmental body..."
- C. R.S.Mo. 610.021(3). "Hiring, firing, disciplining or promoting of particular employees by a public governmental body..."
- D. R.S.Mo. 610.021(6). "Scholastic probation, expulsion, or graduation of identifiable individuals..."
- E. R.S.Mo. 610.021(9). "Preparation, including any discussions or work product, on behalf of a public governmental body or its representatives for negotiations with employee groups;"
- F. R.S. Mo. 610.021(11) and (12). "Specifications for competitive bidding..." and "Sealed bids and related documents..."
- G. R.S.Mo. 610.021(13). "Individually identifiable personnel records, performance ratings or records pertaining to employees or applicants for employment..."
- H. R.S.Mo. 610.021(14). "Records which are protected from disclosure by law;" and
- I. R.S.Mo. 610.021(17). "Confidential or privileged communications between a public governmental body and its auditor,..."

VOTE: ___ AYE

___ NAY