



Board of Governors' Meeting
Robert W. Plaster Student Union, Room 313
Thursday, 12/12/2019
1:00 - 5:00 PM CT

I. Roll Call

II. Approval of Minutes

II.A. Approval of Minutes of Open Meeting of October 25, 2019 - Page 4

III. Consent Agenda

A. West Plains Campus

III.A.1. Approval of Actions Concerning Academic Employees - Page 11

III.A.2. Approval of Actions Concerning Non-Academic Employees - Page 15

B. Procurement and Financial

III.B.1. Approval of Procurement Activity Report - Page 16

III.B.2. Approval of Fee Schedule Resolution Amendment - Page 22

C. Human Resources

III.C.1. Approval of Actions Concerning Academic Employees - Page 23

III.C.2. Approval of Actions Concerning Non-Academic Employees - Page 37

III.C.3. Approval of Cost Center-Funded Equity Increases of Non-Academic Employees - Page 44

III.C.4. Approval of FLSA Salary Increases of Non-Academic Employees - Page 48

III.C.5. Approval of Amendments and Changes to the Memorandum of Agreement Between Missouri State University and Teamsters Local Union No. 245 - Page 50

IV. Making Our Missouri Statement - Board of Governors' Citizen Scholar Award Recipients

V. Committee Reports

A. Executive Committee

B. Risk Management and Audit Committee

C. Programs and Planning Committee

D. Finance and Facilities Committee

VI. President's Report

A. President Clif Smart's report will include updates and comments on the following topics:

President's Report - Page 52

1. Preview Winter Graduations

2. Compensation Update

3. Government Relations Update

VII. West Plains Campus (written report only)

A. Chancellor's Report - Chancellor Shirley Lawler will provide a written report regarding activities on the West Plains Campus

Chancellor's Report - Page 53

VIII. Academic Affairs

A. Report from the Provost - Provost Frank Einhellig's report will include updates and comments regarding Academic Affairs

Provost's Report - Page 54

1. **Update on Hiring of New Academic Department Heads**
2. **Changes in the Academic Advisement Center and Renaming to Academic Advising and Transfer Center**
3. **OTC/MSU Two Plus Two Plans and Transfer Scholarship Changes**
4. **Status of Instructional Offerings Through Online Delivery**

IX. Research and Economic Development (written report only)

- A. Report from the Vice President for Research and Economic Development & International Programs - Vice President Jim Baker will provide a written report on Sponsored Research**

Research and Economic Development Report - Page 55

X. Diversity and Inclusion (written report only)

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

Diversity and Inclusion Report - Page 59

XI. Student Affairs

- A. Report from the Student Body President**

Student Body President Report - Page 75

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

Student Affairs Report - Page 76

- C. Approval of Offer of Commendation to William Miller for Service as Student Governor for Missouri State University**

Approval of Offer of Commendation - Page 78

XII. Staff Senate

- A. Staff Senate Report**

Staff Senate Report - Page 79

XIII. Financial

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

Development Report - Page 80

- B. Onward, Upward Campaign Update**

- C. Approval of Agreement with William Darr, the Darr Family Foundation, and Springfield Public Schools**

Darr College of Agriculture Resolution and Agreement - Page 84

XIV. Marketing and Communications

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

Marketing and Communications Report - Page 89

- B. Variable Data Marketing & Virtual Tour Presentation Presented By: Stacey Funderburk & Nechell Bonds**

XV. Old Business

- A. IDEA Commons Update and Discussion of Letter of Intent**

XVI. New Business

- A. Key Performance Indicator Update**

XVI.A.1. Key Performance Indicator Update-Springfield Campus - Page 90

XVI.A.2. Key Performance Indicator Update-West Plains Campus - Page 96

- B. Approval of the 2020 Executive Committee of the Board of Governors**

- C. Announcement of Board Committee Appointments**

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

Closed Meeting Resolution - Page 101

XVIII. Adjournment

XIX. Date of Next Meeting: Friday, February 21, 2020, 1 p.m., Robert W. Plaster Student Union, Room 313

MINUTES OF THE BOARD OF GOVERNORS
MISSOURI STATE UNIVERSITY
OCTOBER 25, 2019 1:00 PM

1. **Roll Call**

Present- Mr. Gabriel E. Gore, Chair
Ms. Amelia Counts, Governor
Mr. Craig Frazier, Governor
Ms. Beverly Miller, Governor
Mr. William Miller, Student Governor
Mr. Kendall Seal, Governor
Ms. Carol Silvey, Governor
Mr. Greg Spears, Governor
Ms. Carrie Tergin, Governor

Also

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

2. **Presiding** – The presiding officer for the meeting was Mr. Gabriel E. Gore, Chair of the Board of Governors. He called the meeting to order at 1:00 p.m. in the Traywick Parliamentary Room in the Plaster Student Union on the campus of Missouri State University in Springfield, Missouri.

3. **Approval of Minutes** – Mr. Gore mentioned that the first item of business was the approval of the minutes for the open and closed meetings of August 8-9, 2019. Ms. Carol Silvey so moved, receiving the second from Mr. Craig Frazier.

Motion passed 8-0.

4. **Consent Agenda** – Mr. Gore noted that the next item of business on the agenda was the approval of the Consent Agenda for this meeting. The items included in the Consent Agenda are:

President

Approval of FY2019/2020 Athletics Employment Agreement for an Assistant (Human Resources No. 1627-19).

West Plains Campus

Approval of Actions Concerning West Plains Campus Academic Employees (West Plains Campus Personnel No. 438-19).

Approval of Actions Concerning West Plains Campus Non-Academic Employees (West Plains Campus Personnel No. 439-19).

Approval of Employment Contract and First Amended Employment Contract of Aaron Proctor, Assistant Coach, Basketball – West Plains (West Plains Personnel No. 440-19).

Procurement and Financial

Approval of Procurement Activity Report for the Period July 24, 2019, through October 9, 2019 (Purchasing Activity Report No. 482-19).

Facilities and Equipment

Approval of a Resolution Granting Perpetual Street Right of Way and Temporary Construction Easements to the City of Springfield (Agreement No. 433-19).

Human Resources Items

Approval of Actions Concerning Academic Employees (Human Resources No. 1628-19).

Approval of Actions Concerning Non-Academic Employees (Human Resources No. 1629-19).

Mr. Frazier made a motion to approve the Consent Agenda, receiving a second from Ms. Carrie Tergin.

Motion passed 8-0.

5. **Making Our Missouri Statement Moment – Online Speech Therapy Presentation** – Dr. Julie Masterson, Dean of the Graduate College, introduced Dr. Rachel Robinson, President and Co-Founder of DotCom Therapy, Inc. Dr. Robinson presented via video and shared how Missouri State gave her the start she needed and the importance of mentoring. She provided the history of how DotCom Therapy, Inc., a telehealth platform, started. Today DotCom Therapy, Inc. has over 130 employees, 99% female, and provides speech-language pathology, occupational therapy, mental health and educational audiology in 32 states and 7 countries performing 8,000 therapy sessions weekly. Moving forward, they are expanding

into healthcare and universities and will be launching a new platform to increase private client access.

6. Committee Reports:

- A.** Mr. Gore reported on the July 17, 2019, and September 18, 2019, Executive Committee meetings. At the July 17, 2019, meeting the committee approved fiscal year 2021 capital improvement priorities, the procurement activity report and a contract for the classroom addition to McQueary Family Health Sciences Hall. At the September 18, 2019, meeting the committee approved the procurement activity report, authorized the University to add Hammons Hall to the auxiliary enterprise system, awarded a contract to finish additional facility space at the Plaster Center for the cooperative engineering program and approved a lease agreement for television tower space for KOZK.
- B.** Mr. Frazier reviewed the September 30, 2019, Risk Management and Audit Committee meeting. At the meeting committee members discussed internal audit reports including Pharmacy Inventory procedures and Controls at Magers Health and Wellness Center, the West Plains Drago College Store Inventory and Campus Cash Counts, the NCAA Financial Aid Compliance and the University Bookstore Inventory Procedures and Controls. All reports are publicly available on the internal auditor's webpage.
- C.** Ms. Amelia Counts discussed the Finance and Facilities Committee meeting. During the meeting, the committee reviewed bond refinancing terms that will result in a nets savings of approximately \$1 million. The committee heard an update on the new residence hall and discussed bids for the dining center infill. A development report from the Foundation was also reviewed.
- D.** Ms. Silvey discussed the Programs and Planning Committee meeting. An update on the Strategic Enrollment Management planning process was given. The committee then received an overview of the Greenwood Laboratory School, which was established in 1908. Proposed changes to the G5.05 University Housing policy were discussed. Mr. Frazier made a motion to recommend approval of proposed changes to G5.05 University Housing policy (Board Policies No. 124-19). Ms. Silvey seconded the motion.

Motion passed 8-0.

- 7. Presidents Report** – President Clif Smart welcomed everyone to Homecoming weekend at Missouri State and reminded attendees that the Wall of Fame Ceremony is taking place following the Board meeting. He then asked Dr. Jim Baker, Vice President for Research and Economic Development & International Programs, to report on the China Program. Dr. Baker reported that recruiting is becoming more challenging. Recently a program has been developed that allows for a dual degree from Missouri State University and Southwest University, Chongqing, China. Students spend three years at their home university and their last year at Missouri State University, receiving a degree from each university. There are currently 112 students in the program. They are looking to adopt this model at other places. Ms. Counts, who participated in the recent China trip, then shared that a highlight of the trip was the opening ceremony and seeing Missouri State University emblems and plaques in

China. Mr. Gore shared that the trip was an impactful, eye opening experience. It is evident that Dr. Baker and his team have done tremendous work and created extremely successful relationships.

President Smart then recommended approval to award the 2019 Government Excellence Award to Representative Elijah Haahr (Award No. 88-19) and Senator Lincoln Hough (Award No. 89-19) for their outstanding support for the University. Ms. Tergin made a motion to approve, receiving a second from Ms. Silvey.

Motion passed 8-0.

President Smart showed the newest What's New at MSU video for the Board and meeting attendees. He then introduced his new Executive Assistant, Ms. Jessica Silvey, who will start in December 2019.

8. Academic Affairs:

A. Report from the Provost – Dr. Frank Einhellig, Provost, opened with a few comments regarding the Faculty Senate report that included CUPA data.

Dr. Einhellig then shared that Missouri State University is designated to receive a National Award for Excellence in Assessment, which is one of seven given out across the United States and recognized Dr. Keri Franklin for her work. He then discussed the recent expansion and improvements in specialized teaching and research facilities to include the Innovation Lab in Meyer Library 003 and the Temple Greenhouse. Dr. Einhellig reported that Academic Affairs continues to hold a monthly Academic Affairs Leadership Development program. For the 2019-2020 year, individuals who show an interest in future administrative positions are being invited to participate. Dr. Chris Craig, Deputy Provost, is administering this program.

Dr. Einhellig then introduced Dr. Paul Durham, Distinguished Professor, Biology and Chair of the 16th annual Public Affairs Conference. This year's theme was *The 21st Century Digital World*. Dr. Durham stated he was thrilled when asked to chair this year's conference. He reported the conference went extremely well with many diverse presentations and topics and great interaction between the panelists, speakers and the audience.

9. Student Affairs:

A. Report from the Student Body President – Mr. Abdillahi Dirie, Student Body President, reported that for this year's homecoming parade, students are becoming more sustainable and doing less pumping. He then noted recent events on campus to include a first ever Health and Wellness week and the National Walk for Freedom. Mr. Dirie reported that talks have started regarding a Multicultural Diversity space on campus. A survey will be going out to students asking what they would like the space to look like. He shared that a waste audit, which will give ideas of ways to improve current waste practices, will start in December 2019 through fall 2020. Mr. Dirie recently participated in a mental health discussion at the University of Missouri and that a coalition group has

been created to focus on student issues. Last, SGA continues to look at increasing security measures across campus.

10. Staff Senate Report – Ms. A'dja Jones, Chairperson of the Staff Senate, reported that October is Breast Cancer Awareness month. A luncheon was held on October 4, 2019, which raised \$1,200. Staff Senate will have a tent at homecoming this year and is getting ready for the Giving Tree, which will provide donations to Isabelle's House, Crisis Nursery, Rare Breed Youth Services and Rebound Foundation. Ms. Jones then reported that Administrative forums are being scheduled to promote continued education among staff. Mr. Brent Dunn will be leading the next Book Club. Last, Staff Senate continues to work on items that can be improved upon including employee mental health and check-ins.

11. Facilities and Equipment – Mr. Matt Morris, Vice President for Administrative Services, recommended the approval of bids and award of a contract for the dining center infill at the new residence hall (Bids and Quotations No. 1579-19). The low bid in the amount of \$3,671,500 for the base plus alternates 1, 3, and 4 was received from Branco Enterprises, Inc. Total project budget is \$4,925,000 with completion expected prior to the fall 2020 semester. Moved and seconded, respectively, by Ms. Silvey and Ms. Beverly Miller Keltner.

Motion passed 8-0.

12. Financial – Mr. Steve Foucart, Chief Financial Officer, recommended approval of resolution authorizing the issuance of educational facilities revenue bonds 2019B (Finance No. 1083-19). These bonds have a closing date of December 4, 2019 at a rate of 3.05% with a mature date of October 2035 and a total projected savings of \$288,000. Mr. Foucart recommended approval of resolution authorizing the issuance of auxiliary enterprise system revenue bonds 2019A (Finance No. 1084-19). These bonds have a closing date of December 4, 2019 at a rate of 3.05% with a mature date of October 2035 and a total projected savings of \$750,000. A motion was made by Mr. Gregory Spears and seconded by Mr. Frazier.

Motion passed 8-0.

13. New Business:

A. President Smart gave an overview of the campus climate noting that Dr. Mike Nietzel, past President, made diversity a focus of his presidency. Under President Smart's leadership, the first Vice President for Diversity and Inclusion was hired. The first climate survey was done in 2015 with follow-up recommendations received from the Higher Learning Commission. In spring 2019, a climate survey was done using a company that surveyed 52 universities; providing a peer group to base responses. President Smart then introduced Dr. Keri Franklin, Director of Assessment, who coordinated this survey. Dr. Franklin stated that the University held itself to higher standards by doing a climate survey that multiple universities participated in. She then reviewed responses to the 39-question survey highlighting the breakdown of the respondent group and where Missouri State respondents reported overall higher satisfaction. Areas of higher satisfaction included campus climate and support for diversity and equity and lower reports of discrimination or harassment than other

institutions. The survey does show that non-binary individuals, U.S. persons of color, LGB+ individuals and liberal individuals do have a less positive view and perception of campus and institutional support and campus climate. In addition, students and employees reported hearing slightly more insensitive or disparaging remarks, with 7% noting the local community as the source. The company who conducted the survey stated that Missouri State University should be proud of the results as they are overall positive and encouraging.

Mr. Wes Pratt, Chief Diversity Officer and Assistant to the President, then reviewed the 2015 climate survey initiatives, a list that will have an impact locally and in the region. The Higher Learning Commission recommendations have been implemented to include the recent climate survey, developed partnerships and enhanced infrastructure through coordinated training, recruitment and retention. Diversity and inclusion is everyone's business.

Dr. Dee Siscoe, Vice President for Student Affairs, discussed the on-going recruitment and retention of students through campus programs to include Bears Lead, TriO, Diversity Outreach and Recruitment, Dungey Leadership Institute and numerous access programs like Big Brothers, Big Sisters, Boys and Girls Club and College Bound. She also discussed the many multicultural environments and events that are available across campus for students. Dr. Siscoe shared that the students have been discussing having one center where all services can be brought together. A student townhall meeting is scheduled for November 19, 2019 to discuss this.

Dr. Einhellig then discussed the multicultural research and scholarship opportunities available on campus. Public Affairs courses address cultural competence, grants are integrating diversity into the curriculum, and accreditation has diversity expectations. Programs initiated include Bear POWER, which offers a post-secondary education opportunity to students with intellectual and developmental disabilities and Blackboard Ally, an accessibility tool. President Smart stated that everyone plays a major part in diversity and inclusion across campus and in the community. This is important and the University is making progress.

- B.** Mr. Gore then stated the last order of business is election of 2020 officers of the Board. He moved that Mr. Craig Frazier serve as Chair of the Board of Governors for 2020 and Ms. Amelia Counts serve as Vice Chair of the Board of Governors for 2020. Mr. Kendall Seal seconded the motion.

Motion passed 8-0.

- 14. Date of Next Meeting** – The date of the next scheduled meeting was set for Thursday, December 12, 2019, at 1 p.m. on the Springfield Campus.
- 15. Adjournment** – Mr. Gore adjourned the meeting at 3:53 p.m., on the motion of Ms. Miller Keltner, the second of Ms. Counts, and the unanimous vote of the Board.

Kristan Gochenauer
Kristan Gochenauer
Secretary to the Board

DRAFT

III.A.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.

RANKED FACULTY APPOINTMENT:

<u>Name</u>	<u>Position/Department</u>	<u>Salary</u>	<u>Effective</u>
Jessica Barton	Instructor of Nursing West Plains Campus	\$46,500.00	1/6/2020 - 5/22/2020
Sheila Rather	Instructor of Nursing West Plains Campus	\$46,500.00	1/6/2020 - 5/22/2020

NON-ACADEMIC APPOINTMENT

<u>Name</u>	<u>Position/Department</u>	<u>Salary</u>	<u>Effective</u>
Louis Kimble	Per Course Faculty Representative	\$ 700.00	11/1/2019 - 5/16/2020

(See Addendum A for Supplemental Payments for the summer 2019 session)

(See Addendum B for Supplemental Payments for the fall 2019 session)

VOTE: **AYE** _____
 NAY _____

ADDENDUM A

Supplemental payments for summer 2019 session:

<u>Name</u>	<u>Department</u>	<u>Salary</u>
Cathy Boys	Summer Scholars Program Instruction	\$ 200.00
Jacob Poulette	Summer Scholars Program Instruction	\$ 200.00
Jerry Trick	Summer Scholars Program Instruction	\$ 200.00

ADDENDUM B

Supplemental payments for the fall 2019 session:

<u>Name</u>	<u>Department</u>	<u>Salary</u>
Judy Carr	Division Chair Duties	\$4,250.00
Renee Keith	CFD internships	\$2,500.00

Comments:

Jessica Ann Barton

BSN from Chamberlain University, College of Nursing, Addison, Illinois
ASN from Missouri State University-West Plains

2006 – Present ICU Charge Nursing, Ozarks Medical Center, West Plains, MO
1/2019 - Present Clinical Instructor, Missouri State University-West Plains, MO

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Sheila Rather

BSN from Arkansas State University-Mountain Home, AR
ASN from Arkansas State University-Mountain Home, AR

9/2019 to present Baxter Regional Medical Center, Mountain Home, AR
1/2019 to present Missouri State University-West Plains, MO
2018 to present Arkansas State University, Jonesboro, AR
2013 to 2018 Baxter Regional Medical Center, Mountain Home, AR

III.A.2.

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

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

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

APPOINTMENT:

<u>Name</u>	<u>Position-Department</u>	<u>Grade</u>	<u>Salary</u>	<u>Effective</u>
Beverly C. Greene	General Buyer, Drago College Store WP Bookstore	13	\$30,805 Annually	11/04/2019
Colter Billings	Content and Marketing Strategist WP University Communications	42	\$36,000 Annually	11/04/2019
Stacy L. Parsons	Accounting Technician, WP WP Business Office	13	\$30,160 Annually	12/02/2019

RESIGNATION:

<u>Name</u>	<u>Position-Department</u>	<u>Effective</u>
Heather E. Kamps	Director of Development WP Development	11/17/2019

RETIREMENT:

<u>Name</u>	<u>Position-Department</u>	<u>Effective</u>
Frankie C. Murrell	Administrative Specialist II WP Financial Aid	01/01/2020

VOTE: **AYE** _____

NAY _____

III.B.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 October 9, 2019 through November 27, 2019 be approved.

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

FOR APPROVAL

Single purchase > \$250,000 that was competitively bid

**Mask Aligner with Micro/Nano-Imprint Lithography System \$482,136.00
Jordan Valley Innovation Center (JVIC)**

In response to required advertising, two bids were received for a mask aligner with micro/nano-imprint lithography system for the Jordan Valley Innovation Center (JVIC).

Recommend approval to award to SUSS MicroTec, Incorporated as the low bid.

SUSS Microtec MA/BA6 mask aligners with micro/nano-imprint systems are used to develop micro-electronic based devices. A system would be used to fabricate device structures from the micrometer down to the nanometer level, which provides an enhancement to both the sensitivity and efficiency of a device for the purposes of sensor detection. Usage would include the investigation of the performance of various device architectures for the purpose of developing gas sensors for a funded program.

Acquisition of this system would allow for next generation of nanotechnology-based materials to be incorporated into device architectures, resulting in enhancement to both sensitivity and efficiency in detecting a substance of interest. The system would be used by research staff, as well as students working on the funded programs.

Hardware is required to accomplish deliverables on a Cooperative Agreement with the U.S. Army Engineer Research and Development Center (ERDC) titled *Concept Printed Sensor Systems for Sensing and Monitoring of Harmful Gases*.

Note: Funding to be from a Research Cooperative Agreement with the U.S. Army Engineer Research and Development Center (ERDC).

**ACTIVITY REPORT
PAGE TWO**

FOR INFORMATIONAL PURPOSES ONLY

Contract > \$100,000 that was competitively bid

**Fan Coil Unit Cleaning Services \$118,747.08
Residence Life**

In response to a solicitation for fan coil unit cleaning services, two responses were received.

LCS Kleen-Aire, Incorporated was determined as the best overall Contractor. The fan coil cleaning services will be provided for seven buildings.

The contract term is to be October 21, 2019 through October 20, 2020, with four University optional one-year renewals through October 20, 2024.

Subject to ongoing satisfactory performance, the University will continue to exercise remaining available annual renewal options as needed.

Note: Funding to be from ongoing operational budgets.

Other purchases at the discretion of the Director of Procurement Services with approval from the Chief Financial Officer or President, with description of the rationale

**State Government Relations Services \$126,000.00
Other Professional Services**

Hahn O'Daniel has represented Missouri State University's interests in Jefferson City for the past four years. During this period of time, the University had multiple lobbyists under independent contracts.

Retirement of Jerry Burch, Missouri State's longtime contract lobbyist, as well as the recent accomplishment of substantial legislative priorities, together provide an opportunity to streamline the University's lobbying arrangement with a single contract that designates a lead contract lobbyist to whom other members of the lobbying team will report.

**ACTIVITY REPORT
PAGE THREE**

The new contract designates Jay Hahn, partner and founding member of Hahn O’Daniel, as the University’s lead contract lobbyist, and establishes the parameters for a government relations team that will be provided by Hahn O’Daniel. This contract will replace the existing contract the University has with Hahn O’Daniel, the University’s now expired contract with Burch & Associates, and all associated subcontracts.

Contract term begins November 1, 2019 for one-year, with an option to renew for an additional one-year period.

Subject to ongoing satisfactory performance, the University will exercise the available annual renewal option as needed.

Note: Funding to be from the Other Professional Services operational budget.

Single purchase > \$100,000 that was competitively bid

**Physical Vapor Deposition System \$130,299.00
Jordan Valley Innovation Center (JVIC)**

In response to required advertising, one bid was received for a physical vapor deposition system for the Jordan Valley Innovation Center (JVIC). Recommend approval to award to Korvus Technology as the only respondent.

Krovus physical vapor deposition is used to deposit thin film metals and insulators for the application of making integrated electronic devices. The system is unique in that it has two different deposition techniques in one system to allow for multiple deposition options.

System usage will be to investigate various metal and insulator combinations. The purpose will be for developing chemical sensors for a funded program, and to deposit seed layers for subsequent growth of nanomaterials that will be used in the fabrication of the chemical sensors. Research staff, as well as students working on the funded programs will be users.

The system is required to accomplish deliverables on a Cooperative Agreement with the U.S. Army Engineer Research and Development Center (ERDC) titled *Printed Electronic Nano Carbon-Based Devices and Systems to Improve Real-Time Surface Water Contamination Sensing*.

Note: Funding to be from a Research Cooperative Agreement with the U.S. Army Engineer Research and Development Center (ERDC).

**ACTIVITY REPORT
PAGE FOUR**

Single Feasible Source > \$100,000

**Software for Statistical Modeling
Division of Student Affairs**

**\$139,500.00
(Estimated Three-Years)**

Pursuant to University policy, which allows for single feasible source purchases, a new three-year agreement from October 1, 2019 through September 30, 2022 has been issued to Ruffalo Noel Levitz as a single feasible source for the existing on-site student admission statistical modeling software service program.

In order to effectively recruit new incoming students, the Office of Admissions utilizes two national student databases to purchase prospective student contact information. Data analysis to identify prospective students is enhanced by the continued utilization of modeling software.

An expiring October 1, 2016 through September 30, 2019 agreement from Ruffalo Noel Levitz is being replaced. Other proprietary Ruffalo Noel Levitz software is also utilized by the Office of Admissions, making the addition of another module by the same source the most compatible choice.

Ruffalo Noel Levitz is a premier provider of higher education software. It has an extensive and successful history of 20 years working in higher education at more than 200+ schools. Nearly 80 schools utilize its statistical modeling software, including major private and state colleges and universities, as well as two of Missouri State University's benchmark institutions, the University of Northern Iowa and the University of Missouri Kansas City.

Specific schools utilizing its statistical software include Boise State University, Cornell College, Illinois State University, Oral Roberts University, Southern Methodist University, Texas Tech University, Vanderbilt University, University of Alabama Birmingham, University of California Santa Cruz, University of Nevada, University of Notre Dame, and West Virginia University.

Estimated Three-Year Cost

Year	Cost
FY20	\$46,500.00
FY21	\$46,500.00
FY22	\$46,500.00
Total	\$139,500.00

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Subject to need and continued satisfactory performance, additional contract renewals would be made on an ongoing basis.

Note: Funding to be from ongoing operational budgets.

Contract > \$100,000 that was competitively bid

Water Treatment Chemicals and Services	\$150,514.48
Facilities Management	

In response to a solicitation for water treatment chemicals and services, two responses were received.

Chemtron was determined as the best overall value after a comprehensive evaluation was completed. The water treatment services to be provided include boiler treatment, steam line condensation return treatment, air conditioning/refrigeration cooling tower treatment, and closed loop system programs.

The contract term is to be January 1, 2020 through September 30, 2021, with six University optional one-year renewals through September 30, 2027. The present contract expired October 1, 2019, necessitating a three-month extension through December 31, 2019 for training purposes with the incumbent, US Water Services, Incorporated.

Subject to ongoing satisfactory performance, the University will continue to exercise remaining available annual renewal options as needed.

Note: Funding to be from ongoing operational budgets.

III.B.2.

Fee Schedule Resolution Amendment

Per the Fee Schedule Resolution, the President of the University is hereby authorized to establish and implement additional fees, or make appropriate modifications to the fees as set forth here, except for "Required Student Fees," and that such fees will be immediately effective upon action by the President, but will be reported to the Board at the next meeting of the Board by either the President or the Chief Financial Officer.

International Programs and Study Away has requested and the President approved the following change to the Fee Schedule Resolution on November 4, 2019:

International Programs Academic Experience Fee

An International Programs Academic Experience Fee must be paid by individuals traveling with an international Study Away program and/or participating in an international academic experience. Individuals who are abroad on a short-term faculty-directed program will pay a \$150.00 fee. **For short-term faculty-directed programs larger than 40 individuals, collaborating with another campus department for all travel arrangements and payments, the International Programs Academic Experience Fee will be reduced from \$150 to the following:**

Groups traveling 1-19 days: \$50 per person

Groups traveling 20-29 days: \$75 per person

Groups traveling 30-40 days: \$100 per person

All other individuals studying abroad will pay a \$300.00 fee per semester. All students participating in an international Study Away program or international academic experience are required to carry University-approved health insurance that includes emergency medical, political and natural disaster evacuation, as well as repatriation of remains. The cost of the insurance is included in the International Programs Academic Experience Fee. This fee is non-refundable.

MISSOURI STATE UNIVERSITY

III.C.1.

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>
Steven Thomas	Professor Management (50% FTE)	\$55,521 annually	01/13/20 12/15/20
Jennifer LaPrade	Assistant Professor Criminology & Criminal Justice	\$65,000 annually	08/10/20

(See Addendum A for Per Course Faculty Appointments)

(See Addendum B for Supplemental Payments)

(See Addendum C for Graduate Teaching Assistant Appointments)

RESIGNATIONS:

<u>Name</u>	<u>Position-Department</u>	<u>Effective</u>
Sarah Lancaster	Assistant Professor Animal Science	10/25/19
Phillip Lancaster	Assistant Professor Animal Science	11/08/19
Nathan Fent	Instructor Agriculture	12/13/19

RETIREMENTS:

<u>Name</u>	<u>Position-Department</u>	<u>Effective</u>
Keith Ernce	Professor Kinesiology	12/13/19
David Goodwin	Associate Professor Reading, Foundations & Technology	12/13/19
Cheryl Jones	Professor Library	12/13/19

Academic Personnel Board Actions, cont'd.

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Steven Thomas	Professor Management	12/13/19
Rose Korang-Okrah	Assistant Professor School of Social Work	05/15/20
Larry Mays	Instructor Kinesiology	05/15/20
Mark Putman	Associate Professor Theatre & Dance	05/15/20
Melinda Robinson	Senior Instructor Theatre & Dance	05/15/20

CHANGE OF STATUS:

<u>Name</u>	<u>Position-Department</u>	<u>Action</u>	<u>Effective</u>
Sylvia Feeney	From: Program Director Assistant Professor School of Nursing To: Director School of Anesthesia Assistant Professor School of Nursing	Title Change	01/01/19
Elizabeth Rozell	Interim Department Head Merchandising & Fashion Design Professor Management From: \$181,174 annually (\$7,500 annual supplemental) To: \$181,174 annually (\$10,000 annual supplemental)	Continuation of Appointment	07/01/19 06/30/20
Alice Black	From: Associate Professor Geography, Geology & Planning To: Faculty Emeritus Geography, Geology & Planning	Status Change	11/01/19

Academic Personnel Board Actions, cont'd.

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Sylvia Feeney	<p>From: Director School of Anesthesia Assistant Professor School of Nursing</p> <p>To: Interim Director School of Nursing Director School of Anesthesia Assistant Professor School of Nursing (\$500 monthly supplemental)</p>	Status Change	11/01/19
Kathryn Patterson	<p>From: Clinical Associate Professor School of Nursing \$70,700 annually (9-month appointment)</p> <p>To: Clinical Associate Professor School of Nursing \$94,267 annually (12-month appointment)</p>	Status Change	11/01/19 12/31/20
Stephen Stapleton	<p>From: Director Associate Professor School of Nursing</p> <p>To: Associate Professor School of Nursing</p>	Status Change	11/01/19
Stephen Stapleton	<p>Associate Professor School of Nursing</p> <p>From: \$124,114 annually (12-month appointment)</p> <p>To: \$91,186 annually (9-month appointment)</p>	Status Change	01/01/20
Joann Barnett	<p>Instructor Mathematics</p> <p>From: \$39,206 annually</p> <p>To: \$39,906 annually</p>	Salary Adjustment	02/01/20

Academic Personnel Board Actions, cont'd.

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Robert Brown	Instructor Mathematics From: \$39,212 annually To: \$39,912 annually	Salary Adjustment	02/01/20
Tara Herring	Instructor Biology From: \$36,175 annually To: \$39,175 annually	Salary Adjustment	02/01/20
Tina Hopper	Instructor Biology From: \$38,718 annually To: \$41,718 annually	Salary Adjustment	02/01/20
Cheryl Jones	From: Professor Library To: Faculty Emeritus Library	Status Change	02/01/20
Helena Metzker	Instructor Chemistry From: \$38,015 annually To: \$38,715 annually	Salary Adjustment	02/01/20
Melissa Schoeben	Instructor Biology From: \$36,000 annually To: \$39,000 annually	Salary Adjustment	02/01/20
Linda Sun	Instructor Mathematics From: \$39,753 annually To: \$40,453 annually	Salary Adjustment	02/01/20
Steven Thomas	From: Professor Management To: Faculty Emeritus Management	Status Change	02/01/20

Anna Tripi

Instructor
Mathematics
From: \$38,691 annually
To: \$39,391 annually

Salary Adjustment 02/01/20

Vote: _____ Yea
 _____ Nay

COMMENTS:

Jennifer LaPrade, Assistant Professor, Criminology & Criminal Justice

Ph.D. University of Texas, Expected May 2020

M.A. University of Texas, 2015

B.A. University of Texas, 2013

Experience: 2017 – Present, Instructor, University of Texas, Dallas, Texas; 2015 – present, Adjunct Faculty, Brookhaven College, Farmers Branch, Texas; 2013 – 2017, University of Texas, Dallas, Texas.

ADDENDUM A

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

<u>Name</u>	<u>Department</u>	<u>Salary</u>
Aldrich, Donna	Reading Foundations & Technology	\$7,320.00
Ampleman, James	Marketing	\$3,300.00
Armstrong, Allison	Reading Foundations & Technology	\$2,445.00
Athmer, Keith	Information Technology & Cybersecurity	\$3,000.00
Balasundaram, Megan	Management	\$4,560.00
Barnett, Helen	Sociology & Anthropology	\$2,850.00
Bartosky, Rachel	Biology	\$3,200.00
Bateman, James	Information Technology & Cybersecurity	\$3,000.00
Bennett, Susan	Theatre & Dance	\$2,448.00
Bihlmeyer, James	Media, Journalism & Film	\$5,508.00
Black, Angela	Theatre & Dance	\$1,430.00
Blackwell, Taylor	Information Technology & Cybersecurity	\$3,000.00
Botsford, Diana	Media, Journalism & Film	\$2,754.00
Bower, Jessica	Theatre & Dance	\$4,290.00
Brasier, Jason	Media, Journalism & Film	\$4,896.00
Brown, Bryan	Communication	\$920.00
Brown, Michelle	Reading Foundations & Technology	\$2,445.00
Bruce, Richard	Technology & Construction Management	\$4,220.00
Buergler, Melanie	Psychology	\$413.00
Burton, Kathleen	Reading Foundations & Technology	\$1,630.00
Burton, Richard	Information Technology & Cybersecurity	\$3,083.00
Campbell, Taryn	Technology & Construction Management	\$4,080.00
Cash, Cody	Philosophy	\$1,960.00
Clayton, Penny	Finance & General Business	\$7,999.98
Clutter, Cynthia	Reading Foundations & Technology	\$3,260.00
Cockrum, Leslie	Communication Sciences & Disorders	\$2,445.00
Coker, Calvin	Communication	\$2,754.00
Coker, Whitney	Communication	\$2,145.00
Collins, Daisy	Reading Foundations & Technology	\$5,490.00
Daniel, Carol	School of Nursing	\$560.00
Dixon, Stephanie	Psychology	\$1,400.00
Dornak, Desmond	Art & Design	\$2,448.00
Dubinsky, Julie	Finance & General Business	\$3,300.00
Dunn, Amy	Reading Foundations & Technology	\$2,745.00
Embree, David	Religious Studies	\$2,448.00

Academic Personnel Board Actions, cont'd.

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Falconer, Stella	Management	\$3,000.00
Farha, Nicholas	Reading Foundations & Technology	\$5,490.00
Forbes, Flora-Jean	Psychology	\$1,000.00
Ford, Tiffany	Information Technology & Cybersecurity	\$3,000.00
Frauenhoffer, Megan	Art & Design	\$3,162.00
Garst, Shane	School of Anesthesia	\$1,320.00
Gartin, Patrick	Study Away	\$5,534.00
Gibson, Robert	Music	\$1,901.90
Gilson, Duane	English	\$2,754.00
Goodale, Deborah	Marketing	\$3,300.00
	Finance & General Business	\$3,300.00
Green-Taylor, Demetria	Communication	\$2,145.00
Groves, Gregory	Finance & General Business	\$3,999.99
Hardy, Molly	Communication	\$2,754.00
Harrison, Glenda	Sociology & Anthropology	\$2,280.00
Haslam, Darryl	School of Social Work	\$2,400.00
Hayton, Magda	Religious Studies	\$4,674.00
Hisle, Melissa	English	\$1,000.00
Hogan, Joy	Kinesiology	\$1,596.00
Hsieh, Shen	Art & Design	\$4,896.00
Hughes, Carolyn	English	\$760.00
Inman, Kristopher	Communication	\$2,145.00
Johnson, Joshua	Art & Design	\$4,896.00
Jordan, Billy	Communication	\$4,335.00
Kaula, Radhika	Information Technology & Cybersecurity	\$3,136.00
Keeth, Sarah	Reading Foundations & Technology	\$2,445.00
Kennell, Everett	Media, Journalism & Film	\$2,754.00
Knight, Jack	Philosophy	\$6,307.95
Koroglu, Didem	Communication	\$2,145.00
Leggitt, Stephen	Media, Journalism & Film	\$2,754.00
Loudis, Anthony	Media, Journalism & Film	\$2,754.00
Lukavich, Andrew	Information Technology & Cybersecurity	\$6,000.00
Maddox, Jane	English	\$880.00
Manley, Heather	Psychology	\$1,160.00
McCord, Raymond	Art & Design	\$2,448.00
	Media, Journalism & Film	\$4,896.00
McDonald, Scott	Finance & General Business	\$3,300.00
McKay, Matthew	Study Away	\$9,731.00
Meyer, James	Childhood Ed & Family Studies	\$500.00
Meyers, Sandra	Finance & General Business	\$3,999.99
Michelfelder, Breanna	Geography, Geology & Planning	\$680.00

Academic Personnel Board Actions, cont'd.

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Miller, Blake	Communication	\$2,145.00
Mitchell, Katrina	Music	\$2,250.00
Moore, Cynthia	Art & Design	\$3,162.00
Moore, Dale	Media, Journalism & Film	\$5,508.00
Murray, Kathleen	Music	\$4,590.00
Newman, Kenneth	Information Technology & Cybersecurity	\$3,000.00
Orhan, Can	Technology & Construction Management	\$4,040.00
Osredker, Michael	Management	\$3,000.00
	Finance & General Business	\$3,300.00
Parker, Lane	Technology & Construction Management	\$4,220.00
Parrish, Matthew	Media, Journalism & Film	\$5,508.00
Patterson, Jane	Finance & General Business	\$7,999.98
Pendley, Robert	Information Technology & Cybersecurity	\$3,000.00
Perryman, Amber	Reading Foundations & Technology	\$2,445.00
Pettijohn, James	Finance & General Business	\$11,572.02
Phillips, Melanie	Communication	\$4,290.00
Pilkenton, Andrew	Art & Design	\$2,448.00
Prosono, Marvin	Sociology & Anthropology	\$1,920.00
Qualls, Lisa	Music	\$4,896.00
Reedy, Austin	Communication	\$2,145.00
Reynolds, Todd	Art & Design	\$4,408.00
Rice, Judith	History	\$1,480.00
Rippee, Reeda	Counseling, Leadership & Spec Ed	\$613.00
Robinson, Tucker	Communication	\$2,145.00
Rodrigues, Herbert	Sociology & Anthropology	\$3,000.00
Rogers, Valorie	Management	\$3,000.00
Rosen, MEGANNE	Art & Design	\$2,754.00
Rowe, Nancy	Communication	\$2,145.00
Rutherford, James	Art & Design	\$4,896.00
Ryder, Christina	Sociology & Anthropology	\$2,850.00
Scales, Megan	Sociology & Anthropology	\$2,850.00
Schmitt, Vicki	Reading Foundations & Technology	\$7,200.00
Senter, Pamela	Art & Design	\$6,324.00
Sheets-McKeag, Sarah	Art & Design	\$4,896.00
Smith, Sean	Technology & Construction Management	\$4,000.00
Stainaker, Jo Lynne	Information Technology & Cybersecurity	\$3,136.00
Steiger, Julie	Reading Foundations & Technology	\$5,490.00
Steiro, Dustin	Technology & Construction Management	\$2,000.00
Stout, Kristen	Communication	\$4,290.00
Swanson, Bob	Music	\$997.50
Taylor, Kerra	Art & Design	\$4,896.00

Academic Personnel Board Actions, cont'd.

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VanArsdale, Ernest	Information Technology & Cybersecurity	\$6,000.00
Varava, Kira	Communication	\$2,754.00
Wagler, Justin	Art & Design	\$2,448.00
Walker, Kristen	Music	\$5,065.00
Weimer, Rebecca	Management	\$6,000.00
Westphal, Leonard	Communication	\$4,290.00
Westpheling, Devon	Psychology	\$347.00
Wilson, Ryan	Management	\$3,000.00

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

<u>Name</u>	<u>Department</u>	<u>Salary</u>
Adams, Kathryn	School of Nursing	\$480.00
Amberg, Richard	Media, Journalism & Film	\$5,000.00
Anderson, Wayne	Finance & General Business	\$560.00
Arendell, Telory	Theatre & Dance	\$1,200.00
Argyle, Deidre	Art & Design	\$1,328.00
Artman, Amy	Religious Studies	\$1,880.00
Austin, Rebekah	Information Technology & Cyber Security	\$1,360.00
Barffour, Maxwell	Master of Public Health	\$840.00
Barnhart, M. Chris	Biology	\$10,300.00
Basu Roy, Subhasree	School of Anesthesia	\$1,320.00
Bell, Angela	English	\$1,160.00
Bourhis, John	Graduate College	\$560.00
Boyer, William	Agriculture	\$160.00
Burton, Michael	College of Agriculture	\$2,148.00
Buyurgan, Nebil	Technology & Construction Management	\$2,240.00
	Marketing	\$7,840.00
Casey, Lisa	Theatre & Dance	\$600.00
Chang, Ching-Wen	Graduate College	\$4,000.00
Childress, Priscilla	Student Affairs	\$1,000.00
Claborn, David	Master of Public Health	\$920.00
Combs, Julia	Music	\$1,800.00
Cox, Nora	Communication	\$1,089.00
Dillon, Randy	Communication	\$2,174.00
Elliott, Anson	College of Agriculture	\$1,810.00
Frederick, Dana	Management	\$2,560.00
Frizell, Michael	Theatre & Dance	\$1,632.00
Gallaway, Terrel	Economics	\$1,640.00
Garland, Diana	Center for Academic Success & Transition	\$773.00
Gholson, Rachel	English	\$1,120.00
Hammond, Michael	School of Accountancy	\$920.00
Hass, Aida	Criminology & Criminal Justice	\$533.00
Haun, Korey	Information Technology & Cybersecurity	\$3,000.00
Hellman, Andrea	English	\$520.00
Hermans, Charles	Marketing	\$12,000.00
High, Brian	Chemistry	\$4,586.00
Hope, Kathryn	School of Nursing	\$734.00

Academic Personnel Board Actions, cont'd.

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Irons, Chrystal	Marketing	\$3,300.00
Jones, Martin	Technology & Construction Management	\$1,920.00
Jordan, Linda	English	\$2,400.00
Knowles, Amy	English	\$2,400.00
Kuiper, Matthew	Religious Studies	\$4,291.00
Kyle, Jerri Lyn	Communication	\$1,092.00
Lewellen, Ashleigh	Kinesiology	\$2,100.00
Masterson, Gerald	Graduate College	\$880.00
McCall, Christian	Sports Medicine & Athletic Training	\$279.93
McClain, William	College of Agriculture	\$1,870.00
McGiffin, Curtis	Defense & Strategic Studies	\$2,500.00
Meraz, Juan	Reading Foundations & Technology	\$2,745.00
Merrigan, Michael	COB Dean's Office	\$9,500.00
Metzker, Helena	Chemistry	\$2,160.00
Mitchell, Jeffrey	Counseling, Leadership & Special Ed	\$4,600.00
Mitra, Mahua	Economics	\$2,160.00
Onyango, Benjamin	Agriculture	\$7,439.00
Pavlovsky, Robert	Geography, Geology & Planning	\$3,482.00
Penkalski, Melissa	School of Nursing	\$1,466.00
Pippa, Cristina	Media, Journalism & Film	\$680.00
Rector, Paula	Criminology & Criminal Justice	\$520.00
Reger, Elizabeth	Management	\$3,000.00
	School of Accountancy	\$1,000.00
Rogers, Lori	English	\$920.00
Rost, Ann	Psychology	\$387.00
Rowe, Roberta	Communication	\$2,248.00
Rugutt, Joseph	Reading Foundations & Technology	\$2,745.00
Sandel, William	Criminology & Criminal Justice	\$560.00
Saxon, Caryn	Criminology & Criminal Justice	\$440.00
Scott, Patrick	Political Science	\$2,480.00
Shao, Feibo	Management	\$1,440.00
Shepard, Jason	Sociology & Anthropology	\$2,400.00
Simmers, Christina	Marketing	\$1,440.00
Simmons, Daniel	Graduate College	\$8,000.00
Simpson, Ashley	School of Nursing	\$240.00
Smart, Sandra	Management	\$3,000.00
Suttmoeller, Michael	Criminology & Criminal Justice	\$533.00
Tassin, Kerri	School of Accountancy	\$1,280.00
Templeton, Mark	Theatre & Dance	\$2,601.00
Thompson, Kip	Master of Public Health	\$680.00
Van Landuyt, Cathryn	Information Technology & Cybersecurity	\$2,240.00

Academic Personnel Board Actions, cont'd.

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Walters, Heather	Communication	\$1,134.00
Wilhelm, Paula	Management	\$3,000.00
Winstead, Cynthia	Theatre & Dance	\$1,000.00
Yarckow-Brown, Ivy	Criminology & Criminal Justice	\$520.00

ADDENDUM C

The following have been appointed as Graduate Teaching Assistants for the Spring semester: January 6, 2020 through May 15, 2020.

<u>Name</u>	<u>Department</u>	<u>Salary</u>
Adams, Adjoa	Chemistry	\$5,440.00
Adu Amankrah, Seth	Chemistry	\$5,440.00
Bruer, Jessica	Chemistry	\$5,440.00
Idowu, Olusegun	Chemistry	\$5,440.00
Shafe, Abdullah Al	Physics, Astronomy & Material Sciences	\$5,440.00
Stelnicki, Loretta	International Business Program	\$5,440.00
Tannehill, Micah	International Business Program	\$5,440.00
Turner, Cody	Chemistry	\$5,440.00
Walden, Rachel	International Business Program	\$5,440.00

MISSOURI STATE UNIVERSITY

III.C.2.

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>
Jeremiah Schutte	Campus Safety Specialist University Safety	24	\$28,391 annually	10/14/19
Jamie Lee	Centralized User Support Specialist Computer Services	33	\$43,806 annually	10/16/19
Bart Kelley	Business Process & Reporting Analyst Office of Human Resources	34	\$59,620 annually	10/18/19
Stephanie Kitka	Membership Coordinator – Radio & TV KSMU	41	\$30,410 annually	10/28/19
Rebekah Yeretizian	Administrative Assistant II Office of Human Resources	12	\$27,893 annually	10/28/19
Gail Eubanks	Field Placement & Compliance Specialist Education Field Experiences	42	\$38,000 annually	11/01/19
Kristen Thomas	Academic Advisor College of Education Education Advisement	42	\$35,568 annually	11/01/19
Charles Dees	Groundskeeper Grounds Services	22	\$28,496 annually	11/04/19
Jerron Yost	Postal Technician I Postal Services	20	\$23,920 annually	11/11/19
Michael Cavin	Engineer Facilities Management	46	\$84,000 annually	11/18/19

Non-academic Personnel Board Actions, cont'd.

Page 2

James Farrington	Custodian I Residence Life, Housing & Dining Services	21	\$23,941 annually	11/18/19
Barbara Jacobsen	Residence Hall Receptionist Residence Life, Housing & Dining Services (10-month position)	10	\$23,941 annually	11/20/19
Brenda Whalen	Administrative Assistant II Residence Life, Housing & Dining Services	12	\$30,160 annually	11/25/19
Emily Doll	Marketing Specialist Bookstore	41	\$29,994 annually	12/02/19
Matthew Foxx	Maintenance General Mechanic Facilities Maintenance	25	\$33,072 annually	12/02/19

(See Addendum A for Supplemental Payments)

RESIGNATIONS:

<u>Name</u>	<u>Position-Department</u>	<u>Effective</u>
Shawn Connelly	Custodian I Plaster Student Union	09/25/19
Kristie Reynolds	Research Analyst Office of Institutional Research	10/04/19
Josh Jones	Custodian I Residence Life, Housing & Dining Services	10/11/19
Jody Brake	Custodian I Custodial Services	10/17/19
Bryan Hawk	Financial Aid Coordinator Office of Financial Aid	10/18/19
Teresa Moore	Associate Director Athletic & Entertainment Facilities JQH Arena	10/25/19

Non-academic Personnel Board Actions, cont'd.

Page 3

Elisabeth Burger	Regional Admission Counselor Office of Admissions	10/31/19
Christa Bauer	Administrative Specialist II Kinesiology	11/08/19
Brooklyn Ryan	Academic Advisor/Retention Specialist Business Advisement Center	11/15/19
Rachelle Anderson	Teacher Child Development Center	12/20/19
Amie Squibb	Enrollment Services Systems Coordinator Enrollment Management & Services	01/07/20

RETIREMENTS:

<u>Name</u>	<u>Position-Department</u>	<u>Effective</u>
Cynthia Spaulding	Financial Aid Counselor Financial Aid	01/07/20
Susan Dover	Admissions Evaluator Graduate College	01/31/20
Brenda Espy	Administrative Assistant IV Intercollegiate Athletics	02/28/20

SEPARATION FROM EMPLOYMENT:

<u>Name</u>	<u>Position-Department</u>	<u>Effective</u>
David Szepatowski	Administrative Assistant II College of Natural & Applied Sciences	08/13/19

CHANGE OF STATUS:

<u>Name</u>	<u>Position-Department</u>	<u>Action</u>	<u>Effective</u>
Xinge Zhang	China Admissions Coordinator International Services From: GR 42, \$37,946 annually To: GR 42, \$39,300 annually	Salary Adjustment	10/08/19

Non-academic Personnel Board Actions, cont'd.

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Mark Edwards	From: Custodian I Custodial Services GR 21, \$24,003 annually	Transfer & Salary Adjustment	10/28/19
	To: Custodian I Hammons Student Center GR 21, \$27,394 annually		
Teresa Frederick	From: Associate Director, Residence Life, Housing & Dining Services Facilities & Operations Residence Life, Housing & Dining Services GR 47 \$67,509 annually	Status Change & Salary Adjustment	11/01/19
	To: Associate Director, Facilities Management Facilities Management GR 46, \$72,140 annually		
Edna Lassiter	From: Residence Hall Receptionist Residence Life, Housing & Dining Services GR 10, \$19,360 annually (10-month appointment)	Status Change	11/01/19
	To: Residence Hall Receptionist Residence Life, Housing & Dining Services GR 10, \$23,234 annually (12-month appointment)		
Donna Rebmann	From: Transfer Specialist Office of Admissions	Transfer	11/01/19
	To: Transfer Specialist Academic Advising & Transfer Center		

Non-academic Personnel Board Actions, cont'd.

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Kim Dixon	From: Accounting Specialist Student Engagement GR 13, \$30,045 annually To: Accounting Specialist Small Business & Technology Development Center GR 13, \$32,490 annually	Transfer & Salary Adjustment	11/04/19
Richard Britton	From: Custodial Specialist Residence Life, Housing & Dining Services GR 23, \$28,614 annually To: Custodian I Plaster Stadium GR 21, \$27,394 annually	Status Change & Salary Adjustment	11/11/19
John Matthews	From: Supervisor, Campus Safety University Safety GR 26, \$36,582 annually To: Manager, Campus Safety University Safety GR 44, \$50,000 annually	Promotion	11/18/19
Gayle Anderson	Administrative Assistant II Residence Life, Housing & Dining Services From: GR 12, \$28,975 annually To: GR 12, \$30,160 annually	Salary Adjustment	11/25/19
Kim Patterson	Administrative Assistant II Residence Life, Housing & Dining Services From: GR 12, \$28,776 annually To: GR 12, \$30,160 annually	Salary Adjustment	11/25/19
Anna Simmons	Administrative Assistant II Residence Life, Housing & Dining Services From: GR 12, \$28,440 annually To: GR 12, \$30,160 annually	Salary Adjustment	11/25/19

Non-academic Personnel Board Actions, cont'd.

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Rui Zhao	Administrative Assistant II Residence Life, Housing & Dining Services From: GR 12, \$28,440 annually To: GR 12, \$30,160 annually	Salary Adjustment	11/25/19
Brenda Espy	From: Administrative Assistant IV Intercollegiate Athletics To: Staff Emeritus Intercollegiate Athletics	Status Change	03/01/20

Vote: _____ Yea
_____ Nay

ADDENDUM A

Supplemental payment for non-teaching assignments:

<u>Name</u>	<u>Department</u>	<u>Salary</u>
Frank Ortiz	Custodial Services	\$2,400.00
Jason Rhea	Grounds Services	\$2,400.00

MISSOURI STATE UNIVERSITY

III.C.3.

BE IT RESOLVED by the Board of Governors for Missouri State University that the cost center funded equity increases indicated for the Non-academic employees, as itemized below, are effective January 1, 2020

<u>Name</u>	<u>Job Title</u>	<u>Department</u>	<u>Old Salary</u>	<u>New Salary</u>
Acharya, Sreekanth	Database Analyst-Reporting	Computer Services	\$57,046.00	\$60,046.00
Agarwal, Karishma	Clinical Education Manager	Area Health Education Ctr	\$41,779.00	\$45,957.00
Ailor, Shannon	Research Administration Specialist	Office of Research Administration	\$39,564.00	\$40,750.92
Allgeier, Shane	Web Programmer Analyst/Server Admin	Residence Life Housing & Dining Services	\$45,925.00	\$55,000.00
Anderson, Ashley	Admin Asst II	Advancement Services	\$29,143.00	\$30,143.00
Anderson, Rachel	Director, Business Incubator	Assoc VP Economic Development	\$71,111.00	\$75,111.00
Arnold-Cook, Jerri	Career Resource Specialist	Career Center	\$36,000.00	\$39,600.00
Baer, Julia	International Services Crd	International Services	\$37,946.00	\$39,300.00
Barker, Angela	Instructional Technology Support Spc	College of Arts & Letters	\$62,515.00	\$65,515.00
Black, James	Campus Safety Specialist-Lead	University Safety	\$34,070.00	\$34,698.00
Blevins, William	Dispatch Specialist	University Safety	\$28,401.00	\$29,233.00
Boaz, Keith	Sr Assoc Athl Dir-Athl Entern Facilities	Hammons Student Center	\$102,378.00	\$108,000.00
Boddie, John	HVAC Mechanic	Facilities Maintenance	\$38,694.00	\$40,241.76
Bodenhausen, Bradley	Assoc VP International Ed & Training	International Programs	\$111,390.00	\$124,757.00
Breshears, Andrea M.	Administrative Asst III	Institutional Equity & Compliance	\$32,186.00	\$34,258.00
Breshears, Rhonda	Executive Assistant II	College of Agriculture	\$33,335.00	\$37,273.00
Brower, Shawn	HVAC Mechanic	Facilities Maintenance	\$36,582.00	\$38,045.28
Brown, Abby	Administrative Coordinator	Facilities Management	\$41,779.00	\$46,759.00
Bryant, Nicholas	Campus Safety Specialist-Lead	University Safety	\$33,175.36	\$33,803.36
Cabrera Hurtado, Kelly	Coordinator, ILTC	International Programs	\$45,259.00	\$48,500.00
Caudle, Larry	Campus Safety Specialist-Lead	University Safety	\$33,172.00	\$33,800.00
Cavitt, Bruce	Academic Advisor, WP	WP Stdt Advisement & Acad Support Ctr	\$34,717.00	\$36,990.40
Chastain, William	HVAC Mechanic	Facilities Maintenance	\$39,322.00	\$40,894.88
Clark, Megan	Senior Planner	Center for Resource Planning & Management	\$38,177.00	\$42,000.00
Clements, Melinda	Residence Hall Host/Hostess	Residence Life Housing & Dining Services	\$23,803.00	\$23,940.80
Compton, Pamela	Residence Hall Host/Hostess	Residence Life Housing & Dining Services	\$18,825.00	\$19,870.86
Culver Rice, Victoria	Asst Dir Stdt Engagement-Prgm	PSU-Student Engagement	\$38,388.00	\$40,000.00
Cunningham, Kym	Residence Hall Host/Hostess	Residence Life Housing & Dining Services	\$22,614.00	\$23,940.80
Curry, Matthew	Director CASE	Jordan Valley Innovation Center	\$98,218.00	\$103,128.90
Davidson, Michael	HVAC Mechanic	Facilities Maintenance	\$36,582.00	\$38,045.28
DeBoef, Ryan	Chief of Staff/Asst to the Pres for Govern	President	\$151,757.00	\$157,757.00
Dover, Sue	Admission Evaluator	Graduate College	\$35,561.00	\$36,449.00
Edmond, Brian	Crd, Management Information Systems	Computer Services	\$79,354.00	\$82,354.00
Endicott, Jordan	Academic Administrative Assistant II	Political Science	\$31,956.00	\$35,381.00

Eversoll, Norwin	HVAC Mechanic	Facilities Maintenance	\$44,327.00	\$46,100.08
Fan, Jinzi	China Programs Specialist ILTC	International Programs	\$41,779.00	\$46,000.00
Fox, Daniel	Asst Dir PSU-Facilities & Op	Plaster Student Union Administration	\$37,353.00	\$40,000.00
Gibbs, William	Residence Hall Host/Hostess	Residence Life Housing & Dining Services	\$18,825.00	\$19,870.86
Gladden, Monte	HVAC Mechanic	Facilities Maintenance	\$47,043.00	\$48,924.72
Goodwin, Debra	Administrative Spc II	VP University Advancement	\$30,624.00	\$32,624.00
Gordon, Nancy	Dir, Faculty Ctr for Teaching & Learning	Faculty Center for Teaching & Learning	\$66,944.00	\$68,944.00
Gray, Monica	Admin Asst III	Development Office	\$33,140.00	\$35,140.00
Hagenhoff, Cynthia	Acad Advisor-Market, Recruit & Retention	McQueary College of Health & Human Svcs	\$34,717.00	\$35,942.00
Hamilton, Melisa	Receptionist	Assoc VP Economic Development	\$25,434.00	\$28,434.00
Hawkins, Derrick	HVAC-Food Service Equip Mechanic	Facilities Maintenance	\$37,884.00	\$39,399.36
Helton, Kelli	Academic Administrative Assistant II	Psychology	\$27,895.13	\$29,120.13
Henderson, Tabitha	Academic Administrative Assistant II	Finance & General Business	\$29,312.00	\$30,227.00
Henne, Cassandra	Project Coordinator	Area Health Education Ctr	\$36,118.46	\$40,452.46
Hicks, Lindsey	Admission Counselor WP	WP Admissions	\$29,757.00	\$30,182.00
Holland, Sharon	Bookstore Manager WP	WP Bookstore	\$45,782.00	\$46,735.00
Horton, Tara	Training Coordinator SBTDC	Small Business Technical Dev Ctr	\$50,533.00	\$53,942.00
Hunter, Kirstie	Admissions Counselor	Admissions	\$31,411.00	\$32,911.00
Irons, Chrystal	Dir, Small Business & Tech Development Ctr	SBTDC	\$67,509.00	\$72,509.00
Jessee, Katy	Academic Advisor/Retention Specialist	College of Business	\$36,334.00	\$38,154.00
Jones, Scott	Asst Director, Dual Credit Programs	Dual Credit	\$42,808.00	\$47,808.00
Keeth, Jonathan	Research Technician I	Jordan Valley Innovation Center	\$59,943.00	\$62,940.15
Kellum, Mary	Coordinator, TRIO Support Services	West Plains Dean of Academic Affairs Office	\$45,694.00	\$46,734.40
Ketchum-Brewer, Karmen	Academic Advisor/Retention Specialist	College of Business	\$36,988.00	\$38,838.00
Krisch, Julie	Asst Dir Campus Recreation-Aquatics	Campus Recreation	\$37,795.00	\$40,000.00
Lafarlette, Missi	Administrative Specialist II	Communication Sciences & Disorders	\$28,333.00	\$28,995.00
Lassiter, Edna	Residence Hall Receptionist	Residence Life Housing & Dining Services	\$19,360.00	\$19,870.86
Lavish, LaTrisha	Health Career Coordinator	Area Health Education Ctr	\$37,185.82	\$39,416.82
Leas, Brian	Classroom Tech Support Admin	Faculty Center for Teaching & Learning	\$49,887.00	\$51,887.00
Letterman, Debbie	Asst Dir PSU-Event & Meeting Svcs	PSU-Event & Meeting Services	\$40,343.00	\$41,000.00
Lewis, Betty	International Budget & Financial Mgr	International Programs	\$59,768.00	\$62,200.00
Liu, Dandan	Crd Office of China Programs	VP Research & Economic Development	\$53,860.00	\$58,707.00
Loveland, Marina	Coordinator, Research Administration	Office of Research Administration	\$61,014.00	\$62,844.42
Marcum, Drew	Distributed User Support Specialist	College of Business	\$46,466.00	\$48,766.00
McCormick, Courtney	Admissions Counselor	Admissions	\$30,825.01	\$32,325.01
McNish, Natalie	Sr Auditor	Internal Audit & Risk Management	\$68,950.00	\$70,150.00
Menefee, Kelsey	Asst Dir Donor Relations & Special Events	Advancement Services	\$37,034.00	\$39,534.00
Meyer, Jennifer	Residence Hall Host/Hostess	Residence Life Housing & Dining Services	\$19,164.00	\$19,870.86
Moore, Heather	Executive Assistant I	College of Business	\$34,070.00	\$37,190.00
Muse, Amanda	Department Academic Advisor	Criminology	\$41,779.00	\$42,779.00
Norcross, Tyler	HVAC-Food Service Equip Mechanic	Facilities Maintenance	\$37,578.00	\$39,081.12
Oliver, Michelle	Residence Hall Receptionist	Residence Life Housing & Dining Services	\$23,110.00	\$23,940.80
Osler, Margaret	Residence Hall Receptionist	Residence Life Housing & Dining Services	\$23,110.00	\$23,940.80
Oxendine, Paige	Business Incubator Program Crd	Assoc VP Economic Development	\$52,483.00	\$56,000.00
Patel, Rishi	Sr Research Scientist-JVIC	Jordan Valley Innovation Center	\$75,327.00	\$79,093.35
Patterson, Jacqueline	Executive Assistant II	McQueary College of Health & Human Svcs	\$34,584.00	\$35,901.00

Paul, Richecard	Campus Safety Specialist-Lead	University Safety	\$33,172.00	\$33,800.00
Pedersen, Johnna	Sr Research Scientist-JVIC	Jordan Valley Innovation Center	\$59,080.00	\$62,034.00
Penner, Robert	Campus Safety Specialist	University Safety	\$28,401.00	\$29,233.00
Perry, Dennis	HVAC-Food Service Equip Mechanic	Facilities Maintenance	\$39,143.00	\$40,708.72
Phillips, Heather	Health Career Coordinator	Area Health Education Ctr	\$42,289.52	\$44,826.52
Pinegar, Angela	Asst Dir, Advancement Services	Advancement Services	\$46,509.00	\$49,009.00
Pitts, Adrianna	Admissions Counselor-Div Outreach & Recruit	Admissions	\$30,845.81	\$32,345.81
Pratt, Harold	Asst to the Pres & Chief Diversity Officer	VP Diversity & Inclusion	\$128,643.00	\$135,000.00
Proctor, Janene	Research Administration Specialist	Office of Research Administration	\$51,101.00	\$52,634.03
Pyle, Connie	Nursing Coordinator	Health & Wellness Center	\$67,588.00	\$71,589.21
Radier, George	Academic Advisor/Retention Specialist	College of Business	\$36,334.00	\$38,154.00
Ray, Jason	Dir Ctr for Resource Planning & Mgmt	Center for Resource Planning & Management	\$50,013.00	\$56,013.00
Reyes Sam, Jorge	International Enrollment Crd	International Services	\$37,946.00	\$39,300.00
Richardson, Timothy	Residence Hall Host/Hostess	Residence Life Housing & Dining Services	\$22,614.00	\$23,940.80
Riggs, Trisha	SWMO AHEC Director	Area Health Education Ctr	\$62,363.00	\$65,481.00
Rogg, Laura	University Operator	Networking & Telecommunications	\$28,483.00	\$31,928.00
Ross, Jaime	Dir, Adult Non-traditional Std Svs	Adult Student Services	\$55,931.00	\$60,931.00
Sanders, Jason	Campus Safety Specialist-Lead	University Safety	\$33,172.00	\$33,800.00
Schrum, Sam	Admission Counselor	Admissions	\$30,825.01	\$32,325.01
Silverberg, Jessica	Residence Hall Receptionist	Residence Life Housing & Dining Services	\$23,110.00	\$23,940.80
Snider, Erin	Academic Administrative Assistant II	Occupational Therapy	\$28,123.00	\$29,120.00
Speer, Jason	Distributed User Support Specialist	College of Business	\$45,927.00	\$48,227.00
Speer, Robert	Sr Research Scientist-JVIC	Jordan Valley Innovation Center	\$56,108.00	\$58,913.40
Stanton, Dawn	Residence Hall Receptionist	Residence Life Housing & Dining Services	\$19,637.00	\$19,870.86
Steiner, Cynthia	Accounting Specialist	Residence Life Housing & Dining Services	\$30,045.00	\$32,115.20
Stinnett, Katie	Program Manager	Student Development & Public Affairs	\$43,837.00	\$45,810.00
Swindell, Lori	Accounting Manager	Financial Services	\$61,334.00	\$65,965.00
Taylor, Lisa	Assistant to the Dean	Graduate College	\$53,100.00	\$53,988.00
Titus, Christy	Academic Administrative Assistant II	Criminology	\$29,082.00	\$31,082.00
Torno, Emma	Admissions Counselor	Admissions	\$30,825.01	\$32,325.01
Townsend, Steven	Pressroom Operator	Printing Services	\$34,480.00	\$38,618.00
Tracy, Corey	Media Systems Engineer	Faculty Center for Teaching & Learning	\$44,638.00	\$46,638.00
Travis, Brooks	Information Technology Coordinator	Library	\$60,448.00	\$63,448.00
Trotter, Alisa	Asst Director, Business Advisement Ctr	College of Business	\$47,215.00	\$48,915.00
Walcott, Leah	Residence Hall Host/Hostess	Residence Life Housing & Dining Services	\$22,614.00	\$23,940.80
Weter, Jennifer	Coordinator, Pharmacy Services	Health & Wellness Center	\$45,645.00	\$48,018.54
Williams, Sarah	Sr Systems Analyst	Computer Services	\$66,944.00	\$69,944.00
Wilson, Lance	Campus Safety Specialist-Lead	University Safety	\$33,172.00	\$33,800.00
Woolsey, Mark	Assessment & Learning Outcomes Consultant	Assessment	\$44,427.00	\$47,427.00
Wu, Yi	Market & Recruit Spc, Intl Ed & Train	International Programs	\$36,633.00	\$40,000.00
Yancy, Nathan	Residence Hall Host/Hostess	Residence Life Housing & Dining Services	\$18,770.00	\$19,870.86
Yost, Nikki	Accounting Specialist	Missouri State Outreach	\$25,484.00	\$26,958.00
Young, Angela	Dir Dual Credit Program	Dual Credit	\$53,876.00	\$60,000.00
Zhang, Peng	Business Instruction Specialist	VP Research & Economic Development	\$53,398.00	\$58,203.82
Zhuang, Yuan	Language Specialist	International Programs	\$44,105.00	\$47,000.00

Vote: _____ Yea
_____ Nay

MISSOURI STATE UNIVERSITY

III.C.4.

BE IT RESOLVED by the Board of Governors for Missouri State University that the FLSA salary increases indicated for the Non-academic employees, as itemized below, are effective January 1, 2020

<u>Name</u>	<u>Job Title</u>	<u>Department</u>	<u>Old Salary</u>	<u>New Salary</u>
Argent, Karen M.	Residence Hall Director	Residence Life Housing & Dining Svc	\$34,069.00	\$35,568.00
Bentley, Kunti D.	Project Coordinator-Project HEAL	Title IX Office	\$34,165.03	\$35,568.00
Braddish, Dustin J.	Financial Aid Counselor	Financial Aid	\$34,717.00	\$35,568.00
Brewer, Courtney T.	Residence Hall Director	Residence Life Housing & Dining Svc	\$35,254.00	\$35,568.00
Burasco, Nico R.	Videographer/Editor	KSMU	\$34,717.00	\$35,568.00
Cavitt, Anyta M.	Academic Advisor-COE	COE-Education Advisement	\$34,717.00	\$35,568.00
Cavitt, Bruce A.	Academic Advisor WP	Std Advise ment & Acad Support Ctr-WP	\$34,717.00	\$35,568.00
Clymer, Anna T.	Acad Advisor/Retention Specialist COB	College of Business	\$34,069.00	\$35,568.00
Cottrell, Julia L.	Assessment Specialist	Assessment	\$34,573.00	\$35,568.00
Craig, Rebecca L.	Financial Aid Counselor, WP	West Plains Financial Aid	\$32,802.00	\$35,568.00
Dionne, Dawn M.	Food Services Manager, WP	West Plains Food Svc	\$35,023.00	\$35,568.00
Earnshaw, Dylan	Acad Advisor, Market, Recruit & Ret Spc	College of Natural & Applied Science	\$34,717.00	\$35,568.00
Elkins, Sherry B.	Acad Advisor/Retention Specialist COB	College of Business	\$34,717.00	\$35,568.00
Foster, Sarah K.	Acad Advisor, Market, Recruit & Ret Spc	College of Natural & Applied Science	\$34,717.00	\$35,568.00
Frevert, Brandon K.	Asst Box Office Manager	Juanita K Hammons Hall	\$34,717.00	\$35,568.00
Green, Toni	Residence Hall Director	Residence Life Housing & Dining Svc	\$34,717.00	\$35,568.00
Grimsley, Jared A.	Residence Hall Director	Residence Life Housing & Dining Svc	\$34,717.00	\$35,568.00
Hagenhoff, Cynthia M.	Acad Advisor, Market, Recruit & Ret Spc	McQueary College of Health & Human Svs	\$34,717.00	\$35,568.00
Hahn, Kathleen S.	Admission Crd-Academic Advisor	School of Anesthesia	\$34,717.00	\$35,568.00
Harrison, Rebecca L.	Accountant	International Programs	\$35,343.00	\$35,568.00
Hash, Kathleen M.	Academic Advisor-COE	COE-Education Advisement	\$35,000.00	\$35,568.00
Jenson, Brandon L.	Planner	Ctr Resource Planning & Management	\$35,000.00	\$35,568.00
Keele, Campbell M.	Acad Advisor/Retention Specialist COB	College of Business	\$34,717.00	\$35,568.00
Kimery, Dylan E.	Residence Hall Director	Residence Life Housing & Dining Svc	\$34,069.00	\$35,568.00
Madsen, Michelle M.	Residence Hall Director	Residence Life Housing & Dining Svc	\$34,717.00	\$35,568.00
Mann, Kathy J.	Academic Specialist TRIO WP	WP Dean of Academic Affairs Office	\$33,554.00	\$35,568.00
McCartney, Christine	Academic Advisor Athletics	Dr Mary Jo Wynn Academic Achievement Ctr	\$33,545.00	\$35,568.00
Morrison, Jeffery K.	Custodial Supervisor	Plaster Student Union Physical Plant	\$33,731.00	\$35,568.00
Mothersead, Kerri L.	Coordinator, Project Success	Learning Diagnostic Clinic	\$35,000.00	\$35,568.00
Nag, Nandita	Laboratory Supervisor CNAS	Physics Astronomy & Materials Science	\$34,912.00	\$35,568.00
Niepert, Danielle N.	Dir of Marketing & Promotions-Athletics	Intercollegiate Athletics	\$34,717.00	\$35,568.00
Nowell, Y. Anjanette	Dir, Sponsorships & Educational Programs	Juanita K Hammons Hall	\$35,322.00	\$35,568.00
Petersen, Sylvia M.	Research Specialist II	Environ Plant Science & Natural Resources	\$34,717.00	\$35,568.00
Petkovic, Vickie F.	Academic Specialist TRIO WP	WP Student Advisement & Acad Support Ctr	\$29,757.00	\$35,568.00
Reinert, John D.	Field Placement & Compliance Specialist	COE-Education Field Experiences	\$34,328.00	\$35,568.00
Rideout, Jennifer A.	Project Supervisor	Center for Archeological Research	\$34,717.00	\$35,568.00
Ryan, Brooklyn N.	Acad Advisor/Retention Specialist COB	College of Business	\$34,717.00	\$35,568.00
Scanlon, Breanna L.	Acad Advisor/Retention Specialist COB	College of Business	\$34,717.00	\$35,568.00

Schluterman, Ivy D.	Residence Hall Director	Residence Life Housing & Dining Svc	\$34,069.00	\$35,568.00
Stark, Erica D.	Program Coordinator, Service Learning	Citizenship & Service Learning	\$34,863.00	\$35,568.00
Street, Lori D.	Membership Manager - Radio & TV	KSMU	\$35,403.00	\$35,568.00
Taylor, Jordan E.	Assistant Director, Athletics Development	VP University Advancement	\$34,717.00	\$35,568.00
Thomas, Luke B.	Academic Advisor	Advisement Ctr	\$34,069.00	\$35,568.00
Thompson, Dustin A.	Project Supervisor	Center for Archeological Research	\$35,308.00	\$35,568.00
Totsch, Carly B.	Acad Advisor/Retention Specialist CHHS	McQueary College of Health & Human Svc	\$35,000.00	\$35,568.00
Towell, Kelley L.	Financial Aid Counselor, WP	WP Financial Aid	\$32,516.00	\$35,568.00
Walker, Kimberly N.	Academic Advisor	Advisement Ctr	\$34,717.00	\$35,568.00
White, John M.	Veterans Incentive Program Coordinator	WP Student Advisement & Acad Support Ctr	\$33,554.00	\$35,568.00

Vote: _____ Yea
 _____ Nay

III.C.5.

RECOMMENDED ACTION – Approval of Amendments and changes to the Memorandum of Agreement between Missouri State University and Teamsters Local Union No. 245.

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

WHEREAS, the University entered into a Memorandum of Agreement (“Existing MOA”) with Teamsters Local Union No. 245 on or about February 5, 2016, for a term running through June 30, 2017;

WHEREAS, the parties have continued to operate under the terms and conditions of the Existing MOA from July 1, 2015 to present under the holdover provision of Section 40 of the Existing MOA;

WHEREAS, during the holdover period, the parties have participated in several Meet and Confer sessions in order to negotiate the terms and conditions of a new Memorandum of Agreement (“Proposed MOA”);

WHEREAS, Administration recommends approval of the Proposed MOA by the Board of Governors.

NOW, THEREFORE, BE IT RESOLVED by the Board of Governors for Missouri State University that the President and the Vice President for Administrative Services are hereby authorized to sign on behalf of the University, the Memorandum of Agreement between the University and the Teamsters Local Union, No. 245, as attached hereto.

VOTE: **AYE** _____

NAY _____

COMMENTS: The Teamsters Local Union No. 245 (“Teamsters”) represents certain of the University’s employees, namely, Building Safety Specialist, Campus Safety Specialist, Campus Safety Specialist Lead, Dispatch Specialist, Dispatch Specialist Lead and Safety and Transportation Technician. The University and the Teamsters have been operating under a Memorandum of Agreement (“Existing MOA”) that was effective February 5, 2016 through June 30, 2017. Since July 1, 2017, the parties have continued to operate under the terms and conditions of the Existing MOA, as permitted via the holdover language within Section 40 of the Existing MOA.

Several Meet and Confer sessions between the Teamsters and the University have been held over a several month period in an effort to reach a new agreement. These sessions have resulted in the

proposed changes to the terms of the Existing MOA. A short description of the changes is specifically set forth below. The term of the new proposed Memorandum of Agreement would be for slightly more than one year, running from 12:01 a.m. December 13, 2019 to June 30, 2021.

Additional proposed changes include the following:

- Page 1, **Article 2. RECOGNITION** – Updated language to include existing full-time classifications (Building Safety Specialist, Campus Safety Specialist, Campus Safety Specialist Lead, Dispatch Specialist, Dispatch Specialist Lead and Safety and Transportation Technician).
- Page 6, **Article 9. NON-DISCRIMINATION POLICY** – Updated to reflect current university policy and procedure.
- Page 10, **Article 13. SENIORITY** – Updated to create four types of seniority: classification, unit, bargaining unit and university.
- Page 15, **Article 16. LAYOFF AND RECALLS** – New section created to consolidate language related to layoffs and recalls. Additionally, the language outlines the order in which employees are to be laid off.
- Page 18, **Article 21. HOURS OF WORK** – Updated language to recognize existing eight (8) hour and a ten (10) hour shifts. Additionally, a pilot program will be implemented to determine the pros and cons of ten (10) hour shifts for third shift employees within Campus Safety. The pilot program will be implemented no later than January 1, 2020 and will automatically conclude on June 30, 2021.
- Page 30, **Article 37. NO STRIKE/NO LOCKOUT** – Changed to permit the Union to picket, in conformance with the University Governing policy G5.02 Expressive Activity policy while on University property.
- Page 30, **Article 38. SAFETY** – Changed language, the University will provide a protective vest for each vehicle while being used by Campus Safety.
- Page 31, **Article 39. TRAINING & CERTIFICATION** – Updated types of certifications recognized. Added language that the University will not cover fees for any training or certification expenses, or for any other charges incurred by the employee, unless the University requires the certification. Also, increased the supplemental pay to \$50.00 per month for each month that they perform a minimum of 60 hours of bike patrol. Limited supplemental pay to Campus Safety Specialists and Campus Safety Specialist Leads.
- Page 33, **Article 40. TERM** – Term of contract changed.
- Made appropriate adjustments to Table of Contents, Index, and Titles.

VI.A.

PRESIDENT'S REPORT

President Clif Smart's report will include updates and comments on the following topics:

1. Preview Winter Graduations
2. Compensation Update
3. Government Relations Update

VII.A.

**Missouri State University Board of Governors
December 12, 2019 meeting**

**Report by Dr. Shirley Lawler
Chancellor, West Plains Campus**

Red Carpet Days: Missouri State-West Plains hosted 248 prospective students at two Red Carpet Day events in November. At Red Carpet Days, high school juniors and seniors have the opportunity to tour the campus, learn about our academic programs and student support services, and meet with faculty, staff, and students. Three more Red Carpet Day events will be held in February.

GOCAT Tours: More than 140 high school students from 12 area high schools have toured the Greater Ozarks Center for Advanced Technology (GOCAT) since September. Area high schools have been invited to bring their students for a tour to learn about the technical programs offered through the center. Tours will continue through April with another 200+ students expected to visit.

High School Superintendents' Meeting: A breakfast meeting was held on October 10 for area high school administrators. The meeting included a campus briefing and information on academic programs, admissions, financial aid, and housing, followed by a question and answer session. The administrators expressed interest in the new academic programs presented, and they were excited about the dual credit program which offers free dual credit courses to students on free and reduced lunch.

China Study Away Program: I had the privilege of meeting recently with the four Missouri State-West Plains students chosen to represent our campus in China next semester at the Dalian campus. They are all looking forward to the experience. Each fall and spring semester, up to six Missouri State-West Plains students can experience the China Semester Study Away Program, spending a semester at Liaoning Normal University in Dalian, China.

Grizzly Volleyball: We are proud of our Grizzly volleyball team for winning the Region 16 championship. The team earned its 16th NJCAA Region 16 Championship on November 2 with a hard-fought, five-set win over Jefferson College. Three Grizzlies were among the first team All-Region 16 Team honorees named at the end of the championship tournament. The Grizzlies went on to compete in NJCAA Midwest B District play November 9 at Lake Land College in Mattoon, Illinois. The Grizzly volleyball team advanced to the finals of the district championship before losing to the No. 6 Indian Hills Community College Warriors.

Industry Closing: Regal-Beloit Corporation announced it was permanently closing its plant in West Plains, ending 204 jobs. The layoffs will be done in increments starting in January, with the final layoff in early May and the plant closing May 31. We are working with the local Workforce Investment Board to provide information regarding the education and training opportunities available to the workers whose jobs have been eliminated.

VIII.A.

PROVOST'S REPORT

Provost Frank Einhellig report will include updates and comments regarding activities in the Division of Academic Affairs:

1. Update on hiring of new Academic Department Heads
2. Changes in the Academic Advisement Center and renaming to Academic Advising and Transfer Center
3. OTC/MSU Two Plus Two plans and Transfer Scholarship changes
4. Status of instructional offerings through online delivery



**THE OFFICE OF RESEARCH ADMINISTRATION
ACTIVITY REPORT – FISCAL YEAR 2020 THROUGH OCTOBER**

Missouri State University faculty, staff, and students are involved in research, education, and service projects through the support of governmental, business, and philanthropic entities. This report summarizes key aspects of this activity and highlights awards received in FY 2020 through the month of October.

PROJECT HIGHLIGHTS

- **Allen Kunkel**, Associate VP for Economic Development & Director of JVIC, received **\$1,250,000** from the **U.S. Department of Commerce**. This project is an expansion of the existing eFactory facility, which includes expanding within the existing Robert W. Plaster Free Enterprise Center through additional infill construction. Specifically, this project will create 6,984 square feet of additional leasable tenant space, plus an additional 9,778 square feet of dedicated eFactory conference, collaboration and flex space. With this expansion, we will be able to serve over 60 companies in the facility.
- **Dorothy Wittorff-Sandgren**, Community Development Coordinator and **Jason Ray**, Director of the Center for Resource Planning and Management, received **\$380,133** from the **U.S. Department of Homeland Security** through the **Missouri Department of Public Safety, Office of Homeland Security**. Activities supported by this contract support state and local efforts to prevent terrorism and other catastrophic events and to prepare the Nation for the threats and hazards that pose the greatest risk to the security of the United States. It will provide funding to implement investments that build, sustain, and deliver the 32 core capabilities essential to achieving the National Preparedness Goal of a secure and resilient nation.
- **Timothy Lehmann**, Access Specialist for the Disability Resource Center, received **\$5,000** from **Missouri Assistive Technology** to support and improve the assistive technology device demonstration program to better serve the needs of individuals with disabilities.

RESULTS

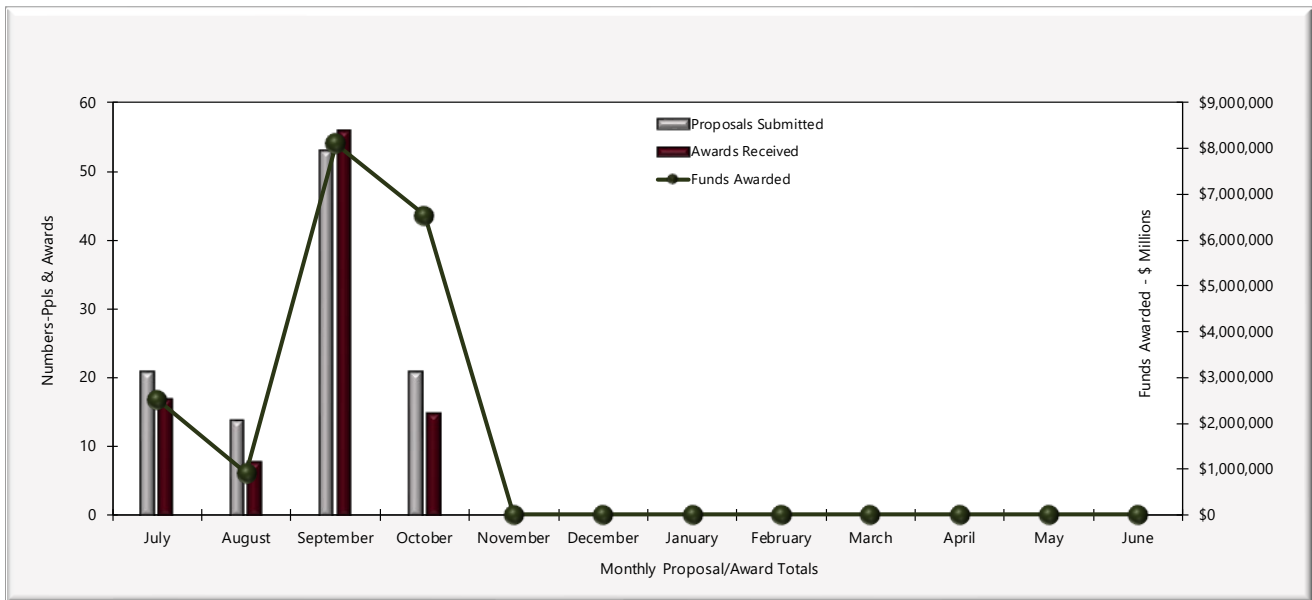
As of the end of October, the University has submitted 109 proposals for support of University-based projects. To date, 96 awards have been received – some of which are from proposals submitted during the previous fiscal year. The commitment of funds in these grants and contracts to date is \$18.0 million. Some of these awards are for projects that extend over more than one year, but the full commitment for funds is allocated to the first year.

Key Indicators	Activity for FY 2020	% Change from FY 2019
Proposals Submitted	109	7%
Funds Requested	\$31,085,060	84%
Named Investigators	68	11%
Grants & Contracts Awarded	96	8%
Funds Awarded	\$18,060,320	118%

External funding activity so far in FY 2020:

Sponsored Program Activity FY 2020

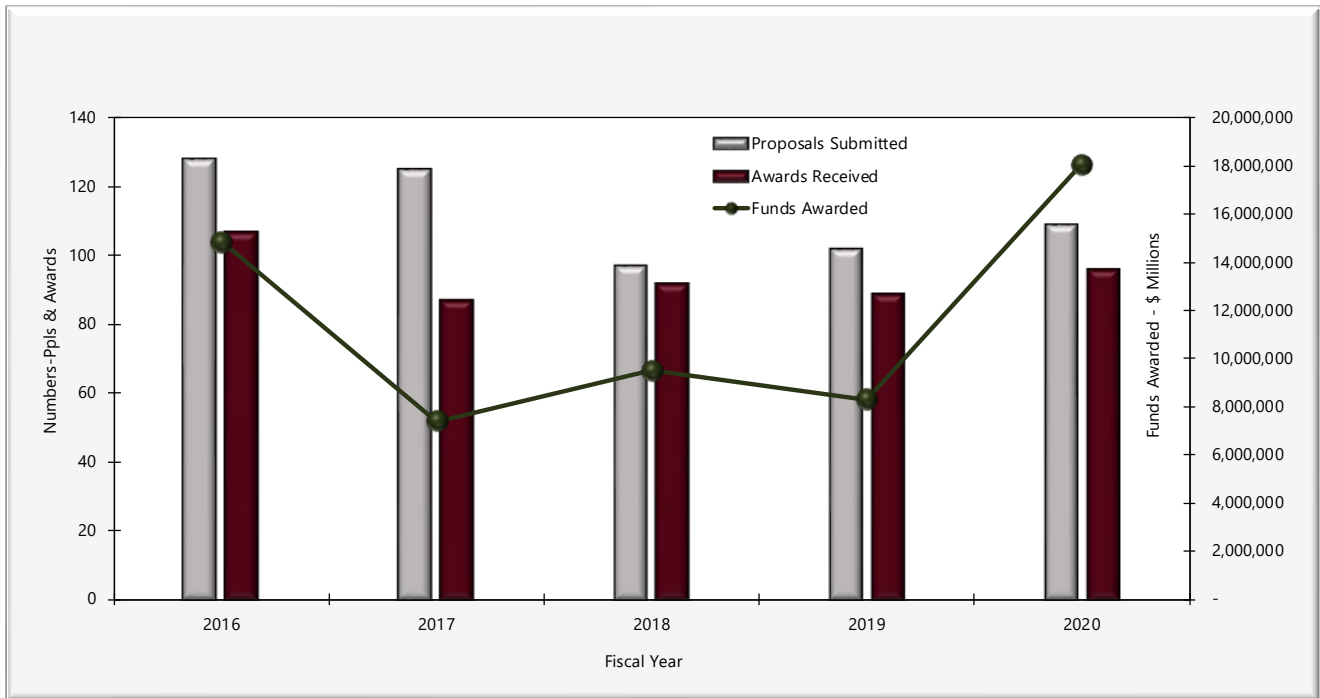
Month	Proposals Submitted	Total Awards	Dollars Awarded
July	21	17	\$2,509,658
August	14	8	\$905,450
September	53	56	\$8,106,691
October	21	15	\$6,538,521
November	0	0	\$0
December	0	0	\$0
January	0	0	\$0
February	0	0	\$0
March	0	0	\$0
April	0	0	\$0
May	0	0	\$0
June	0	0	\$0
	109	96	\$18,060,320



A comparison of activity over the last five years:

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

Fiscal Year	Proposals Submitted	Number of Awards						\$Millions	
		Facilities &					Ttl Awds	Requested	Awarded
		Education	Equipment	Infrastructure	Research	Service			
2016	128	26	2	3	17	59	107	27,840,555	14,845,645
2017	125	18	0	3	19	47	87	14,729,635	7,404,060
2018	97	25	0	3	17	47	92	19,924,165	9,489,969
2019	102	19	0	1	19	50	89	16,889,841	8,286,530
2020	109	21	0	3	21	51	96	31,085,060	18,060,320



Grant and contract activity for FY 2020, through September:

Missouri State University
FY 20 Grant/Contract Activity by Unit

Unit	# Applying		# Awarded		Credit Share*			Actual**		
	Staff	Faculty	Staff	Faculty	Grants / Contracts		Award	Grants / Contracts		Award
					Submit	Awards	\$	Submit	Awards	\$
Administrative Services	0	0	0	0	0	0	\$ -	0	0	\$ -
College of Agriculture	0	4	0	2	6	4	\$ 102,389	5	4	\$ 102,389
Center for Grapevine Biotechnology	0	1	0	1	1	1	\$ 89,653	1	1	\$ 89,653
Mid-America Viticulture & Enology Center	1	0	1	0	2	1	\$ (20,993)	2	1	\$ (20,993)
College of Arts & Letters	0	0	0	3	1	3	\$ 543,245	1	3	\$ 543,245
Center for Dispute Resolution	0	1	0	1	1	1	\$ 10,705	1	1	\$ 10,705
Center for Writing in College, Career, & Community	0	1	0	1	2	1	\$ 715	1	1	\$ 715
College of Business	0	1	0	2	2	3	\$ 1,031,488	2	3	\$ 1,031,488
Center for Project Innovation & Management	0	0	0	0	0	0	\$ -	0	0	\$ -
College of Education	3	5	3	2	8	5	\$ 244,004	6	5	\$ 244,004
Agency for Teaching, Leading and Learning	0	1	3	1	2	7	\$ 1,660,868	2	4	\$ 1,660,868
Institute for Play Therapy	0	0	0	0	0	0	\$ -	0	0	\$ -
Institute for School Improvement	0	0	0	0	0	0	\$ -	0	0	\$ -
College of Health & Human Services	1	7	1	8	9	11	\$ 605,175	9	10	\$ 605,175
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	12	10	\$ 520,637	7	6	\$ 520,637
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	2	29	3	13	40	19	\$ 1,289,549	31	13	\$ 1,115,522
Bull Shoals Field Station	0	1	0	1	1	1	\$ 17,932	1	1	\$ 17,932
Center for Resource Planning & Management	3	0	3	0	5	5	\$ 36,460	4	4	\$ 36,460
Ozark Environmental Water Research Institute	1	1	1	1	5	7	\$ 136,203	4	5	\$ 138,768
Diversity & Inclusion	0	0	0	0	0	0	\$ -	0	0	\$ -
Graduate College	0	0	0	0	0	0	\$ -	0	0	\$ -
Information Services	0	0	0	0	0	0	\$ -	0	0	\$ -
Library	0	0	0	0	0	0	\$ -	0	0	\$ -
President	0	0	0	0	0	0	\$ -	0	0	\$ -
Provost	1	3	1	2	4	4	\$ 95,438	4	4	\$ 266,900
Ozarks Public Health Institute	0	1	0	0	1	0	\$ -	1	0	\$ -
Southwest Missouri Area Health Education Center	1	0	1	0	2	3	\$ 24,598	2	3	\$ 24,598
Research & Economic Development	4	0	5	0	8	9	\$ 1,678,317	8	9	\$ 1,678,317
Center for Applied Science & Engineering	2	0	2	0	2	3	\$ 7,999,240	2	3	\$ 7,999,240
Center for Biomedical & Life Sciences	0	1	0	1	3	2	\$ 166,331	3	2	\$ 166,331
International Leadership & Training Center	1	0	1	0	1	1	\$ 341,083	1	1	\$ 341,083
Jordan Valley Innovation Center	1	0	0	0	5	4	\$ 332,294	5	4	\$ 332,294
Small Business Development & Technology Center	1	0	1	0	2	2	\$ 234,091	2	2	\$ 234,091
Student Affairs	1	0	2	0	1	2	\$ 327,507	1	2	\$ 327,507
West Plains	0	2	2	1	3	4	\$ 593,391	3	4	\$ 593,391
TOTAL	24	60	31	41	129	113	\$ 18,060,320	109	96	\$ 18,060,320

* 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.

X.A.

**REPORT TO BOARD OF GOVERNORS
FROM ASSISTANT TO PRESIDENT/CHIEF DIVERSITY OFFICER
Submitted for Board of Governors' Meeting December 12, 2019**

Division for Diversity & Inclusion Diversity (DDI) Initiatives/Collaborations

8th Annual Collaborative Diversity Conference (CDC), April 22-24, 2019:

The 8th Annual CDC will convene April 22, 2020 with the theme “The time is now! Equity in the law, workforce and education”. The conference begins with the anti-racism pre-conference session entitled “Facing racism in 2020 and beyond.” Certified Diversity Executives will facilitate this professional development opportunity for public, civic, higher education, business, corporate and non-profit professionals. Approaches will be shared that identify and mitigate racism/bias/unconscious bias while learning to be an anti-racist in our current political and socio-economic environment.

<https://diversity.missouristate.edu/conference/Theme.htm>

The 2020 CDC feature is plenary speaker/presenter Dr. Charles H. F. Davis, III, Chief Strategy Officer and Director of Research at the University of Southern California Race & Equity Center. Dr. Davis is an award-winning faculty member whose professional experience and expertise focuses on issues of racial equity, diversity & inclusion in higher education and the private sector. He also facilitates the Advancing Racial Equity in Higher Education Institute convening hosted by the St. Louis Talent Hub that promotes dialogue, commitment and compels action to decrease equity gaps by race and socio-economic status.

The 2020 Diversity Champion will again be named and a candid conversation with President Smart and Dr. Davis follows the luncheon on the key question, “Where do we go from here?”

Facing Racism Institute (FRI) -- The 2019-2020 Facing Racism Institute series convened on October 3 and 4, 2019 at the Adolos Student Center. More than 200 people have attended and this year, ten scholarships are available for non-profit organizations (limit 2 per organization) due to the generation of diversity grants received from the Community Foundation of the Ozarks (CPO). A one-day session, as a pre-conference CDC event, entitled “Facing Racism: Face it to Erase it!” was held on April 24, 2019.

Staff Diversity Composition Initiative (SDCI) -- Program administered in Division for Diversity & Inclusion by Chief Diversity Officer. See https://www.missouristate.edu/policy/Op1_02_10_Staff_Diversity_Composition_Initiative.htm

Giving Voice -- Giving Voice (GV) is a student theatrical organization sponsored by a collaboration that includes the Office of the President, DDI, and the Dept. of Dance & Theatre the College of Arts and Letters represents the challenges of underrepresented group students, employees and faculty. <https://givingvoice.missouristate.edu/>

Faculty Diversity Coordinator -- Dr. Lyle Q. Foster, Sociology, and Faculty Diversity Coordinator in the Division for Diversity & Inclusion, continues new and existing faculty Cultural Consciousness professional development sessions during 2019-2020 academic year.

Diversity Lunch & Learn for Faculty and Staff -- faculty and staff attend forums on specific topics related to the university setting. Shared ideas among participants enhancing learning that is designed so faculty & staff feel free to come and go based on their schedules. Co-hosted by Dr. Judith Martinez, DDI Diversity Fellow and Dr. Lyle Q. Foster.

Mini-Diversity Workshops -- Faculty Center for Teaching and Learning (FCTL)/DDI collaboration. Participants register through My Learning Connection. Workshop facilitator: Dr. Judith Martinez, Diversity Fellow. Workshop Sessions: See Dr. Martinez's report below.

Tough Talks -- The Fall 2019 sessions are facilitated by Dr. Lyle Q. Foster and continue throughout the semester.

Diversity 101 for Supervisors -- The DDI and HR department professional development collaboration designed for supervisors is facilitated by Assist. Vice President for DDI, Juan Meraz, covers:

Ensuring workforce is culturally conscious/competent, improving overall civility and appreciation for valuing diversity of all.

Managing and motivating multicultural workforce; skills for building trust and cross-cultural communication.

Helping to recognize, respect and value differing perspectives and experiences.

Promoting and encouraging staff participation in development opportunities improving cultural competencies.

Cultural Consciousness in the Workplace -- DDI and HR department collaboration designed to provide members of MSU workforce awareness, knowledge, and skills necessary to understand culturally relevant topics, inclusive excellence and sustaining a welcoming workplace environment that values the inclusion of diversity. Facilitated by Assistant Vice President for DDI, Juan Meraz

Cultural Consciousness in the Community Workplace - Workforce Diversity -- designed to provide members of MSU community awareness and knowledge for understanding culturally relevant topics and how to work to promote an inclusive and

welcoming work environment that values the inclusion of all. Facilitated by AVPDI Juan Meraz.

Student Diversity Leadership Training Program -- DDI and Division of Student Affairs Multicultural Student Services developed D & I training model for student organizations' leaders utilizing student peer trainers to be initiated in the Fall 2019 semester.

President Councils on Diversity:

President's Community Diversity Council --The Fall 2019 meeting of the Community Diversity Council was held November 15, 2019.

President's Student Diversity Council -- The first meeting of Fall semester meeting was held on September 17, 2019 and a subsequent meeting was held on October 30, 2019 to discuss issues associated with existing multicultural space and advantages for a new center.

Scholar 2 Scholar Program (S2S) -- S2S is a campus-wide research initiative for undergraduate students awarded work-study funds with interest in assisting faculty from all disciplines as research assistants by engaging in faculty research projects. Dr. Judith Martinez, DDI Diversity Fellow, facilitates S2S administration.

<https://diversity.missouristate.edu/Scholar2Scholar.htm>

Diversity Talent Hub Job Fair -- A Fall semester Job Fair provided opportunity for local employers to meet/interview diverse and traditional-aged targeted college underrepresented students for internship and co-operative job opportunities, and potential full-time careers. Employers and college and community college students attended. Prosper 2025, Workforce Development, and DDI were community collaborators.

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

Religious Diversity Climate Survey -- The university and DDI was awarded the 2018 Values, Interfaith Engagement, and Worldview Survey (VIEWS) scholarship. At a minimum 4,000 student participants were surveyed. The VIEWS data is used to develop specific campus recommendations and/or goals regarding religious diversity on campus.

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

Community Foundation of the Ozarks (CFO) is fiscal agent for National SAAB. Discussions underway regarding SAAB Ambassadors Council and finalizing negotiations for relocation of National SAAB Headquarters to Missouri State University in Fall 2020.

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

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

Minorities in Business (MIB) -- MIB is local non-profit corporation promoting networking, capacity-building and advocacy for MBE/WBE/DBE/ and emerging businesses. MIB's last Networking Event was held this month at the Springfield-Branson Airport Board room.

Public Entities Diversity Initiative -- Collaboration among regional public entities to promote diverse contracting, procurement, consulting and employment opportunities. Co-chaired by City Utilities and City of Springfield. Performance Measures and Subcommittee on Diversity Outreach, Recruitment and Retention co-chaired by MSU administrators, Juan Meraz and Tamaria Few, respectively.

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

Background: Lumina Foundation and Rockefeller Enterprises Philanthropy Advisors collaborating on development and funding of ***Talent Hubs*** for next phase of Project 2025 to increase post-secondary attainment of traditional-age targeted underrepresented students ages 18-24 who are currently enrolled in post-secondary education with certifications, 2-year and 4-year degrees who will graduate within 2 year. Talent Hub is a collaborative effort comprised of MSU, OTC, Prosper 2015, Community Partnership of the Ozarks, and Community Foundation of the Ozarks. [No Update]

Missouri Diversity Officers in Higher Education (MODOHE) -- CDO participating on Ad Hoc Committee meetings/discussions reorganizing state chapter of National Association of Diversity Officers in Higher Education (MODOHE).

CEO Roundtable - "Business Perspectives: The Benefits of Moving Toward Inclusive Excellence" -- held September 27, 2019 hosted by Chamber of Commerce, Springfield Convention & Visitors Bureau, City of Springfield Workforce Development & DDI. Future collaborations will feature facilitated discussion re D & I best practices for the workforce and customer service representatives.

Assistant to the President/Chief Diversity Officer (CDO) Activity Report:

September 2019

September 28, 2019-- CDO and Community leaders attended Springfield Jazz Festival co-sponsored by DDI.

September 30, 2019 CDO and AVPDI attended meeting with CoxHealth administrators regarding Diversity Multicultural professional development sessions.

September 30, 2019—CDO attended GrupoLatinoAmericano Fundraising Dinner representing DDI.

October 2019

October 1, 2019- CDO attended dinner meeting with Equal Justice Institute (EJI) representative and members of local EJI Coalition.

October 2, 2019—CDO officiated and was speaker at the EJI Day of Remembrance Celebration on the Park Central Public Square and hosted reception at PCOB sponsored by DDI.

October 3, 2019—

CDO attended Good Morning Springfield breakfast event at Relics Event Center.

CDO attended MSU Fall semester Facing Racism Institute session at Adolos facilitated by Dr. Leslie Anderson & DDI Diversity Coordinator Dr. Lyle Q. Foster.

CDO met with Black Bear Association representatives Denise Lofton & Gary Stafford regarding DDI sponsoring Lady Bear basketball night.

CDO met with Provost F. Einhellig, Dr. Keri Franklin, Suzanne Shaw & Assistant to the President R. DeBoef regarding 2019 Climate Study findings.

October 4-8, 2019 CDO and AVPDI attended Hispanic Association of Colleges & Universities (HACU) Annual Conference in Chicago.

October 8, 2019 CDO co-chaired and attended Springfield Public School District Equity & Diversity Advisory Council meeting at Kraft Administration Center.

October 10, 2019 CDO attended Community Leadership Forum Breakfast meeting on campus.

October 11-12, 2019 CDO attended SAAB/Brother2Brother Western Regional Summit at California State University-San Bernardino as well as National SAAB Ambassador's Council meetings.

October 14, 2019 CDO visited University of Southern California Center for Race and Equity to attending planning meeting with Dr. Charles H. F. Davis, III.

October 15-16, 2019 CDO met with Councilmember Monica Montgomery and former San Diego County Supervisor Leon L. Williams, and attended Southeast Rotary Club Recognition Luncheon for John F. Miller at Jackie Robinson YMCA.

October 19, 2019 CDO attended NAACP-Springfield Chapter Freedom Fund Dinner co-sponsored by DDI.

October 21, 2019 CDO meeting with President Smart, Provost, VP for Student Affairs, Office of Assessment team staff and VP for Communications regarding climate study presentation.

CDO met with Dr. Cameron LaBarr, Dr. L. Foster to discuss African American Heritage month concept re Easter 1906 concert by MSU Chorale.

October 22, 2019—CDO participated in meeting re Faculty Diversity Composition Initiative (FDCI) with Deputy Associate Provost, Assistant Director of Finance Lamar Curtis, Legal Counsel Jeffrey Mitchell, Faculty Senate Chair Saibal Mitra and Incoming Faculty Chair Cameron Wickham.

CDO bi-weekly meeting with President Smart.

CDO discussion with researcher regarding dissertation study involving MSU African American male student's participation on campus.

CDO co-chaired and participated in SPS Equity & Diversity Advisory Council meeting at SPS Administration Center.

October 23, 2019 CDO attended SPS Facing Racism professional development with principals, directors and administrators.

CDO was guest speaker at African American Studies class.

October 24, 2019 CDO attended It's On Reception at Alumni Center.

CDO interviewed for video program entitled "Race, Equity and Faith: The Color of Compromise"

October 25, 2019 CDO attending BOG committee meeting and general meeting.

CDO attended BOG "It's On campaign dinner at Vito's Kitchen.

CDO attended Black Alumni Council Homecoming Reception at MSU Alumni Center.

October 26, 2019 CDO attending Homecoming activities including football game; Event Donor Reception; Kick-off event, Fireworks and post-event at Hickory Hills Country Club.

October 28, 2019 CDO attended Dinner Meeting with Dean T. Jahnke and Professor Jill Sible regarding Inclusive Excellence.

October 29-30, 2019 CDO attended Missouri Equity in Higher Education Project “Equity Hackathon” and Summit in Columbia, MO.

October 31, 2019 CDO attended and participated in MSU/OTC Joint Administrators meeting on OTC campus; met with Drury University administrator Kimbrea Browning; attended follow-up meeting with Dr. K. Franklin, Julia Cottrell, Jill Patterson; and participated on diversity panel at Parkview High School.

November 2019

November 1, 2019 CDO attended Faculty Senate Retention Taskforce meeting and meeting with Deputy Provost Craig and Diversity Fellow Dr. Judith Martinez regarding support for faculty mentoring model.

November 4, 2019 CDO attended and spoke at the Midwest Post-Secondary Inclusive Alliance (MIPSA) Fall Meeting luncheon at Kentwood Hall.

November 5, 2019 CDO attended and participated in the Advancing Racial Equity in Higher Education Institute in St. Louis. Upcoming CDC plenary speaker, Dr. Charles H.F. Davis facilitated regarding black students at public 4-year institutions; racial equity data analysis; student success; institutional commitments to equity; racial equity data walk; policy analysis; equity planning session and developing post-secondary equity network.

November 9, 2019 CDO attended Lincoln Memorial Cemetery Dedication ceremony.

November 11, 2019 CDO attended and participated in AC/ALC mini-retreat at Strong COB building and spoke at Alpha Delta Pi sorority regarding MSU D & I initiatives, and commitment to inclusive excellence.

November 12, 2019 CDO meetings with Dr. Marlon Mitchell, Justin Pippins regarding MIB collaboration; MIB networking event at airport and EDAC meeting at Kraft Administration building.

November 13, 2019 CDO met with SEMS Steering Committee and consultant; and attended Biz 100 Party recognizing President Smart.

November 14, 2019 CDO attended Community Leadership Forum at Springfield Greene County library; met with Drury University HR Director/CDO Marilyn Harris; and attended Bridge Springfield/Brother 2 Brother meeting.

November 15, 2019 CDO chaired President’s Community Diversity Council meeting.

November 18, 2019 CDO meetings with Jen Cox regarding SAAB/Brother2Brother National Headquarters move to MSU; attended Tough Talks community planning session and filmed video for CPO Wonderful Night.

Assistant Vice President for Diversity & Inclusion (AVPDI) Activity Report [Juan Meraz]:

October 2019

October 2, 2019 AVPDI facilitated Diversity and Inclusion session at the fall retreat for Leadership Springfield Signature Class. (40)

October 3, 2019 AVPDI attended Good Morning Springfield session to get updates from the Chamber, City, County and Springfield Public Schools.

October 3, 2019 AVPDI facilitated Diversity and Inclusion Presentation and Dialogue with prison staff and leadership at the Federal Medical Prison.

October 3, 2019 AVPDI Co-Chaired the Performance Measurements Committee of the Public Entities Diversity Committee, discussed the updates to the combined vendor list, and capture the diversity data from each member.

October 4-8, 2019 attended the 2019 HACU (Hispanic Association of Colleges and Universities) National Conference to better network with our emerging majority of Latino students and workforce.

October 9, 2019 AVPD facilitated Diversity and Inclusion session with teachers from the Springfield School District as part of the Leadership Springfield Access Class. (35)

October 9, 2019 AVPDI met with Missouri Public Affairs Hall of Fame committee to finalize list for the 2020 Ceremony in April.

October 9, 2019 AVPDI attended the CEGIP/AC/Course Coordinator meeting to provide input on CEGIP courses and content. (25)

October 14, 2019 AVPDI facilitated 4 Diversity Development Sessions with faculty from the Waynesville School District on Socio Economic Status and how to be more inclusive of all students and families in the district. (250)

October 15, 2019 AVPDI attended the morning session for “SBJ 12 People You Should Know” recognition of Dr. Lyle Foster, member of our diversity team at Missouri State University.

October 15, 2019 AVPDI facilitated a session with our Nurse Anesthesiology Doctoral Students on Inclusive Excellence and developing a working knowledge on cultural consciousness. (28)

October 17, 2019 AVPDI participated in the DELA (Diversity Executives Leadership Academy) teleconference to plan for the 2020 International Conference in San Francisco during the month of May 2020. (15)

October 17, 2019 AVPDI attended the MIB (Minorities In Business) Executive Board Meeting, shared the treasurer's report and received updates on our organization and planned next month's general meeting session. (9)

October 18, 2019 AVPDI attended Strategic Enrollment Management (SEM) Outreach Committee meeting and planned to collect information on what outreach everyone is doing to compile a comprehensive list and reduce duplication of programs and review best practices (14)

October 18, 2019 AVPDI met with CoxHealth Vice President for Human Resources, Andy Hedgepeth to review presentation for the November 12 Leadership Development Institute (LDI) presentations on Diversity and Inclusion.

October 21, 2019 AVPDI met with the College of Natural and Applied Sciences HHMI Planning Committee to develop the strategy for applying for the Inclusive Excellence STEM Grant that is due January 2020. (9)

October 22, 2019 AVPDI facilitated Diversity and Inclusion Session with the MSU Financial Aid staff to increase awareness of the changing demographics as well as the financial aid need of all MSU students. (25)

October 22, 2019 AVPDI facilitated Diversity and Inclusion session with staff from the Community Foundation of the Ozarks. Session was focused on better understanding the community and reflecting on the needs of the community as a whole.

October 22, 2019 AVPDI met with Diversity Fellow Dr. Judith Martinez to prepare for the Faculty Development Sessions on Inclusive Excellence.

October 24, 2019 AVPDI attended President's Council on Disability meeting to get updates on campus initiatives as well as challenges. (27)

October 25, 2019 AVPDI attended Franklin Publishing 17th International Conference via video presentation on our Latino Leadership Institute, unable to attend in person due to flight cancellations.

October 25, 2019 AVPDI attended Missouri State University Board of Governors meeting to get updates of changes on campus and for the Diversity and Inclusion conversation.

October 31, 2019 AVPDI reviewed applications for Diversity Grants at the community Foundation of the Ozarks.

November 2019

November 1, 2019 AVPDI met with Tammy Few HR Director to plan Diversity Development Sessions for Spring 2012.

November 1, 2019 AVDPDI met with Edyn King about opportunities for student internships in Springfield and Springdale, Arkansas.

November 1, 2019 AVDPDI met with Heather Hardinger about diversity development session for employers that hire J-1 Visa students and the importance of Cultural Consciousness in the Workplace.

November 4, 2019 AVDPDI met with committee to decide on diversity grants and awardees for 2020 Community Foundation of the Ozarks Diversity Grants.

November 4, 2019 AVDPDI met with the CAEP Accreditation Team on recruitment and outreach programs with the College of Education with a focus on Latino students.

November 6, 2019 AVDPDI met with Diversity Fellow Judith Martinez and Director of Assessment Keri Franklin on strategies to recruit students for the Writing Conference.

November 6, 2019 AVDPDI attended the Fall Convention and Visitors Bureau Mixer to represent the Division for Diversity and Inclusion. (120)

November 7, 2019 AVDPDI attended Good Morning Springfield session to get updates from the Chamber, City of Springfield, Greene County SPS and feedback from the Chamber's visit to Lexington, Kentucky.

November 9, 2019 AVDPDI met with Mauricio Chio about attending graduate school at Missouri State University.

November 9, 2019 AVDPDI attended SEM Outreach Subcommittee meeting to finalize report to the executive committee with recommendations on grant application.

November 9, 2019 AVDPDI met with Carrie Richardson, Executive Director to discuss feedback on Diversity and Inclusion sessions for the signature class as well as Access Class feedback on Diversity and Inclusion mini sessions.

November 9, 2019 AVDPDI facilitated discussion on updating data gathered by committee and requested reports be submitted by January 15, 2020. We will compile new data for the February 2020 Diversity Committee Report.

November 12, 2019 AVDPDI facilitated Inclusive Excellence Session for CoxHealth Leadership Development Institute (LDI) Members (750).

November 12, 2019 AVDPDI facilitated Cultural Consciousness/Unconscious Bias Session for CoxHealth Leadership Development Institute (LDI). (750)

November 13, 2019 AVDPDI participated in SEM Training Session on building a comprehensive plan for Missouri State University 2020 and beyond. (75)

November 14, 2019 AVDPDI facilitated Diversity Development Session for organizations hiring J-1 Visa students and Cultural Consciousness needed for awareness and success. (100)

November 15-17, 2019 AVDPDI attended the Bands of America Grand Nationals in Indianapolis event to recruit and maintain connection with band directors. Missouri State University Pride Band was also an exhibition Band for part of the event. (10,000)

November 18, 2019 AVPDI met with Leaster Gibson, Managing Member Foster-Gibson Investments about supporting our Diversity Conference in April 2020.

November 19, 2019 AVPDI attended the Multicultural Town Hall meeting to get feedback on the opportunity of a new Multicultural Resource Center.

November 21, 2019 AVPDI facilitated Diversity and Inclusion Session for Access Class 4 on Inclusive Excellence. (25)

November 21, 2019 AVPDI participated in conference call to finalize plans for the 2020 Diversity Executives Leadership Academy (DELA) conference in San Francisco.

November 22, 2019 AVPDI met with Saehee Duran about the Springfield Multicultural Festival and future collaboration opportunities.

November 25, 2019 AVPDI met with Cendy Gracia about attending Graduate School at Missouri State University with an emphasis on Physical Therapy.

November 26, 2019 AVPDI met with Community Foundation of the Ozarks about facilitating diversity training for rural schools in Southwest Missouri as part of a collaborative approach with the Division for Diversity and Inclusion at Missouri State University.

November 26, 2019 AVPDI attended the Community Foundation of the Ozarks Diversity Grants Award recognition and celebration at the Springfield Midtown Public Library.

DDI Faculty Diversity Training Coordinator Activity Report- [Dr. Lyle Q. Foster]:

October 15, 2019 FDTC spoke at the October breakfast for the Springfield Business Journal for 12 people that you should know.

October 14, 2019 FDTC attended the Chief of Police Community Advisory Council

November, 2019 FDTC submitted a diversity grant application to the Community Foundation of the Ozarks for a research project involving young professionals from diverse backgrounds which was funded for just under \$9,000.

November, 2019 FDTC continued to participate in Be Civil Be Heard Planning Process.

November, 2019 FDTC submitted grant to Bass Pro which was funded for the Springfield-Greene County African-American Heritage Trail; funded for \$20,000.

November, 2019 FDTC served as an advisor for a new affinity group for men on the University campus.

November, 2019 FDTC attended the Trio Entrepreneurship panel.

November, 2019 FDTC conducted several information sessions on the Springfield-Greene County African-American Trail to students and interested groups.

November, 2019 FDTC participated in a number of Community Events representing DDI.

November 12, 2019 FDTC served on the Strategic Enrollment Management Committee process.

November 12, 2019 FDTC attended the MIB November meeting at the airport.

November 14, 2019 FDTC presented a training for Springfield Public School Counselors on Trauma Informed Counseling and Cultural Consciousness.

November 19-20, 2019 FDTC facilitated the next round of Tough Talks took place in partnership with the International Services in recognition of International Education Week. The topics were "Are we Global Yet?" and "The International Student Experience."

November 20, 2019 FDTC provided keynote luncheon speech for the Springfield Lodging Association.

DDI Diversity Fellow- Dr. Judith Martinez

Judith Martínez, PH.D. Diversity Fellow for Diversity. Activity Report.

May 2019

May 16: Presented to the Board of Governors on Initiatives such as the Faculty Development Component and its results/impact as a current diverse faculty.

May 28: Met with Dr. Adena Young to discuss her role and responsibilities as the current diversity fellow for diversity.

June 2019

Met and collaborated with Michael Fisher to discuss advertising for DDI-FCTL projects, arrange the dates, information on flyers and book marks to advertise for book talks. Prepare flyers for Scholar to Scholars and material ready for Showcase for Teaching and Learning.

Collaborated with Kelly Bridges to organize the logistics for the Mini-Diversity Sessions for the Fall 2019 (Rooms availability and reservations, agenda, email and announcements to recruit participants).

Prepare curriculum/activities for Common Reader Station Eleven for GEP instructors.

Contacted Dr. Restrepo and plan for the Shattering the Silence conference. Collaborated with the FCTL and DDI to plan the logistics for this event.

July 2019

July 10, 2019: Computer training on Office 365: Mail and Calendar

July 23, 2019: Computer training on Office 365: General updates

July 24, 2019: Follow up meeting with Dr. Adena Young to prepare for new role

July 26, 2019: Computer training on Office 365: One Note

July 27, 2019: Presented to the Leadership Council of the College of Education of former initiatives that worked for students with diverse background: (Hispanics). Presented possibilities to collaborate with relaunching learning centers.

August 2019

August 7, 2019: Created and submitted set of activities for GEP instructors teaching the Common Reader Station Eleven to encourage discussions and approaches that highlight topics regarding diversity

August 12, 2019: Presented to New Teacher Orientation to provide information and an overview of resources from the DDI.

August 12, 2019: Presented to New Teaching Assistants to provide information and an overview of resources from the DDI.

August 13, 2019: Attended Teaching and Learning to represent DDI. Advertise programs such as Book Talks, Diversity Sessions as well as Scholar to Scholar

August 14, 2019: Met with Patrick Parnell Director of International Programs to discuss opportunities to partner in Mexico and possible ideas to enhance recruitment from Mexico.

August 28, 2019: Attended Welcome Back student event organized by First Year Programs to represent DDI and interact with students. Recruit for the Scholar 2 Scholar program.

September 2019

September 3, 2019: Hosted two orientation sessions/meeting for Scholar to Scholar program: Faculty and Students.

September 4, 2019: Met with Lu Maimone, Wes Pratt and Juan Méraz to discuss opportunities to collaborate for Heritage Learner program in MCL

September 5, 2019: Presented at Hand in Hand Multicultural Center. Mentoring Diverse Students. Staying in Higher Education

September 6, 2019: Meeting with Dean David Hough and CAEP team to provide data and resources on prior work with Latino COE students and current alumni. In general, we provided support to prepare for the evaluation process coming up.

September 9, 2019: Advisory Council Meeting. Feedback on Showcase for Teaching and Learning. Inform of dates for Book Talks and Diversity Talks

September 10, 2019: Meeting with Dr. Sarah Nixon to discuss and brainstorm ideas for mentorship program to be developed university wide.

September 11, 2019: Organized the First Shatter of Silence of this academic year. Mentoring Diverse Faculty and Students with Dr. Luis Fernando Restrepo Director of the Comparative Literature and Cultural Program of University of Arkansas. 103 attendees between faculty, staff and students.

September 11, 2019: Meet with Dr. Linda Moser Department head of English Department to discuss and brainstorm ideas for mentorship program to be developed university wide.

September 12, 2019: Presented on Micro-aggressions to Dr. Sarah Nixon from COE-RFT Introduction to Multicultural Education Class.

September 17, 2019: Prepared and presented workshop: Mini-Diversity Session 1 Group A: Discussion Micro-Aggressions

September 18, 2019: Prepared and presented workshop: Mini-Diversity Session 1 Group B: Discussion Micro-Aggression

September 18, 2019: Met with Dr. Chris Craig to develop ideas to support Diverse Faculty through a mentorship program in collaboration with DDI.

September 20, 2019: Attended Media Training for MSU

September 25, 2019: Station Eleven Led Discussion Book

September 25, 2019: Attended Conference in representation of the DDI. With Dr. Kim Potowsky on Heritage Learners

September 26, 2019: Attended MSU Majors Fair

September 26, 2019: Attended Workshop in representation of the DDI. With Dr. Kim Potowsky on Heritage Learners

September 30, 2019: Met with Dr. Alex De Charles to mentor and discuss opportunities and strategies to strengthen dossier.

October 2019

October 2, 2019: Provided in studio interview in Ozarks Tonight to speak about the terminology used regarding Hispanics, vs Latinos and some of the work done at MSU during the Heritage Month.

October 4, 2019: Faculty Member of the Fulbright Grant Review Committee 2019. Served as an interviewer and reviewer of students' applications. Provided feedback to strengthen applications.

October 5, 2019: Completed the Latino Higher Education Leadership Institute of The Hispanic Association of Colleges and Universities (HACU) 2019.

October 9, 2019: Presented to Cohort of 42 international k-12 teachers in the English Learning Institute of MSU visiting from Saudi Arabia: Diversity in the Classroom

October 14, 2019: Speaker at EDC 345. Introduction to Multicultural Education Class. Topic: Gender: intersectionality in the Hispanic Community.

October 17, 2019: Retention and Completion Council meeting

October 23, 2019: Mini-Diversity Workshop: Teaching and Learning Respect and Acceptance in the College Classroom. Session 1

October 24, 2019: Mini-Diversity Workshop: Teaching and Learning Respect and Acceptance in the College Classroom. Session 2

October 31, 2019: Attended and volunteered on the MCL Day of the Dead

November 2019

November 1, 2019: Meeting with Wes. Initial discussion: Mentoring Diverse Faculty

November 4, 2019: CAEP meeting Interview COE.

November 6, 2019: Speaker at EDC 345. Introduction to Multicultural Education Class. Topic: Migration and challenges in the Hispanic Community.

November 7, 2019: Attended conference from Dr. Julio Torres on Heritage Speakers hosted by MCL.

November 8, 2019: FCTL meeting

November 8, 2019: Attended Conference: Garret Williams. 2666 book.

November 13, 2019: Mini-Diversity workshop: Inclusive Assessment: Session 1

November 14, 2019: Mini-Diversity workshop: Inclusive Assessment: Session 2

November 15, 2019: Meeting: Retention and Completion Council

November 15, 2019: President's Community Council meeting

November 18, 2019: SEM Subcommittee meeting to discuss retention strategies with Dr. Lyle Dr. Woodard.

November 20, 2019: Book Talk Discussion

November 22, 2019: Presented *Mentoring Diverse Faculty Program*: PAL: Leaders and Dr. Chris Craig.

XI.A.

STUDENT BODY PRESIDENT REPORT

Mr. Abdillahi Dirie, President of the Student Body, will make a report to the Board of Governors.

XI.B.

Student Affairs Report Missouri State University Board of Governors December 12, 2019

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

Enrollment Management & Services:

- The Office of Admissions launched the campus virtual tour as a collaborative effort involving the Academic Colleges, SGA, Marketing Communications and Student Affairs.
- General Self-Service Banner 9 was rolled out to students (and employees) via the Personal Information link in *MyMissouriState*. Students now have a mobile-friendly, consolidated view of their personal information record and are able to do online updates of the phone numbers in their student record instead of via a paper form in the Office of the Registrar. In the near future, it is expected that students will also be able to update addresses online.
- Phase 2 of the implementation of the new admissions CRM (UG Liaison, Grad Liaison, Dual Credit, Specialty Grad CASS, Common App) with Banner are being completed. This second phase focused on gaining operational efficiencies by eliminating much of the required manual data entry to move data from the admissions systems to Banner that still needed to be done after the new applications went live.

Magers Health and Wellness Center:

- Magers Health and Wellness added 6 hours of Psychiatrist clinic time this fall semester, and these are fully subscribed now. They also added 3 hours of counseling time this summer, and these are fully subscribed now. We plan to add 4 more hours of counseling time as of January, 2020.
- We have given a record-setting number of flu vaccinations this fall, ~ 4,400 to date. Our first documented case of influenza at Magers Health occurred on November 20th.
- Dr. Garrett, Family Medicine, will be retiring December 31, 2019. Dr. Garrett will work back < 1,000 hours/year part-time.
- Dr. Wardell, Family Medicine, will be retiring March 31, 2020. A search will be underway for a new primary care physician.
- Our primary care visit times have been ~ 95 % full this fall semester.

Campus Recreation:

- Recreational sports registration closed with a team participation record. The increase in numbers can be seen in both traditional and nontraditional sports such as sand volleyball and table tennis. In addition club sport travel participation hit a record a 57 team competitions this semester.
- Campus Recreation hosted its first sanctioned USA pickle ball tournament resulting in 74 players. This tournament was a first of its kind collaboration with the department of kinesiology and the Springfield Greene County Park board.
- Missouri State campus recreation was represented at the NIRSA region for conference in Tulsa Oklahoma. Both the director and associate director presented at the conference. In total, three professionals, one graduate assistant and three undergraduate students were able to take advantage of the professional development opportunity.

- The Foster Recreation Center kicked off its four month agreement with Greenwood for swim practice and so far it's been successful for both parties.
- The Foster Recreation also hosted a few large special events through the month of October including but not limited to the wise and well health fair, the haunted trail, and breakfast with Boomer for homecoming.

Plaster Student Union:

- There are currently 365 registered student organizations with the Office of Student Engagement. Twelve more organizations are in the process for approval, at this time
- Sigma Lambda Gamma National Sorority Inc., unveiled its first new member class of 14 in late November. This is the first LatinX and Multicultural sorority on our campus.
- Madison Avenue Pasta Company has finally opened. This Chartwells developed concept serves salads and pasta, which offer a healthy alternative to students to consider in the PSU.

Multicultural Services

- Dr. Rabekah Stewart, Missouri State University Executive Director of TRiO Programs, was recently installed as the Educational Opportunity Association (EOA) President on November 12, 2019 in Omaha, Nebraska at the 45th annual professional development conference. EOA is a 10-state Midwest region association for college access professionals; all of whom represent all 8 TRIO Programs and GEAR-UP across the region.
- Multicultural Services hosted the fall 2019 Multicultural Graduation on Thursday, December 5th at 6:00pm for Missouri State University fall graduates.
- Multicultural Programs is working to hire a new Director vacated by Yvania Garcia-Pusateri. Four finalist have been brought to campus for day-long interviews and a successful candidate has been identified.

Residence Life, Housing and Dining:

- Reapplication of current residents for fall 2020 is open as well as the applications for new first time students spring 2020 and fall 2020. There seems to be an increase interest for summer housing as well.
- Students from the residence halls attended the MACURH Regional Leadership Conference in St. Louis. The Residence Hall Association's "Fall Leadership Day" was recognized as the MACURH Program of the year. It will be considered for National recognition at NACURH in May of 20.
- TUNNEL of OPPRESSION, an annual traditional, program showcasing awareness on social issues today's students face regarding racism, mental health, etc. is being planned for February.
- Residents enjoyed the President's late night breakfast, finals and are excited about winter break!

Dean of Students:

- A national search has been conducted to hire the next Assistant Vice President for Student Affairs/Dean of Students. Three finalists have visited campus to interview and a successful candidate should be identified by the end of the semester.

Respectfully submitted by,
 Dr. Dee Siscoe
 Vice President for Student Affairs

XI.C.

RECOMMENDED ACTION – Offer of commendation to William Miller for service as Student Governor for Missouri State University.

Whereas, William Miller has served from April 2018 through December 2019, at the appointment of the Governor of the State of Missouri, as Student Governor for Missouri State University; and

Whereas, Governor Miller has been conscientious and competent in fulfilling the duties of Student Governor as prescribed by the statutes of the State of Missouri; and

Whereas, Governor Miller has worked effectively and participated actively in Board affairs, thus providing a clear and respected voice for the students of Missouri State University; and

Whereas, Governor Miller has continually demonstrated his dedication to the University and his fellow students through many leadership and service roles in co-curricular activities; and

Whereas, Governor Miller has conducted himself in a manner appropriately befitting the student member of the governing board of this University.

Now, Therefore, Be It Now Resolved, by the Board of Governors for Missouri State University, that we commend William Miller for outstanding service as Student Governor for Missouri State University.

VOTE: AYE _____

 NAY _____

XII.A.

STAFF SENATE REPORT

Mr. Jimi Sode, Chair-Elect of the Staff Senate, will make a report to the Board of Governors.

XIII.A.

**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 October		Running Totals		Year
		No.	Amount	No.	Amount	No.	Amount	No.	Amount	
Annual Gifts	FY 19	6,047	\$233,478	112	\$316,427	6,159	\$549,905	21,931	\$3,693,932	FY 19
	FY 20	6,013	\$221,865	148	\$521,813	6,161	\$743,678	22,525	\$2,440,393	FY 20
Special Campaigns	FY 19	92	\$16,447	19	\$90,073	111	\$106,520	464	\$1,315,264	FY 19
	FY 20	28	\$8,037	6	\$142,293	34	\$150,330	562	\$992,029	FY 20
One Time Gifts	FY 19	0	\$0	12	\$102,755	12	\$102,755	39	\$655,411	FY 19
	FY 20	0	\$0	7	\$311,763	7	\$311,763	30	\$1,326,410	FY 20
TOTALS	FY 19	6,139	\$249,925	143	\$509,255	6,282	\$759,180	22,434	\$5,664,607	FY 19
	FY 20	6,041	\$229,902	161	\$975,869	6,202	\$1,205,771	23,117	\$4,758,832	FY 20

**MISSOURI STATE UNIVERSITY FOUNDATION
INCOME SUMMARY TOTALS BY TYPE AND SOURCE
07/01/2019 TO 10/31/2019**

SOURCE	UNRESTRICTED CURRENT	RESTRICTED CURRENT	ENDOWMENT	GIFTS OF PROPERTY	NON-GIFT INCOME*	TOTAL 07/01/2019 TO 10/31/2019	TOTAL 07/01/2018 TO 10/31/2018
ALUMNI	\$9,305	\$540,886	\$151,859	\$70,943	\$252,828	\$1,025,821	\$1,766,519
FRIENDS	1,380	655,861	179,134	15,669	225,170	\$1,077,214	1,016,892
PARENTS	25	31,497	2,660	40	25,200	\$59,422	63,876
FOUNDATIONS	0	393,382	250	0	0	\$393,632	344,775
ORGANIZATIONS	6,075	432,037	866,157	2,737	6,500	\$1,313,506	264,530
BUSINESSES	9,110	468,735	39,562	91,663	280,167	\$889,237	2,208,015
GIFT TOTAL	\$25,895	\$2,522,398	\$1,239,622	\$181,052	\$789,865	\$4,758,832	\$5,664,607

**Per the Tax Cuts and Jobs Act, the US Tax reform bill signed into law effective in 2019, income received from athletics seat assessments and suites are no longer tax deductible.
Income received since 1/1/2019 for seat assessments and suites is included in this column.*

DEFERRED GIFT COMMITMENTS

	UNRESTRICTED CURRENT	RESTRICTED CURRENT	ENDOWMENT	GIFTS OF PROPERTY	TOTAL 07/01/2019 TO 10/31/2019	TOTAL 07/01/2018 TO 10/31/2018
DEFERRED GIFTS	25,000	35,000	11,006,061	0	\$ 11,066,061	\$ 19,021

GRAND TOTAL FOR TESTAMENTARY GIFTS YET TO BE RECEIVED: \$53M

	NUMBER OF DONORS 7/1/2019 TO 10/31/2019	NUMBER OF DONORS 7/1/2018 TO 10/31/2018
ALUMNI	3,143	3,149
FRIENDS	6,591	6,768
PARENTS	477	638
FOUNDATIONS	10	15
ORGANIZATIONS	94	70
BUSINESSES	399	381
TOTAL	10,714	11,021

**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 November		Running Totals		
		No.	Amount	No.	Amount	No.	Amount	No.	Amount	Year
Annual Gifts	FY 19	5,544	\$185,485	103	\$360,432	5,647	\$545,917	27,578	\$4,239,849	FY 19
	FY 20	4,313	\$147,356	82	\$337,048	4,395	\$484,404	26,926	\$2,927,909	FY 20
Special Campaigns	FY 19	390	\$18,330	10	\$69,263	400	\$87,593	864	\$1,402,857	FY 19
	FY 20	36	\$3,664	13	\$251,186	49	\$254,850	611	\$1,246,879	FY 20
One Time Gifts	FY 19	0	\$0	19	\$368,978	19	\$368,978	58	\$1,024,389	FY 19
	FY 20	0	\$0	9	\$263,246	9	\$263,246	39	\$1,589,656	FY 20
TOTALS	FY 19	5,934	\$203,815	132	\$798,673	6,066	\$1,002,488	28,500	\$6,667,095	FY 19
	FY 20	4,349	\$151,020	104	\$851,480	4,453	\$1,002,500	27,576	\$5,764,444	FY 20

**MISSOURI STATE UNIVERSITY FOUNDATION
INCOME SUMMARY TOTALS BY TYPE AND SOURCE
07/01/2019 TO 11/30/2019**

SOURCE	UNRESTRICTED CURRENT	RESTRICTED CURRENT	ENDOWMENT	GIFTS OF PROPERTY	NON-GIFT INCOME*	TOTAL 07/01/2019 TO 11/30/2019	TOTAL 07/01/2018 TO 11/30/2018
ALUMNI	\$13,560	\$646,242	\$286,037	\$70,944	\$292,974	\$1,309,757	\$2,088,715
FRIENDS	1,877	794,152	207,637	15,986	234,404	\$1,254,056	1,204,768
PARENTS	225	44,495	2,900	40	26,200	\$73,860	88,560
FOUNDATIONS	0	508,632	250	0	0	\$508,882	409,538
ORGANIZATIONS	11,210	516,015	1,046,574	3,047	7,200	\$1,584,046	527,023
BUSINESSES	9,646	558,420	44,962	93,798	327,017	\$1,033,843	2,348,491
GIFT TOTAL	\$36,518	\$3,067,956	\$1,588,360	\$183,815	\$887,795	\$5,764,444	\$6,667,095

**Per the Tax Cuts and Jobs Act, the US Tax reform bill signed into law effective in 2019, income received from athletics seat assessments and suites are no longer tax deductible.
Income received since 1/1/2019 for seat assessments and suites is included in this column.*

DEFERRED GIFT COMMITMENTS

	UNRESTRICTED CURRENT	RESTRICTED CURRENT	ENDOWMENT	GIFTS OF PROPERTY	TOTAL 07/01/2019 TO 11/30/2019	TOTAL 07/01/2018 TO 11/30/2018
DEFERRED GIFTS	25,000	135,000	11,006,061	0	\$ 11,166,061	\$ 539,021

GRAND TOTAL FOR TESTAMENTARY GIFTS YET TO BE RECEIVED: \$53M

	NUMBER OF DONORS 7/1/2019 TO 11/30/2019	NUMBER OF DONORS 7/1/2018 TO 11/30/2018
ALUMNI	3,591	3,820
FRIENDS	7,095	7,376
PARENTS	686	892
FOUNDATIONS	16	25
ORGANIZATIONS	115	97
BUSINESSES	439	450
TOTAL	11,942	12,660

XIII.C.

RECOMMENDED ACTION – Approval of an Agreement with William Darr, the Darr Family Foundation, the School District of Springfield, R-12, and the Missouri State University Foundation.

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

WHEREAS, in furtherance of their commitment to philanthropy and the betterment of the greater Springfield, Missouri community, William Darr (“Mr. Darr”) and the Darr Family Foundation (“Darr Foundation”) desire to make a significant gift to the Missouri State University Foundation (“Foundation”) for the benefit of the School District of Springfield, R-12 (“SPS”) and Missouri State University (“University”);

WHEREAS, the purpose of the gift is two-fold: (a) to construct a building suitable for housing an agricultural magnet school operated by SPS (“Magnet School”); and (b) to construct a small animal education facility owned and operated by University’s College of Agriculture (“Small Animal Facility”);

WHEREAS, both proposed buildings would be constructed on University property located adjacent to the existing Darr Agricultural Center, and the University would grant SPS a no-cost license for the use of such land;

WHEREAS, the University will provide maintenance, custodial, utilities, and security for the Magnet School at no cost to SPS; and

WHEREAS, naming of both the Magnet School and the Small Animal Facility will be agreed to by both Mr. Darr and the Darr Foundation, subject to ultimate approval by the University’s Board of Governors.

NOW, THEREFORE, BE IT RESOLVED by the Board of Governors for Missouri State University that the proposed Agreement with William Darr, the Darr Family Foundation, the School District of Springfield, R-12, and the Missouri State University Foundation be approved, and that University administration is delegated the authority to execute any and all other agreements and documents necessary to implement the purpose of the gift, subject to the terms of the Agreement.

VOTE: **AYE** _____

NAY _____

COMMENTS:

Under the proposed Agreement, Mr. Darr and the Darr Foundation will make a charitable gift totaling \$6.5 million to the Foundation, to benefit both SPS and the University (“Gift”). The Gift will be paid to the Foundation in the following installments:

- An initial payment of \$2,000,000 will be made on or before December 31, 2019;

- A second payment of \$1,500,000 will be made on or before December 31, 2020;
- A third payment of \$1,500,000 will be paid on or before December 31, 2021;
- A fourth payment of \$750,000 will be made on or before December 31, 2022; and
- A final payment of \$750,000 will be made on or before December 31, 2023.

The Gift will be used to construct a Magnet School for SPS that is suitable for serving approximately 150 students at a facility comprised of approximately 16,500 square feet, including six (6) classrooms, a laboratory, two (2) restrooms, two (2) faculty offices, two (2) administrative offices, a commercial prep kitchen, lab/kitchen storage, an all-purpose room, an entry and reception area, and a mechanical area. The exact design and construction of the Magnet School will be determined collaboratively by SPS and the University. The target completion date of the Magnet School will be August of 2021.

The Gift will also be used to construct a Small Animal Facility comprised of approximately 12,500 square feet, including a lobby, two (2) restrooms, two (2) faculty offices, food storage area, group activity and training lab, observation hallway, teaching laboratory, six (6) indoor runs, six (6) outdoor runs, mechanical room, circulation area, and outdoor play area. The exact design and construction of the Animal Facility will be determined solely by University.

In consideration of the Gift, the University will provide a tract of land adjacent to the Darr Agricultural Center for the construction of the Magnet School, and grant SPS a no-cost license for the use of such land for a term of at least 25 years *or* as long as (i) SPS continues to operate the Magnet School as an agricultural magnet school, and (ii) MSU remains in operation, whichever duration is longer. The University will also provide maintenance, custodial, utilities, and security for the Magnet School at no cost to SPS.

SPS will be responsible for providing and paying for instructional and support staff for as long as it continues to operate the Magnet School.

AGREEMENT

This Agreement (“Agreement”) is entered by and between William Darr (“Mr. Darr”), the Darr Family Foundation (“Darr Family Foundation”), the School District of Springfield, R-12 (“SPS”), the Missouri State University Foundation (“Foundation”), and the Board of Governors of Missouri State University, a public institution of higher education (“MSU”), and is effective as of this 25th day of November, 2019 (“Effective Date”).

WHEREAS, Mr. Darr is a philanthropist and friends of SPS, the Foundation, and MSU, who is committed to the betterment of their community through agricultural education;

WHEREAS, the Darr Family Foundation is a Missouri not-for-profit corporation whose mission is to empower at-risk youth to overcome barriers;

WHEREAS, SPS is a public K-12 school system located in Springfield, Missouri;

WHEREAS, the Foundation is a Missouri not-for-profit corporation whose purpose is to support and assist MSU;

WHEREAS, MSU is a Missouri public institution of higher education that owns and operates the William H. Darr College of Agriculture (“COA”), which educates students in a diverse range of agricultural disciplines;

WHEREAS, Mr. Darr and the Darr Family Foundation desire to make a substantial charitable gift for the purposes of (a) creating an SPS magnet school dedicated to agricultural education and located on the grounds of the COA, and (b) assisting MSU in the construction of a small animal education facility; and

WHEREAS, SPS, the Foundation, and MSU desire to accept such gift under the terms and conditions set forth herein.

NOW, THEREFORE, for good and valuable consideration, the sufficiency of which is hereby acknowledged, the parties agree to the following terms and conditions, including the above recitals, which are hereby restated and incorporated by reference.

1. Gift. Mr. Darr and the Darr Family Foundation agree to make a gift to the Foundation in the amount of \$6,500,000 (“Gift”) for the benefit of SPS and MSU. The gift will be paid to the Foundation as follows:

- (a) An initial payment of \$2,000,000 will be made on or before December 31, 2019;
- (b) A second payment of \$1,500,000 will be made on or before December 31, 2020;
- (c) A third payment of \$1,500,000 will be paid on or before December 31, 2021;
- (d) A fourth payment of \$750,000 will be made on or before December 31, 2022; and

- (e) A final payment of \$750,000 will be made on or before December 31, 2023.
2. Purpose of the Gift. The Gift will be used for the following purposes:
- (a) SPS Agricultural Magnet School Gift. The Gift will be used to construct a building suitable for serving approximately 150 students at a magnet school comprised of approximately 16,500 square feet, including six (6) classrooms, a laboratory, two (2) restrooms, two (2) faculty offices, two (2) administrative offices, a commercial prep kitchen, lab/kitchen storage, an all-purpose room, an entry and reception area, and a mechanical area (“School”). The exact design and construction of the School will be determined collaboratively by SPS and MSU; and
 - (b) MSU Small Animal Education Facility. The Gift will also be used to construct a building comprised of approximately 12,500 square feet, including a lobby, two (2) restrooms, two (2) faculty offices, food storage area, group activity and training lab, observation hallway, teaching laboratory, six (6) indoor runs, six (6) outdoor runs, mechanical room, circulation area, and outdoor play area (“Animal Facility”). The exact design and construction of the Animal Facility will be determined solely by MSU.
3. Consideration for the Gift. In consideration of the Gift, SPS and MSU agree as follows:
- (a) MSU will provide a tract of land for the construction of the School adjacent to MSU’s Darr Agricultural Center. SPS will be given a no-cost license for the use of such land for a term of at least 25 years or as long as (i) SPS continues to operate the School as an agricultural magnet school; and (ii) MSU remains in operation, whichever duration is longer;
 - (b) SPS will provide instructional and support staff as long as it continues to operate the School as an agricultural magnet school;
 - (c) MSU will assume responsibility for constructing the School, consistent with the parameters of Section 2(a), above, with a target completion date of August 2021;
 - (d) MSU will provide maintenance, custodial, utilities, and security for the School at no cost to SPS; and
 - (e) Subject to ultimate approval by MSU’s Board of Governors, the naming of both the School and the Animal Facility will be agreed to by both Mr. Darr and the Darr Family Foundation, and appropriate signage will be created as a result.
4. Joint Venture. Nothing in this Agreement shall be construed as creating a joint venture between any of the parties hereto, or as making any party the agent of any other party.

Accordingly, each party shall be responsible for obtaining and maintaining, on behalf of its employees, worker's compensation insurance coverage within the applicable statutory limits.

5. Amendment. This Agreement constitutes the complete Agreement between the parties related to the subject matter hereof and no modifications of this Agreement shall be binding unless made in writing and signed by the parties.

6. Applicable Law; Choice of Venue. This Agreement shall be construed according to the laws of the State of Missouri. Any legal action brought to enforce this Agreement shall be brought in the Circuit Court of Greene County, Missouri.

IN WITNESS WHEREOF, the parties have executed this Agreement by their duly authorized representatives as of the Effective Date indicated above.

WILLIAM DARR

DARR FAMILY FOUNDATION

William Darr

By: Erin Danastasio
Its: President, Board of Directors

MISSOURI STATE FOUNDATION

**SCHOOL DISTRICT OF
SPRINGFIELD, R-12**

By: William Brent Dunn
Its: Executive Director

By: Tim Rosenbury
Its: President, Board of Education

**BOARD OF GOVERNORS OF
MISSOURI STATE UNIVERSITY**

By: Clifton M. Smart, III
Its: President

XIV.A

Marketing and Communications Report Missouri State University Board of Governors December 12, 2019

MarCom updates since the October 25, 2019 meeting

Members of the team have been attending conferences and seminars this fall, enabling them to expand their skillsets so they can apply them to current and future projects.

All have been heavily engaged in support of It's On! and the Onward, Upward campaign.

In November the division participated in ½ day training on CliftonStrengths by Gallup. The outcomes will enable the team to work more effectively and efficiently.

Website Refresh

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

Web Strategy and Development (WSD)

The team continues to update academic and administrative websites and support the Foundation and Alumni organizations. The updated Criminology site went live at the end of October.

University Communications (UC)

The team continues to expand in the area of digital marketing. They are working on recruiting campaigns for Admissions, Criminology and Hospitality and an overall awareness campaign for the university.

The team continues to successfully actively pitch and promote faculty and their associated research with national media – not only to identify them as expert resources, but also to promote their articles for use across the U.S.

Visual Media

The team recently rolled out new high-production-value videos for the Onward, Upward campaign. They are engaged in the always busy fall season of athletics and academic coverage.

Editorial and Design Services (EDS)

The team continues to be very busy partnering with Admissions on variable data related pieces. This has expanded to a new small-batch variable data view book, which will be previewed at the December meeting.

The team is also fully engaged with large campaign related projects originating from the Foundation.

Key Performance Indicators and Measurable Goals Executive Summary

December 12, 2019

Background

Missouri State University developed a group of Key Performance Indicators (KPI) during the 2011-12 academic year, and data for these indicators was posted on the MSU website. Later in 2012, the Missouri Department of Higher Education adopted six performance measures which were subsequently utilized for determining the distribution of a portion of state funding if these goals were achieved.

The adoption of the current Missouri State University long-range plan, *Implementing the Vision: 2016-21 Long-Range Plan*, was accompanied by a revised set of KPI's that corresponded to the multiple goals of the six chapters of the plan. Data showing the status of the last five years for almost 100 measures can be found on the MSU website by searching for KPI (<https://mis.missouristate.edu/KeyPerformanceIndicators/>). Subsequently, target goals were established for the numbers graduating, undergraduate retention, graduation rates, and progress in diversity and inclusion.

A dashboard of a dozen measures of most common interest was added to the KPI website in June 2016. The state revised their performance measure expectations in the fall of 2017, but the use of these state measures for funding remains uncertain. The new measures have not been added to the MSU website.

State Performance Measures

Currently, the state of Missouri requires MSU to report on six performance measures. These measures are intended to reflect student success, quality of learning, and institutional efficiency:

- Completions per student FTE (full-time equivalent)
- Student success/passing rate on licensure exams
- Student placement after graduation (Career Outcomes)
- Total (academic) core expenditures compared to total expenditures
- Change in operating salary expenditure compared to median household income
- Change in tuition and fee revenue collected from Missouri resident degree-seeking undergraduates compared to median household income

In October the MSU Springfield campus reported data that show the institution passed all state performance measures. The threshold for passing the first measure, completions per student FTE, is 25% and MSU reported 33.9%. Passing the second performance measure above

required students taking licensure exams to pass at the rate of 90% or above. The ten health-care programs where licensure pass rates were utilized had pass rates of 100%. The third measure focuses on student placement after graduation. Passing this performance measure is achieved by having a knowledge rate above 60% and employment or further education placement above 75%. For the 2018 MSU graduates (undergraduate only) MSU outcomes exceeded these benchmarks with 92% knowledge rate and 83% placement.

MSU's core academic expenditures as a percent of total expenditures was 68.2% which exceeded the minimum threshold. The other two state performance measures are passed when the institutions change in salary expenditures and change in tuition/fee revenue are less than the percent increase in the Median Household Income. In both cases the percentage change for these variables at MSU was below the change in the benchmark Median Household Income.

Status of Long-Range Plan Goals

Graduate Numbers. The 2016-21 Long-Range Plan projected that the number of students that completed a degree would increase. The associated goal set for degree completion was that by 2021 the annual number of graduates would be at least 4,900. Since this goal was achieved early with 4,935 students completing a program in FY2017, a new goal of 5,200 was established (Measurable Goals, Table I.A.). Recently, certificate programs have become increasingly popular as evidence of academic achievement. In FY2019 MSU had 5,490 completions of either a degree or a certificate. Certificates accounted for 470 (8.6%) of this number.

Retention. Retention and graduation rates are coupled outcomes, and the starting point for retention is the goal of moving first-time, full-time students on to a second year in college. When the Long-Range Plan was implemented, a retention goal for first time students was set at 82%. Over the past six years, retention has ranged between 75% and 79% (Table I.B.). The Fall 18 to Fall 19 retention rate was 78%, which is essentially no change from the prior year. When compared to other nearby universities, MSU's rate for the 2018-19 cohort is below the most recent data for the University of Missouri (87%) and the University of Arkansas (84%), but above the retention reported for Arkansas State (73%), University of Central Arkansas (74%) and the University of Arkansas-Little Rock (68%) (Table IV).

MSU set a retention goal of 79% for Pell-Eligible, first generation, Hispanic/Latino, African American, and those self-identifying as two or more races. The present fall term retention for these students ranged from 66% for Hispanic/Latino to 74% for African Americans as well as those of two or more races (Table II.A.). The year-to-year retention data illustrates considerable variation for each category, and consistent trends are not evident.

MSU has made several recent organizational changes designed to help students advance toward their goal of a college degree and readiness for a career. For example, the Center for Student Success and Transition (CAST) was established in 2018 and then moved into a more

prominent location in the Meyer Library in 2019. Efforts to contact students more frequently for advising purposes was piloted in the College of Arts and Letters. This proactive advising approach has now expanded into several other colleges. Further, additional professional advisors have been added to the College of Natural and Applied Sciences, the College of Business, and the McQueary College of Health and Human Services. We also have developed extensive data analytics designed to monitor retention and student success.

Graduation Rate. The six-year graduation rate for students starting at MSU as first-time, full-time students moved slightly upward to 55.9% for the 2013-19 cohort (Table I.C.). Regrettably, this rate was still short of the 57% goal. Using this measure of student success for this same 2013-19 cohort, Missouri State's rate (55.9%) was below that of the most recent data (2018) for the University of Missouri (69%) and the University of Arkansas (66%) (Table IV.). MSU is substantially higher, however, than six-year graduation rates of Arkansas State (47%), University of Central Arkansas (41%) and the University of Arkansas-Little Rock (35%).

Prior to the current Long-Range Plan, the six-year graduation rates for students who were either Pell-eligible, first generation, Hispanic/Latino, African American, or two or more races were significantly lower than the graduation rates of the overall student population. A target graduation goal of 50% was established for each of these categories of entering freshman (Table II.B.). This goal has not yet been achieved. As evidenced in Table II, both graduation and retention data for these several student groups show considerable year-to-year variation.

Faculty and Staff Diversity. The percentage of faculty and staff from historically underrepresented and international groups increased from 10.6% in 2013 to 15% in fall 2019 (Table III.). This steady progression resulted in the initial goal of 14% diversity in full-time employees being achieved in 2017, and the target goal was then reset at 16%.

**Measurable Goals
For the 2016-21 Long-Range Plan**

Table I. Increase the number of graduates

A. Degrees and certificates awarded annually (July 1 – June 30)

	FY2014	FY015	FY2016	FY2017	FY2018	FY2019		Goal FY21
Springfield Campus	4,354	4,430	4,607	4,881	5,130	5,393		
China Campus	31	49	34	55	56	97		
Total Degrees & Certificates	4,385	4,479	4,641	4,936	5,186	5,490		5,200¹

B. First to second year retention for first-time student cohort (fall to fall)

Entering First-Time Student Cohort	Fa13 to Fa14	Fa14 to Fa15	Fa15 to Fa16	Fa16 to Fa17	Fa17 to Fa18	Fa18 to Fa19		Goal by Fall 2021
Retention Rate	75%	78.3%	79.1%	77.3%	77.7%	78.1%		82%

C. Six year graduation rate of first-time student cohort

Entering First-Time Student Cohort	2008 Cohort in 2014	2009 cohort in 2015	2010 Cohort in 2016	2011 Cohort in 2017	2012 Cohort in 2018	2013 Cohort In 2019		Goal by Fall 2021
Graduation Rate	55%	52.3%	54.2%	55%	54.5%	55.9%		57%

¹Goal increased after university reached previous goal of 4,900 initially established.

Table II. Enhance campus diversity and inclusion: students.

A. First to second year retention for first-time students of specific groups.

	F13 to F14	F14 to F15	F15 to F16	F16 to F17	F17 to F18	F18 to F19		Goal by Fall 2021
Pell-Eligible	66%	72%	71%	68%	70%	71%		79%
First generation	61%	73%	72%	69%	71%	73%		79%
Hispanic/Latino	71%	78%	75%	71%	76%	66%		79%
Black African American	71%	69%	74%	65%	66%	74%		79%
Two or more races	67%	72%	83%	67%	64%	74%		79%

B. Six year graduation rate for specific student groups.

	2008 Cohort in 2014	2009 Cohort in 2015	2010 Cohort in 2016	2011 Cohort in 2017	2012 Cohort in 2018	2013 Cohort in 2019		Goal by Fall 2021
Pell-Eligible	50%	45%	49%	46%	45%	47%		50%
First generation	46%	44%	48%	49%	44%	47%		50%
Hispanic/Latino	42%	45%	52%	49%	57%	49%		50%
Black African American	32%	35%	33%	45%	30%	40%		50%
Two or more races	61%	46%	43%	50%	38%	49%		50%

Table III. Enhance campus diversity and inclusion: faculty and staff

	Fall 2013	Fall 2014	Fall 2015	Fall 2016	Fall 2017	Fall 2018	Fall 2019		Goal by Fall 2021
Percentage of Faculty & Staff from Historically Underrepresented & International Groups	10.6%	11.0%	11.5%	12.8%	14.1%	14.5%	15.0		16.0%

Table IV. Missouri State University Undergraduate Comparison to Selected Group

Categories	Missouri State Univ.	University of Missouri	University of Arkansas	Arkansas State University	U Central Arkansas	U Arkansas Little Rock
General information	Fall 2019	Fall 2018	Fall 2018	Fall 2018	Fall 2018	Fall 2018
Carnegie Classification	Doctoral: Professional	Doctoral: Highest Research	Doctoral: Highest Research	Masters: Larger Programs	Masters: Larger Programs	Doctoral: Moderate Research
Average High School GPA**	3.82	Unknown	3.72	3.55	3.55	3.19
ACT Composite 25th Percentile*	21	23	23	Unknown	Unknown	18
ACT Composite 75th Percentile*	27	29	29	Unknown	Unknown	25
Receiving Pell (FTFT)	30%	Unknown	Unknown	Unknown	Unknown	Unknown
Enrollment**	Fall 2019	Fall 2018	Fall 2018	Fall 2018	Fall 2018	Fall 2018
Undergraduate enrollment	19,801	22,503	23,386	9,350	9,425	8,286
Graduate enrollment	3,652	7,363	4,392	4,359	1,752	2,229
First-time full-time degree seeking	2,641	4,615	4,977	1,525	2,033	557
Total degrees and certificates awarded						
Fiscal Year 2015	4,418	8,668	5,741	3,778	2,141	2,464
Fiscal Year 2016	4,607	8,902	6,149	3,987	2,228	2,424
Fiscal Year 2017	4,880	9,150	6,339	4,471	2,504	2,433
Fiscal Year 2018	5,139	9,279	6,432	4,789	2,627	2,460
Fiscal Year 2019	5,412	10,776				
Six-year Graduation Rates						
Six-year graduation rate (2008 Cohort in 2014)	55%	69%	62%	39%	45%	27%
Six-year graduation rate (2009 Cohort in 2015)	52%	69%	62%	40%	45%	30%
Six-year graduation rate (2010 Cohort in 2016)	55%	68%	65%	44%	42%	30%
Six-year graduation rate (2011 Cohort in 2017)**	55%	68%	62%	46%	41%	33%
Six-year graduation rate (2012 Cohort in 2018)**	54.5%	69%	66%	47%	41%	35%
Six-year graduation rate (2013 Cohort in 2019)	55.9%					
Pell eligible - 6-year graduation rate (2013 cohort)	47%	2012 Cohort 55%	2012 Cohort 52%		2012 Cohort 32%	2012 Cohort 29%
First generation - 6-year grad. rate (2013 cohort)	47%					
Graduation Rates by Ethnicity	2013 Cohort	2011 Cohort	2011 Cohort	2012 Cohort	2012 Cohort	2012 Cohort
Grad rate Hispanic/Latino	49%	64%	53%	Unknown	44%	44%
Grad rate Black African American	40%	51%	44%	34%	29%	29%
Grad rate White, Non-Hispanic	58%	71%	63%	52%	46%	31%
Grad rate Two or more races	49%	53%	57%	Unknown	26%	39%
Retention						
Retention (fall-to-fall 2012 to 2017)						
2014 Cohort in 2015	78%	87%	82%	76%	72%	72%
2015 Cohort in 2016	79%	86%	82%	75%	73%	68%
2016 Cohort in 2017**	77%	87%	82%	73%	72%	68%
2017 Cohort in 2018**	78%	87%	84%	77%	74%	68%
2018 Cohort in 2019	78%					
Pell eligible - % retained fall 2017 to fall 2018	71%				2017 Cohort 68%	
First generation - % retained fall 2018 to fall 2019	73%					
Retention ethnicity (fall 2018 to fall 2019)				2017-18	2017-18	
Hispanic/Latino	66%			Unknown	73%	
Black African American	74%			76%	73%	
White, Non-Hispanic	79%			78%	75%	
Two or more races	74%			Unknown	61%	

The **Coalition of Urban and Metropolitan Universities (CUMU)** is Missouri State's peer group under the State's Performance Funding model. Missouri State achieves "sustained excellence" under the model by reaching the 66th percentile among the peer group on a three year rolling average.

Estimated relevant data pts of 4-yr Public CUMU institutions' grad. rates, 2010 cohort are: Range 12% to 83%; 66th percentile 54%; Median & Mean 47%
 Estimated relevant data pts of 4-year Public CUMU institutions' retention in 2017 are: Range 46% to 94%; 66th percentile 79%; Median & Mean 76%

Source: IPEDS Data Feedback Reports on IPEDS Data Center
 * Denotes data found on the IPEDS Data Center, but not on the Data Feedback
 **Denotes data found on University Common Data Sets or University IR

XVI.A.2.

Missouri State University-West Plains

Mid-year Report on Performance Funding Measures and Key Performance Indicators

Performance Funding Measures

The West Plains campus utilizes six Performance Funding Measures (PFM), the same six used by the state's community colleges as established by the Missouri Department of Higher Education and Workforce Development (MDHEWD). Currently, data exist for the five measures shown below; data and results for the sixth measure, *Graduate Outcomes*, is expected from MDHEWD in the coming weeks.

This year, MSU-WP met four of the five available PFMs:

1. *Completion/Transfer Rates for Full-Time, First-Time students*
 - 3.8 percentage points higher than the previous year, moving from 30.1% to 33.9%
2. *Percent of Attempted Credit Courses Successfully Completed*
 - 1.5 percentage points higher than the previous 3-year total, increasing from 72.2% to 73.7%
3. *Licensure/Certification Exam Success*
 - 1.7 percentage points higher than the previous 3-year total, going from 95.2% to 96.9%
4. *Non-Core Expenditures as a Percent of Total Expenditures*
 - 1.2 percentage points lower than the previous 3-year total, decreasing from 32.0% to 30.8%

MSU-WP did not meet the PFM that considers

5. *Tuition and Fees as a percent of Median family Income (by Service Region)*
 - Single year rate of 7.8% was higher than the national median rate of 7.3%, a 0.6 percentage point increase over last year's rate of 7.2%

Other Key Performance Indicators (KPI)

Of the six KPIs below, three show improvement – Enrollment, Retention, and Graduation/Transfer Rates. Of the other three, two – Native Transfers to MSU-Springfield and Number of Degrees/Certificates Awarded – did not improve, and one, Full-time Faculty and Staff Diversity, had mixed results. Please see complete data below.

Student **Enrollment** at the West Plains campus had a 4.3% or an 82-student increase in fall census day enrollment during the current fall semester over last year's fall semester. However, the trend of students taking fewer credit hours continued, as indicated in the annual FTE totals for the past four years. The campus' highest FTE was in 2010 when it hit 1,586.

1. Enrollment

Total credit students, at fall census day enrollment.
And, FTE for full Academic Year.

<u>Fall Term</u>	<u># Students</u>	<u>12-month FTE</u>
2015	1961	2015-16 1,238
2016	1941	2016-17 1,220
2017	1918	2017-18 1,143
2018	1869	2018-19 1,137
2019	1951	TBD

Full-time, First-time Retention rose this year after being down the previous year. The rate for those full-time students who started in Fall 2018 and returned in Fall 2019 was 55.7%, a healthy 5.1% increase over the previous year. However, the rate is still below the 60% long-range plan goal, which was reached in 2016-17 but followed by a 10 percentage point drop the following year. The increase this past year may be attributed to earlier and greater student intervention prompted by our Grizzly Guard Alert system and using focused advising activity by our staff advising team and full-time faculty advisors. Other strategies have also been engaged over this past year, all in an effort to keep students in their classes and on target toward completion.

2. First Fall to Second Fall Retention

Full-time, First-time Credit Students, at fall census day enrollment

<u>Year</u>	<u>Adjusted Cohort*</u>	<u># Returning/Grad</u>	<u>% Returning</u>
2014-2015	487	209	42.9%
2015-2016	387	212	54.8%
2016-2017	381	232	60.9%
2017-2018	356	180	50.6%
2018-2019	370	206	55.7%

**Adjusted Cohort is the cohort count minus exclusions due to military, medical withdrawal, etc.
-Year range is cohort year to return year*

The most encouraging change in our KPIs can be seen in our **Graduation and Transfer Rate**, which increased substantially from the previous year. Of those in the 2015-2018 cohort (those entering in Fall 2015 with an expected graduation rate within a three-year time period), 46.4% graduated or transferred to another institution, 8.8 percentage points over the previous year. The increase in the combined rate came from both the graduation side – moving from 20.5% to 24.9% -- and from the transfer side, which increased from 16.2% to 17.0%. This is the highest Graduation and Transfer Rate experienced by the campus since 2008 when the rate was 57.0%. With a 2.7 percentage increase in the 2016-2019 cohort graduation rate already achieved, we expect to soon report an even better combined graduation/transfer rate for this cohort when the transfer rate is ultimately determined by the National Clearinghouse.

3. Three-Year (150%) Graduation and Transfer Rate

Graduation/Transfer Rate Cohort is first-time, full-time, degree-seeking students enrolled at fall census day

<u>Year</u>	<u>Graduation Rate</u>	<u>Transfer Rate</u>	<u>Total Grad/Transfer Rate</u>
2011-2014	21.4%	14.2%	35.5%
2012-2015	19.1%	14.3%	33.4%
2013-2016	22.2%	16.2%	38.4%
2014-2017	20.5%	17.0%	37.6%
2015-2018	24.9%	21.5%	46.4%
2016-2019	27.2%	--	

Year range is cohort year to summer third year

Perhaps due to lower enrollments in previous years, the number of **Native Students Transferring from the West Plains campus to the Springfield campus** dropped this past year, moving from a healthy 134 who transferred the previous year to 104 this past academic year. We continue to work with our Springfield colleagues on recruitment strategies, articulation agreements to better ensure transferability, and ongoing retention strategies to keep our students in the pipeline toward a bachelor’s degree on the Springfield campus.

4. Native Transfers to MSU-Springfield	
Academic Year (AY) = fall, spring, summer	
<u>AY</u>	<u># Students</u>
2014-2015	118
2015-2016	102
2016-2017	107
2017-2018	134
2018-2019	104

Again, perhaps due to lower enrollments during the past few years, the number of degrees and certificate completed by MSU-West Plains students decreased substantially, going from a five-year high of 277 the previous year to 249 during this past academic year. We expect these numbers to stabilize in the next year or two, particularly due to increased promotion of our certificates as students are moving toward their associate degree.

5. Degrees and Certificates Awarded	
(Fiscal Year = July 1 - June 30)	
<u>Year</u>	<u># Awards</u>
2015	273
2016	268
2017	263
2018	277
2019	249

Increasing the Diversity of our full-time employee pool remains a key goal of the West Plains campus. However, the campus still wrestled with attracting diverse candidates for open positions. This past year, the percentage of under-represented full-time faculty increased from 10.5% to 13.9%. However, staff percentage decreased from 9.2% to 5.8%, adversely affecting our total employee diversity percentage, which moved from 9.6% to 8.2% this past year. Note: Due to the smaller number of employees at the West Plains campus, gaining or losing even one employee can substantially change the percentage of under-represented employees.

6. Diversity - Full-time Faculty and Staff

Percent under-represented groups; for total, under-represented groups are not necessarily mutually exclusive

Residence, race and ethnicity groups are calculated based on IPEDS procedures

Minority race/ethnicity groups reported are those used as subgroups for grad/transfer and retention rates

(Year = July 1 - June 30, i.e. FY)

Source: Faculty and Staff, Univ. Community Programs

6b. Faculty (full-time)

	<u>FY2015</u>	<u>FY2016</u>	<u>FY2017</u>	<u>FY2018</u>	<u>FY2019</u>
Total Full-time Faculty	39	40	40	38	36
Non-resident alien (Int'l)	2.6%	2.5%	2.5%	0.0%	2.8%
Hispanic/Latino	5.1%	5.0%	5.0%	5.3%	5.6%
Black/African-American	2.6%	2.5%	2.5%	2.6%	2.8%
Veterans	2.6%	2.5%	2.5%	2.6%	2.8%
Disabled	2.6%	0.0%	0.0%	0.0%	0.0%
<u>Faculty Under-represented</u>	<u>15.4%</u>	<u>12.5%</u>	<u>12.5%</u>	<u>10.5%</u>	<u>13.9%</u>

6c. Staff (full-time)

	<u>2015</u>	<u>2016</u>	<u>2017</u>	<u>2018</u>	<u>2019</u>
Total Full-time Staff	90	97	90	87	86
Non-resident alien (Int'l)	2.2%	1.0%	1.1%	1.1%	0.0%
Hispanic/Latino	0.0%	0.0%	0.0%	0.0%	0.0%
Black/African-American	1.1%	2.1%	3.3%	3.4%	1.2%
Veterans	3.3%	5.2%	4.4%	3.4%	3.5%
Disability	0.0%	1.0%	0.0%	1.1%	1.2%
<u>Staff Underrepresented</u>	<u>6.7%</u>	<u>9.3%</u>	<u>8.9%</u>	<u>9.2%</u>	<u>5.8%</u>

<i>Total Full-time Employees</i>	129	137	130	125	122
<u>Total under-represented</u>	<u>9.3%</u>	<u>10.2%</u>	<u>10.0%</u>	<u>9.6%</u>	<u>8.2%</u>

Source: Faculty and Staff, Univ. Community Programs

Percent under-represented groups; for total under-represented groups are not necessarily mutually exclusive

XVII.

RECOMMENDED ACTION - Resolution authorizing closed meeting

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

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

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

VOTE: ___ AYE

___ NAY