



Board of Governors' Meeting
Robert W. Plaster Student Union, Room 313
Thursday, 12/13/2018
1:00 - 5:00 PM CT

I. Roll Call

II. Approval of Minutes

II.A. Approval of Minutes of Open Meeting of October 19, 2018 - 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 14*
- III.A.3. Approval of the New Academic Program for the Associate of Applied Science in Technology - Advanced Industrial Maintenance Option - Page 16*
- III.A.4. Approval of the New Academic Program for the Associate of Arts in Criminology - Page 18*
- III.A.5. Approval of the New Academic Program for the Certificate in Criminology - Page 22*
- III.A.6. Approval of the New Academic Program for the Certificate in Law Enforcement - Page 24*
- III.A.7. Approval of the Deletion of the Academic Program for the Associate of Applied Science in Entrepreneurship - Page 26*
- III.A.8. Approval of the Deletion of the Certificate in Public Outreach and Education - Page 27*

B. Procurement and Financial

- III.B.1. Approval of Procurement Activity Report - Page 29*

C. Facilities and Equipment

- III.C.1. Approval of Activity Reports for the Months of September 2018 and October 2018 - Page 32*
- III.C.2. Approval of Quit Claim Deed for the Transfer of Real Estate Located at 411-417 West Mill Street, Springfield, Missouri to the Missouri State University Development Corporation - Page 35*
- III.C.3. Approval of Property Lease Agreement with Missouri State University Development Corporation for Property Located at 405 N. Campbell Avenue, Springfield, Missouri - Page 38*
- III.C.4. Approval of Property Lease Agreement with Missouri State University Development Corporation for Property Located at 425 W. Mill Street, Springfield, Missouri - Page 43*

D. Human Resources

- III.D.1. Approval of Actions Concerning Academic Employees - Page 48*
- III.D.2. Approval of Actions Concerning Non-Academic Employees - Page 58*
- III.D.3. Approval of Actions Concerning Employee Salary Increases Effective January 2019 - Page 65*
- III.D.4. Approval of Actions Concerning Employee Salary Increases Effective February 2019 - Page 97*

IV. President's Report

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

Presidents Report - Page 114

1. Preview Winter Graduation

2. Approval of Resolution of Recognition for Governor Virginia Fry

Governor Fry Resolution - Page 115

3. Approval of Resolution of Recognition for Governor Kendall Seal

Governor Seal Resolution - Page 116

4. Approval of Resolution of Recognition for Governor Gregory Spears

Governor Spears Resolution - Page 117

5. Government Affairs Update

6. China Trip Update

V. Making Our Missouri Statement Moment – Board of Governors' Citizen Scholar Award Recipients

Approval of Resolution to Recognize Citizen Scholar Award Recipients - Page 118

VI. Committee Reports

A. Risk Management and Audit Committee

B. Programs and Planning Committee

C. Finance and Facilities Committee

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

Chancellors Report - Page 119

VIII. Academic Affairs

A. Faculty Senate Report

Faculty Senate Report - Page 120

B. Report from the Deputy Provost – Deputy Provost Chris Craig's report will include updates and comments regarding Academic Affairs

Deputy Provosts Report - Page 122

1. Update on Nurse Anesthesia Program

2. Leadership change in the McQueary College of Health and Human Services

3. Higher Learning Commission site visit of three off-campus sites:

a. Brazil

b. Fairfax, Virginia

c. Cassville, Missouri

4. Evaluation of credit and non-credit options

5. Update on Blackboard Ally

6. Update on accessibility and affordability of textbooks

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 123

X. Diversity and Inclusion (written report only)

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

Diversity and Inclusion Report - Page 127

XI. Student Affairs

A. Report from the Student Body President

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

Student Affairs Report - Page 139

XII. Staff Senate

A. Staff Senate Report

Staff Senate Report - Page 141

XIII. Facilities and Equipment

XIII.A. Approval of Bids and Award of a Contract for Renovation of Rooms 105 and 126 in Kemper Hall - Page 142

XIII.B. Approval of Bids and Award of a Contract for the Greenhouse Addition at Temple Hall - Page 144

XIV. Human Resources

XIV.A. Approval of Amendment #1 for Medical/Dental Third-Party Administrative Services Agreement (Med-Pay, Inc.) -

Page 146

XIV.B. Approval of Amendment #4 to Self-Insured PPO Network Access Agreement (Mercy Health Springfield Communities) -

Page 150

XV. 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 159

B. Approval of Resolution Authorizing the Issuance of Educational Facilities Revenue Bonds, Series 2019A Including Authorization and Approval of Documents

XV.B. Resolution Authorizing Issuance of Educational Facilities Revenue Bonds - Page 163

XV.B.1. Loan Agreement - Page 167

XV.B.2. Tax Compliance Agreement - Page 194

XV.B.3. Commitment Agreement - Page 235

XV.B.4. Bond Indenture - Page 263

XVI. 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 329

B. Strategic Marketing in a Digital World

Strategic Marketing Summary - Page 330

XVII. New Business

A. Approval of the 2019 Executive Committee of the Board of Governors

Approval of the 2019 Executive Committee - Page 331

B. Announcement of Board Committee Appointments

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

Closed Meeting Resolution - Page 332

XIX. Adjournment

XX. Date of Next Meeting: Friday, February 22, 2019, 1 p.m., Room 313, Robert W. Plaster Student Union

MINUTES OF THE BOARD OF GOVERNORS
MISSOURI STATE UNIVERSITY
OCTOBER 19, 2018 1:00 PM

1. **Roll Call**

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

Absent- Ms. Virginia Fry, Governor

Also

Present- Clifton M. Smart III, President
Donna Christian, Director of Internal Audit and Compliance
Ryan DeBoef, Chief of Staff and Assistant to the President for Governmental Relations
Rachael Dockery, General Counsel
Brent Dunn, Vice President for University Advancement
Frank Einhellig, Provost
Stephen Foucart, Chief Financial Officer
Shirley Lawler, Chancellor of the West Plains Campus
Victor Matthews, Dean of the College of Humanities and Public Affairs
Kyle Moats, Director of Athletics
Matt Morris, Vice President for Administrative Services
Jeff Morrissey, Chief Information Officer
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 Ms. Carrie Tergin, Chair of the Board of Governors. She 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. She welcomed everyone to Homecoming, noting how great it is to be on campus and what an enjoyable lunch the Board had with students at the Blair-Shannon dining hall earlier today.
3. **Approval of Minutes** – Ms. Tergin mentioned that the first item of business was the approval of the minutes for the open and closed meetings of August 9-10, 2018. Mr. Craig Frazier so moved, receiving the second from Mr. Gregory Spears.

Motion passed 8-0.

4. **Consent Agenda** – Ms. Tergin 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 FY2018/2019 Employment Agreements for Assistant Coaches and Administrators (Human Resources No. 1599-18).

West Plains Campus

Approval of Actions Concerning West Plains Campus Academic Employees (West Plains Campus Personnel No. 425-18).

Approval of Actions Concerning West Plains Campus Non-Academic Employees (West Plains Campus Personnel No. 426-18).

Approval of Purchasing Activity Report (West Plains Purchasing Activity Report No. 36-18).

Procurement and Financial

Approval of Procurement Activity Report for the Period July 25, 2018, through October 3, 2018 (Purchasing Activity Report No. 470-18).

Approval to Amend G8.04 Investment Policy (Board Policies No. 388-18).

Facilities and Equipment

Approval of Activity Report for the Months of July 2018 and August 2018 (Activity Report No. 304-18).

Approval of Consultant and Authority to Enter into an Agreement for Professional Services in Conjunction with the Phase II Renovation of Woods House (Agreement No. 416-18).

Approval of Bids and Award of a Contract for the Lobby Improvements at Hammons House (Bids & Quotations No. 1563-18).

Approval of Consultant and Authority to Enter into an Agreement for Professional Services in Conjunction with the Multi-Purpose Addition at Greenwood Laboratory School (Agreement No. 417-18).

Approval of Proposal and Award of a Contract for the Seating Modifications at Allison South Stadium and Allison Recreation Field (Agreement No. 418-18).

Human Resources Items

Approval of Actions Concerning Academic Employees (Human Resources No. 1600-18).

Approval of Actions Concerning Non-Academic Employees (Human Resources No. 1601-18).

Ms. Beverly Miller made a motion to approve the Consent Agenda, receiving a second from Ms. Amelia Counts.

Motion passed 8-0.

5. **Making Our Missouri Statement Moment – Debate Team** – Dr. Frank Einhellig, Provost, introduced Dr. Eric Morris, Associate Professor and Program Coordinator for the MSAS in Applied Communications. Dr. Morris introduced the debate team members in attendance to include: Mr. Joe Hamaker, Ms. Mikayla Dickerson, Ms. Kylee Evans, Mr. Gabe Morrison, Mr. Michael Waggoner, Ms. Abby Chen and Ms. Genevieve Patterson. Dr. Morris shared the history and participation expectations of the debate team. Ms. Dickerson then shared that she decided to attend Missouri State because of the debate team and Mr. Hamaker stated that the debate team has made him a better person, more open minded and a better scholar.
6. **Committee Reports:**
 - A. Mr. Spears shared that the Risk Management and Audit Committee met on October 4, 2018. In closed session, the committee reviewed five reports, which have been published on the University’s website.
 - B. Mr. Frazier gave an overview of the Finance and Facilities Committee meeting. The meeting included a discussion on the University’s employee medical insurance plan with an expected vote to recommend during today’s regular meeting. The committee also discussed a compensation increase package of one percent plus \$600 for all full-time faculty and staff. The Board will vote on this recommendation during today’s regular meeting. Administration is also recommending modification to the FY2019 budget to account for state appropriation expectations and the before mentioned compensation increase as well as an anticipated reduction in fees and revenue secondary to a decline in credit hours. The Board will vote on this recommendation during today’s regular meeting.
 - C. Ms. Miller discussed the Programs and Planning Committee meeting. Dr. Einhellig presented on the University’s key performance indicators (KPI) and a majority of the meeting was spent discussing the University’s progress toward the measurable goals established for the current long-range plan. The committee also received a brief update on the citizen scholar award selections. Six students were selected as citizen scholars and will be recognized at the December Board of Governors meeting.
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 recommended approval for naming the McQueary College of Health and Human Services (Gift No. 173-18). Ms. Carol Silvey and Mr. Kendall Seal made a motion and a second, respectively.

Motion passed 8-0.

President Smart then recommended approval to award the Bronze Bear award to Mr. Matthew Blunt (Award No. 83-18). Ms. Silvey made a motion to approve, receiving a second from Mr. Frazier.

Motion passed 8-0.

President Smart recommended approval to award the Government Excellence award to Senator Jay Wasson (Award No. 84-18). Mr. Frazier made a motion to approve, receiving a second from Ms. Counts.

Motion passed 8-0.

President Smart then recommended approval of 2019 legislative priorities (Miscellaneous No. 34-18). Discussion ensued regarding the priorities for the upcoming year. Mr. Gabriel Gore made a motion to approve, with a second received from Ms. Counts.

Motion passed 8-0.

President Smart then showed the newest What's New at MSU video for the Board and meeting attendees.

8. **West Plains** – Dr. Shirley Lawler, Chancellor of the West Plains campus, reported that in September Hass-Darr Hall opened and the Nursing Program received continued accredited from the Accreditation Commission for Education in Nursing. She shared that Faculty Senate passed a resolution on the Faculty Teaching Load. Secondary to the resolution, she expects to present changes to the Faculty Handbook at the February 2019 Board of Governors meeting.

Dr. Lawler recommended approval of academic program for the Technical Certificate in Medical Assisting (West Plains Curriculum No. 87-18). Mr. Spears made a motion, receiving a second from Ms. Silvey.

Motion passed 8-0.

Dr. Lawler then recommended approval of academic program for the Certificate in Advanced Industrial Maintenance (West Plains Curriculum No. 88-18). A motion was made by Ms. Silvey, receiving a second from Ms. Counts.

Motion passed 8-0.

9. **Academic Affairs:**

- A. **Faculty Senate Report** – Dr. Tom Dicke, Faculty Senate Chair, reported on Faculty Senate activities from the past year, which included contributions in teaching, research

and service. He noted that the most important concerns among faculty this year revolve around compensation.

- B. Report from the Provost** – Dr. Einhellig opened with a few highlights of recent accomplishments. The Department of Hospitality Leadership was recently ranked 5th and 6th in online programs in the Nation. Just yesterday notification was received that the United States Department of Agriculture (USDA) Non-Land Grant Colleges awarded a grant to four faculty, three from the Department of Agriculture and one from the College of Natural and Applied Sciences (serving as Co-principal Investigators). These are great examples of recognition and the promotion of research at the University.

Dr. Einhellig then provided an update of the recent HLC review for off-campus instructional locations. We have twelve off-campus sights. Of these, three were selected to include Fairfax, Virginia; Cassville, Missouri; and Brazil. These will take place starting in November 2019. Dr. Einhellig then discussed orientations for new faculty and administrators as well as the hiring agenda for 2019-2020. Orientation took place in August for 68 new faculty and 30 new per course. In addition, there were 14 administrative hires. Administrators are experiencing a different type of orientation, which involves monthly meetings on specific leadership and development topics. Dr. Einhellig shared the recent advertisement in the Chronicle of Higher Education for 45 open positions that need to be filled for 2019-2020. In addition, the University is also in the process of two Dean searches for the College of Business and College of Arts and Letters.

Dr. Einhellig then introduced Dr. Kevin Evans, Professor in Geography, Geology and Planning and Chair of the 15th annual Public Affairs Conference. This year's theme was *Unity in Community*. Dr. Evans reported the conference went well with over 5,775 participants; an 18% increase from the previous spring. Of those participants, 94% rated the conference as good and/or great.

10. Student Affairs:

- A. Report from the Student Body President** – Mr. Isaiah Villarreal, Student Body President, reported on the implementation of the bike share program, which students are voting on this week. He then shared that Senate Chamber has approved a new Director of Health and Wellness cabinet position, which will encompass mental, physical and spiritual health. Mr. Villarreal stated that the Student Government Association continues to serve the needs of the students.

- 11. Staff Senate Report** – Mr. Jon Lee, Chairperson of the Staff Senate, reported that there are currently two issues of concern among the staff. These are the medical plan updates and mid-year compensation increases. Staff are thankful for the inclusion in meetings to include the Town Hall that President Smart conducted. Staff agree that both the medical plan options and raise represent affordable solutions and strongly approve both. Mr. Lee then reported that Staff Senate will be participating in Homecoming activities at Bearfest Village and hope to have the opportunity to meet and greet folks there.

- 12. Facilities and Equipment** – Mr. Matt Morris, Vice President for Administrative Services, recommended the approval of real estate purchase and sale agreement for certain buildings in the area commonly known as Brick City, located in Springfield, Missouri (Land No. 118-18). The purchase and sale agreement include buildings commonly known as Building 1, which is located at 327 W. Mill Street; Building 3, which is located at 305 W. Mill Street; Building 4, which is located at 215 W. Mill Street; and Building 5, which is located at 420 N. Campbell Avenue. Total cost of purchase is \$17,700,000.00 with a scheduled closing on January 23, 2019. Moved and seconded, respectively, by Ms. Silvey and Ms. Counts.

Motion passed 8-0.

Mr. Steve Foucart, Chief Financial Officer, then recommended approval of declaration of official intent toward the issuance of educational facilities revenue bonds, and to reimburse the University for expenditures for educational facilities from proceeds of bonds (Finance No. 1084-18). With Hilltop Securities Inc. acting as senior managing underwriter of the bonds, this declaration authorizes and directs the University's General Counsel, Chief Financial Officer, Bond Counsel, Underwriter and other officers and representatives of the University, to prepare, for submission to and final action by the University, all appropriate legal and financing documents necessary. Mr. Frazier made a motion, receiving a second from Mr. Spears.

Motion passed 8-0.

- 13. Human Resources** – Mr. Morris presented on the medical plan proposal, which included a history of medical plan funding, expenses, employee contributions and premiums for the past ten years. He summarized the new plan proposal, which showed a comparison of current and new benefits, and gave an overview of the review and decision timeline. Mr. Morris recommended approval of Missouri State University group medical plan (Finance No. 1085-18). Mr. Gore made a motion, receiving a second from Mr. Seal.

Motion passed 8-0.

Mr. Morris then recommended approval of an on-going mid-year compensation increase (Human Resources No. 1602-18). The recommended increase of 1% across the board plus \$600.00 would be added to base pay effective January 1, 2019, for full-time 12-month faculty and staff and February 1, 2019, for full-time exempt 9 or 10 month faculty and staff hired on or before September 30, 2018. Ms. Counts moved to approve the recommendation, receiving a second from Mr. Frazier.

Motion passed 8-0.

- 14. Financial** – Mr. Foucart recommended approval of FY2019 budget revisions (Finance No. 1086-18). He reiterated the importance of amending the budget secondary to FY2019 changes from appropriations, tuition and healthcare costs. A motion was made by Mr. Spears and seconded by Mr. Frazier.

Motion passed 8-0.

15. **Old Business** – Dr. Jim Baker, Vice President for Research and Economic Development, gave a presentation on IDEA Commons. He gave an overview of the history of the Jordan Valley Innovation Center (JVIC) and shared where we are today and what we want to do in the future. As a major commitment for the University, this is also a great opportunity to collaborate with partners, expand further downtown and meet the growing demands of our student and community population. Dr. Baker then discussed project feasibility, the financial overview and project schedule.

President Smart recommended approval of the resolution to expand Jordan Valley Innovation Center and further develop IDEA Commons (Agreement No. 419-18). Mr. Gore motioned approval, receiving a second from Ms. Silvey.

Motion passed 8-0.

16. **New Business** – Ms. Tergin shared that she has enjoyed the past year as Chair of the Board of Governors. She then nominated Mr. Gabriel Gore for Chair of the Board of Governors for 2019 and Mr. Craig Frazier as Vice Chair of the Board of Governors for 2019. Mr. Spears made a motion to approve the nominations, receiving a second from Mr. Seal.

Motion passed 8-0.

14. **Date of Next Meeting** – The date of the next scheduled meeting was set for Thursday, December 13, 2018, at 1 p.m. on the Springfield Campus.
15. **Adjournment** – Ms. Tergin adjourned the meeting at 3:52 p.m., on the motion of Mr. Spears, the second of Mr. Gore, and the unanimous vote of the Board.



Kristan Gochenauer
Secretary to the Board

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.

(See Addendum A for Supplemental payments for the fall 2018 semester)

(See Addendum B for Per Course payments for the fall 2018 semester)

VOTE: **AYE** _____

NAY _____

ADDENDUM A

Supplemental payments for the fall 2018 semester:

<u>Name</u>	<u>Department</u>	<u>Salary</u>
Jay Towell	MTH/Div. Chair duties	\$10,702.18

ADDENDUM B

Per Course payments for the fall 2018 semester:

<u>Name</u>	<u>Department</u>	<u>Salary</u>
Mycroft Holmes	MTH	\$3,348.35
Timothy Mumaw	MTH	\$ 600.00

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>
Kris A. Brinkerhoff	Web & Media Services Specialist WP Information Technology Services	33	\$47,925 Annually	10/1/2018
Daniel L. Wilson	Programmer/Analyst, WP WP Information Technology Services	33	\$41,919 Annually	10/24/2018
Heather E. Kamps	Director of Development, WP WP Office of Development	45	\$62,000 Annually	11/14/2018

CHANGE OF STATUS:

<u>Name</u>	<u>Position-Department</u>	<u>Action</u>	<u>Effective</u>
Alexandra E. Graham	Writing Specialist/Testing Coord., WP WP Grizzly Tutoring Lab/Testing Services From: Grade 42, Annual Salary \$38,711 To: Grade 44, Annual Salary \$45,953	Position Reclassification	09/01/2018
Sheila F. Barton	Program Mgr, Workforce & Apprenticeship Opportunities WP GOFARR/Career Development Center From: Annual Salary \$43,889 To: Annual Salary \$48,420	Salary Adjustment	10/01/2018

RESIGNATION:

<u>Name</u>	<u>Position-Department</u>	<u>Effective</u>
Brian M. Hite	Custodian I WP Physical Plant	11/15/2018

RETIREMENT:

<u>Name</u>	<u>Position-Department</u>	<u>Effective</u>
Grayson E. Gordon	Campus Web/Database Specialist WP Information Technology Services	12/31/2018

TERMINATION:

<u>Name</u>	<u>Position-Department</u>	<u>Effective</u>
Stanley J. Mugeki	Residence Life Manager WP Residence Life	11/01/2018

VOTE: **AYE** _____

NAY _____

III.A.3.

RECOMMENDED ACTION – Approval of the New Academic Program for the Associate of Applied Science in Technology - Advanced Industrial Maintenance option.

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

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

VOTE: **AYE** _____

NAY _____

COMMENTS:

1. Manufacturing is the second largest employment sector in the South Central Region of Missouri, according to the Missouri Economic Research and Information Center (MERIC).
2. According to the most recent US Department of Labor estimates, the State of Missouri will see an 18% increase in the number of Industrial Machinery Mechanic positions by 2024, 11% greater than the estimated national increase of 7%.
3. Industrial maintenance technicians are included in the middle-skill installation, maintenance and repair occupations group, which make up 4 of every 10 jobs in Missouri, according to the MERIC “Missouri Middle Skills Jobs Report.”
4. The proposed Associate of Applied Science (AAS) in Technology – Advanced Industrial Maintenance option will utilize many of the same courses used in other options within this degree. Only three (3) new courses will be required.
5. Courses for this program will be taught at the Greater Ozarks Center for Advanced Technology (GOCAT) facility.
6. Existing equipment will be used for this program, with any additional equipment to be funded through grants.
7. Existing full-time faculty will manage the program and teach courses required for this degree.
8. The proposed AAS in Technology – Advanced Industrial Maintenance option will support local and state workforce development initiatives.

Associate of Applied Science in Technology - Advanced Industrial Maintenance Option

General Education Core Requirements

COM 115 Fundamentals of Public Speaking (3)
ENG 110 Writing I (3)
ENG 221 Writing II: Writing for the Professions (3)
IDS 110 Student Success (2)
PLS 101 American Democracy and Citizenship (3)
TEC 105 Technology's Impact on Society (3)
General Education Core Total – 17 Credit Hours

Technology Core Requirements

CIS 101 Computers for Learning (3)
TEC 101 Math for the Trades (3)
TEC 297 Technology in Action (2)
Technology Core Total – 8 Credit Hours

Advanced Industrial Maintenance Option

TEC 100 Survey of Electronics (3)
TEC 110 Print Reading and Basic CAD (3)
TEC 112 Introduction to Supply Chain Management (3)
TEC 123 Employment in Manufacturing Operations (3)
TEC 130 Introduction to Industry 4.0 (3)
TEC 200 Applied Electricity and Electronics (3)
TEC 230 Industrial Controls and Troubleshooting (3)
TEC 240 PLC's and Sensors (3)
TEC 245 Mechanical Systems and Fluid Power (3)
TEC 275 Automated Systems (3)
TEC 299 Technology Internship (2)
General Technology Electives (3)
Advanced Industrial Maintenance Total – 35 Credit Hours

Total Credit Hours - 60

III.A.4.

RECOMMENDED ACTION – Approval of the New Academic Program for the Associate of Arts in Criminology.

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

BE IT RESOLVED by the Board of Governors for the Missouri State University that the Associate of Arts in Criminology be approved for submission to the Coordinating Board of Higher Education.

VOTE: **AYE** _____

NAY _____

COMMENTS:

1. Student interest in criminology continues to be positive.
2. Having an Associate of Arts (AA) in Criminology, separate from the AA in General Studies will allow students to complete 15 credit hours of criminology (CRM) courses as part of their associates degree.
3. The criminology (CRM) courses are also part of the Associate of Applied Science (AAS) in Law Enforcement and a proposed Certificate in Criminology.
4. Existing full-time faculty will manage the program. Per course faculty will continue to teach the criminology courses.
5. The proposed AA in Criminology will be fully transferable to the Missouri State University BA or BS in Criminology programs.

Associate of Arts in Criminology

The required general education courses for the Associate of Arts in Criminology are listed as follows:

Foundations Requirements	Credit Hours
<i>Oral Communications</i>	3
<u>COM 115</u> Fundamentals of Public Speaking	
<i>Written Communications and Information Literacy</i>	3
<u>ENG 110</u> Writing I	
<i>Written Communications and Integrative and Applied Learning (choose one)</i>	3
<u>ENG 210</u> Writing II: Academic Writing	
<u>ENG 221</u> Writing II: Writing for the Professions	
<i>First-Year Seminar</i>	2
<u>IDS 110</u> Student Success	
<i>Quantitative Literacy (choose one)</i>	3-5
<u>MTH 130</u> – Contemporary Mathematics (3)	
<u>MTH 135</u> – Pre-Calculus I: Algebra (3)	
<u>MTH 138</u> – Pre-Calculus Mathematics (5)	
<u>MTH 181</u> – Pre-Calculus II: Trigonometry (3)	
<u>MTH 261</u> – Analytical Geometry and Calculus I (5)	

Natural World Requirements	Credit Hours
At least one course from life sciences and one course from physical sciences, at least one with a lab [†]	7-9

Life Sciences

- BIO 100 – Biological Sciences for Educators (4) **(lab)**
- BIO 101 – Biology in Your World (3)
- BIO 111 – Laboratory for Biology in Your World (1) **(lab)**. Note: Student must have completed BIO 101 or be concurrently enrolled in both BIO 101 and BIO 111.
- BIO 121 – General Biology I (4) **(lab)**
- BMS 110 – Introduction to the Biomedical Sciences (3)
- BMS 111 – Introductory Laboratory in the Biomedical Sciences (1) **(lab)**. Note: Student must have completed BMS 110 or be concurrently enrolled in both BMS 110 and BMS 111.
- GLG 115 – Life of the Past (3)

Physical Sciences

- CHM 116 – Fundamentals of Chemistry (4)
- CHM 117 – Fundamentals of Chemistry Laboratory (1) **(lab)**. Note: Student must have completed CHM 116 with a grade of "C" or better or be concurrently enrolled in both CHM 116 and CHM 117.
- GLG 110 – Principles of Geology (4) **(lab)**
- GRY 142 – Introductory Physical Geography (4) **(lab)**
- PHY 100 – Survey of Physics with Laboratory (4) **(lab)**

Natural World Requirements	Credit Hours
PHY 101 – Physics by Inquiry for Educators (4) (lab)	
PHY 123 – Introduction to Physics I (4) (lab)	
PHY 203 – Foundations of Physics I (5) (lab)	

Human Culture Requirements	Credit Hours
<i>Four different course codes from these areas</i>	
Social and Behavioral Science (<i>choose one</i>)	3
PSY 121 Introductory Psychology	
SOC 150 Introduction to Society	
Humanities (<i>choose one</i>)	3
HST 103 World History to 1600 C.E.	
HST 104 World History Since 1600 C.E.	
Foreign Language, any course	
MUS 241 The Language of Music	
PHI 110 Introduction to Philosophy	
REL 101 Introduction to the Old Testament	
REL 102 Introduction to the New Testament	
The Arts (<i>choose one</i>)	3
ART 200 Art in Context	
ENG 203 Creative Writing: Poetry	
ENG 205 Creative Writing: Non-Fiction	
ENG 215 Creative Writing: Short Story	
THE 101 Introduction to Theatre and Drama Arts	

Public Affairs Requirements	Credit Hours
US and MO Constitutions and American History	3
PLS 101 American Democracy and Citizenship	
<i>US History</i> (<i>choose one</i>)	3
HST 121 Survey of US History to 1877	
HST 122 Survey of US History Since 1877	
<i>Cultural Competence</i> (<i>choose one</i>)	3
GRY 100 World Regional Geography	
REL 100 Religion and Human Culture	

Other General Education Requirements	Credit Hours
CIS 101 Computers for Learning	3
IDS 297 Topics in Globalization	3

Criminology Requirements (15 credit hours)	Credit Hours
CRM 210 Introduction to the American Criminal Justice System *	3
CRM 220 Criminology **	3
CRM 250 Policing	3
CRM 260 Criminal Law and the Courts	3
CRM 270 Institutional and Community Based Correction	3
	3

** Satisfies a Public Issues requirement*

*** Satisfies a Social & Behavioral Science requirement*

Degree Requirements	Credit Hours
Total Hours	60

III.A.5.

RECOMMENDED ACTION – Approval of the New Academic Program for the Certificate in Criminology

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

BE IT RESOLVED by the Board of Governors for the Missouri State University that the Certificate in Criminology be approved for submission to the Coordinating Board of Higher Education.

VOTE: **AYE** _____
 NAY _____

COMMENTS:

1. Student interest in criminology continues to be positive.
2. The proposed Certificate in Criminology will allow students to complete 24 credit hours of criminology (CRM) and related courses for general knowledge or career preparation. Students may also apply courses completed as part of the proposed certificate to the proposed Associate of Arts (AA) in Criminology or the Missouri State University Bachelor of Arts (BA) or Bachelor of Science (BS) in Criminology.
3. The criminology (CRM) courses are also part of the proposed AA in Criminology or the Associate of Applied Science (AAS) in Law Enforcement.
4. Existing full-time faculty will manage the program. Per course faculty will continue to teach the criminology courses.
5. The proposed Certificate in Criminology will be transferable to the Missouri State University BA or BS in Criminology programs.

Certificate in Criminology

CRM 210 Introduction to the American Criminal Justice System (3)

CRM 220 Criminology (3)

CRM 250 Policing (3)

CRM 260 Criminal Law and the Courts (3)

CRM 270 Institutional and Community Based Correction (3)

CIS 101 Computers for Learning (3)

COM 115 Fundamentals of Public Speaking (3)

PSY121 Introductory Psychology (3)

Total Credit Hours - 24

III.A.6.

RECOMMENDED ACTION – Approval of the New Academic Program for the Certificate in Law Enforcement.

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

BE IT RESOLVED by the Board of Governors for the Missouri State University that the Certificate in Law Enforcement be approved for submission to the Coordinating Board of Higher Education.

VOTE: **AYE** _____
 NAY _____

COMMENTS:

1. The existing 60 credit hour Associate of Applied Science (AAS) in Law Enforcement degree contains general education courses, law enforcement and criminology courses and the Peace Officer Standards and Training (POST) Program offered in cooperation with the Missouri Sheriffs Association (MSA).
2. A limited number of students pursue the AAS degree after completion of the POST program.
3. The proposed 39 credit hour Certificate in Law Enforcement will offer students the opportunity to complete additional law enforcement and criminology courses without taking general education courses needed for the associates degree.
4. The proposed Certificate in Law Enforcement will satisfy a need for law enforcement students interested in advancing within their profession.

Certificate in Law Enforcement

CRM 210 Introduction to the American Criminal Justice System (3)

CRM 220 Criminology (3)

CRM 250 Police in American Society (3)

CRM 260 Criminal Law and the Courts (3)

CRM 270 Institutional and Community Based Correction (3)

LWE 190 Basic Law Enforcement Academy I (9)

LWE 191 Basic Law Enforcement Academy II (9)

LWE 210 Crime Scene Investigation and Photography (3)

LWE 250 Institutional and Community Based Correction (3)

Total Credit Hours - 39

III.A.7.

RECOMMENDED ACTION – Approval of the Deletion of the Academic Program for the Associate of Applied Science in Entrepreneurship.

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

BE IT RESOLVED by the Board of Governors for the Missouri State University that the deletion of the Associate of Applied Science in Entrepreneurship be approved for submission to the Coordinating Board of Higher Education.

VOTE: **AYE** _____

NAY _____

COMMENTS:

1. The Associate of Applied Science in Entrepreneurship has had limited student interest, enrollment and graduates.
2. The Associate of Applied Science in Entrepreneurship and the Associate of Applied Science in Business share courses with similar topics.
3. The Associate of Applied Science in Business now has an Entrepreneurship Option, which has received all required approvals.
4. Merging the Entrepreneurship degree with the Business degree as an option results in greater efficiencies through the use of shared courses.
5. The need for the Associate of Applied Science in Entrepreneurship as a separate degree no longer exists.

III.A.8.

RECOMMENDED ACTION – Approval of the Deletion of the Certificate in Public Outreach and Education.

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

BE IT RESOLVED by the Board of Governors for the Missouri State University that the deletion of the Certificate in Public Outreach and Education be approved for submission to the Coordinating Board of Higher Education.

VOTE: **AYE** _____

NAY _____

COMMENTS:

1. The existing Certificate in Public Outreach and Education is a stand-alone certificate program and not associated with an associate degree.
2. There has been little student interest in this certificate program.
3. The need for this certificate program may be satisfied by a non-credit offering of the interpretive guide courses.
4. There is no longer a need for this certificate program.

Certificate in Public Outreach and Education (*Deletion*)

EPR 180 Local Interpretive Implementation (3)

EPR 185 Interpretive Guide Certification (3)

Interpretive Electives: *Select six credit hours from the following:*

AGR 161 Introduction to Horses (2)

AGR 162 Introduction to Riding (1)

AGR 197 Special Topics in Agriculture (1-3)

(Approved topics: Ozarks Edibles, Ozarks Wildlife)

AGR 199 Agriculture in the Ozarks (3)

ART 098 Topics in Art and Design (1-2)

(Approved topics: Watercolor, Sketchbook Journaling, Print Making, Photography)

ART 100 Two-Dimensional Design (3)

ART 101 Three-Dimensional Design (3)

ART 115 Drawing I (3)

KIN 135 Selected Activities

(Approved topics: Rock Climbing, Hiking on Ozarks Public Lands, Daypacking on Ozarks Public Lands)

Total Credit Hours - 12

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 3, 2018 through November 28, 2018 be approved.

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

FOR APPROVAL

Single Feasible Source > \$250,000

**Consulting Services, Wellness Grant, Multiple Public School Districts \$151,934.51
Ozarks Public Health Institute (Three-Year Period)**

Recommend continued payment of services to Health Assessment Systems and Services (HASS) for a wellness initiative involving multiple Missouri public school districts.

Additional expenditures will include \$7,934.51 for further grantor approved consulting services, and \$144,000.00 for Health Risk Assessment (HRA) services, totaling \$151,934.51.

Informationally reported in May, 2018 was the total of \$233,057.00. **The new total for all services would be \$233,057.00 + \$151,934.51 = \$384,991.51.**

Funding is from a Missouri Foundation for Health grant for January 1, 2018 through December 31, 2020. The project is referenced as SOAR-HIGH (Science, Observing, and Reporting-High School).

The objective is to improve nutrition, social-emotional wellness, and physical activity across a six-county region, through nine high-school districts targeting 300 students, grades seven through ten. This project was proposed in response to a Missouri Department of Health and Senior Services (DHSS) biennial report revealing significant disparities, chronic disease incidence, and overall health outcomes within the multi-county region. Quantitative data will be captured through multiple health risk assessments administered strategically throughout the grant period.

HASS, LLC. has been chosen for its expertise in biometrics, previous project history, and extensive school connections in the targeted region. Its strategic geographic location facilitates administration of the grant requirements, and it is the exclusive and a key partner in this project.

**ACTIVITY REPORT
PAGE TWO**

As the primary developer of the SOAR High project, HASS has established contacts within the schools and partners in the six county region where the work will take place. No other entity has a comparable history for this project, nor the equivalent of its contacts through the schools. Its expertise in biometrics will be key to achieving the goals of this project. Without the HASS collaboration, the University could not administer the activity.

Note: Funding to be from a grant from the Missouri Foundation for Health.

FOR INFORMATIONAL PURPOSES ONLY

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

**Maskless Lithography System \$141,130.00
Jordan Valley Innovation Center (JVIC)**

In response to required advertising, three bids were received for a maskless lithography system for the Jordan Valley Innovation Center (JVIC). The low bid is non-responsive, as it does not meet the required specifications of the Request for Quotation. Recommend approval to award to Heidelberg Instruments, Incorporated as the low responsive bid.

The Heidelberg uPG 101 is a laser-based maskless lithography system used to pattern photoresist, which is a development step in the creation of microelectronic devices. This system will enable research of new and novel materials and devices for sensor applications. It allows for rapid prototyping and is required to meet the deliverables of a currently funded cooperative agreement.

Based on results of the prototyping effort, the industry research partner will evaluate this system for manufacturing printed electronics. Heidelberg offers larger platform systems for manufacturing based on the same processing technology.

This system is funded by a Research Cooperative Agreement with the United States Army Engineer Research and Development Center (ERDC) entitled *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 United States Army Engineer Research and Development Center (ERDC).

III.C.1.

RECOMMENDED ACTION - Approval of Activity Report for the Months of September 2018 and October 2018.

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

BE IT RESOLVED by the Board of Governors for Missouri State University that the attached Activity Report for the months of September 2018 and October 2018, as presented by Planning, Design & Construction, be accepted and approved.

VOTE: **AYE**_____

NAY_____

COMMENTS:

This report lists activities of Planning, Design & Construction with respect to bids received, notices to proceed, and activity on consultant contracts for projects that are greater than \$100,000.00 and did not exceed a project budget of \$250,000.00.

It is recommended that the attached report be accepted.

**ACTIVITY REPORT
MISSOURI STATE UNIVERSITY
PLANNING, DESIGN & CONSTRUCTION**

September 2018 and October 2018

This report documents activities managed by Planning, Design & Construction for the months of September 2018 and October 2018. The projects listed here are greater than \$100,000.00 and did not exceed a project budget of \$250,000.00. Those project bids, notices to proceed, and activity on consultant contracts are listed on this activity report.

September 17, 2018

**Construction of the Ozarks Educational Center,
Bull Shoals Field Station**

A contract was signed with BNIM for services in conjunction with the construction of the Ozarks Educational Center at the Bull Shoals Field Station. The fixed fee for the consultant's work is \$150,550.00. This project is being paid from the Ozarks Education Center Bull Shoals budget funded by the President's Enhancement fund and Provost Construction fund.

**Condition Assessment for Residence Life Facilities,
Springfield Campus**

A contract was signed with TreanorHL for services in conjunction with the condition assessment of the residence life facilities on the Springfield campus. The fixed fee for the consultant's work is \$235,688.00. This project is being funded by the Residence Life Refurbishing budget.

October 1, 2018

**Renovation of 107 and 108,
Strong Hall**

**Project Budget
\$238,580.00**

Bids were received to renovate rooms 107 and 108 in Strong Hall into a computer classroom. A notice to proceed was issued to Bales Construction Company, Inc. in the amount of \$80,800.00.

The bids received on this project are as follows:

Contractor	Base Bid
Bales Construction Company, Inc.	\$80,800.00
The Wilson Group, Inc.	\$83,476.00
Carson-Mitchell, Inc.	\$91,900.00

The project budget has been established as follows:

Project Budget	
Consulting Fees	\$3,500.00
Construction Contracts	\$80,800.00
Project Administration	\$6,000.00
Construction Contingency	\$28,280.00
Furniture, Fixtures, and Equipment	\$90,000.00
Telecommunications	\$30,000.00
Relocation Costs	<u>\$0.00</u>
Total Project Budget	\$238,580.00

This project is being funded by the Academic Technology-Provost budget.

III.C.2.

RECOMMENDED ACTION – Approval of a Quit Claim Deed for the Transfer of Real Estate located at 411-417 West Mill Street, Springfield, Missouri to the Missouri State University Development Corporation.

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

BE IT RESOLVED by the Board of Governors of Missouri State University that the University execute a Quit Claim Deed to transfer to the Missouri State University Development Corporation its fee simple interest to certain real estate located outside the Springfield campus at 411-417 West Mill Street, Springfield, Missouri as further described below:

ALL OF LOT 4 JORDAN VALLEY SUBDIVISION, ACCORDING TO THE PLAT RECORDED IN PLAT BOOK AAA AT PAGE 150 IN THE RECORDER'S OFFICE IN GREENE COUNTY, MISSOURI.

BE IT FURTHER RESOLVED that the administration of the University, including the Vice President for Administrative Services, be authorized to execute the Quit Claim Deed and related documents, and perform other acts as may be necessary to implement this resolution.

VOTE: **AYE** _____

NAY _____

COMMENTS:

Missouri State University purchased the property subject to this resolution in August of 2017. Subsequently, the Missouri State Development Corporation has entered into a number of contracts for the purchase of real estate adjacent and/or contiguous to the property subject to this resolution.

It is anticipated that the this property, and other property owned by the Missouri State Development Corporation, will be subject to future development in connection with research, development and office park projects; therefore, it would be more efficient if all properties in this vicinity were owned by a common entity, the Missouri State Development Corporation.

QUIT CLAIM DEED

THIS DEED, is made and entered into this _____ day of _____, 2018, by and between the Board of Governors of Missouri State University (**GRANTOR**); and the Missouri State University Development Corporation, Foundation, a Missouri non-profit corporation (**GRANTEE**).

The Mailing Address for GRANTEE is 901 S. National Ave., Springfield, MO 65897

THEREFORE, GRANTOR, for and in consideration of the sum of Ten Dollars (\$10.00) and other good and valuable consideration, paid by the said GRANTEE, receipt of which is hereby acknowledged, does, by these presents, QUIT CLAIM unto GRANTEE all of the right, title, and interest which GRANTOR has in and to the following described land situated in the County of Greene, State of Missouri, to-wit:

**ALL OF LOT 4 IN JORDAN VALLEY SUBDIVISION, ACCORDING TO
THE PLAT RECORDING IN PLAT BOOK AAA AT PAGE 150 IN THE
RECORDER'S OFFICE IN GREENE COUNTY, MISSOURI.**

**SUBJECT TO EASEMENTS, RESTRICTIONS, RESERVATIONS AND COVENANTS
OF RECORDS IF ANY.**

TO HAVE AND TO HOLD the same, together with all rights, immunities, privileges and appurtenances thereto belonging, unto the said GRANTEE and unto its successors and assigns forever.

IN WITNESS WHEREOF, the said Grantor has hereunto caused this instrument to be executed the day and year first above written.

Matthew D. Morris, Vice President for Administrative Services
Missouri State University

STATE OF MISSOURI)
) ss.

COUNTY OF GREENE)

On this ____ day of _____, 2018, before me personally appeared Matthew D. Morris, Vice President for Administrative Services, known to me to be the person described in and who being duly sworn, acknowledged that he executed the same as his free act and deed.

IN WITNESS WHEREOF, I have hereunto set my hand and affixed my official seal the day and year first above written.

Signature

Tennie J. Phinney
Printed Name Notary Public

My Commission Expires: 2/18/2022

Mail recorded deed to:
Missouri State University
Rachael M. Dockery
CARR 205
901 S. National
Springfield, MO 65897

III.C.3.

RECOMMENDED ACTION – Approval of Property Lease Agreement with Missouri State University Development Corporation for Property Located at 405 N. Campbell Avenue, Springfield, Missouri.

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

WHEREAS, facility space is available for purchase in downtown Springfield, Missouri, adjacent to the University’s downtown facilities which the University would benefit from for a variety of uses including, but not limited to, storage, parking, and future development;

WHEREAS, Missouri State University Development Corporation (“MSU DC”) has entered into a real estate purchase contract to purchase certain land and building located at 405 N. Campbell Avenue, Springfield, Missouri (“Property”) on December 13, 2018, which Property is suitable for the University’s storage, parking and/or future development needs; and

WHEREAS, Administration recommends that the University enter into a lease agreement whereby it will lease the Property from MSU DC under the terms and conditions summarized below.

NOW, THEREFORE, BE IT RESOLVED by the Board of Governors for Missouri State University that the Property Lease Agreement with Missouri State University Development Corporation for Property Located at 405 N. Campbell Avenue, Springfield, Missouri is approved, and that the Vice President for Administrative Services is authorized to execute said agreement on behalf of the Board of Governors.

VOTE: **AYE** _____

NAY _____

COMMENTS:

The salient proposed terms of the Property Lease Agreement, are as follows:

- The lease will commence on February 1, 2019, and continue through September 1, 2027, or the date upon which the property is sold by MSU DC;
- University will pay a lump-sum lease payment of \$435,000 to MSU DC on or before February 1, 2019; and
- University will be responsible for making such improvements to the property as are reasonably necessary, at University expense, during the duration of the lease.

PROPERTY LEASE AGREEMENT

THIS PROPERTY LEASE AGREEMENT (“Lease”) is made by and between the Missouri State University Development Corporation (“MSU DC”) and the Board of Governors of Missouri State University (“University”), and is effective as of February 1, 2019 (“Effective Date”).

WHEREAS, University is a Missouri public institution of higher education with its main campus located in Springfield, Missouri;

WHEREAS, MSU DC is a Missouri not-for-profit corporation owned and operated by the University for the purpose of fostering, cooperating, and assisting in the physical and functional growth, development, and advancement of the University;

WHEREAS, University is desirous of obtaining property in the immediate future in downtown Springfield for purposes of parking and, possibly, storage;

WHEREAS, MSU DC is a party to a Real Estate Purchase Contract, whereby MSU DC will purchase from Nick L. and Tina M. Sibley certain land and buildings located at 405 N. Campbell Avenue, Springfield, Missouri (“Subject Property”), and further described in the legal description set forth on Exhibit A, which is attached hereto and incorporated herein by reference;

WHEREAS, the Subject Property is in close proximity to certain of University’s downtown Springfield campus facilities and, with some improvements, would be suitable for University’s needs; and

WHEREAS, the parties agree that MSU DC will lease the Subject Property to University for the terms and conditions set forth in this Lease.

NOW THEREFORE, in consideration of the mutual covenants and agreements of the parties hereto, it is understood and agreed by the parties as follows:

1. Term of Lease. MSU DC hereby leases the Subject Property to University as of the Effective Date, and continuing until the earlier of:

- (a) September 1, 2027; or
- (b) The date upon which the Subject Property is sold by MSU DC (“Term”).

2. Rent Amount. Within thirty (30) business days of the Effective Date, University shall pay MSU DC a sum of Four Hundred Thirty Five Thousand Dollars (\$435,000.00) (“Rent Amount”), for the Term of the Lease specified in Section 1, above. The parties acknowledge that the Rent Amount is coextensive with the purchase price that MSU DC is contractually obligated to pay for the Subject Property pursuant to the Real Estate Purchase Contract.

3. Subject Lot Improvements. University will assume financial responsibility for making such improvements to the Subject Property as are reasonably necessary, in University’s

sole judgment, to maintain the Subject Property during the Term (“Subject Property Improvements”).

4. University’s Administration and Maintenance of the Subject Property. In consideration for its right to use the Subject Property, University will be responsible for administering and maintaining the Subject Property subject to the following conditions:

(a) Maintain the Subject Property consistent with adjacent University lots/facilities. Trash and snow removal shall be a continuing item throughout the week, with snow removed from the property in a manner to provide ease of walking to and from the city sidewalks. Exterior grass shall be cut no less than monthly during the months of April through October;

(b) Repair, at University expense any and all damage to the Subject Property caused by University (including its agents, employees, students and/or invitees);

(c) Enforce University regulations including, but not limited to, parking regulations consistent with other University property, including necessary monitoring, ticketing, and towing of Subject Property parking lots, according to current University policy; and

(d) Provide appropriate signage, chains, curb markings, etc. to facilitate University’s enforcement of regulations.

5. Liability of the Parties. Each party shall be responsible for its own acts and omissions and shall be liable for payment of that portion of any and all claims, liabilities, injuries, suits, and demands and expenses of all kinds that may result or arise out of any alleged malfeasance or neglect caused or alleged to have been caused by said party, its employees, agents, or subcontractors, in the performance or omission of any act or responsibility of said party under this Lease. In the event that a claim is made against both parties, it is the intent of both parties to cooperate in the defense of said claim and to cause their insurers to do likewise. Both parties shall, however, retain the right to take any and all actions they believe necessary to protect their own interests.

6. Severability. If this Lease contains any unlawful provisions not an essential part of the Lease and which appear have not been a controlling or material inducement to the making hereof, the same shall be deemed to be of no effect and shall upon the application of either party, be stricken from this Lease without affecting the binding force of the Lease as it shall remain after omitting any such provision.

7. Entire Agreement. This Lease constitutes the entire agreement between the parties with respect to the subject matter and transactions contemplated herein.

8. Amendments. The parties may adopt in writing such modifications as the parties may mutually agree upon from time to time, and such modifications, upon execution, shall become a part of this Agreement by reference and incorporation.

9. Non-Discrimination. The parties agree that they shall not discriminate on the basis

of race, color, religion, age, national origin, ancestry, veteran's status, sexual orientation, gender identity/expression, disability, or any other basis protected by applicable law in performing their respective obligations under this Lease.

10. Governing Law. This Lease shall be governed by the laws of the State of Missouri.

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

**Board of Governors of
Missouri State University**

**Missouri State University
Development Corporation**

**Matthew D. Morris
Vice President for
Administrative Services**

**Carrie Tergin
President**

EXHIBIT A
LEGAL DESCRIPTION

ALL OF THE EAST TWO THIRDS OF LOTS TWENTY-NINE (29), THIRTY (30) AND THIRTY-ONE (31) IN WARREN H. GRAVES ADDITION TO THE CITY OF SPRINGFIELD, GREENE COUNTY, MISSOURI, OTHERWISE DESCRIBED AS BEGINNING AT THE NORTHWEST CORNER OF CAMPBELL AND MILL STREETS, AS SAID CORNER IS NOW ESTABLISHED; THENCE WEST ALONG THE NORTH LINE OF MILL STREET 100 FEET; THENCE NORTH TO THE NORTH LINE OF SAID LOT THIRTY-ONE (31), BEING AT THE SOUTH LINE OF AN ALLEY, THENCE EAST ALONG THE SOUTH LINE OF THE ALLEY 100 FEET TO CAMPBELL STREET, THE SAME BEING THE NORTHEAST CORNER OF SAID LOT THIRTY-ONE (31); THENCE SOUTH ALONG THE WEST LINE OF CAMPBELL STREET TO THE BEGINNING, ALL IN GREENE COUNTY, MISSOURI EXCEPT ANY PART THEREOF TAKEN, DEEDED OR USED FOR ROAD OR HIGHWAY PURPOSES.

III.C.4.

RECOMMENDED ACTION – Approval of Property Lease Agreement with Missouri State University Development Corporation for Property Located at 425 W. Mill Street, Springfield, Missouri.

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

WHEREAS, facility space is available for purchase in downtown Springfield, Missouri, adjacent to the University’s downtown facilities which the University would benefit from for a variety of uses including, but not limited to, storage, parking, and future development;

WHEREAS, Missouri State University Development Corporation (“MSU DC”) has entered into a real estate purchase contract to purchase certain land and building located at 425 W. Mill Street, Springfield, Missouri (“Property”) on December 13, 2018, which Property is suitable for the University’s storage, parking and/or future development needs; and

WHEREAS, Administration recommends that the University enter into a lease agreement whereby it will lease the Property from MSU DC under the terms and conditions summarized below.

NOW, THEREFORE, BE IT RESOLVED by the Board of Governors for Missouri State University that the Property Lease Agreement with Missouri State University Development Corporation for Property Located at 425 W. Mill Street, Springfield, Missouri is approved, and that the Vice President for Administrative Services is authorized to execute said agreement on behalf of the Board of Governors.

VOTE: **AYE** _____

NAY _____

COMMENTS:

The salient proposed terms of the Property Lease Agreement, are as follows:

- The lease will commence on February 1, 2019, and continue through September 1, 2027, or the date upon which the property is sold by MSU DC;
- University will pay a lump-sum lease payment of \$110,000 to MSU DC on or before February 1, 2019; and
- University will be responsible for making such improvements to the property as are reasonably necessary, at University expense, during the duration of the lease.

PROPERTY LEASE AGREEMENT

THIS PROPERTY LEASE AGREEMENT (“Lease”) is made by and between the Missouri State University Development Corporation (“MSU DC”) and the Board of Governors of Missouri State University (“University”), and is effective as of February 1, 2019 (“Effective Date”).

WHEREAS, University is a Missouri public institution of higher education with its main campus located in Springfield, Missouri;

WHEREAS, MSU DC is a Missouri not-for-profit corporation owned and operated by the University for the purpose of fostering, cooperating, and assisting in the physical and functional growth, development, and advancement of the University;

WHEREAS, University is desirous of obtaining property in the immediate future in downtown Springfield for purposes of parking and, possibly, storage;

WHEREAS, MSU DC is a party to a Real Estate Purchase Contract, whereby MSU DC will purchase from Terry J. and Judy C. Hayes LLC certain land and buildings located at 425 W. Mill Street, Springfield, Missouri (“Subject Property”), and further described in the legal description set forth on Exhibit A, which is attached hereto and incorporated herein by reference;

WHEREAS, the Subject Property is in close proximity to certain of University’s downtown Springfield campus facilities and, with some improvements, would be suitable for University’s needs; and

WHEREAS, the parties agree that MSU DC will lease the Subject Property to University for the terms and conditions set forth in this Lease.

NOW THEREFORE, in consideration of the mutual covenants and agreements of the parties hereto, it is understood and agreed by the parties as follows:

1. Term of Lease. MSU DC hereby leases the Subject Property to University as of the Effective Date, and continuing until the earlier of:

- (a) September 1, 2027; or
- (b) The date upon which the Subject Property is sold by MSU DC (“Term”).

2. Rent Amount. Within thirty (30) business days of the Effective Date, University shall pay MSU DC a sum of One-Hundred Ten-Thousand Dollars (\$110,000) (“Rent Amount”), for the Term of the Lease specified in Section 1, above. The parties acknowledge that the Rent Amount is coextensive with the purchase price that MSU DC is contractually obligated to pay for the Subject Property pursuant to the Real Estate Purchase Contract.

3. Subject Lot Improvements. University will assume financial responsibility for making such improvements to the Subject Property as are reasonably necessary, in University’s

sole judgment, to maintain the Subject Property during the Term (“Subject Property Improvements”).

4. University’s Administration and Maintenance of the Subject Property. In consideration for its right to use the Subject Property, University will be responsible for administering and maintaining the Subject Property subject to the following conditions:

(a) Maintain the Subject Property consistent with adjacent University lots/facilities. Trash and snow removal shall be a continuing item throughout the week, with snow removed from the property in a manner to provide ease of walking to and from the city sidewalks. Exterior grass shall be cut no less than monthly during the months of April through October;

(b) Repair, at University expense any and all damage to the Subject Property caused by University (including its agents, employees, students and/or invitees);

(c) Enforce University regulations including, but not limited to, parking regulations consistent with other University property, including necessary monitoring, ticketing, and towing of Subject Property parking lots, according to current University policy; and

(d) Provide appropriate signage, chains, curb markings, etc. to facilitate University’s enforcement of regulations.

5. Liability of the Parties. Each party shall be responsible for its own acts and omissions and shall be liable for payment of that portion of any and all claims, liabilities, injuries, suits, and demands and expenses of all kinds that may result or arise out of any alleged malfeasance or neglect caused or alleged to have been caused by said party, its employees, agents, or subcontractors, in the performance or omission of any act or responsibility of said party under this Lease. In the event that a claim is made against both parties, it is the intent of both parties to cooperate in the defense of said claim and to cause their insurers to do likewise. Both parties shall, however, retain the right to take any and all actions they believe necessary to protect their own interests.

6. Severability. If this Lease contains any unlawful provisions not an essential part of the Lease and which appear have not been a controlling or material inducement to the making hereof, the same shall be deemed to be of no effect and shall upon the application of either party, be stricken from this Lease without affecting the binding force of the Lease as it shall remain after omitting any such provision.

7. Entire Agreement. This Lease constitutes the entire agreement between the parties with respect to the subject matter and transactions contemplated herein.

8. Amendments. The parties may adopt in writing such modifications as the parties may mutually agree upon from time to time, and such modifications, upon execution, shall become a part of this Agreement by reference and incorporation.

9. Non-Discrimination. The parties agree that they shall not discriminate on the basis of race, color, religion, age, national origin, ancestry, veteran’s status, sexual orientation, gender

identity/expression, disability, or any other basis protected by applicable law in performing their respective obligations under this Lease.

10. Governing Law. This Lease shall be governed by the laws of the State of Missouri.

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

**Board of Governors of
Missouri State University**

**Missouri State University
Development Corporation**

Matthew D. Morris
Vice President for
Administrative Services

Carrie Tergin
President

EXHIBIT A
LEGAL DESCRIPTION

ALL OF LOT 3 IN JORDAN VALLEY SUBDIVISION, ACCORDING TO THE PLAT RECORDED IN
PLAT BOOK AAA AT PAGE 150 IN THE RECORDER'S OFFICE IN GREENE COUNTY, MISSOURI.

MISSOURI STATE UNIVERSITY

III.D.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>
Stacy Goddard	Assistant Professor Kinesiology	\$54,000 annually	01/07/19
Marijana Kotlaja	Assistant Professor Criminology & Criminal Justice	\$65,000 annually	08/12/19
Michael Kyle	Assistant Professor Criminology & Criminal Justice	\$65,000 annually	08/12/19

(See Addendum A for Per Course Faculty Appointments)

(See Addendum B for Supplemental Payments)

RETIREMENTS:

<u>Name</u>	<u>Position-Department</u>	<u>Effective</u>
Melissa Burnett	Professor Marketing	12/14/18
David Lutz	Professor Psychology	12/14/18
Helen Reid	Dean McQueary College of Health & Human Services Professor Biomedical Sciences	01/31/19
Gayle Runke	Assistant Professor Kinesiology	05/17/19

LEAVE WITH PAY:

<u>Name</u>	<u>Position-Department</u>	<u>Effective</u>
Mario Daoust	Associate Professor Geography Geology & Planning	10/05/18 12/14/18
Ruth Walker	Assistant Professor Psychology	10/23/18 12/14/18

LEAVE WITHOUT PAY:

<u>Name</u>	<u>Position-Department</u>	<u>Effective</u>
Kip Thompson	Assistant Professor Master of Public Health	11/15/18 07/31/19

CHANGE OF STATUS:

<u>Name</u>	<u>Position-Department</u>	<u>Action</u>	<u>Effective</u>
Jill Layman	From: Assistant Professor Biomedical Sciences \$97,500 annually (9-month appointment) To: Assistant Professor Biomedical Sciences \$130,000 annually (12-month appointment)	Status Change & Salary Adjustment	08/01/18
Shelby Davis	Assistant Professor Communication Sciences & Disorders From: \$56,500 annually To: \$57,500 annually	Salary Adjustment	08/13/18
Louise Bigley	Assistant Professor School of Nursing From: \$78,540 annually To: \$79,540 annually	Salary Adjustment	09/17/18
Susan Baldwin	From: Instructor Greenwood Laboratory School To: Faculty Emeritus Greenwood Laboratory School	Status Change	10/01/18

Academic Personnel Board Actions, cont'd.

Page 3

Jokima Hiller	<p>From: Instructor Hospitality Leadership \$51,918 annually</p> <p>To: Assistant Professor Hospitality Leadership \$70,000 annually</p>	Status Change	10/01/18
David Meinert	<p>From: Interim Dean College of Business Professor Computer Information Systems \$175,442 annually (12-month appointment)</p> <p>To: Dean College of Business Professor Computer Information Systems \$197,375 annually (12-month appointment)</p>	Status Change	01/01/19
Melissa Burnett	<p>From: Professor Marketing</p> <p>To: Faculty Emeritus Marketing</p>	Status Change	02/01/19
David Lutz	<p>From: Professor Psychology</p> <p>To: Faculty Emeritus Psychology</p>	Status Change	02/01/19
Helen Reid	<p>From: Dean McQueary College of Health & Human Services Professor Biomedical Sciences</p> <p>To: Faculty Emeritus McQueary College of Health & Human Services</p>	Status Change	02/02/19

Academic Personnel Board Actions, cont'd.

Page 4

Steven Hinch	Associate Professor Reading, Foundations & Technology	Date of Retirement Updated	05/17/19
Steven Hinch	From: Associate Professor Reading, Foundations & Technology To: Emeritus Faculty Reading, Foundations &	Effective Date of Status Change Updated	08/01/19
Gayle Runke	From: Assistant Professor Kinesiology To: Faculty Emeritus Kinesiology	Status Change	08/01/19

Vote: _____ Yea
 _____ Nay

COMMENTS:

Stacy Goddard, Assistant Professor, Kinesiology

D.H.Ed. A.T. Still University, 2017
M.S. Missouri State University, 2000
B.S. University of Central Missouri, 1997

Experience: 2012 – Present, Instructor, Missouri State University, Springfield, Missouri; 2000 – 2012, Per Course Faculty, Missouri State University, Springfield, Missouri; 2007 – 2012, Adjunct Instructor, Ozarks Technical Community College, Springfield, Missouri; 2003 – 2007, Health Initiative Specialist, American Cancer Society, Springfield, Missouri; 2001 – 2003, Community Specialist, American Lung Association, Springfield, Missouri; 2000 – 2001, Health Educator, Christian County Health Department, Ozark, Missouri.

Marijana Kotlaja, Assistant Professor, Criminology & Criminal Justice

Ph.D. University of Nebraska at Omaha, anticipated 2019
M.S. University of Central Missouri, 2014
B.S. University of Missouri-Kansas City, 2012

Experience: 2015 – Present, Course Instructor, University of Nebraska, Omaha, Nebraska; 2015, Teaching Assistant, University of Nebraska, Omaha, Nebraska.

Michael Kyle, Assistant Professor, Criminology & Criminal Justice

Ph.D. Southern Illinois University Carbondale, anticipated 2019
M.S. Missouri State University, 2013
B.S. Missouri State University, 2010

Experience: 2018 – Present, Assistant Professor, University of Central Missouri, Warrensburg, Missouri; 2016 – 2018, Per Course Faculty, Missouri State University, Springfield, Missouri; 2014 – 2018, Graduate Assistant, Southern Illinois University at Carbondale, Carbondale, Illinois; 2011 – 2014, Lieutenant – Operation Commander, Abilene Police Department, Abilene, Kansas; 2004 – 2011, Patrol Sergeant, Webster County Sheriff's Department, Marshfield, Missouri.

ADDENDUM A

The following have been appointed as Per Course Faculty for the fall semester: August 20, 2018 through December 14, 2018.

<u>Name</u>	<u>Department</u>	<u>Salary</u>
Bassett, Damon	Geography Geology & Planning	\$1,160.00
Brinkman, Brian	History	\$1,720.00
Brown, Bryan	Communication	\$920.00
Brown, Michele	Social Work	\$1,840.00
Burnett, Thomas	Kinesiology	\$1,002.00
Butcher, Darla	Counseling, Lead & Spc Ed	\$920.00
Christianson, Ashley	Psychology	\$1,400.00
Cook, Heather	English	\$840.00
Craig, Karen	English	\$840.00
Crosby, Shannon	Biomedical Sciences	\$1,400.00
Daniel, Margaret	Geography Geology & Planning	\$6,000.00
Dixon, Stephanie	Psychology	\$2,320.00
Dubinsky, Julie	Finance & General Business	\$1,560.00
Dudley, Kelly	Social Work	\$880.00
Fiset, Elizabeth	English	\$800.00
Foster, Jeffrey	Psychology	\$1,120.00
Frietze, Joseph	Psychology	\$1,120.00
Garst, Shane	Biomedical Sciences	\$113.00
Grief, Carol	School of Nursing	\$773.00
Groves, Gregory	Finance & General Business	\$1,360.00
Happel, Rachel	Psychology	\$1,560.00
Harrison, Glenda	Sociology & Anthropology	\$2,120.00
Hawken, Lyndee	Communication Sciences & Disorders	\$784.00
Hieber, Daniel	Philosophy	\$1,840.00
Hisle, Melissa	English	\$1,880.00
Hogan, Joy	Kinesiology	\$798.00
Jackson, Wendy	Social Work	\$760.00
Keller, Ted	Geography Geology & Planning	\$6,733.00
Kleinsasser, Steven	Counseling, Lead & Spc Ed	\$507.00
Krumme, Gregg	Biomedical Sciences	\$1,280.00
Lakin, Brenda	Counseling, Lead & Spc Ed	\$880.00
Lippelman, Vanessa	Psychology	\$920.00
Lucido, Joseph	English	\$800.00
Maddox, Jane	English	\$880.00
Manley, Heather	Psychology	\$1,040.00

Academic Personnel Board Actions, cont'd.

Page 7

McClure, Patrick	English	\$880.00
McCord, Raymond	Art & Design	\$565.00
McDonald, Scott	Finance & General Business	\$1,200.00
Michelfelder, Breanna	Geography Geology & Planning	\$1,200.00
Miller, Arden	Psychology	\$1,680.00
Miller, Myra	Management & Information Tech	\$640.00
Morgan, Amanda	English	\$2,448.00
Niekamp, Melissa	School of Nursing	\$880.00
Nye, Kimberly	Counseling, Lead & Spc Ed	\$3,070.00
Oberdiar, Louis	Psychology	\$827.00
Patterson, Jane	Finance & General Business	\$2,120.00
Pettijohn, James	Finance & General Business	\$3,120.00
Qualls, Lisa	Music	\$3,800.00
Rippee, Reeda	Counseling, Lead & Spc Ed	\$560.00
Roberts, Minnie	Psychology	\$2,445.00
Rosen, Meganne	Art & Design	\$2,401.00
Ryder, Christina	Sociology & Anthropology	\$2,850.00
Sheffield, Diane	Biomedical Sciences	\$391.00
Sims-Giddens, Susan	School of Nursing	\$560.00
Sly, James	Psychology	\$2,600.00
Smith, Meghan	English	\$880.00
Smotherman, Rebecca	Counseling, Lead & Spc Ed	\$840.00
Stacy, William	Music	\$3,920.00
Stockburger, David	Psychology	\$640.00
Strickler, John	Music	\$236.00
Sutliff, Jackson	English	\$1,600.00
Sutliff, Jennifer	English	\$1,440.00
Thomas, Matthew	Art & Design	\$565.00
Tintocalis, Stacy	English	\$680.00
Townsely, Megan	English	\$880.00
Utley, Rose	School of Nursing	\$800.00
Wallenburg, Roger	Finance & General Business	\$1,280.00
White, Hannah	Counseling, Lead & Spc Ed	\$520.00
Williams, Kirby	Psychology	\$1,120.00
Zeiger, Sean	Geography Geology & Planning	\$7,500.00
Zhou, QiongQiong	Biomedical Sciences	\$533.00

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

<u>Name</u>	<u>Department</u>	<u>Salary</u>
Abernathy, Amber	Psychology	\$1,080.00
Adamson, Reesha	Counseling, Lead & Spc Ed	\$1,000.00
Ajuwon, Paul	Counseling, Lead & Spc Ed	\$1,240.00
Ammons, Jacynda	History	\$1,680.00
Anderson, Wayne	Finance & General Business	\$1,174.00
Atwell, Jan	School of Nursing	\$440.00
Aurentz, Cynthia	Biomedical Sciences	\$1,920.00
Barffour, Maxwell	Master of Public Health	\$800.00
Basu Roy, Subhasree	Biomedical Sciences	\$1,040.00
Baumlin, James	English	\$720.00
Bell, Angela	English	\$1,720.00
Boyd, Carmen	Biomedical Sciences	\$1,680.00
Buchanan, Erin	Psychology	\$2,680.00
Burge, Sara	English	\$880.00
Bushman, Barbara	Kinesiology	\$4,775.00
Butcher, Deana	Communication	\$4,554.00
Corcoran, Deborah	Geography Geology & Planning	\$1,200.00
Cornelius-White, Jeffrey	Counseling, Lead & Spc Ed	\$680.00
Crain, Susan	Finance & General Business	\$1,320.00
Dalton, Tracy	English	\$680.00
DePaepe, Paris	Counseling, Lead & Spc Ed	\$1,200.00
Dicke, Thomas	History	\$1,760.00
Dillon, Randy	Communication	\$2,097.00
Dollar, Susan	Social Work	\$2,720.00
Eassey, John	Criminology	\$1,920.00
Echols, Leslie	Psychology	\$1,920.00
Feeney, Sylvia	Biomedical Sciences	\$1,560.00
Frederick, Dana	Management & Information Tech	\$1,680.00
Gallaway, Terrel	Economics	\$1,560.00
Haggard, Kelly	Finance & General Business	\$1,800.00
Hammond, Michael	Accounting	\$880.00
Hass, Aida	Criminology	\$2,724.00
Hellman, Daniel	Music	\$280.00
Herring, Sean	English	\$880.00
High, Brian	Chemistry	\$5,439.00
Hoelscher, Seth	Finance & General Business	\$1,400.00

Academic Personnel Board Actions, cont'd.

Page 9

Holladay, Holly	Media, Journalism & Film	\$1,300.00
Horton, Leonard	Media, Journalism & Film	\$1,238.00
Hunter, Anne Marie	Biomedical Sciences	\$1,360.00
Jessee, Katy	Merch & Fashion Design	\$1,000.00
Johnson, David	Psychology	\$880.00
Johnson, Emlyn	Music	\$1,560.00
Jones, Jeffrey	Finance & General Business	\$1,760.00
Korang-Okrah, Rose	Social Work	\$800.00
Kyle, Jerri Lynn	Communication	\$1,046.00
Leamy, Diane	Criminology	\$2,160.00
Leasure, Stanley	Finance & General Business	\$5,320.00
Luo, Jun	Geography Geology & Planning	\$1,680.00
Mabee, Jonathan	Media, Journalism & Film	\$1,300.00
Matthews, James	Counseling, Lead & Spc Ed	\$3,480.00
Mayes, Hillary	Biomedical Sciences	\$2,560.00
Meek, Russell	Finance & General Business	\$2,240.00
Meraz, Juan	Reading Foundations & Tech	\$2,745.00
Messerly, Dana	Biomedical Sciences	\$1,280.00
	School of Nursing	\$560.00
Metzker, Helena	Chemistry	\$2,960.00
Million, Rita	School of Nursing	\$400.00
Mitra, Mahua	Economics	\$2,520.00
Moore, Maia	Counseling, Lead & Spc Ed	\$960.00
Nelson, Walt	Finance & General Business	\$3,360.00
Novik, Melinda	Kinesiology	\$520.00
Olsen, Reed	School of Nursing	\$360.00
Peterson, Lori	Management & Information Tech	\$960.00
Philpot, James	Finance & General Business	\$1,000.00
Ragan, Kent	Finance & General Business	\$7,200.00
Rector, Paula	Criminology	\$1,189.00
Rogers, Lori	English	\$1,760.00
Rohall, David	Sociology & Anthropology	\$2,240.00
Rost, Ann	Psychology	\$1,760.00
Runke, Gayle	Kinesiology	\$286.00
Salinas, Patti	Criminology	\$533.00
Saxon, Caryn	Criminology	\$640.00
Schmelzle, George	Accounting	\$1,280.00
Scott, Shari	Counseling, Lead & Spc Ed	\$1,906.00
Shepard, Jason	Sociology & Anthropology	\$2,400.00
Skibiski, Barbara	Biomedical Sciences	\$2,080.00
Stanton, Rhonda	English	\$440.00

Academic Personnel Board Actions, cont'd.

Page 10

Stulce, Tara	Biomedical Sciences	\$2,000.00
Suttmoeller, Michael	Criminology	\$1,609.00
Tassin, Kerri	Accounting	\$840.00
Thompson Kip	Master of Public Health	\$1,360.00
Turner, John	English	\$1,720.00
Turner, Valerie	English	\$880.00
Uribe-Zarain, Ximena	Counseling, Lead & Spc Ed	\$240.00
Van Landuyt, Cathryn	Management & Information Tech	\$1,600.00
Walters, Heather	Communication	\$1,087.00
White, Timothy	Media, Journalism & Film	\$1,513.00
Wilson, Daniel	Kinesiology	\$3,731.00
Witte, Hugh	Finance & General Business	\$1,400.00
Woodard, Rebecca	Kinesiology	\$884.00
Yadon, Carly	Psychology	\$3,840.00
Yarckow-Brown, Ivy	Criminology	\$3,111.00
Young-Jones, Adena	Psychology	\$1,240.00
Zhang, Ying	Finance & General Business	\$600.00

MISSOURI STATE UNIVERSITY

III.D.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>
Jake Brydson	Assistant Coach Intercollegiate Athletics	UN	\$38,500 annually	09/27/18
Sharon Mickey	Payroll Technician Financial Services	13	\$27,934 annually	10/08/18
Stephanie Pulis	Custodian I Custodial Services	21	\$21,237 annually	10/08/18
Eric Easter	Assistant Project Manager Planning, Design & Construction	43	\$42,000 annually	10/15/18
Shanon Mitchell	Project Manager Planning, Design & Construction	45	\$70,000 annually	10/15/18
Kathleen Hains	Administrative Specialist I Theatre & Dance	11	\$27,000 annually	10/16/18
Donna Murphy	Academic Administrative Assistant II School of Nursing	12	\$28,080 annually	10/22/18
Johnnie Summerlin	Procurement Technician Procurement Services	13	\$28,900 annually	10/22/18
Mariah Turner	Administrative Specialist II Library	12	\$28,080 annually	10/24/18
Brent Anderson	Warehouse & Delivery Clerk Property Control	21	\$22,006 annually	10/29/18
James Deal	Warehouse & Delivery Clerk Property Control	21	\$22,006 annually	10/29/18

Non-academic Personnel Board Actions, cont'd.

Page 2

Sonya Simpson	Food Service Coordinator Child Development Center	21	\$22,880 annually	10/29/18
Tamara Hernandez	Administrative Specialist II Disability Resource Center	12	\$27,456 annually	11/05/18
Patricia Reed	Manager, Bull Shoals Field Station College of Natural & Applied Sciences	42	\$35,000 annually	11/05/18
Rachel Jones	Assistant Teacher Child Development Center	40	\$21,237 annually	11/09/18
Ashley Anderson	Administrative Assistant II Donor Relations	12	\$28,600 annually	11/12/18
Paige Harp	Library Associate III Library	15	\$35,485 annually	11/12/18
Kelsey Menefee	Assistant Director, Donor Relations & Special Events Donor Relations	42	\$36,343 annually	11/12/18
Ryan Owrey	Assistant Director TRIO Upward Bound	42	\$35,000 annually	11/12/18
Braden Toebben	Athletics Equipment Attendant Kinesiology	21	\$29,120 annually	11/13/18
Amy Blades	Technology Training Specialist Computer Services	33	\$41,912 annually	11/19/18
Julia Edwards Holmes	Deputy Compliance Officer College of Business	45	\$62,500 annually	01/03/19

RESIGNATIONS:

<u>Name</u>	<u>Position-Department</u>	<u>Effective</u>
Brena Clifton	Assistant Teacher Child Development Center	10/05/18

Non-academic Personnel Board Actions, cont'd.

Page 3

Jonathan Schekorra	Academic Advisor/Retention Specialist Business Advisement Center	09/28/18
Stephanie Pulis	Custodian I Custodial Services	10/10/18
Tammy Longcor	Telecommunications Technician Networking & Telecommunications	10/26/18
Trevor Longcor	Custodian I JQH Arena	10/26/18
Benjamin Orlowski	Assistant Teacher Child Development Center	10/29/18
Shari Axxe-Douglas	Accounting Technician Financial Services	10/31/18
Shamika Kentish	Assistant Director Intercollegiate Athletics	10/31/18
Charles Long	Maintenance General Mechanic Facilities Maintenance	11/02/18
Allison Overmyer	Manager Animal Research Facilities Research Administration	11/02/18
Brenda Crebs	Executive Assistant II College of Business	11/09/18
Jeff Stevens	Patrol Sergeant Safety & Transportation	11/15/18
Misty Stewart	Coordinator, Graduate Recruitment Graduate College	11/16/18
Stephanie Praschan	Director, Graduate Enrollment Management Graduate College	11/23/18

RETIREMENTS:

<u>Name</u>	<u>Position-Department</u>	<u>Effective</u>
Karen Neal	Advancement Applications & Data Analyst Advancement Services	09/28/18
Emily Furtak	Library Associate II Library	10/31/18
Glenda Eddy	Executive Assistant I Research & Economic Development	12/31/18
Dennis Erfling	Maintenance Foreman Facilities Maintenance	12/31/18
Arnold Hale	Maintenance Painter Facilities Maintenance	12/31/18
Susan Martindale	Academic Advisor Academic Advisement Center	12/31/18
Joyce Seale	Financial Aid Technician Financial Aid	12/31/18
Paul Viets	Maintenance Painter Facilities Maintenance	12/31/18
Tami Sutton	Coordinator, Office of China Programs & Study in China Research & Economic Development	01/31/19
Vicki Mattocks	Director Financial Aid	02/28/19

SEPARATION FROM EMPLOYMENT:

<u>Name</u>	<u>Position-Department</u>	<u>Effective</u>
Anthony Smith	Master Control Operator Broadcast Services	10/24/18

LAID-OFF:

<u>Name</u>	<u>Position-Department</u>	<u>Effective</u>
Jeffrey Schmedeke	Assistant Director Management Development Institute	10/08/18

CHANGE OF STATUS:

<u>Name</u>	<u>Position-Department</u>	<u>Action</u>	<u>Effective</u>
Rachel Anderson	From: Assistant Director, Business Incubator eFactory GR 45, \$62,000 annually To: Director, Business Incubator eFactory GR 46, \$68,500 annually	Promotion	10/17/18
Donna Christian	From: Director Internal Audit To: Director Internal Audit & Risk Management Internal Audit & Compliance	Title Change	10/24/18
Rachael Dockery	From: General Counsel General Counsel To: General Counsel & Chief Compliance Officer Legal Affairs & Compliance	Title Change	10/24/18
Kimberly Dubree	From: Director Certification, Educational Field Experience & Data Management College of Education To: Co-Director, Professional Education Services – Certification, Educational Field Experiences & Data Management College of Education	Title Change	11/01/18

Non-academic Personnel Board Actions, cont'd.

Page 6

Juli Panza	<p>From: Coordinator, Professional Education Advisement College of Education GR 45, \$50,000 annually</p> <p>To: Co – Director, Professional Education Services – Advisement College of Education GR 46, \$53,000 annually</p>	<p>Title Change & Salary Adjustment</p>	11/01/18
Jeffrey Petr	<p>From: Database Analyst Computer Services GR 35, \$58,644 annually</p> <p>To: Senior Database Analyst Computer Services GR 36, \$66,000 annually</p>	Promotion	11/01/18
Billy Tharp	<p>From: Public Safety Officer Safety & Transportation</p> <p>To: Safety & Transportation Technician Safety & Transportation</p>	Status Change	11/16/18
Joanna Mendez	<p>From: International Admission Coordinator International Services GR 42, \$36,862 annually</p> <p>To: Study Away Advisor Study Away GR 42, \$38,000 annually</p>	Status Change	11/26/18
Brenda Stewart	<p>From: Executive Assistant II College of Arts & Letters GR 13, \$36,403 annually</p> <p>To: Executive Assistant III International Programs GR 15, \$40,040 annually</p>	Promotion	11/26/18
Glenda Eddy	<p>From: Executive Assistant I Research & Economic Development</p> <p>To: Staff Emeritus Research & Economic Development</p>	Status Change	01/01/19

Non-academic Personnel Board Actions, cont'd.

Page 7

Dennis Erfling	From: Maintenance Foreman Facilities Maintenance To: Staff Emeritus Facilities Maintenance	Status Change	01/01/19
Travis Marler	Coordinator, Assessment Data Systems College of Education From: GR 32, \$37,262 annually To: GR 33, \$42,500 annually	Reclassification & Salary Adjustment	01/01/19
Susan Martindale	From: Academic Advisor Academic Advisement Center To: Staff Emeritus Academic Advisement Center	Status Change	01/01/19
Joyce Seale	From: Financial Aid Technician Financial Aid To: Staff Emeritus Financial Aid	Status Change	01/01/19
Tami Sutton	From: Coordinator, Office of China Programs & Study in China Research & Economic Development To: Staff Emeritus Research & Economic Development	Status Change	02/01/19
Vicki Mattocks	From: Director Financial Aid To: Staff Emeritus Financial Aid	Status Change	03/01/19

Vote: _____ Yea
_____ Nay

MISSOURI STATE UNIVERSITY

III.D.3.

BE IT RESOLVED by the Board of Governors for Missouri State University that the salary increases be made effective January 1, 2019.

<u>Name</u>	<u>Job Title</u>	<u>Department</u>	<u>Old Salary</u>	<u>Equity</u>	<u>ATB Adjustment</u>	<u>New Salary</u>
Abbey, Michael	Public Safety Officer	Safety & Transportation	\$28,035		\$880.35	\$28,915
Aberle, Joygrace	Medical Technologist	Health & Wellness Center	\$35,833		\$958.33	\$36,792
Abney, Julie	Budget Officer	Financial Services	\$48,000		\$1,080.00	\$49,080
Acharya, Sreekanth	Database Analyst - Reporting	Computer Services	\$53,750		\$1,137.50	\$54,888
Ackerson, Amy	Assistant Professor	West Plains Allied Health Division	\$55,510		\$1,155.10	\$56,665
Adams, David	Associate Professor	Library	\$88,962		\$1,489.62	\$90,452
Adams, Karen	Executive Assistant III	Enrollment Management & Services	\$34,137		\$941.37	\$35,078
Adamson, Benjamin	Asst Dir, Athletics Communications	Athletics Communications	\$47,476		\$1,074.76	\$48,551
Adinegara, Veronica	Sr Graphic Design-Editorial & Design Srv	Editorial & Design Services	\$41,050		\$1,010.50	\$42,061
Adkins, Gilbert	Regional Outreach Administrator	Lebanon Center	\$40,000		\$1,000.00	\$41,000
Adkison, Robert	Administrative Assistant II	Counseling Center	\$27,039		\$870.39	\$27,910
Admire, Glena	Academic Administrative Assistant II	History	\$29,850		\$898.50	\$30,749
Agarwal, Karishma	Clinical Education Manager - AHEC	AHEC	\$40,000		\$1,000.00	\$41,000
Agee, Kevin	Content Strategist	University Communications	\$36,645		\$966.45	\$37,611
Ailor, Shannon	Research Administration Specialist	Research Administration	\$37,848		\$978.48	\$38,826
Akers, Leslie	Administrative Assistant II	Agriculture-Mtn Grv Campus	\$28,287		\$882.87	\$29,170
Akin, Yuka	Registered Nurse	Health & Wellness Center	\$47,778		\$1,077.78	\$48,856
Alaimo, Ian	Technology Coordinator CHHS	McQueary College of Health & Human Services	\$73,440		\$1,334.40	\$74,774
Albaugh, Rickey	Clinical Assistant Professor	Biomedical Sciences	\$134,987		\$1,949.87	\$136,937
Aleshire, Donnie	Maintenance Electrician	Facilities Management-Maintenance	\$36,827		\$968.27	\$37,795
Allard, Ginger	Library Associate II	Library	\$36,430		\$964.30	\$37,394
Alldridge, Barbara	Custodian I	Residence Life Housing & Dining Services	\$28,189		\$881.89	\$29,071
Allen, Amanda	Academic Advisor/Retention Specialist	McQueary College of Health & Human Services	\$36,000		\$960.00	\$36,960
Allen, Andrea	Administrative Specialist II	Kinesiology	\$27,327		\$873.27	\$28,200
Allen, Linda	Academic Administrative Assistant II	Chemistry	\$33,554		\$935.54	\$34,490
Allen, Matthew	Information Security Analyst	Information Security	\$53,572		\$1,135.72	\$54,708
Allen, Rebecca	Instructor	Biomedical Sciences	\$47,101		\$1,071.01	\$48,172
Allen, Sheila	Centralized User Support Specialist	Computer Services	\$41,919		\$1,019.19	\$42,938
Alley, Thomas	Custodian I	Facilities Management-Custodial	\$21,237		\$812.37	\$22,049
Allgeier, Shane	Web Programmer Analyst/Server Admin	Residence Life Housing & Dining Services	\$44,029		\$1,040.29	\$45,069
Altic, Bruce	Custodian I	Residence Life Housing & Dining Services	\$23,206		\$832.06	\$24,038
Amberg, Lucie	Strategic Communications Specialist	College of Arts & Letters	\$39,000		\$990.00	\$39,990
Anderson, Angela	Academic Administrative Assistant II	English	\$34,070		\$940.70	\$35,011
Anderson, Gayle	Administrative Assistant II	Residence Life Housing & Dining Services	\$27,559		\$875.59	\$28,435
Anderson, Jeremy	Custodian Apprentice	Residence Life Housing & Dining Services	\$20,800		\$808.00	\$21,608
Anderson, Lesa	Academic Administrative Assistant II	Military Science	\$19,640		\$796.40	\$20,436
Anderson, Rachel	Director Business Incubator	Assoc Vice President Economic Development	\$68,500		\$1,285.00	\$69,785
Applegate, Andrea	Assistant Professor	Physician Assistant Studies	\$80,000		\$1,400.00	\$81,400

Arens, Joseph	Enterprise System Administrator	Computer Services	\$59,461		\$1,194.61	\$60,656
Armstrong, Etta	Administrative Specialist II	Missouri State Outreach	\$29,078		\$890.78	\$29,969
Armstrong, Joan	Dir Project Access-Autism Program Spc	Provost Office	\$70,347		\$1,303.47	\$71,650
Arnold, Albert	Systems Analyst	Computer Services	\$54,060		\$1,140.60	\$55,201
Arnold, Mark	Library Systems Admin-Support Spec	Library	\$60,660		\$1,206.60	\$61,867
Arnsmeier, David	Distributed User Support Specialist	College of Business	\$51,957		\$1,119.57	\$53,077
Atkinson, Susan	Athletic Trainer	Athletic Medical & Rehabilitation Services	\$38,594		\$985.94	\$39,580
Aufdembrink, Amymarie	Asst Dir, Academic Advisement Center	Advisement Center	\$46,925		\$1,069.25	\$47,994
Aurentz, Cynthia	Assistant Professor	Biomedical Sciences	\$102,000		\$1,620.00	\$103,620
Austin, Christopher	Web Designer	Web Strategy & Development	\$39,032		\$990.32	\$40,022
Avery, Calvin	Distance Learning Engineer Supervisor	Outreach Tech & Equipment	\$51,002		\$1,110.02	\$52,112
Babington, April	Administrative Assistant III	Multicultural Services	\$31,102		\$911.02	\$32,013
Backer, Laura	Associate Director of Student Engagement	PSU Student Engagement	\$47,476		\$1,074.76	\$48,551
Baer, Julia	International Services Coordinator	International Services	\$36,275		\$962.75	\$37,238
Bailey, Sherry	Administrative Specialist II	Registrar	\$30,991		\$909.91	\$31,901
Baird, Craig	Electronics Technician II	College of Natural & Applied Sciences	\$54,000		\$1,140.00	\$55,140
Baker, Anne	Assistant Professor	Library	\$65,000		\$1,250.00	\$66,250
Baker, James	VP Research, Econ Dev & Intl Programs	VP Research & Economic Development	\$169,497		\$2,294.97	\$171,792
Baker, Jessica	Custodian I	Facilities Management-Custodial	\$21,237		\$812.37	\$22,049
Balasundaram, Clement	Mngr Financial Systems, Report & Planni	Financial Services	\$63,500		\$1,235.00	\$64,735
Balasundaram, Gautam	Sr Procurement Card Coordinator	Procurement Services	\$44,166		\$1,041.66	\$45,208
Bales, Sandra	Academic Administrative Assistant II	Department of Hospitality Leadership	\$27,996		\$879.96	\$28,876
Balisle, Jessica	Administrative Specialist II	OPT	\$26,901		\$869.01	\$27,770
Ballard, Sheri	Sr Accountant-Analyst	Financial Services	\$48,000	\$500	\$1,085.00	\$49,585
Bampoe, Michel	Asst Dir of Human Resources, Benefits	Office of Human Resources	\$51,643		\$1,116.43	\$52,759
Banion, John	Sr Buyer	Procurement Services	\$52,000		\$1,120.00	\$53,120
Banks, Matthew	Crd Multicultural Pgms-LGBT Student Srv	Multicultural Services	\$32,500		\$925.00	\$33,425
Barakat, Terry	ELI Academic Specialist	English Language Institute	\$40,850		\$1,008.50	\$41,859
Barker, Angela	Instructional Technology Support Spc	College of Arts & Letters	\$60,148		\$1,201.48	\$61,349
Barlowe, Jason	Technology Specialist Greenwood	Greenwood Lab School	\$39,305		\$993.05	\$40,298
Barnes, Joshua	Custodial Specialist	Residence Life Housing & Dining Services	\$27,663		\$876.63	\$28,540
Barnette, Megan	Admission Evaluator	Admissions	\$29,329		\$893.29	\$30,222
Barnhart, Mary	Custodian I	Facilities Management-Custodial	\$22,728		\$827.28	\$23,555
Barnts, Kelly	Residence Life Facilities Specialist	Residence Life Housing & Dining Services	\$33,279		\$932.79	\$34,212
Barnwell, Melinda	Patient Services Coordinator	Health & Wellness Center	\$33,087		\$930.87	\$34,018
Barton, Sheila	Program Mgr, Workforce&Apprentice Opp	West Plains Dean of Academic Affairs Office	\$43,889		\$1,038.89	\$44,927
Bass, Randy	Pharmacist	Health & Wellness Center	\$109,228		\$1,692.28	\$110,920
Baughman, Nelia	Executive Assistant III	Dean of Students Office	\$33,649		\$936.49	\$34,585
Bauman, R. Isabelle	Interim Dept Head(Assoc Prof)	Communication	\$62,372		\$1,223.72	\$63,596
Baumann, Denise	Assoc Dir, Res Life, Housing & Dining Srv	Residence Life Housing & Dining Services	\$66,644		\$1,266.44	\$67,910
Baumgartner, Vernon	Custodian I	Plaster Student Union Physical Plant	\$32,322		\$923.22	\$33,245
Beach, Jeremy	Radio Communications Officer	Safety & Transportation	\$28,578		\$885.78	\$29,464
Bean, Karla	Admission Coordinator-Academic Advisor	West Plains Allied Health Division	\$34,672		\$946.72	\$35,619
Bean, Victoria	Food Service Attendant	West Plains Food Service	\$21,320		\$813.20	\$22,133
Beck, Catherine	Administrative Assistant III	Bear Claw	\$31,520		\$915.20	\$32,435
Becker, Brett	Systems Programmer WP	West Plains Information Technology Services	\$59,702		\$1,197.02	\$60,899

Becker, Kelly	Technology Support Specialist - WP	West Plains Information Technology Services	\$48,607		\$1,086.07	\$49,693
Beckham, Tracy	Asst Program Dir, Nurse Anesthesia Prgm	Biomedical Sciences	\$145,370		\$2,053.70	\$147,424
Bedell, Dax	Assistant Manager for Production - TV	OPT	\$50,000		\$1,100.00	\$51,100
Bee, Thomas	Custodian I	Plaster Student Union Physical Plant	\$21,438		\$814.38	\$22,252
Behling, Pamela	Administrative Specialist II	Safety & Transportation	\$31,420		\$914.20	\$32,334
Bell, Deana	Custodian I WP	West Plains Physical Plant	\$23,685		\$836.85	\$24,522
Bellis, James	Asst to Dean, Stdt Svcs & Public Affairs	Agriculture	\$61,678		\$1,216.78	\$62,895
Bendure, Jessica	Professional Education Advisor	College of Education	\$47,379		\$1,073.79	\$48,453
Bennett, Jessica	Assistant Professor	Library	\$47,600		\$1,076.00	\$48,676
Benson, Tara	Assoc Dir Plstr Stdt Union-Dir Stdt Engage	PSU Student Engagement	\$62,351		\$1,223.51	\$63,575
Benton, Kimberly	Accounting Technician	Bursars Office	\$34,653		\$946.53	\$35,600
Benton, Robert	Groundskeeper	Facilities Management-Grounds	\$22,251		\$822.51	\$23,074
Berkwitz, Stephen	Department Head	Religious Studies	\$100,000		\$1,600.00	\$101,600
Berry, Jessica	Assistant Teacher	Child Development Center	\$21,737		\$817.37	\$22,554
Berry, Melissa	Dir Institutional Equity & Compliance	Institutional Equity & Compliance	\$81,500		\$1,415.00	\$82,915
Besara, Rachel	Associate Dean, University Libraries	Library	\$100,000		\$1,600.00	\$101,600
Bibbs, Christopher	Public Safety Officer	Safety & Transportation	\$26,187		\$861.87	\$27,049
Biggs, Mark	Associate Dean	College of Arts & Letters	\$105,217		\$1,652.17	\$106,869
Bigley, Louise	Assistant Professor	School of Nursing	\$79,540		\$1,395.40	\$80,935
Bilyeu, Kristin	Sr Accountant-Analyst	Financial Services	\$48,000	\$1,000	\$1,090.00	\$50,090
Bingham, Bill	Custodial Specialist	Residence Life Housing & Dining Services	\$34,839		\$948.39	\$35,788
Bingham, Brent	Custodial Specialist	Residence Life Housing & Dining Services	\$27,934		\$879.34	\$28,813
Bird, Biff	Systems-Database Analyst WP	West Plains Information Technology Services	\$48,234		\$1,082.34	\$49,316
Birkes, Sheryl	Administrative Specialist II	Financial Aid	\$32,962		\$929.62	\$33,892
Birnbaum, Alex	Custodian I	Residence Life Housing & Dining Services	\$21,237		\$812.37	\$22,049
Black, James	Patrol Corporal	Safety & Transportation	\$32,510		\$925.10	\$33,435
Black, Troy	Maintenance General Mechanic	Facilities Management-Maintenance	\$42,154		\$1,021.54	\$43,176
Blackmon, W.D.	Department Head	English	\$102,537		\$1,625.37	\$104,162
Blacksher, Julie	Academic Administrative Assistant II	Modern & Classical Languages	\$31,204		\$912.04	\$32,116
Blades, Heather	Assoc Dir, Center for Dispute Resolution	Communication	\$48,000		\$1,080.00	\$49,080
Blades, Jesse	Blindness Skills Specialist	Agency for Teaching, Leading & Learning	\$55,000		\$1,150.00	\$56,150
Blades, Melissa	Executive Assistant III	Missouri State Outreach	\$35,006		\$950.06	\$35,956
Blake, Michael	Custodian I	Facilities Management-Custodial	\$29,067		\$890.67	\$29,958
Blankenship, Melissa	Assoc Dir, Athletic & Entertain Facilities	Hammons Student Center	\$50,000		\$1,100.00	\$51,100
Blasius, Gretchen	Accounting Technician WP	West Plains Business Office	\$29,639		\$896.39	\$30,536
Bledsoe, Nathaniel	Postal Technician II	Postal Services	\$21,365		\$813.65	\$22,179
Blevins, Brian	Custodian I	Hammons Student Center	\$31,775		\$917.75	\$32,693
Blevins, Sarah	Custodian I	Residence Life Housing & Dining Services	\$23,514		\$835.14	\$24,349
Blevins, William	Radio Communications Officer	Safety & Transportation	\$26,196		\$861.96	\$27,058
Boaz, Ronald	Sr Assoc Dir-Athletic & Entertain Facilitie	Hammons Student Center	\$98,880		\$1,588.80	\$100,469
Bobbitt-Boyce, Edith	Clinical Assistant Professor	Communication Sciences & Disorders	\$67,252		\$1,272.52	\$68,525
Boddie, John	HVAC Mechanic	Facilities Management-Maintenance	\$37,002		\$970.02	\$37,973
Bodenhausen, Bradley	Assoc VP, Intl Education & Training	International Programs	\$107,637		\$1,676.37	\$109,313
Boehne, Tara	Clinical Assistant Professor	Occupational Therapy	\$79,572		\$1,395.72	\$80,968
Boey, Jir Shin	Head, Music and Media	Library	\$45,961		\$1,059.61	\$47,021
Bogart, Michele	Sr HR Records Technician	Office of Human Resources	\$37,220		\$972.20	\$38,192

Bolin, Raymond	Projects Technician	Facilities Management-Maintenance	\$46,877		\$1,068.77	\$47,946
Bonds, Jim	Custodial Supply Delivery, & Storage Fore	Residence Life Housing & Dining Services	\$39,706		\$997.06	\$40,704
Bonds, Nechell	Director Admissions	Admissions	\$88,261		\$1,482.61	\$89,744
Bones, Barbara	Administrative Assistant I	Residence Life Housing & Dining Services	\$24,960		\$849.60	\$25,809
Bonham, Mark	Assistant Technical Director	JQH Arena	\$29,119		\$891.19	\$30,011
Bonner, Lisa	Academic Administrative Assistant II	Biomedical Sciences	\$27,332		\$873.32	\$28,205
Borneman, Dea	Professor	Library	\$75,608		\$1,356.08	\$76,964
Boslaugh, Benjamin	Utilities Manager	Facilities Management-Maintenance	\$61,951		\$1,219.51	\$63,171
Bowden, Tiffany	Public Safety Officer	Safety & Transportation	\$26,196		\$861.96	\$27,058
Bowen, Tamra	Payroll Specialist	Financial Services	\$38,652	\$500	\$991.52	\$40,144
Bowles, Christina	Academic Advisor	Advisement Center	\$35,949	\$1,400	\$973.49	\$38,322
Bowles, Philip	Full Stack Developer/Engineer	Web Strategy & Development	\$74,124		\$1,341.24	\$75,465
Bowman, Janet	Administrative Assistant II	OPT	\$33,477		\$934.77	\$34,412
Boyer, William	Instructor	Agriculture	\$42,840		\$1,028.40	\$43,868
Braddish, Dustin	Financial Aid Counselor	Financial Aid	\$32,602		\$926.02	\$33,528
Braden, Steven	Custodial Services Coordinator	Residence Life Housing & Dining Services	\$47,476		\$1,074.76	\$48,551
Brake, Jody	Custodian I	Facilities Management-Custodial	\$21,237		\$812.37	\$22,049
Brame, Erika	Content Strategist	Web Strategy & Development	\$36,645		\$966.45	\$37,611
Branch, Deandre	Admission Counselor, Diversity Outreach	Admissions	\$30,826		\$908.26	\$31,734
Brandenburg, Teresa	Asst Director of Campus Recreation	Campus Recreation	\$39,988		\$999.88	\$40,988
Branson, Debra	Associate Director of Alumni Relations	Alumni Relations	\$54,805		\$1,148.05	\$55,953
Bray, William	Department Head	Mathematics	\$123,267		\$1,832.67	\$125,100
Brennan, Kelly	Executive Assistant IV	VP Marketing and Communications	\$41,036		\$1,010.36	\$42,046
Breshears, Andrea	Administrative Assistant III	Institutional Equity & Compliance	\$30,679		\$906.79	\$31,586
Breshears, Rhonda	Executive Assistant II	Agriculture	\$31,795		\$917.95	\$32,713
Brewer, Courtney	Residence Hall Director	Residence Life Housing & Dining Services	\$33,660		\$936.60	\$34,597
Brewer, Gene	Ship & Receiving Super/PaWPrints Sup	Bookstore	\$36,503		\$965.03	\$37,468
Brewer, Kimberly	Assistant Teacher	Child Development Center	\$21,237		\$812.37	\$22,049
Brewer, Robert	Head Athletics Coach	Athletics-Soccer-Women	\$52,314		\$1,123.14	\$53,437
Brewington, Cody	Non-Credit Program Coordinator	Community Outreach	\$40,000		\$1,000.00	\$41,000
Breyfogle, Bryan	Department Head	Chemistry	\$108,912		\$1,689.12	\$110,601
Bridges, Cindy	Crd Academic Advisement - West Plains	WP Student Adv & Academic Support Ctr	\$47,427		\$1,074.27	\$48,501
Bridges, Kelly	Administrative Assistant II	Public Affairs	\$28,927		\$889.27	\$29,816
Bridges, Paul	Boiler Fireman	Facilities Management-Maintenance	\$35,000		\$950.00	\$35,950
Bridges, Phillip	ELI Academic Specialist	English Language Institute	\$40,850		\$1,008.50	\$41,859
Brinkerhoff, Kris	Web and Media Specialist-WP	West Plains Information Technology Services	\$47,925		\$1,079.25	\$49,004
Britton, Richard	Custodian I	Residence Life Housing & Dining Services	\$22,218		\$822.18	\$23,040
Brockman, Don	Physician Medical Staff	Health & Wellness Center	\$152,000		\$2,120.00	\$154,120
Brockman, Megan	Accountant	Financial Services	\$38,373		\$983.73	\$39,357
Brower, Shawn	HVAC Mechanic	Facilities Management-Maintenance	\$34,490		\$944.90	\$35,435
Brown, Abby	Administrative Crd, Facilities Management	Facilities Management	\$40,000		\$1,000.00	\$41,000
Brown, Billie	Custodian I	Facilities Management-Custodial	\$28,860		\$888.60	\$29,749
Brown, Candice	Licensed Practical Nurse	Health & Wellness Center	\$37,138		\$971.38	\$38,109
Brown, Edward	Patrol Sergeant	Safety & Transportation	\$35,222		\$952.22	\$36,174
Brown, Jeffrey	Environ Management Tech/Recycling Crd	Environmental Health & Safety	\$33,560		\$935.60	\$34,496
Brown, Kenneth	Department Head	Economics	\$139,987		\$1,999.87	\$141,987

Brown, Mack	Assistant Coach	Athletics-Football-Men	\$69,934		\$1,299.34	\$71,233
Brown, Matthew	Patrol Lieutenant	Safety & Transportation	\$47,476		\$1,074.76	\$48,551
Brown, Ryan	Patrol Corporal	Safety & Transportation	\$31,636		\$916.36	\$32,553
Brown, Susan	Arena Patron and Event Services Crd	JQH Arena	\$37,790		\$977.90	\$38,768
Broyles, Thora	Preparatory Math Specialist-WP	West Plains Dean of Academic Affairs Office	\$38,880		\$988.80	\$39,869
Bryant, Nicholas	Public Safety Officer	Safety & Transportation	\$26,196		\$861.96	\$27,058
Brydson, Jacob	Assistant Coach	Intercollegiate Athletics	\$38,500		\$985.00	\$39,485
Buckner, Sally	Academic Administrative Assistant II	Reading Foundations & Technology	\$28,471	\$1,000	\$894.71	\$30,366
Burasco, Nico	Videographer/Editor	KSMU	\$32,602		\$926.02	\$33,528
Burger, Elisabeth	Regional Admissions Counselor	Admissions	\$50,002		\$1,100.02	\$51,102
Burke, Martin	Custodian I	Facilities Management-Custodial	\$22,728		\$827.28	\$23,555
Burks, Teresa	Custodian I	Residence Life Housing & Dining Services	\$21,237		\$812.37	\$22,049
Burt, Zachary	Instructor	Kinesiology	\$40,000		\$1,000.00	\$41,000
Burton, Charles	Custodian I	Residence Life Housing & Dining Services	\$23,349		\$833.49	\$24,182
Busby, Charles	Internet Specialist	Provost Office	\$47,615		\$1,076.15	\$48,691
Busby, Cindy	Executive Assistant IV	VP University Advancement	\$53,729		\$1,137.29	\$54,866
Butcher, Darla	Blindness Skills Specialist	Agency for Teaching, Leading & Learning	\$57,020		\$1,170.20	\$58,190
Buttram, Brittany	Administrative Assistant II	Planning, Design & Construction	\$27,351		\$873.51	\$28,225
Byrd, Amanda	Asst Crd, Edl Field Experiences & Assess	COE-Educational Field Experiences	\$43,679		\$1,036.79	\$44,716
Byrne, Siobhan	Coordinator Apartment Living	Residence Life Housing & Dining Services	\$44,370		\$1,043.70	\$45,414
Cabrera Hurtado, Juan	Special Prms Outreach Coordinator ELI	English Language Institute	\$34,921		\$949.21	\$35,870
Cabrera Hurtado, Kelly	Crd, International Leadership & Training	International Programs	\$43,381		\$1,033.81	\$44,415
Cahoj, Patricia	Assistant Professor	Physical Therapy	\$93,301		\$1,533.01	\$94,834
Cahoj, Richard	General Buyer, Drago College Store-WP	West Plains Bookstore	\$29,326		\$893.26	\$30,219
Caldwell, Cheryl	Director University Communications WP	WP Director of University Communications	\$58,270	\$2,800	\$1,210.70	\$62,281
Caldwell, Kelly	Custodian I	Residence Life Housing & Dining Services	\$21,958		\$819.58	\$22,778
Calico, Dean	Custodian I	Facilities Management-Custodial	\$26,782		\$867.82	\$27,650
Calkins, Holly	Maintenance Electrician	Facilities Management-Maintenance	\$36,794		\$967.94	\$37,762
Callahan, Richard	Department Head	Technology & Construction Management	\$137,065		\$1,970.65	\$139,036
Campbell, Garry	Custodian I	Facilities Management-Custodial	\$21,237		\$812.37	\$22,049
Campbell, Judith	Academic Administrative Assistant II	Counseling Leadership & Special Education	\$33,656		\$936.56	\$34,593
Campbell, Meagan	Admission Evaluator	Admissions	\$29,223		\$892.23	\$30,116
Canales, Roberto	Assoc Dean (Professor)	McQueary College of Health & Human Services	\$105,280		\$1,652.80	\$106,933
Canella, John	Public Safety Officer	Safety & Transportation	\$33,803		\$938.03	\$34,741
Cantrell, Shelley	Coordinator Space Management	VP Administrative Services	\$34,890		\$948.90	\$35,839
Capps, Steven	Director Learning Diagnostic Center	Learning Diagnostic Clinic	\$70,147		\$1,301.47	\$71,448
Caravella, David	Operations Coordinator FCTL	Faculty Center for Teaching & Learning	\$52,631		\$1,126.31	\$53,757
Carberry, Stephen	Academic Advisor Athletics	Intercollegiate Athletics	\$36,000		\$960.00	\$36,960
Cardwell, Thomas	Boiler Fireman	Facilities Management-Maintenance	\$37,393		\$973.93	\$38,367
Carl, Teresa	Academic Administrative Assistant II	Management & Information Technology	\$36,412		\$964.12	\$37,376
Carr, Amber	Assistant Director of Development	West Plains Director of Development	\$40,000		\$1,000.00	\$41,000
Carrington, Terri	Associate Director, Project Access	Provost Office	\$54,805		\$1,148.05	\$55,953
Carroll, Callie	Director, Athletics Development	VP University Advancement	\$42,000		\$1,020.00	\$43,020
Carroll, Tracy	Academic Administrative Assistant II	Geography Geology & Planning	\$27,039		\$870.39	\$27,910
Carson, Edward	Technical Director	Juanita K Hammons Hall	\$41,440		\$1,014.40	\$42,454
Carson, Gay	Clinical Instructor	School of Nursing	\$37,000		\$970.00	\$37,970

Carter, Nicholas	Clothing/Soft Goods Invent Spc	Bookstore	\$32,602	\$926.02	\$33,528
Carter, Thomas	Manager Programming & Production TV	OPT	\$69,979	\$1,299.79	\$71,279
Casada, Debra	Custodian I	Facilities Management-Custodial	\$27,500	\$875.00	\$28,375
Case, William	Information Technologies Coordinator-TV	OPT	\$56,496	\$1,164.96	\$57,661
Cataldo, Monica	Television Traffic Coordinator-OPT	OPT	\$34,680	\$946.80	\$35,627
Cates, Jared	Coordinator Student Life & Development	West Plains Student Life	\$47,476	\$1,074.76	\$48,551
Caudle, Larry	Patrol Corporal	Safety & Transportation	\$31,636	\$916.36	\$32,553
Cavitt, Anyta	Professional Education Advisor	COE-Education Advisement	\$32,640	\$926.40	\$33,566
Cavitt, Bruce	Academic Advisor-West Plains	WP Student Advisement & Academic Support	\$33,000	\$930.00	\$33,930
Chakraborty, Sapna	Department Head	Occupational Therapy	\$99,434	\$1,594.34	\$101,028
Chambers, Jeffery	Grounds Foreman	Facilities Management-Grounds	\$33,944	\$939.44	\$34,883
Champagne, Leslie	Administrative Specialist II	College of Education	\$28,759	\$887.59	\$29,647
Chandler-Clayton, Cynthia	Academic Administrative Assistant II	Physician Assistant Studies	\$32,671	\$926.71	\$33,598
Chang, James	Academic Administrative Assistant II	English	\$27,039	\$870.39	\$27,910
Chapman, David	Construction Technician	Facilities Management-Maintenance	\$33,151	\$931.51	\$34,083
Chastain, William	HVAC Mechanic	Facilities Management-Maintenance	\$37,613	\$976.13	\$38,589
Chavez, Katrina	Asst Registrar - Course & Curriculum	Registrar	\$43,000	\$1,030.00	\$44,030
Cheek, Julie	Academic Administrative Assistant III	Art & Design	\$36,606	\$966.06	\$37,572
Chen, Li-Ling	Research Specialist II	Agriculture	\$36,257	\$962.57	\$37,219
Chesman, Jeremy	Professor	Music	\$73,945	\$1,339.45	\$75,284
Childress, Priscilla	Asst Dir, New Student & Family Programs	New Student and Family Programs	\$47,476	\$1,074.76	\$48,551
Childs, Elaine	Information Spc-Financial Aid	Financial Aid	\$29,326	\$893.26	\$30,219
Chinn, Calvin	Groundskeeper	Facilities Management-Grounds	\$22,440	\$824.40	\$23,264
Chorn, Gary	Asst Dir of Facilities Management, Maint	Facilities Management-Maintenance	\$64,260	\$1,242.60	\$65,503
Chorn, Malynnda	Material & Inventory Control Specialist	Facilities Management	\$34,830	\$948.30	\$35,778
Christian, Donna	Dir Internal Audit & Risk Management	Internal Audit & Compliance	\$102,653	\$1,626.53	\$104,280
Cinkosky, Heather	Administrative Specialist II	Health & Wellness Center	\$27,039	\$870.39	\$27,910
Clark, Cassandra	VESTA Missouri Coordinator	Agriculture	\$35,000	\$950.00	\$35,950
Clark, Christopher	Crd Res Life-Student Success Initiatives	Residence Life Housing & Dining Services	\$39,500	\$995.00	\$40,495
Clark, Donald	Custodial Supervisor	Residence Life Housing & Dining Services	\$37,397	\$973.97	\$38,371
Clark, James	Groundskeeper	Facilities Management-Grounds	\$33,993	\$939.93	\$34,933
Clark, John	Asst Dir of Facilities Mgmt, Grounds	Facilities Management-Grounds	\$54,847	\$1,148.47	\$55,995
Clark, Kaye	Teacher	Child Development Center	\$27,945	\$879.45	\$28,824
Clark, Kimberly	Document & Report Specialist	Advancement Services	\$31,158	\$911.58	\$32,069
Clark, Lisa	Director Planned Giving	Development Office	\$73,776	\$3,000	\$1,367.76
Clark, Megan	Senior Planner	Center Resource Planning & Management	\$36,500	\$965.00	\$37,465
Claussen, Patty	Financial Aid Counselor	Financial Aid	\$39,555	\$995.55	\$40,551
Clayton, Ryan	Custodian I	Residence Life Housing & Dining Services	\$21,237	\$812.37	\$22,049
Clements, Melinda	Residence Hall Host/Hostess	Residence Life Housing & Dining Services	\$22,534	\$825.34	\$23,359
Clinkenbeard, Merica	Instructional Specialist	Agency for Teaching, Leading & Learning	\$50,000	\$1,100.00	\$51,100
Clouse, Nick	Media Systems Technician	Faculty Center for Teaching & Learning	\$38,840	\$988.40	\$39,828
Cobb, Rhonda	General Buyer, Drago College Store-WP	West Plains Bookstore	\$29,326	\$893.26	\$30,219
Cobban, Jean	Administrative Assistant III	Advisement Center	\$28,641	\$886.41	\$29,527
Cockrum, Angela	Telecommunications System Administrator	Networking & Telecommunications	\$46,261	\$1,062.61	\$47,324
Coffman, Lance	Regional Small Business Consultant	SBTDC	\$47,500	\$1,075.00	\$48,575
Coffman, Steven	Coordinator Telecommunications	Networking & Telecommunications	\$74,521	\$1,345.21	\$75,866

Cole, Andrew	Distributed User Support Specialist	College of Humanities & Public Affairs	\$41,919		\$1,019.19	\$42,938
Colip, Katie	Crđ Res Life-Student Success Initiatives	Residence Life Housing & Dining Services	\$40,800		\$1,008.00	\$41,808
Collier, Jonathan	Maintenance General Mechanic	Facilities Management-Maintenance	\$30,284		\$902.84	\$31,187
Collins, Alyssa	Procurement-HR Specialist WP	West Plains Business Office	\$37,691		\$976.91	\$38,668
Collins, CJ	Coordinator Info Systems Support-WP	West Plains Information Technology Services	\$53,572		\$1,135.72	\$54,708
Collins, David	Head Athletics Coach	Athletics-Swimming-Men	\$62,384		\$1,223.84	\$63,608
Collins, Kileene	Administrative Assistant II	West Plains Student Services	\$26,771		\$867.71	\$27,639
Combs, Cheryl	Assistant Director Student Financial Aid	Student Employment Service	\$47,476		\$1,074.76	\$48,551
Combs, Julia	Department Head	Music	\$115,844		\$1,758.44	\$117,602
Combs, Theresa	Records & Registration Asst	West Plains Registration and Records	\$29,326		\$893.26	\$30,219
Compton, Jerome	Project Manager-Architect	Planning, Design & Construction	\$72,026		\$1,320.26	\$73,346
Compton, Pamela	Residence Hall Host/Hostess	Residence Life Housing & Dining Services	\$17,697		\$776.97	\$18,474
Conlon, Shannon	Library Associate II	Library	\$35,903	\$200	\$961.03	\$37,064
Conner, Amanda	Accounting Specialist	Facilities Management	\$29,015		\$890.15	\$29,906
Connor, George	Department Head	Political Science	\$112,502		\$1,725.02	\$114,227
Cook, Caryn	Academic Administrative Assistant II	Sports Medicine & Athletic Training	\$27,488		\$874.88	\$28,363
Cook, Jeanne	Department Head	Physical Therapy	\$104,534		\$1,645.34	\$106,179
Cook, Kimberly	Academic Administrative Assistant II	Merchandising and Fashion Design	\$20,670		\$806.70	\$21,476
Cook, Kimberly	Assistant Professor	Physician Assistant Studies	\$77,877		\$1,378.77	\$79,256
Cook, Samantha	Groundskeeper	Facilities Management-Grounds	\$22,317		\$823.17	\$23,140
Cook, Sara	Physician Medical Staff	Health & Wellness Center	\$114,000		\$1,740.00	\$115,740
Cook, Sheila	Administrative Specialist II	Financial Aid	\$27,156		\$871.56	\$28,028
Cooksey, Floyd	Custodian I	Facilities Management-Custodial	\$26,789		\$867.89	\$27,657
Coones, Jacquelyn	Director Prospect Management & Research	Development Office	\$57,110	\$3,000	\$1,201.10	\$61,311
Cooper, Lisa	Custodian I	Facilities Management-Custodial	\$22,728		\$827.28	\$23,555
Cornelison, Lauren	Sr Research Scientist-JVIC	Center for Archeological Research	\$45,418		\$1,054.18	\$46,472
Cornell, Gary	Property Control Manager	Facilities Management	\$39,998		\$999.98	\$40,998
Cortez, Willie	Maintenance General Mechanic	Facilities Management-Maintenance	\$31,705		\$917.05	\$32,622
Cottrell, Julia	Assessment Specialist	Assessment	\$32,998		\$929.98	\$33,928
Coughlin, Sean	Assistant Coach	Athletics-Football-Men	\$79,502		\$1,395.02	\$80,897
Coulter, Ronald	Department Head	Marketing	\$137,065		\$1,970.65	\$139,036
Coulter, Terrie	Administrative Assistant II	Athletics-Basketball-Women	\$29,059		\$890.59	\$29,950
Cox, Erica	Laboratory Supervisor CNAS	Biology	\$45,134		\$1,051.34	\$46,185
Cox, Jennifer	Asst to the Vice President for Admin Svcs	VP Administrative Services	\$77,000		\$1,370.00	\$78,370
Cox, Ronda	Administrative Specialist I	Greenwood Lab School	\$28,000		\$880.00	\$28,880
Cozort, Carol	Professional Developer	Agency for Teaching, Leading & Learning	\$50,900		\$1,109.00	\$52,009
Craig, Christopher	Deputy Provost	Provost Office	\$142,394		\$2,023.94	\$144,418
Craig, Rebecca	Financial Aid Counselor, WP	West Plains Financial Aid	\$31,277		\$912.77	\$32,190
Creson, Michelle	Financial Aid Technician	Financial Aid	\$31,189		\$911.89	\$32,101
Crews, Carrie	Administrative Assistant II	Agriculture	\$34,355		\$943.55	\$35,299
Crist, Robert	Custodian I	Residence Life Housing & Dining Services	\$21,237		\$812.37	\$22,049
Crockett, Jeffrey	Public Safety Officer	Safety & Transportation	\$28,035		\$880.35	\$28,915
Crockett, Jonathan	Construction Foreman	Facilities Management	\$43,077		\$1,030.77	\$44,108
Cron, Deborah	Clinical Professor	Communication Sciences & Disorders	\$76,308		\$1,363.08	\$77,671
Crowe, Danny	Custodian I	Residence Life Housing & Dining Services	\$21,237		\$812.37	\$22,049
Culbertson, Cory	Custodian I	Facilities Management-Custodial	\$21,237		\$812.37	\$22,049

Culver, Sandra	Director Business Advisement Center	College of Business	\$62,084		\$1,220.84	\$63,305
Cummings, Valerie	Dir Marketing & Promo-Access & Outrea	Outreach Publications & Marketing	\$49,595		\$1,095.95	\$50,691
Cunningham, Denise	Department Head	Childhood Education & Family Studies	\$101,800		\$1,618.00	\$103,418
Cunningham, Kym	Residence Hall Host/Hostess	Residence Life Housing & Dining Services	\$21,237		\$812.37	\$22,049
Curry, Matthew	Director CASE	Jordan Valley Innovation Center	\$94,839		\$1,548.39	\$96,387
Curtis, Lamar	Collection Coordinator	Financial Services	\$49,470	\$500	\$1,099.70	\$51,070
Dalton, Kelly	Manager, Accounts Payable-Budgeting	Financial Services	\$58,000	\$1,000	\$1,190.00	\$60,190
Dalton, Nicole	School Certifying Specialist	Veteran Student Center	\$32,406		\$924.06	\$33,330
Dane, Michelle	Accounting Technician	Financial Services	\$29,504		\$895.04	\$30,399
Daniels, Amy	Accountant	Financial Services	\$36,000		\$960.00	\$36,960
Daniels, Thomas	Custodian I	Residence Life Housing & Dining Services	\$28,860		\$888.60	\$29,749
Darabi, Rachele	Assoc Provost Std Dev & Public Affairs	Student Development & Public Affairs	\$137,676		\$1,976.76	\$139,653
Davidson, Bradley	Distributed User Support Specialist	International Programs	\$47,486		\$1,074.86	\$48,561
Davidson, Michael	HVAC Mechanic	Facilities Management-Maintenance	\$34,444		\$944.44	\$35,389
Davis, Ashley	Executive Assistant IV	CIO Information Services	\$40,600		\$1,006.00	\$41,606
Davis, Janet	Executive Assistant I	College of Business	\$28,495		\$884.95	\$29,380
Davis, John	Custodian I	Facilities Management-Custodial	\$21,237		\$812.37	\$22,049
Davis, Joshua	Department Head	Management & Information Technology	\$150,000		\$2,100.00	\$152,100
Davis, Kathy	Director Advisement Center	Advisement Center	\$71,754		\$1,317.54	\$73,072
Davis, Ronald	Custodian I	Residence Life Housing & Dining Services	\$32,398		\$923.98	\$33,322
Davis, Ruth	Public Safety Officer	Safety & Transportation	\$28,035		\$880.35	\$28,915
Davis-Cunningham, Margrie	Custodian I	Facilities Management-Custodial	\$21,237		\$812.37	\$22,049
Dawson, April	Postal Services Specialist	Postal Services	\$27,945		\$879.45	\$28,824
Day, Kaya	Academic Administrative Assistant II	Physical Therapy	\$28,628		\$886.28	\$29,514
Day, Lori	Sr Admission Evaluator	Admissions	\$32,289		\$922.89	\$33,212
Day, Michele	Director School of Social Work	Social Work	\$98,644		\$1,586.44	\$100,230
Deal, William	Department Head	Psychology	\$97,293		\$1,572.93	\$98,866
DeBoef, Ryan	Chief of Staff/Asst to President for Gov Re	President's Office	\$146,858		\$2,068.58	\$148,927
Deckard, Candida	Associate Director, Human Resources	Office of Human Resources	\$80,000		\$1,400.00	\$81,400
Deckard, Shelly	Executive Assistant III	Assoc Vice President Economic Development	\$43,840		\$1,038.40	\$44,878
Decker, James	ELI Academic Specialist	English Language Institute	\$40,850		\$1,008.50	\$41,859
Deever, Nakia	Custodian I	Facilities Management-Custodial	\$21,237		\$812.37	\$22,049
Del Conte, Terri	Head Athletics Coach	Intercollegiate Athletics	\$25,500		\$855.00	\$26,355
Del Vecchio, Ronald	Dean	Agriculture	\$137,000		\$1,970.00	\$138,970
Delamora, Nicholas	Systems Analyst	Computer Services	\$53,572		\$1,135.72	\$54,708
Dembele, Moussa	Custodian I	Plaster Stadium	\$26,519		\$865.19	\$27,385
Denson, Cody	Systems Analyst	Computer Services	\$54,000		\$1,140.00	\$55,140
Depriest, Christopher	Technical Director Theatre & Dance	Theatre & Dance	\$50,513		\$1,105.13	\$51,618
Derby, Norma	Information Spc-Financial Aid	Financial Aid	\$29,342		\$893.42	\$30,235
Derrick, Noel	Custodian I	Residence Life Housing & Dining Services	\$29,879		\$898.79	\$30,778
Derricks, Shannon	Asst Dir Athletic, Med & Rehab Services	Athletic Medical & Rehabilitation Services	\$51,918		\$1,119.18	\$53,037
Dettmers, Crystal	Accounting Specialist	Student Employment Service	\$29,993		\$899.93	\$30,893
DeWitt, Clyta	Administrative Assistant II	Bookstore	\$27,039		\$870.39	\$27,910
Dickerson, Kerry	Senior Director Athletics Development	Development Office	\$76,000		\$1,360.00	\$77,360
Dickison, Lynn	Sr Enterprise Systems Administrator	Computer Services	\$75,014	\$2,000	\$1,370.14	\$78,384
Dietrich, Sara	Assistant Coach	Athletics-Volleyball-Women	\$40,000		\$1,000.00	\$41,000

Dionne, Dawn	Food Services Manager, WP	West Plains Food Service	\$33,436		\$934.36	\$34,370
Dirks-Ham, Chelsea	Assistant Coach	Athletics-Swimming-Men	\$36,397		\$963.97	\$37,361
Divin, Jenay	Program Coordinator Green Dot	Title IX Office	\$39,200		\$992.00	\$40,192
Dixon, Kimberly	Accounting Specialist	PSU Student Engagement	\$28,599		\$885.99	\$29,485
Dixon, Stephanie	Academic Administrative Assistant III	Music	\$29,156		\$891.56	\$30,048
Dixon, Tamarah	Assistant Director of Student Conduct	Office of Student Conduct	\$40,800		\$1,008.00	\$41,808
Dixon, Tammy	Mental Health Clinician	Counseling Center	\$49,601		\$1,096.01	\$50,697
Dockery, Rachael	General Counsel & Chief Compliance Off	Legal Affairs and Compliance	\$157,220		\$2,172.20	\$159,392
Dodge, Steven	Department Head	Physician Assistant Studies	\$109,162		\$1,691.62	\$110,854
Doennig, Eric	Asst Dir, Athletics Communications	Athletics Communications	\$47,476		\$1,074.76	\$48,551
Dogwiler, Toby	Department Head	Geography Geology & Planning	\$112,178		\$1,721.78	\$113,900
Donelson, Randy	Access Control Specialist	Facilities Management-Maintenance	\$36,753		\$967.53	\$37,721
Donnellan, Debra	Crd Organizational & Talent Development	Office of Human Resources	\$55,148		\$1,151.48	\$56,299
Donnelson, Nicki	Asst Dir, University Communications	University Communications	\$47,500		\$1,075.00	\$48,575
Dotson, Brandy	Custodian I	Plaster Student Union Physical Plant	\$22,766		\$827.66	\$23,594
Dotson, Seth	Custodian I	Plaster Student Union Physical Plant	\$23,295		\$832.95	\$24,128
Douglas, Addie	Custodial Foreman	Campus Recreation	\$35,297		\$952.97	\$36,250
Douglas, Carole	Asst Director, Res Life-Ed & Development	Residence Life Housing & Dining Services	\$49,000		\$1,090.00	\$50,090
Douglas, Jennifer	Accounting Specialist	Bookstore	\$28,641		\$886.41	\$29,527
Dover, Susan	Admission Evaluator-Graduate College	Graduate College	\$33,958		\$939.58	\$34,898
Dowdy, Marcia	Professional Developer	Agency for Teaching, Leading & Learning	\$50,000		\$1,100.00	\$51,100
Drennan, Sally	Teacher	Child Development Center	\$29,326		\$893.26	\$30,219
Dressler, Howard	Preventative Maintenance Coordinator	Facilities Management-Maintenance	\$40,342		\$1,003.42	\$41,345
Driskell, Russell	Ranch Hand-Journagan Ranch	Agriculture-Mtn Grv Campus	\$36,079		\$960.79	\$37,040
Driskell, Vickie	Public Relations Specialist WP	WP Director of University Communications	\$37,235	\$2,000	\$992.35	\$40,227
Driver, Donna	Custodian I	Residence Life Housing & Dining Services	\$31,104		\$911.04	\$32,015
Dubree, Kimberly	Co-Director, Professional Ed Services	COE-Educational Field Experiences	\$52,500	\$500	\$1,130.00	\$54,130
Dudley, Larry	Distributed User Support Specialist	College of Education	\$53,161		\$1,131.61	\$54,293
Duitsman, Dalen	Director Ozarks Public Health Institute	CHHS-Master of Public Health	\$96,936		\$1,569.36	\$98,505
Duncan, Janice	Director Greenwood Lab School	Greenwood Lab School	\$98,533		\$1,585.33	\$100,118
Dunn, William	VP for University Advancement	VP University Advancement	\$152,945	\$6,000	\$2,189.45	\$161,134
Durden, Joni	Academic Administrative Assistant II	Biology	\$31,717		\$917.17	\$32,634
Durden, Karen	Library Associate I	Library	\$33,092		\$930.92	\$34,023
Eagleman, Laketa	Administrative Assistant II	Childhood Education & Family Studies	\$28,851		\$888.51	\$29,740
East, Stephanie	Sr Pharmacy Technician	Health & Wellness Center	\$31,878		\$918.78	\$32,797
Easter, Lauren	Asst Dir of Campus Recreation-Rec Sports	Campus Recreation	\$39,994		\$999.94	\$40,994
Eddy, Glenda	Executive Assistant I	VP Research & Economic Development	\$34,053		\$940.53	\$34,994
Edmond, Brian	Coordinator Management Info Systems	Computer Services	\$74,521		\$1,345.21	\$75,866
Edwards, Christine	Library Associate I	Library	\$30,918	\$200	\$911.18	\$32,029
Edwards, Daniel	HVAC Mechanic	Facilities Management-Maintenance	\$41,497		\$1,014.97	\$42,512
Edwards, Mark	Custodian I	Facilities Management-Custodial	\$22,728		\$827.28	\$23,555
Eiken, Melissa	Executive Assistant II	Library	\$34,400		\$944.00	\$35,344
Einhellig, Frank	Provost-Chancellor Mt Grove	Provost Office	\$225,753		\$2,857.53	\$228,611
Eisman, Karen	Academic Administrative Assistant III	Management & Information Technology	\$34,361		\$943.61	\$35,305
Ekhouse, Mary	Postal Technician I	Postal Services	\$23,247		\$832.47	\$24,079
Elder, Shaun	Workflow Systems Analyst	Computer Services	\$53,572		\$1,135.72	\$54,708

Elders, Vicki	Administrative Specialist II	Career Center	\$29,951	\$899.51	\$30,851
Elkins, Sherry	Academic Advisor-Retention Specialist	College of Business	\$33,000	\$930.00	\$33,930
Elliott, Cindy	Crd Informatics & Clinical Education	Physical Therapy	\$32,602	\$926.02	\$33,528
Elliott, Elizabeth	Academic Administrative Assistant I	Physician Assistant Studies	\$25,689	\$856.89	\$26,546
Ellis, Carol	Course Materials Buyer	Bookstore	\$32,469	\$924.69	\$33,394
Ellis, Deborah	Accounting Specialist	Residence Life Housing & Dining Services	\$37,439	\$974.39	\$38,414
Ellison, Tyrone	Custodian I	Facilities Management-Custodial	\$24,015	\$840.15	\$24,855
Elrod, Keri	Crd, Fitness and Athletic Training WP	West Plains Aquatics-Wellness	\$47,476	\$1,074.76	\$48,551
Elsworth, Elizabeth	Administrative Assistant III	Safety & Transportation	\$30,658	\$906.58	\$31,565
Embretson, Scott	Customer Service Manager	Bookstore	\$39,631	\$996.31	\$40,627
Emery, Jeremy	Field & Maintenance Crew Leader	Agriculture-Mtn Grv Campus	\$27,747	\$877.47	\$28,624
Endicott, Jordan	Academic Administrative Assistant II	Political Science	\$30,456	\$904.56	\$31,360
Engler, Karen	Clinical Professor	Communication Sciences & Disorders	\$78,351	\$1,383.51	\$79,735
Englert, Andrew	Assoc Dir, Safety and Transportation	Safety & Transportation	\$68,000	\$1,280.00	\$69,280
Epperson, Tracey	Boiler Fireman	Facilities Management-Maintenance	\$32,640	\$926.40	\$33,566
Erickson, Janet	Library Associate I	Library	\$35,730	\$957.30	\$36,687
Espy, Brenda	Administrative Assistant IV	Intercollegiate Athletics	\$38,717	\$987.17	\$39,704
Essel, Paul	Sr Accountant-Analyst	Financial Services	\$49,980	\$1,099.80	\$51,080
Estes, Rebecca	Administrative Assistant II	WP Student Advisement & Acad Support Ctr	\$27,549	\$875.49	\$28,424
Eth, Joe	Programmer/Analyst	Computer Services	\$59,638	\$1,196.38	\$60,834
Ettinger, Lawrence	Custodian I WP	West Plains Physical Plant	\$28,296	\$882.96	\$29,179
Euglow, Rebecca	Academic Records Specialist	Registrar	\$27,945	\$879.45	\$28,824
Euglow, Todd	Career Resources Specialist	Career Center	\$41,250	\$1,012.50	\$42,263
Evans, Kelly	Financial Aid Coordinator	Financial Aid	\$38,507	\$985.07	\$39,492
Evans, Paul	Assistant Coach	Athletics-Baseball-Men	\$69,846	\$1,298.46	\$71,144
Evans, Vicki	Accounting Specialist	Library	\$36,449	\$200	\$966.49
Everett, Sheldon	Operations & Video Manager-Men	Athletics-Basketball-Men	\$47,000	\$1,070.00	\$48,070
Eversoll, Norwin	HVAC Mechanic	Facilities Management-Maintenance	\$42,475	\$1,024.75	\$43,500
Ewert, Debbie	Telecommunications Service Administrator	Networking & Telecommunications	\$64,615	\$1,246.15	\$65,861
Ewy, Timothy	Centralized User Support Specialist	Computer Services	\$42,085	\$1,020.85	\$43,106
Fairchild, Austin	Custodian I	Facilities Management-Custodial	\$21,237	\$812.37	\$22,049
Fairchild, Marisa	Custodian I	Facilities Management-Custodial	\$21,237	\$812.37	\$22,049
Falls, Berlin	Custodian I	Facilities Management-Custodial	\$33,132	\$629.00	\$33,761
Falls, Karen	Custodian I	Facilities Management-Custodial	\$32,090	\$920.90	\$33,011
Fan, Jinzi	China Programs Specialist	International Programs	\$40,000	\$1,000.00	\$41,000
Fan, Lori	Executive Director Alumni Relations	Alumni Relations	\$90,270	\$1,502.70	\$91,773
Farris, Robin	Clinic Dir, Center City Counseling Clinic	Counseling Leadership & Special Education	\$47,476	\$1,074.76	\$48,551
Feeney, Sylvia	Program Dir Nurse Anesthesia Program	Biomedical Sciences	\$161,252	\$2,212.52	\$163,465
Feind, Danny	Sr Broadcast Engineer - Radio	KSMU	\$53,351	\$1,133.51	\$54,484
Ferber, Jason	Videographer/Editor	OPT	\$37,616	\$976.16	\$38,592
Ferguson, Karla	Asst Crd, Ed Field Exp & Assessment	COE-Educational Field Experiences	\$43,680	\$1,036.80	\$44,717
Ferguson, Michael	Foreman Meyer Alumni Center	Alumni Relations	\$47,752	\$1,077.52	\$48,830
Ferguson, Suzann	Career Resources Specialist	Career Center	\$42,655	\$1,026.55	\$43,682
Ferguson, Wendy	Executive Director Development	Development Office	\$97,826	\$1,578.26	\$99,404
Few, Tamaria	Director Human Resources	Office of Human Resources	\$105,000	\$1,650.00	\$106,650
Fife, Jordan	Head Athletics Coach	Athletics-Track-Women	\$41,534	\$1,015.34	\$42,549

Figg, Trent	Assistant Coach	Athletics-Football-Men	\$41,500	\$1,015.00	\$42,515
Finch, Ken	Custodian I	Facilities Management-Custodial	\$32,322	\$923.22	\$33,245
Fink, Jessica	Custodian I	Facilities Management-Custodial	\$21,237	\$812.37	\$22,049
Fischer, Scott	Library Associate I	Library	\$29,052	\$890.52	\$29,943
Fisher, Destiney	Custodian I	Facilities Management-Custodial	\$21,237	\$812.37	\$22,049
Fisher, Michael	Production Manager	Faculty Center for Teaching & Learning	\$46,994	\$1,069.94	\$48,064
Flannery, Sean	Centralized User Support Specialist	Computer Services	\$41,919	\$1,019.19	\$42,938
Fletcher, Glenn	Maintenance General Mechanic	Facilities Management-Maintenance	\$38,253	\$982.53	\$39,236
Flores, Tamara	Administrative Assistant III	College of Business	\$30,159	\$901.59	\$31,061
Flosi, Michael	Programmer/Analyst	Computer Services	\$54,614	\$1,146.14	\$55,760
Ford, Dana	Head Athletics Coach	Athletics-Basketball-Men	\$375,000	\$4,350.00	\$379,350
Ford, Luke	Public Safety Officer	Safety & Transportation	\$28,035	\$880.35	\$28,915
Forester, Carol	Administrative Specialist II	Safety & Transportation	\$27,549	\$875.49	\$28,424
Forshee, Bryan	Tech & Construction Mngmt Lab Tech	Technology & Construction Management	\$44,826	\$1,048.26	\$45,874
Fortney, David	Maintenance General Mechanic	Facilities Management-Maintenance	\$31,428	\$914.28	\$32,342
Fossett, Shaun	Mental Health Clinician	Counseling Center	\$43,000	\$1,030.00	\$44,030
Foster, Karen	Administrative Assistant IV	Plaster Student Union Administration	\$37,289	\$972.89	\$38,262
Foster, Kurtis	ELI Academic Specialist	English Language Institute	\$38,419	\$984.19	\$39,403
Foucart, Stephen	Chief Financial Officer	Financial Services	\$160,532	\$2,205.32	\$162,737
Fox, Daniel	Asst Dir Plaster Stdt Union-Facilities & Op	Plaster Student Union Administration	\$35,700	\$957.00	\$36,657
Fox, Michael	Telecommunications Technician	Networking & Telecommunications	\$36,715	\$967.15	\$37,682
Francka, Jacob	Maintenance General Mechanic	Facilities Management-Maintenance	\$40,336	\$1,003.36	\$41,339
Francka, Samantha	Marketing & Web Specialist RED	International Programs	\$40,550	\$1,005.50	\$41,556
Franklin, Keri	Director, Assessment	Assessment	\$95,283	\$1,552.83	\$96,836
Franklin, Rhonda	Administrative Specialist II	Health & Wellness Center	\$30,159	\$901.59	\$31,061
Frederick, Susan	Associate Head Athletics Coach	Athletics-Softball-Women	\$50,158	\$1,101.58	\$51,260
Frederick, Teresa	Assoc Director, Res Life-Facilities & Op	Residence Life Housing & Dining Services	\$65,000	\$1,250.00	\$66,250
Freeman, Ronnie	Custodial Supervisor	Facilities Management-Custodial	\$34,500	\$945.00	\$35,445
Freres, Lindsay	Assistant Teacher	Child Development Center	\$21,237	\$812.37	\$22,049
Frerichs, Warren	Asst Dir, Graduate Interdisciplinary Prgms	Graduate College	\$35,000	\$950.00	\$35,950
Frevert, Brandon	Assistant Box Office Manager	Juanita K Hammons Hall	\$33,055	\$930.55	\$33,986
Frey, Jeremiah	Head Strength & Conditioning Coach	Athletics Strength & Conditioning	\$48,117	\$1,081.17	\$49,198
Fritz, Marla	Academic Administrative Assistant I	Chemistry	\$23,974	\$839.74	\$24,814
Frizell, Michael	Director Student Learning Services	Bear Claw	\$61,695	\$1,172.00	\$62,867
Funderburk, Stacey	Director Editorial & Design Services	Editorial & Design Services	\$60,598	\$1,205.98	\$61,804
Gallion, Deborah	Director Marketing & Promotions	Juanita K Hammons Hall	\$61,394	\$1,213.94	\$62,608
Gant, Lucas	Athletics Equipment Stores Specialist	Intercollegiate Athletics	\$27,663	\$876.63	\$28,540
Gao, Yan	Accountant	Financial Services	\$36,000	\$960.00	\$36,960
Garcia-Pusateri, Yvania	Exec Dir Multi-Cultural Programs	Multicultural Services	\$62,000	\$1,220.00	\$63,220
Gardner, Hobart	Maintenance General Mechanic	Facilities Management-Maintenance	\$31,093	\$910.93	\$32,004
Garland, Brett	Department Head	Criminology	\$120,000	\$1,800.00	\$121,800
Garland, Diana	Director of Learning Commons	Bear Claw	\$57,376	\$1,173.76	\$58,550
Garman, Stephen	Assistant Director Student Financial Aid	Financial Aid	\$47,476	\$1,074.76	\$48,551
Garrett, Filip	Physician Medical Staff	Health & Wellness Center	\$152,000	\$2,120.00	\$154,120
Garton, Edwin	Instructional Tech Support Specialist	Provost Office	\$61,470	\$1,214.70	\$62,685
Gavel, Michelle	Financial Aid Counselor	Financial Aid	\$34,100	\$941.00	\$35,041

Geiger, Lacey	Open Course Coordinator	I Courses	\$40,000	\$1,000.00	\$41,000
George, Jessica	Custodian I	Facilities Management-Custodial	\$21,237	\$812.37	\$22,049
Germann, Julie	Professional Developer	Agency for Teaching, Leading & Learning	\$50,000	\$1,100.00	\$51,100
Gettys, Jeffery	Crd, Business Mgmt, College of Ag	Agriculture-Darr Ag Center	\$60,000	\$1,200.00	\$61,200
Gibbs, William	Residence Hall Host/Hostess	Residence Life Housing & Dining Services	\$17,697	\$776.97	\$18,474
Gibson, Deana	Academic Administrative Assistant III	Geography Geology & Planning	\$34,347	\$943.47	\$35,290
Gibson, Peggy	Custodian I	Facilities Management-Custodial	\$21,237	\$812.37	\$22,049
Gieselman-Holthaus, Tracie	Archivist	Library	\$41,500	\$1,015.00	\$42,515
Giles, Chelsey	Business Process and Reporting Analyst	Financial Aid	\$64,254	\$1,242.54	\$65,497
Gilsten, Heather	Administrative Assistant II	Computer Services	\$27,623	\$870.23	\$27,893
Gipson, Corey	Associate Head Athletics Coach	Athletics-Basketball-Men	\$105,000	\$1,650.00	\$106,650
Girdley, Robert	Groundskeeper-Gen Maintenance Worker	West Plains Physical Plant	\$31,108	\$911.08	\$32,019
Gladden, Monte	HVAC Mechanic	JQH Arena	\$45,115	\$1,051.15	\$46,166
Glaessgen, Tracey	Assoc Dir, Ctr for Acad Success & Trans	Center Academic Success & Transition	\$54,428	\$1,144.28	\$55,572
Glynn, Timothy	Custodian I	Residence Life Housing & Dining Services	\$24,305	\$843.05	\$25,148
Gochenauer, Kristan	Secretary to Board of Governors	Board of Governors Office	\$63,240	\$1,232.40	\$64,472
Goeringer, Rebecca	Accounting Specialist	Health & Wellness Center	\$30,232	\$902.32	\$31,134
Goerndt, Angela	Vivarium Technician	Research Administration	\$26,223	\$862.23	\$27,085
Goin, Kelsey	ELI Special Programs Coordinator	English Language Institute	\$25,547	\$855.47	\$26,403
Golden, Mary	Executive Assistant IV	Provost Office	\$51,334	\$1,113.34	\$52,447
Gong, Xiao'ou	China Programs Specialist	College of Business	\$52,624	\$1,126.24	\$53,750
Gonzalez, Alexis	Project Coordinator-TESOL	English	\$45,000	\$1,050.00	\$46,050
Good, William	Distributed User Support Specialist	College of Natural & Applied Sciences	\$43,130	\$1,031.30	\$44,161
Goodman, Melissa	Asst Dir of Athletics for Business Admin	Intercollegiate Athletics	\$47,476	\$1,074.76	\$48,551
Goodwin, Debra	Administrative Specialist I	VP University Advancement	\$29,161	\$891.61	\$30,053
Gordon, Nancy	Dir Faculty Center for Teach & Learning	Faculty Center for Teaching & Learning	\$63,752	\$1,237.52	\$64,990
Graham, Alexandra	Writing Specialist-WP	West Plains Dean of Academic Affairs Office	\$45,953	\$1,059.53	\$47,013
Graham, Christy	Executive Assistant III	Graduate College	\$46,436	\$731.00	\$47,167
Graham, Diana	Custodial Supervisor	Residence Life Housing & Dining Services	\$36,800	\$968.00	\$37,768
Graham, Phillip	Copy Center Supervisor	Copy This	\$38,178	\$981.78	\$39,160
Grant, Robert	IT Support Administrator	Computer Services	\$46,576	\$1,065.76	\$47,642
Gray, Monica	Administrative Assistant II	Development Office	\$31,606	\$916.06	\$32,522
Green, Carol	Business Intelligence Spc - Inst Research	Institutional Research	\$39,987	\$999.87	\$40,987
Green, Marian	Administrative Specialist II	College of Education	\$29,559	\$895.59	\$30,455
Green, Toni	Residence Hall Director	Residence Life Housing & Dining Services	\$33,000	\$930.00	\$33,930
Greer, Andrea	Asst Dir of Std Engage-Co-Curricular Inv	PSU Student Engagement	\$34,000	\$940.00	\$34,940
Greer, Brenda	Custodian I	Facilities Management-Custodial	\$21,237	\$812.37	\$22,049
Greer, Mariah	Diversity Transition & Support Crd	Multicultural Services	\$32,602	\$926.02	\$33,528
Grevillius, Jeffrey	Clothing/Soft Goods Manager	Bookstore	\$48,154	\$1,081.54	\$49,236
Griffin, Margie	Executive Assistant I	West Plains Dean of Academic Affairs Office	\$30,578	\$905.78	\$31,484
Grills, Benton	Groundskeeper-Gen Maintenance Worker	West Plains Physical Plant	\$27,039	\$870.39	\$27,910
Grimsley, Jared	Residence Hall Director	Residence Life Housing & Dining Services	\$32,602	\$926.02	\$33,528
Grindstaff, Brian	Experimental Machinist	College of Natural & Applied Sciences	\$47,264	\$1,072.64	\$48,337
Gross, Tracy	Professional Developer	Agency for Teaching, Leading & Learning	\$50,900	\$1,109.00	\$52,009
Grosso, Karen	Asst Dir, TRIO Student Support Services	TRIO	\$45,320	\$1,053.20	\$46,373
Guinn, Kristina	Immigration Support Coordinator	International Services	\$42,267	\$1,022.67	\$43,290

Guttin, Keith	Head Athletics Coach	Athletics-Baseball-Men	\$123,770		\$1,837.70	\$125,608
Hackeson, Michael	Network Analyst	Networking & Telecommunications	\$55,644		\$1,156.44	\$56,800
Hackney, James	Associate Professor	Physical Therapy	\$94,523		\$1,545.23	\$96,068
Hackworth, Michel	Asst Dir, Grants & Capital Projects Acct	Financial Services	\$67,995	\$1,000	\$1,289.95	\$70,285
Hader, William	IT Administrator RED	International Programs	\$55,387		\$1,153.87	\$56,541
Haener, Lori	Medical Technologist	Health & Wellness Center	\$46,841		\$1,068.41	\$47,909
Hagenhoff, Cynthia	Acad Adv-Mkt, Recruit & Retention Spc	School of Nursing	\$32,602		\$926.02	\$33,528
Hahn, Kathleen	Admissions Coordinator-Academic Adv	Biomedical Sciences	\$32,602		\$926.02	\$33,528
Hains, Arthur	University Marketing Specialist	VP Marketing and Communications	\$60,915		\$1,209.15	\$62,124
Hale, Beth	Sr Accountant-Analyst	Financial Services	\$48,690	\$500	\$1,091.90	\$50,282
Hale, Carole	Academic Administrative Assistant II	Accounting	\$36,356		\$963.56	\$37,320
Hall, David	University Emergency Manager	VP Administrative Services	\$75,000		\$1,350.00	\$76,350
Hall, John	Academic Adv/Mkt, Rec & Retention Spc	Adult Student Services	\$40,000		\$1,000.00	\$41,000
Hall, Milly	Custodian I WP	West Plains Physical Plant	\$23,703		\$837.03	\$24,540
Hallgren, Deanna	Director Child Development Center	Child Development Center	\$53,899		\$1,138.99	\$55,038
Hames, Jennifer	Administrative Assistant III	Greenwood Lab School	\$31,316		\$913.16	\$32,229
Hamilton, Timmarie	Program Coordinator MMP	Social Work	\$38,378		\$983.78	\$39,362
Hamman, Bradley	Systems Analyst	Computer Services	\$61,372		\$1,213.72	\$62,586
Hammers, Michael	Utility Locate Coordinator	Facilities Management-Maintenance	\$43,545		\$1,035.45	\$44,580
Hamon, Pascal	ELI Academic Director	English Language Institute	\$51,918		\$1,119.18	\$53,037
Hampsten, Darrell	Crd Small Business Developmen Ctr WP	WP Director University-Community Programs	\$51,815		\$1,118.15	\$52,933
Hampton, Mona	Accounting Technician	Financial Services	\$27,945		\$879.45	\$28,824
Handley, Scott	Assistant Director, Honors College	Honors College	\$49,003		\$1,090.03	\$50,093
Haney, Lisa	Program Manager MAS	Center for Archeological Research	\$38,730		\$987.30	\$39,717
Hankins, Amy	Library Associate II	Library	\$34,359		\$943.59	\$35,303
Hannum, Brad	Centralized User Support Specialist	Computer Services	\$41,919		\$1,019.19	\$42,938
Harbaugh, Rebecca	Associate Registrar, Operations	Registrar	\$54,861		\$1,148.61	\$56,010
Hardcastle, Joseph	Custodian I	Residence Life Housing & Dining Services	\$21,237		\$812.37	\$22,049
Hardie, Kimberly	Administrative Assistant II	Printing Services	\$30,848	\$670	\$915.18	\$32,433
Hardin, Jonathan	Laboratory & Stores Supervisor Chemistry	Chemistry	\$34,476		\$944.76	\$35,421
Haring, Katherine	Crd, Accred, Assess & Enrollment Mgt	College of Business	\$50,000		\$1,100.00	\$51,100
Harp, Patrick	Computer Operator	Computer Services	\$35,055		\$950.55	\$36,006
Harper, Alison	Director Annual Funds	Development Office	\$60,000		\$1,200.00	\$61,200
Harper, Jonathan	Assistant Coach	Athletics-Basketball-Women	\$85,829		\$1,458.29	\$87,287
Harper, Kellie	Head Athletics Coach	Athletics-Basketball-Women	\$251,573		\$3,115.73	\$254,689
Harris, Hannah	Instructor	Psychology	\$48,000		\$1,080.00	\$49,080
Harris, Stephen	Custodial Foreman WP	West Plains Physical Plant	\$28,735		\$887.35	\$29,622
Harrison, Rebecca	Accountant	International Programs	\$33,747		\$937.47	\$34,684
Harsen, Mark	Dir Networking & Telecommunications	Networking & Telecommunications	\$87,977	\$2,024	\$1,500.01	\$91,501
Harter, Sharon	Residence Hall Receptionist	Residence Life Housing & Dining Services	\$21,852		\$818.52	\$22,671
Hartzler, Nathan	Distributed User Support Specialist	Media, Journalism & Film	\$49,505		\$1,095.05	\$50,600
Harvey, Terrill	Course Materials Buyer	Bookstore	\$31,740		\$917.40	\$32,657
Haselden, Laura	Administrative Assistant II	Registrar	\$22,533		\$825.33	\$23,358
Hash, Kathleen	Admissions Counselor	Admissions	\$30,826		\$908.26	\$31,734
Haun, Korey	Systems Analyst	Computer Services	\$53,572		\$1,135.72	\$54,708
Hauschildt, Mitchell	Prevention, Rehab & Physical Perform Crd	Athletic Medical & Rehabilitation Services	\$47,108		\$1,071.08	\$48,179

Hauschildt, Shannon	Assistant Professor	Physician Assistant Studies	\$76,500		\$1,365.00	\$77,865
Hawk, Bryan	Financial Aid Coordinator	Financial Aid	\$35,000		\$950.00	\$35,950
Hawkins, Derrick	HVAC-Food Srv Equipment Mechanic	Facilities Management-Maintenance	\$36,216		\$962.16	\$37,178
Hawkins, Ross	Asst Dir, Acad Adv Ctr-Transfer Advising	Advisement Center	\$46,925		\$1,069.25	\$47,994
Hawkins, Thomas	Custodian I	Facilities Management-Custodial	\$21,365		\$813.65	\$22,179
Hayes, Frances	Administrative Specialist II	Juanita K Hammons Hall	\$30,671		\$906.71	\$31,578
Haymans, Leonard	Maintenance General Mechanic	Facilities Management-Maintenance	\$31,705		\$917.05	\$32,622
Haynes, Tabitha	Marketing and Data Communication Spc	VP Diversity & Inclusion	\$47,476		\$1,074.76	\$48,551
Hays, Brian	Distributed User Support Specialist	College of Natural & Applied Sciences	\$50,984		\$1,109.84	\$52,094
Headrick, Jake	Assistant Coach	Athletics-Basketball-Men	\$90,000		\$1,500.00	\$91,500
Heath, Robert	Physician Medical Staff	Health & Wellness Center	\$152,000		\$2,120.00	\$154,120
Heaton, Brian	Content Mgt Programmer/Analyst	Web Strategy & Development	\$65,712		\$1,257.12	\$66,969
Heibeck, Holly	Admission Counselor	Admissions	\$30,825		\$908.25	\$31,733
Hein, Stephanie	Department Head	Department of Hospitality Leadership	\$116,401		\$1,764.01	\$118,165
Helton, Kelli	Academic Administrative Assistant I	Psychology	\$23,961		\$839.61	\$24,801
Hendrickson, Donald	Advancement Applications & Data Analyst	Advancement Services	\$42,394	\$5,000	\$1,073.94	\$48,468
Henline, Jamie	Assistant Membership Manager	KSMU	\$37,448		\$974.48	\$38,422
Henne, Cassandra	Project Coordinator-AHEC	AHEC	\$34,500		\$945.00	\$35,445
Henry, Brian	Maintenance Foreman	Facilities Management-Maintenance	\$45,651	\$350	\$1,060.01	\$47,061
Henry, Leslie	Groundskeeper	Facilities Management-Grounds	\$34,004		\$940.04	\$34,944
Hensley, Kathryn	Accountant	Financial Services	\$36,000		\$960.00	\$36,960
Hensley, Ronald	Superintendent Physical Plant, WP	West Plains Physical Plant	\$58,021		\$1,180.21	\$59,201
Hensley, Tara	Sr Academic Records Specialist WP	West Plains Registration and Records	\$31,907		\$919.07	\$32,826
Henson, Ginger	Administrative Specialist II	Financial Aid	\$27,861		\$878.61	\$28,740
Henson, Jeremy	Distributed User Support Specialist	McQueary College of Health & Human Services	\$46,009		\$1,060.09	\$47,069
Herl, Jase	Assistant Coach	Athletics-Basketball-Men	\$90,000		\$1,500.00	\$91,500
Herring, Ann	Director Registration Services	Outreach Registration	\$47,476		\$1,074.76	\$48,551
Heslip, Chris	Property Control Specialist	Facilities Management	\$27,996		\$879.96	\$28,876
Hesse, Holly	Head Athletics Coach	Athletics-Softball-Women	\$82,910		\$1,429.10	\$84,339
Hetzler, Tona	Department Head	Sports Medicine & Athletic Training	\$117,672		\$1,776.72	\$119,449
Hicks, Lindsey	Admission Counselor WP	West Plains Admissions	\$27,945		\$879.45	\$28,824
High, Carrie	Custodian I	Facilities Management-Custodial	\$24,204		\$842.04	\$25,046
Hill, Julie	Asst Dir, Plstr Stdt Union-Bld Svcs & Stdt	Plaster Student Union Administration	\$41,189		\$1,011.89	\$42,201
Hill, Patrick	Studio Shop Maintenance Specialist	Art & Design	\$33,145		\$931.45	\$34,076
Hill, Sheryl	Residence Hall Receptionist	Residence Life Housing & Dining Services	\$22,943		\$829.43	\$23,772
Hill, Susanna	Positive Behavior Support Consultant	Agency for Teaching, Leading & Learning	\$53,500		\$1,135.00	\$54,635
Himes, Marcia	Assistant Professor	Physical Therapy	\$83,000		\$1,430.00	\$84,430
Hoener, Jeff	IT Support Administrator	Computer Services	\$47,476		\$1,074.76	\$48,551
Hoff, Nathan	Assoc Registrar, Degree Prgm & Adv Supt	Registrar	\$58,141		\$1,181.41	\$59,322
Hoffmeyer, Joseph	Energy Management Technician	Facilities Management-Maintenance	\$46,712		\$1,067.12	\$47,779
Hoggarth, Joshua	Custodian I	Residence Life Housing & Dining Services	\$21,438		\$814.38	\$22,252
Holdt, Betty	Custodian I	Facilities Management-Custodial	\$27,500		\$875.00	\$28,375
Holland, Sharon	Bookstore Manager WP	West Plains Bookstore	\$43,889		\$1,038.89	\$44,928
Holmer, Nancy	Library Associate II	Library	\$36,329		\$963.29	\$37,292
Holt, Shannon	Asst Registrar, Records & Registration	Registrar	\$47,476		\$1,074.76	\$48,551
Honeycutt, Pamela	Administrative Assistant II	Safety & Transportation	\$27,968		\$879.68	\$28,848

Hook, Joi	Accounting Specialist	Agency for Teaching, Leading & Learning	\$28,448		\$884.48	\$29,332
Hope, Marsha	Information Supv Admissions	Admissions	\$34,704		\$947.04	\$35,651
Hopkins, Jennifer	Instructor	Greenwood Lab School	\$52,650		\$1,126.50	\$53,777
Hoppe, Devery	Custodian I	Facilities Management-Custodial	\$21,237		\$812.37	\$22,049
Hopper, Donald	System Administrator-Electronics Buyer	Bookstore	\$43,500		\$1,035.00	\$44,535
Hornberger, Robert	Asst VP, Enrollment Mgt & Svcs/Registrar	Registrar	\$87,119		\$1,471.19	\$88,590
Horst, Kevin	Maintenance General Mechanic	Facilities Management-Maintenance	\$30,284		\$902.84	\$31,187
Horton, Tara	Training Coordinator SBTDC	SBTDC	\$48,506		\$1,085.06	\$49,591
Hoskin, Jordan	Acad Advisor/First Year Experience Crd	TRIO	\$34,000		\$940.00	\$34,940
Hough, David	Dean	College of Education	\$157,036		\$2,170.36	\$159,206
Houts, Amanda	Operations Assistant Athletics	Athletics-Basketball-Women	\$32,759		\$927.59	\$33,687
Howard, Susanne	Research Specialist II	Agriculture-Mtn Grv Campus	\$39,492		\$994.92	\$40,487
Howell, Cynthia	Director of Development	Development Office	\$55,000	\$5,000	\$1,200.00	\$61,200
Hubbard, Austin	Pre-Press Technician	Printing Services	\$32,156		\$921.56	\$33,078
Huelskamp, James	Maintenance General Mechanic	Facilities Management-Maintenance	\$34,621		\$946.21	\$35,567
Huey, Paula	Benefits Specialist	Office of Human Resources	\$40,180		\$1,001.80	\$41,182
Huff, Kristina	Administrative Assistant I	WP Student Advisement & Acad Support Ctr	\$24,555		\$845.55	\$25,401
Humiston, John	Maintenance Painter	Facilities Management-Maintenance	\$36,022		\$960.22	\$36,982
Hunt, Anna	Theatre Scene Shop Supervisor	Theatre & Dance	\$36,393		\$963.93	\$37,357
Hunt, Benjamin	Crd of Employee Wellness Programs	Health & Wellness Center	\$55,000		\$1,150.00	\$56,150
Hunt, Chastity	Sr Assoc Dir Athletics/Sr Woman Admin	Intercollegiate Athletics	\$96,747		\$1,567.47	\$98,314
Hurt, Timothy	Centralized User Support Specialist	Computer Services	\$43,023		\$1,030.23	\$44,053
Hyde, William	Groundskeeper/Horticulturalist	Facilities Management-Grounds	\$37,853		\$978.53	\$38,832
Ingle, Patricia	Director of Development	Development Office	\$67,493		\$1,274.93	\$68,768
Ireland, Kimberly	Clinical Instructor	Communication Sciences & Disorders	\$58,140		\$1,181.40	\$59,321
Irons, Chrystal	Dir Small Business & Tech Development	SBTDC	\$65,000		\$1,250.00	\$66,250
Isackson, Abby	Graphic Designer-Editorial & Design Svcs	Editorial and Design Services	\$36,308		\$963.08	\$37,271
Jackson, Jessica	Assistant Coach	Athletics-Basketball-Women	\$85,829		\$1,458.29	\$87,287
Jackson, Kenji	Assistant Coach	Athletics-Football-Men	\$51,000		\$1,110.00	\$52,110
Jacobsen, Jeffrey	Assistant Coach	Athletics-Swimming-Men	\$25,500		\$855.00	\$26,355
Jacobson, Victoria	Financial Aid Coordinator	Financial Aid	\$38,500		\$985.00	\$39,485
Jaeger, Randall	Custodian I	Facilities Management-Custodial	\$21,237		\$812.37	\$22,049
Jahnke, Tamera	Dean	College of Natural & Applied Sciences	\$150,455		\$2,104.55	\$152,560
Jay, Jon	Custodial Supervisor	Residence Life Housing & Dining Services	\$36,800		\$968.00	\$37,768
Jenkins, Jay	Distributed User Support Specialist	College of Humanities & Public Affairs	\$55,502		\$1,155.02	\$56,657
Jennings, Shannon	Database Analyst	Computer Services	\$54,318		\$1,143.18	\$55,461
Jensen, Jennifer	Professional Education Advisor-Recruiter	COE-Education Advisement	\$34,229		\$942.29	\$35,171
Jessee, Katy	Academic Advisor-Retention Specialist	College of Business	\$33,710	\$1,000	\$947.10	\$35,657
Jeter, Carmelita	Assistant Coach	Intercollegiate Athletics	\$43,500		\$1,035.00	\$44,535
Jett, Melissa	Coordinator Admissions WP	West Plains Admissions	\$47,476		\$1,074.76	\$48,551
Jochims, Lynda	Accountant	Financial Services	\$36,000		\$960.00	\$36,960
Johns, Justin	MHC-Substance Abuse Assess Specialist	Counseling Center	\$45,246		\$1,052.46	\$46,298
Johnson, Alex	Director Community-Engaged Learning	Citizenship & Service Learning	\$42,000		\$1,020.00	\$43,020
Johnson, David	Academic Advisor/Retention Specialist	McQueary College of Health & Human Services	\$37,740		\$977.40	\$38,717
Johnson, Glen	Tech Support Specialist-Facilities Mgmt	Facilities Management	\$47,913		\$1,079.13	\$48,992
Johnson, Janelle	Distributed User Support Specialist	Library	\$43,202		\$1,032.02	\$44,234

Johnson, Laurie	Custodian I	Hammons Student Center	\$32,600		\$926.00	\$33,526
Johnson, Mark	Custodian I	Residence Life Housing & Dining Services	\$32,091		\$920.91	\$33,012
Johnson, Sandra	Administrative Assistant III	Faculty Senate	\$30,325		\$903.25	\$31,228
Johnston, Jennifer	ELI Teacher Training Programs Director	English Language Institute	\$48,803		\$1,088.03	\$49,891
Jolley, Jason	Department Head	Modern & Classical Languages	\$99,205		\$1,592.05	\$100,797
Jones, Adja	Dir Student-Athlete Dev & Community Re	Dr Mary Jo Wynn Academic Achievement Ctr	\$40,000		\$1,000.00	\$41,000
Jones, Barbara	Director Special Events COAL	College of Arts & Letters	\$49,621		\$1,096.21	\$50,717
Jones, Brian	Custodial Supply, Delivery, & Storage For	Facilities Management-Custodial	\$32,397		\$923.97	\$33,321
Jones, Grant	Business Manager, Bookstore	Bookstore	\$48,412		\$1,084.12	\$49,496
Jones, Jacqueline	Payroll Specialist	Financial Services	\$33,276	\$500	\$937.76	\$34,714
Jones, Jeffrey	Interim Dept Head (Assoc Prof)	Finance & General Business	\$126,203		\$1,862.03	\$128,065
Jones, Lauren	Clinic Dir, Comm Sciences & Disorders	Communication Sciences & Disorders	\$67,000		\$1,270.00	\$68,270
Jones, Lois	Special Education Compliance Consultant	Agency for Teaching, Leading & Learning	\$50,000		\$1,100.00	\$51,100
Jones, Matthew	Technical Director	Hammons Student Center	\$36,394		\$963.94	\$37,358
Jones, Nadine	Academic Administrative Assistant II	Technology & Construction Management	\$31,165		\$911.65	\$32,077
Jones, Peggy	Executive Assistant IV	VP Student Affairs	\$48,154		\$1,081.54	\$49,236
Jones, Sandra	Radio Communications Officer	Safety & Transportation	\$30,359		\$903.59	\$31,263
Jones, Sarah	Clinical Instructor	Communication Sciences & Disorders	\$58,500		\$1,185.00	\$59,685
Jones, Scott	Assistant Director, Dual Credit Program	Missouri State Outreach	\$41,000		\$1,010.00	\$42,010
Jones, Shellie	Assistant Director of Alumni Activities	Alumni Relations	\$47,476		\$1,074.76	\$48,551
Jones, Sherry	Academic Administrative Assistant II	Mathematics	\$30,109		\$901.09	\$31,010
Joyce, Delores	Organizational & Talent Development Spc	Office of Human Resources	\$39,000		\$990.00	\$39,990
Kahre, Peggy	Accounting Specialist	Management Development Institute	\$29,847		\$898.47	\$30,746
Kamerer, Gwendolyn	Medical Assistant	Health & Wellness Center	\$26,351		\$863.51	\$27,215
Kane, Kevin	Head Athletics Coach	Athletics-Golf-Women	\$40,148		\$1,001.48	\$41,149
Katangur, Ajay	Department Head	Computer Science	\$135,000		\$1,950.00	\$136,950
Kayser, Kimberly	Contracts Administrator	Planning, Design & Construction	\$37,980		\$979.80	\$38,960
Keene, Amy	Sr Admission Evaluator	Admissions	\$32,773		\$927.73	\$33,701
Keeth, Jonathan	Research Technician II	Jordan Valley Innovation Center	\$57,649		\$1,176.49	\$58,825
Keller, Forrest	Journeyman Plumber	Facilities Management-Maintenance	\$41,984		\$1,019.84	\$43,004
Kellum, Mary	Ccrrd TRIO Student Support Services WP	West Plains Dean of Academic Affairs Office	\$43,804		\$1,038.04	\$44,842
Kemp, Matthew	Maintenance General Mechanic	Facilities Management-Maintenance	\$32,233		\$922.33	\$33,155
Kemp, Michael	Maintenance General Mechanic	Facilities Management-Maintenance	\$31,698		\$916.98	\$32,615
Kendall, Suzanne	Event & Meeting Services Coordinator	PSU Event and Meeting Services	\$27,996		\$879.96	\$28,876
Kennedy, Kathleen	Department Head	History	\$109,270		\$1,692.70	\$110,963
Kennedy, Robin	Video Communications Adm, Pharm D Prg	McQueary College of Health & Human Services	\$52,697		\$1,126.97	\$53,824
Kerley, Christina	Accounting Manager-WP	West Plains Business Office	\$51,011		\$1,110.11	\$52,121
Kerns, Ronald	Graphic Designer WP	WP Director of University Communications	\$36,670		\$966.70	\$37,637
Ketchum-Brewer, Karmen	Academic Advisor-Retention Specialist	College of Business	\$34,345	\$1,000	\$953.45	\$36,298
Kettering, Denise	Director Advancement Services	Advancement Services	\$78,840		\$1,388.40	\$80,228
Keuneke, Mark	Custodial Foreman	Hammons Student Center	\$31,511		\$915.11	\$32,427
Kidula, Iris	English Language Instruction Specialist	English Language Institute	\$27,665		\$876.65	\$28,542
Kielhofner, Robert	Univ Engineer-Dir Facilities Management	Facilities Management	\$95,985	\$2,500	\$1,584.85	\$100,070
Killingsworth, Alyssa	Academic Administrative Assistant II	Agriculture	\$29,000		\$890.00	\$29,890
Kim, Kyoungtae	Professor	Biology	\$67,196		\$1,271.96	\$68,468
Kindhart, Richard	Asst Dir of Athletics for Communications	Athletics Communications	\$72,568		\$1,325.68	\$73,894

King, Heather	Director of Scholarships	Enrollment Management & Services	\$56,797		\$1,167.97	\$57,965
King, Sandra	Advertising Manager Standard	College of Arts & Letters	\$37,445		\$974.45	\$38,419
Kingham, Susan	Administrative Assistant III	PSU Student Engagement	\$29,639		\$896.39	\$30,536
Kintner, Ellen	Information Spc-Financial Aid	Financial Aid	\$29,342		\$893.42	\$30,235
Kleinsmith, Stephen	Dir School & Community Partnerships	College of Education	\$54,600		\$1,146.00	\$55,746
Klem, Michael	Crld, Facilities Maintenance & Support Srv	Agriculture	\$52,807		\$1,128.07	\$53,935
Kliethermes, Sean	Asst Dir of Admissions-Info Srv Crd	Admissions	\$49,937		\$1,099.37	\$51,036
Knackstedt, Konya	Asst Dir of Campus Rec-Business Op	Campus Recreation	\$39,799		\$997.99	\$40,797
Knepper, Charna	Medical Technologist	Health & Wellness Center	\$47,778		\$1,077.78	\$48,856
Knight, Choompoonoot	Coordinator Office of the Registrar	Registrar	\$38,001		\$980.01	\$38,981
Knight, Rachel	Assistant General Manager, KSMU & OPT	OPT	\$86,946		\$391.00	\$87,337
Kramer, Justin	Assistant Coach	Athletics-Football-Men	\$60,100		\$1,201.00	\$61,301
Kramer, Vicki	Administrative Assistant III	EPP	\$29,241	\$500	\$897.41	\$30,638
Krisch, Julie	Asst Dir of Campus Rec-Aquatics & Risk	Campus Recreation	\$36,129		\$961.29	\$37,090
Kuhlmeier, Sylvia	Director of Library Services WP	West Plains Library	\$54,258		\$1,142.58	\$55,401
Kunkel, Allen	Assoc VP for Economic Development	Assoc Vice President Economic Development	\$127,982		\$1,879.82	\$129,862
Ladd, Ronda	Administrative Specialist IV	VP Administrative Services	\$37,004		\$970.04	\$37,974
Lafarlette, Melissa	Administrative Specialist II	Communication Sciences & Disorders	\$26,935		\$869.35	\$27,805
Lair, Heath	Technology Support Specialist - WP	West Plains Information Technology Services	\$46,465		\$1,064.65	\$47,530
Lair, Krista	Technology Support Specialist - WP	West Plains Information Technology Services	\$43,884		\$1,038.84	\$44,923
Lama, Kasey	Accountant	Financial Services	\$36,000		\$960.00	\$36,960
Lambert, Joshua	Associate Professor	Library	\$67,733		\$1,277.33	\$69,010
Lancaster, Dennis	Dean of Academic Affairs	West Plains Instruction	\$85,339		\$1,453.39	\$86,792
Landgraf, Tyler	Athletic Trainer	Athletic Medical & Rehabilitation Services	\$41,190		\$1,011.90	\$42,202
Lane, Thomas	Assoc VP of Stdt Life/Dean of Stdt	Dean of Students Office	\$105,913		\$1,659.13	\$107,572
Lang, Adam	Assistant Strength/Conditioning Coach	Athletics Strength & Conditioning	\$40,800		\$1,008.00	\$41,808
Lange, Evelyn	Teacher	Child Development Center	\$27,945		\$879.45	\$28,824
Lanpher, Larry	Grounds Equipment Mechanic	Facilities Management-Grounds	\$35,517		\$955.17	\$36,472
Larimore Vargas, Aubrey	Technology Training Administrator	Computer Services	\$46,576		\$1,065.76	\$47,642
Laroue, Kristeena	Assoc Dir, Disab Resource Ctr-Access Tec	Disability Resource Center	\$40,000		\$1,000.00	\$41,000
Lassiter, Edna	Residence Hall Receptionist	Residence Life Housing & Dining Services	\$18,217		\$782.17	\$18,999
Laswell, Kevin	Custodian I	Residence Life Housing & Dining Services	\$25,154		\$851.54	\$26,006
Lathrop, Jonita	Custodian I	Facilities Management-Custodial	\$22,218		\$822.18	\$23,040
Lavish, LaTrisha	Health Career Coordinator AHEC	AHEC	\$35,000		\$950.00	\$35,950
Lawler, Shirley	Chancellor, West Plains	West Plains Chancellor's Office	\$162,000		\$2,220.00	\$164,220
Lawrence, Idonna	Licensed Practical Nurse	Health & Wellness Center	\$37,138		\$971.38	\$38,109
Lawson, Jeffrey	Library Associate I	Library	\$31,309		\$913.09	\$32,222
Lawson, Matt	Assistant Coach	Athletics-Baseball-Men	\$50,000		\$1,100.00	\$51,100
Layman, Jill	Assistant Professor	Biomedical Sciences	\$130,000		\$1,900.00	\$131,900
Leamy, Jonathan	Head Athletics Coach	Athletics-Soccer-Men	\$61,252		\$1,212.52	\$62,465
Leas, Brian	Classroom Tech Support Administrator	Faculty Center for Teaching & Learning	\$47,878		\$1,078.78	\$48,957
Lee, Amanda	Asst Dir, Child Development Center	Child Development Center	\$35,890		\$958.90	\$36,849
Lee, Jason	Network Analyst	Networking & Telecommunications	\$54,865		\$1,148.65	\$56,014
Lee, Jonathan	Sr Systems Analyst	Computer Services	\$62,867		\$1,228.67	\$64,096
Lee, Rose	Executive Assistant I	College of Education	\$29,047	\$3,000	\$920.47	\$32,967
Lehmann, Timothy	Access Specialist	Disability Resource Center	\$35,578		\$955.78	\$36,534

Lesley, Rhonda	Director Counseling & Testing	Counseling Center	\$79,560		\$1,395.60	\$80,956
Lester, Sharon	Procurement Technician	Procurement Services	\$33,200		\$932.00	\$34,132
Letterman, Debbie	Asst Dir, PSU-Event & Meeting Svcs	PSU Event and Meeting Services	\$38,605		\$986.05	\$39,591
Letterman, Stacey	Administrative Specialist II	Missouri State Outreach	\$30,679		\$906.79	\$31,586
Lewellen, Ashleigh	Director Campus Recreation	Campus Recreation	\$63,000		\$1,230.00	\$64,230
Lewis, Betty	International Budget & Financial Manager	International Programs	\$57,479		\$1,174.79	\$58,654
Liggett, Allan	Clinical Associate Professor	Sports Medicine & Athletic Training	\$68,396		\$1,283.96	\$69,680
Lin, Shawn	Web Programmer/Analyst	Computer Services	\$53,057		\$1,130.57	\$54,188
Lincks, Brittany	Financial Aid Technician	Student Employment Service	\$29,972		\$899.72	\$30,872
Linder, Robert	Director Office of Visual Media	Office of Visual Media	\$60,148		\$1,201.48	\$61,349
Lindsay, George	Maintenance General Mechanic	Facilities Management-Maintenance	\$41,666		\$1,016.66	\$42,683
Lindsay, Teresa	Payroll Manager	Financial Services	\$72,276	\$3,000	\$1,352.76	\$76,629
Lininger, M	Executive Assistant II	College of Natural & Applied Sciences	\$35,555		\$955.55	\$36,511
Little, Sandra	Custodian I	Facilities Management-Custodial	\$22,218		\$822.18	\$23,040
Liu, Dandan	China Operations and Instruction Specialist	VP Research & Economic Development	\$51,739		\$1,117.39	\$52,856
Lo, Tsee	Groundskeeper	Facilities Management-Grounds	\$23,436		\$834.36	\$24,270
Locke, Shannon	Autism Resource Specialist	Provost Office	\$48,000		\$1,080.00	\$49,080
Loera, Joel	Graphic Design, Res Life, Housing & Dini	Residence Life Housing & Dining Services	\$44,247		\$1,042.47	\$45,289
Lofton, Denise	Benefits Specialist	Office of Human Resources	\$40,671		\$1,006.71	\$41,678
Loge, Jana	PLC Project Coordinator	Agency for Teaching, Leading & Learning	\$70,101		\$1,301.01	\$71,402
Lokie, Andrew	Dir Special Projects & Editor e-Journal	Student Development & Public Affairs	\$87,762		\$1,477.62	\$89,240
Long, Lee	Asst Dir of Facilities Mngmt, Custodial	Facilities Management-Custodial	\$57,500		\$1,175.00	\$58,675
Long, Philip	Journeyman Plumber	Facilities Management-Maintenance	\$34,354		\$943.54	\$35,298
Long, Sharon	Head Cashier	Bursars Office	\$46,091		\$1,060.91	\$47,152
Long, Shelia	Field & Maintenance Worker	Agriculture-Mtn Grv Campus	\$24,469		\$844.69	\$25,314
Lopez, Maria	Administrative Assistant II	Residence Life Housing & Dining Services	\$27,039		\$870.39	\$27,910
Lopinot, Neal	Director Center for Archeological Research	Center for Archeological Research	\$76,471		\$1,364.71	\$77,836
Lopinot, Sharon	Executive Assistant II	College of Education	\$37,994		\$979.94	\$38,974
Loveday, Tyler	Residence Hall Director	Residence Life Housing & Dining Services	\$33,000		\$930.00	\$33,930
Lovekamp, Lindsey	Autism Resource Specialist	Provost Office	\$48,000		\$1,080.00	\$49,080
Loveland, Marina	Coordinator Research Administration	Research Administration	\$58,689		\$1,186.89	\$59,876
Lozano, Justin	Director Disability Resource Center	Disability Resource Center	\$50,500		\$1,105.00	\$51,605
Lueck, Eric	Ranch Hand-Journagan Ranch	Agriculture-Mtn Grv Campus	\$29,285		\$892.85	\$30,178
Lueck, Marty	Manager Journagan Ranch	Agriculture-Mtn Grv Campus	\$71,429		\$1,314.29	\$72,743
Luellen, Heather	Staff Music Director-Accompanist	Theatre & Dance	\$49,431		\$1,094.31	\$50,525
Lyon, Carol	Custodian I	Residence Life Housing & Dining Services	\$21,237		\$812.37	\$22,049
Lyon, Eric	Custodial Supervisor	Facilities Management-Custodial	\$36,800		\$968.00	\$37,768
Mack-Hansen, Kiriana	Membership Crd - Radio & TV	KSMU	\$28,959		\$889.59	\$29,849
Madsen, Michelle	Residence Hall Director	Residence Life Housing & Dining Services	\$33,000		\$930.00	\$33,930
Magruder, Matthew	Associate Director, Admissions	Admissions	\$54,000		\$1,140.00	\$55,140
Maher-Felton, Lyssa	Clinic Assistant	Communication Sciences & Disorders	\$27,580		\$875.80	\$28,456
Malarkey, Elizabeth	Radio Traffic Crd & Operations Assistant	KSMU	\$36,778		\$967.78	\$37,746
Mann, Kathy	Academic Specialist TRIO WP	West Plains Dean of Academic Affairs Office	\$32,008		\$920.08	\$32,928
Marcak, Angela	Records & Registration Asst	West Plains Registration and Records	\$29,119		\$891.19	\$30,011
Marcum, Andrew	Distributed User Support Specialist	College of Business	\$44,554		\$1,045.54	\$45,600
Mardis, Michael	Project Manager-Architect	Planning, Design & Construction	\$70,000	\$3,000	\$1,330.00	\$74,330

Marler, Travis	Coordinator, Assessment Data Systems	College of Education	\$42,500		\$1,025.00	\$43,525
Marre Jr, Ted	Custodian I	Residence Life Housing & Dining Services	\$21,737		\$817.37	\$22,554
Martin, Deborah	Administrative Assistant II	West Plains Director of Development	\$30,328		\$903.28	\$31,231
Martin, Galen	Associate Director, Campus Recreation	Campus Recreation	\$49,343		\$1,093.43	\$50,436
Martin, Robert	Information Security Officer	Information Security	\$85,563	\$2,457	\$1,480.20	\$89,500
Martindale, Susan	Academic Advisor	Advisement Center	\$41,334		\$1,013.34	\$42,347
Martinez, Stephen	Groundskeeper	Facilities Management-Grounds	\$22,696		\$826.96	\$23,523
Massey, Eddie	Ranch Hand, Journagan Ranch	Agriculture-Mtn Grv Campus	\$26,997		\$869.97	\$27,867
Masterson, Julie	Assoc Provost & Dean of the Grad College	Graduate College	\$139,659		\$1,996.59	\$141,656
Mathis, S. Alicia	Department Head	Biology	\$117,335		\$1,773.35	\$119,108
Mattheis, Jon	Construction Technician	Facilities Management	\$31,121		\$911.21	\$32,032
Matthews, John	Patrol Sergeant	Safety & Transportation	\$34,354		\$943.54	\$35,298
Matthews, Michael	Physical Plant Foreman Mt Grove	Facilities Management-Mountain Grove	\$51,970		\$1,119.70	\$53,090
Matthews, Stephanie	Director Corporate & Foundation Rel	Development Office	\$56,100	\$4,000	\$1,201.00	\$61,301
Matthews, Victor	Dean	College of Humanities & Public Affairs	\$149,628		\$2,096.28	\$151,724
Mattocks, Vicki	Director Financial Aid	Financial Aid	\$78,142		\$1,381.42	\$79,523
Mawhiney, Shannon	Digital Archivist	Library	\$43,556	\$200	\$1,037.56	\$44,794
Mayanovic, Robert	Department Head	Physics Astronomy & Materials Science	\$117,589		\$1,775.89	\$119,365
Mayes, Hillary	Instructor	McQueary College of Health & Human Services	\$55,987		\$1,159.87	\$57,147
McBride, Amber	Academic Records Specialist	Registrar	\$27,945		\$879.45	\$28,824
McCallister, Sarah	Department Head	Kinesiology	\$117,678		\$1,776.78	\$119,455
McCart, Phillip	Programmer/Analyst	Computer Services	\$59,350		\$1,193.50	\$60,544
McCart, Rachelle	Administrative Assistant II	Facilities Management-Custodial	\$26,519		\$865.19	\$27,384
McCartney, Christine	Academic Advisor Athletics	Dr Mary Jo Wynn Academic Achievement Ctr	\$32,000		\$920.00	\$32,920
McCarty, Mark	Manager, Printing & Postal Services	Printing Services	\$63,750		\$1,237.50	\$64,988
McComb, Shawn	Programmer/Analyst	Computer Services	\$41,919		\$1,019.19	\$42,938
McCoy, Katelyn	Instructor	Agriculture	\$42,000		\$1,020.00	\$43,020
McCoy, Mindi	Academic Administrative Assistant II	Childhood Education & Family Studies	\$26,808		\$868.08	\$27,676
McCoy, Theresa	Director Computer Services	Computer Services	\$92,820	\$2,132	\$1,549.52	\$96,502
McCrorry, Kenneth	Instructional Technology Support Spc	College of Natural & Applied Sciences	\$62,971		\$1,229.71	\$64,201
McCrorry, Sue	Coordinator Testing Center	Library	\$47,878		\$1,078.78	\$48,957
McCroskey, Marilyn	Professor	Library	\$90,471		\$1,504.71	\$91,976
McDonald, Michelle	Admission Evaluator	Admissions	\$29,320		\$893.20	\$30,213
McDonough, Matthew	Director of Development	Development Office	\$52,000	\$8,000	\$1,200.00	\$61,200
McElwain, Amanda	Stores Clerk Facilities Management	Facilities Management	\$26,499		\$864.99	\$27,364
McElwain, Jason	Journeyman Steamfitter	Facilities Management-Maintenance	\$43,269		\$1,032.69	\$44,302
McEowen, Lisa	Library Associate III	Library	\$38,957		\$989.57	\$39,947
McFadden, Robert	Custodian I	Campus Recreation	\$27,039		\$870.39	\$27,910
McFall, Catherine	Accounting Specialist	Theatre & Dance	\$36,723		\$967.23	\$37,690
McGauley, Larry	Maintenance Electrician	Facilities Management-Maintenance	\$44,451		\$1,044.51	\$45,496
McGee, Emily	Associate Director, Facilities Management	Facilities Management	\$69,500		\$1,295.00	\$70,795
McGhee, Matthew	Coordinator Housing Policy	Residence Life Housing & Dining Services	\$41,800		\$1,018.00	\$42,818
McGinnis, Rachel	Interim Dir, Office of Research Admin	Research Administration	\$76,000	\$5,320	\$1,413.20	\$82,733
McGowne, Sheila	Administrative Specialist II	Advancement Services	\$29,639		\$896.39	\$30,536
McIntyre, Dawn	Budget Officer	Financial Services	\$48,000		\$1,080.00	\$49,080
McKee, Keri	Director of Development	Development Office	\$59,126	\$2,000	\$1,211.26	\$62,337

McKenzie, GERALYN	Asst Dir HR, Compensation & Info Mgt	Office of Human Resources	\$65,800	\$1,258.00	\$67,058
McLaughlin, John	Custodian I	Residence Life Housing & Dining Services	\$21,237	\$812.37	\$22,049
McManus, Loren	Enterprise System Administrator	Computer Services	\$58,380	\$1,183.80	\$59,564
McNish, Natalie	Sr Internal Auditor	Internal Audit and Compliance	\$66,400	\$1,264.00	\$67,664
Meadows, Brenda	Custodian I	Plaster Student Union Physical Plant	\$23,247	\$832.47	\$24,079
Meinert, David	Interim Dean	College of Business	\$197,375	\$2,573.75	\$199,949
Melton, Micki	Buyer	Procurement Services	\$40,800	\$1,008.00	\$41,808
Mendenhall, Kathy	Sr Accountant-Analyst	Financial Services	\$50,589	\$1,105.89	\$51,695
Mendez, Joanna	International Admission Coordinator	International Services	\$36,862	\$968.62	\$37,831
Mendez, Samuel	Custodian I	Plaster Student Union Physical Plant	\$25,140	\$851.40	\$25,991
Mentzer, Lynn	Admin & Operations Assistant - Football	Athletics-Football-Men	\$27,945	\$879.45	\$28,824
Meraz, Juan	Asst VP for Diversity & Inclusion	VP Diversity & Inclusion	\$77,918	\$1,379.18	\$79,297
Metzger, Benjamin	Assoc Dir, Admissions - Op & Systems	Admissions	\$54,000	\$1,140.00	\$55,140
Meyer, Bradley	Master Control Supervisor	OPT	\$37,418	\$974.18	\$38,392
Meyer, Jennifer	Residence Hall Host/Hostess	Residence Life Housing & Dining Services	\$18,026	\$780.26	\$18,807
Miles, Kyla	Licensed Practical Nurse	Health & Wellness Center	\$37,138	\$971.38	\$38,109
Miller, Andrea	Associate Professor	Library	\$55,734	\$1,157.34	\$56,891
Miller, Charles	English Language Instruction Specialist	English Language Institute	\$24,811	\$848.11	\$25,659
Miller, Dian	Assistant Box Office Manager	Juanita K Hammons Hall	\$38,145	\$981.45	\$39,126
Miller, Harriet	Accounting Specialist	Financial Aid	\$34,908	\$949.08	\$35,857
Miller, Jessen	Admissions Counselor	Admissions	\$30,825	\$908.25	\$31,733
Miller, Kathy	Records Supervisor	Advancement Services	\$40,093	\$1,000.93	\$41,094
Miller, Sandra	Webmaster-University Advancement	Advancement Services	\$38,291	\$982.91	\$39,274
Miller, Shirley	Accounting Technician	Bursars Office	\$32,246	\$922.46	\$33,168
Mills, Brandon	Programmer/Analyst	Computer Services	\$41,919	\$1,019.19	\$42,938
Mills, Nancy	Administrative Assistant III	Juanita K Hammons Hall	\$35,629	\$956.29	\$36,585
Mincey, Martha	Curator-Visual Resources	Art & Design	\$48,451	\$1,084.51	\$49,536
Miracle, Nathan	Assistant Professor	Physician Assistant Studies	\$80,000	\$1,400.00	\$81,400
Mitchell, D. Wayne	Assoc Dean (Assoc Professor)	McQueary College of Health & Human Services	\$66,540	\$1,265.40	\$67,805
Mitchell, Donald	Custodian I	Facilities Management-Custodial	\$22,218	\$822.18	\$23,040
Mitchell, Jeffrey	Associate General Counsel	Legal Affairs and Compliance	\$96,500	\$1,565.00	\$98,065
Mitchell, Miroslaba	Administrative Specialist II	Safety & Transportation	\$28,068	\$880.68	\$28,949
Mitchell, Shirley	Sr Accountant-Analyst	Provost Office	\$53,481	\$1,134.81	\$54,616
Moats, Kyle	Director Athletics	Intercollegiate Athletics	\$166,451	\$2,264.51	\$168,716
Moentnish, Shirley	Circulation/Shelving Supervisor	Library	\$42,273	\$1,022.73	\$43,296
Moncrief, Keith	Custodian I	Facilities Management-Custodial	\$30,471	\$904.71	\$31,376
Money, Austin	Asst Dir of Campus Recreation - Outdoor	Campus Recreation	\$36,129	\$961.29	\$37,090
Monkres, Lisa	Administrative Specialist II	Counseling Leadership & Special Education	\$28,127	\$881.27	\$29,008
Moore, David	Chief Engineer - TV	OPT	\$77,293	\$1,372.93	\$78,666
Moore, Heather	Executive Assistant I	College of Business	\$32,510	\$925.10	\$33,435
Moore, Jennifer	Di News-Content Coordinator, KSMU	KSMU	\$57,000	\$1,170.00	\$58,170
Moore, Paula	ELI Special Program Director	English Language Institute	\$49,535	\$1,095.35	\$50,630
Moore, Recy	Acad Adv-Mkt, Recr & Retention Spc	School of Nursing	\$37,454	\$974.54	\$38,429
Moore, Robert	Associate Director, Student Financial Aid	Financial Aid	\$52,000	\$1,120.00	\$53,120
Moore, Teresa	Assoc Dir, Athl & Entertainment Facilities	Hammons Student Center	\$50,000	\$1,100.00	\$51,100
Moore, Virginia	Accounting Technician	Financial Services	\$28,429	\$884.29	\$29,313

Moreno, Ronald	Custodian I	Facilities Management-Custodial	\$32,553	\$925.53	\$33,479
Moreno, Sherry	Custodian I	Facilities Management-Custodial	\$27,893	\$878.93	\$28,772
Morganthaler, Jennifer	Clinical Instructor	Agriculture-Mtn Grv Campus	\$40,000	\$1,000.00	\$41,000
Morris, Benjamin	Boiler Fireman	Facilities Management-Maintenance	\$37,335	\$973.35	\$38,308
Morris, Joseph	Director New Student & Family Programs	New Student and Family Programs	\$51,156	\$1,111.56	\$52,268
Morris, Matthew	Vice President Administrative Services	VP Administrative Services	\$144,800	\$2,048.00	\$146,848
Morrison, Jeffery	Custodial Supervisor	Plaster Student Union Physical Plant	\$32,180	\$921.80	\$33,102
Morrissey, Dennis	Journeyman Plumber	Facilities Management-Maintenance	\$42,473	\$1,024.73	\$43,498
Morrissey, Jeff	Chief Information Officer	CIO Information Services	\$124,400	\$1,844.00	\$126,244
Morrissey, Sarah	Administrative Assistant II	Cooperative Engineering Program	\$35,737	\$957.37	\$36,694
Morrow, Chelsea	Assistant Project Manager	Planning, Design & Construction	\$42,158	\$1,021.58	\$43,180
Morrow, Samantha	Costume Shop Manager-Draper	Theatre & Dance	\$33,945	\$939.45	\$34,884
Morton, Carla	Asst Dir, Achievement Ctr for Intercoll Ath	Dr Mary Jo Wynn Academic Achievement Ctr	\$40,000	\$1,000.00	\$41,000
Morton, Christian	Assistant Coach	Athletics-Football-Men	\$61,165	\$1,211.65	\$62,377
Moses, Kenneth	Assistant Coach, West Plains	West Plains Athletics-Men	\$35,000	\$950.00	\$35,950
Mosier, Robert	Custodian I	Fac Mgmt-Mountain Grove	\$25,199	\$851.99	\$26,051
Moskalski, Suzanne	Academic Administrative Assistant II	Communication	\$31,717	\$917.17	\$32,634
Mosley, Debra	Executive Assistant IV	West Plains Chancellor's Office	\$39,952	\$999.52	\$40,952
Mostyn, Andrea	Director University Communications	University Communications	\$62,148	\$1,221.48	\$63,369
Muegge, Frederick	Director Health & Wellness Services	Health & Wellness Center	\$162,280	\$2,222.80	\$164,503
Mullins, Marchalain	Programmer/Analyst	Computer Services	\$54,934	\$1,149.34	\$56,083
Mulvey, Adam	Athletics Equipment Stores Specialist	Hammons Student Center	\$27,497	\$874.97	\$28,372
Munoz Aliaga, Rut	Network Analyst	Networking & Telecommunications	\$53,784	\$1,137.84	\$54,922
Murphy, Jill	Employment Specialist	Office of Human Resources	\$45,623	\$1,056.23	\$46,679
Murphy, Michael	Sr Electronics Technician	College of Natural & Applied Sciences	\$66,683	\$1,266.83	\$67,950
Murphy, Valerie	Accounting Technician	Financial Services	\$38,088	\$980.88	\$39,069
Murrell, Frankie	Administrative Specialist II	West Plains Financial Aid	\$27,549	\$875.49	\$28,424
Muse, Amanda	Department Acad Advisor	Criminology	\$40,000	\$1,000.00	\$41,000
Mustion, Barbara	Accounting Technician WP	West Plains Business Office	\$35,868	\$958.68	\$36,827
Myers, Carrie	Custodian I	Facilities Management-Custodial	\$21,237	\$812.37	\$22,049
Nag, Nandita	Laboratory Supervisor CNAS	Physics Astronomy & Materials Science	\$33,328	\$933.28	\$34,261
Nagle, John	Asst Dir, Visual Media-Videography	Office of Visual Media	\$47,500	\$1,075.00	\$48,575
Nalley, Tammy	Procurement Technician	Procurement Services	\$28,900	\$889.00	\$29,789
Napier, Amanda	Licensed Practical Nurse	Health & Wellness Center	\$26,651	\$866.51	\$27,518
Neal, Rebecca	Academic Advisor	Advisement Center	\$32,640	\$926.40	\$33,566
Nelson, Diane	Sr Pharmacy Technician	Health & Wellness Center	\$31,878	\$918.78	\$32,797
Nelson, Kirk	Assistant Coach	Athletics-Soccer-Women	\$30,487	\$904.87	\$31,392
Netzer, Frederick	Groundskeeper	Facilities Management-Grounds	\$22,105	\$821.05	\$22,926
Netzer, Kelly	Groundskeeper	Facilities Management-Grounds	\$23,906	\$839.06	\$24,745
Neuschwander, Nathan	Graphic Designer, Library	Library	\$43,166	\$200	\$1,033.66
Newton, Sean	Associate Professor	Physical Therapy	\$95,023	\$1,550.23	\$96,573
Nichols, Elvin	Maintenance General Mechanic	Hammons Student Center	\$38,121	\$981.21	\$39,102
Nichols, Larry	Regional Outreach Administrator	Joplin Center	\$40,000	\$1,000.00	\$41,000
Nichols, Linda	Accounting Specialist	Financial Aid	\$38,414	\$984.14	\$39,398
Niepert, Danielle	Dir of Marketing and Promotions-Athletics	Intercollegiate Athletics	\$32,602	\$926.02	\$33,528
Norat, Timothy	Custodian I	Facilities Management-Custodial	\$21,237	\$812.37	\$22,049

Norcross, Tyler	HVAC-Food Service Equipment Mechanic	Facilities Management-Maintenance	\$35,918	\$959.18	\$36,877
Nordyke, Kathy	Director Citizenship & Service Learning	Citizenship & Service Learning	\$47,880	\$1,078.80	\$48,959
Norgren, Michelle	Project Director VESTA	Agriculture	\$78,116	\$1,381.16	\$79,497
Norris, Joye	Associate Provost for Access and Outreach	Missouri State Outreach	\$138,160	\$1,981.60	\$140,142
Nowell, Y, Anjanette	Dir Sponsorships & Educational Programs	Juanita K Hammons Hall	\$33,726	\$937.26	\$34,663
O'Connell, Brenda	Administrative Assistant II	Hammons Student Center	\$33,609	\$936.09	\$34,545
Oconnor, Rhonda	Library Associate II	Library	\$34,158	\$941.58	\$35,100
Odneal, Clayton	Cellar Technician	Agriculture-Mtn Grv Campus	\$34,422	\$944.22	\$35,366
Odneal, Marilyn	Clinical Instructor	Agriculture-Mtn Grv Campus	\$59,127	\$1,191.27	\$60,318
Oetting, Kristi	Business Process and Reporting Analyst	Registrar	\$53,000	\$1,130.00	\$54,130
Oetting, Tara	Clinical Professor	Communication Sciences & Disorders	\$67,363	\$1,273.63	\$68,637
Oliver, Michelle	Residence Hall Receptionist	Residence Life Housing & Dining Services	\$21,860	\$818.60	\$22,679
Olsen, Michelle	Director Institutional Research	Institutional Research	\$93,690	\$1,536.90	\$95,227
Olson, Debra	Medical Technologist	Health & Wellness Center	\$47,778	\$1,077.78	\$48,856
Orf, Michael	Assistant Dean of Academic Affairs-WP	West Plains Dean of Academic Affairs Office	\$59,933	\$1,199.33	\$61,132
Ortiz, Frank	Custodial Supervisor	Facilities Management-Custodial	\$39,930	\$999.30	\$40,929
Orzek, Ann	Mental Health Clinician	Counseling Center	\$63,232	\$1,232.32	\$64,464
Osler, Margaret	Residence Hall Receptionist	Residence Life Housing & Dining Services	\$21,860	\$818.60	\$22,679
Otte, Melissa	Assistant Teacher	Child Development Center	\$21,737	\$817.37	\$22,554
Owen, Joshua	Public Safety Officer	Safety & Transportation	\$26,196	\$861.96	\$27,058
Owen, Marc	Asst Dir, Ozarks Env & Water Resources	Water Institute	\$56,762	\$1,167.62	\$57,930
Owrey, Savonna	Clothing Inventory/Auxiliary Specialist	Bookstore	\$33,342	\$933.42	\$34,275
Oxendine, Paige	Business Incubator Program Coordinator	Assoc Vice President Economic Development	\$50,400	\$1,104.00	\$51,504
Palmer, Christopher	Maintenance General Mechanic	Facilities Management-Maintenance	\$30,904	\$909.04	\$31,813
Panza, Juli	Co-Dir, Professional Education Services	COE-Education Advisement	\$53,000	\$1,130.00	\$54,130
Pardue, Mary	Department Head	Media, Journalism & Film	\$93,452	\$1,534.52	\$94,987
Parker, Samuel	Maintenance Electrician	Facilities Management-Maintenance	\$46,754	\$1,067.54	\$47,822
Parnell, Patrick	Director International Services Office	International Services	\$57,168	\$1,171.68	\$58,340
Parrott, Neva	Assistant Librarian	West Plains Library	\$48,786	\$1,087.86	\$49,874
Patel, Rishi	Sr Research Scientist-JVIC	Jordan Valley Innovation Center	\$72,596	\$1,325.96	\$73,922
Patterson, Jacqueline	Executive Assistant II	McQueary College of Health & Human Services	\$33,009	\$930.09	\$33,939
Patterson, Jill	Title IX Coordinator	Title IX Office	\$85,140	\$1,451.40	\$86,591
Patterson, Kim	Administrative Assistant II	Residence Life Housing & Dining Services	\$27,365	\$873.65	\$28,239
Pattison, Matthew	Residence Hall Host/Hostess	Residence Life Housing & Dining Services	\$28,301	\$883.01	\$29,184
Patton, Megan	Teacher	Child Development Center	\$35,890	\$958.90	\$36,849
Patton, Tracy	Library Associate III	Library	\$39,588	\$995.88	\$40,584
Paul, Ashley	Visiting Clinical Instructor	School of Nursing	\$72,000	\$1,320.00	\$73,320
Paul, Richecard	Patrol Corporal	Safety & Transportation	\$31,636	\$916.36	\$32,553
Pavlick, Laura	Coordinator Property Control	Facilities Management	\$56,965	\$1,169.65	\$58,135
Peace, Robert	Network Analyst	Networking & Telecommunications	\$54,865	\$1,148.65	\$56,014
Pearce, Lori	Event & Meeting Services Coordinator	PSU Event and Meeting Services	\$29,537	\$895.37	\$30,432
Pearson, Belinda	Non-Credit Program Coordinator	Community Outreach	\$40,000	\$1,000.00	\$41,000
Pecsok, Karen	Admission Evaluator-WP	West Plains Admissions	\$28,832	\$888.32	\$29,720
Pedersen, Johnna	Sr Research Scientist-JVIC	Jordan Valley Innovation Center	\$56,810	\$1,168.10	\$57,978
Penkalski, James	Dir, Athletic, Medical & Rehab Services	Athletic Medical & Rehabilitation Services	\$69,917	\$1,299.17	\$71,216
Penkalski, Melissa	Assistant Professor	School of Nursing	\$78,000	\$1,380.00	\$79,380

Penn, Barbara	Administrative Specialist II	Advancement Services	\$31,482		\$914.82	\$32,397
Penner, Robert	Public Safety Officer	Safety & Transportation	\$26,926		\$869.26	\$27,795
Perine, Elizabeth	Associate Head Athletics Coach	Athletics-Softball-Women	\$50,158		\$1,101.58	\$51,260
Perkins, Amy	Band Event Coordinator	Music	\$37,337		\$973.37	\$38,310
Perkins, Gary	Custodian I	Facilities Management-Custodial	\$22,728		\$827.28	\$23,555
Perry, Dennis	HVAC-Food Service Equipment Mechanic	Facilities Management-Maintenance	\$37,439		\$974.39	\$38,413
Perryman, Michael	Energy Management Technician	Facilities Management-Maintenance	\$50,414		\$1,104.14	\$51,518
Peters, Janet	Administrative Assistant II	Facilities Management-Maintenance	\$29,844		\$898.44	\$30,742
Peters, Thomas	Dean	Library	\$122,414		\$1,824.14	\$124,238
Petersen, Sylvia	Research Specialist II	Agriculture	\$32,602		\$926.02	\$33,528
Peterson, Rachel	Recruitment Specialist WP	West Plains Admissions	\$35,548		\$955.48	\$36,503
Petkovic, Vickie	Academic Specialist TRIO WP	Wp Student Advisement & Acad Support Ctr	\$27,945		\$879.45	\$28,824
Petr, Jeffrey	Senior Database Analyst	Computer Services	\$66,000		\$1,260.00	\$67,260
Pettijohn, Catherine	English Language Instruction Specialist	English Language Institute	\$24,811		\$848.11	\$25,659
Pettus, David	Distributed User Support Specialist	College of Arts & Letters	\$58,189		\$1,181.89	\$59,371
Phillips, Heather	Health Career Coordinator AHEC	AHEC	\$40,496		\$1,004.96	\$41,501
Phillips, Mary	Special Event Crd & Marketing Assistant	College of Business	\$40,800		\$1,008.00	\$41,808
Phinney, Tennie	Paralegal	Legal Affairs and Compliance	\$41,280		\$1,012.80	\$42,293
Piercy, Kevin	Assistant Director, Computer Services	Computer Services	\$82,202		\$1,422.02	\$83,624
Pierpoint, Sophie	Director of Development	Development Office	\$57,967	\$3,000	\$1209.67	\$62,177
Pinegar, Angela	Asst Dir of Advancement Services	Advancement Services	\$44,596		\$1,045.96	\$45,642
Pitts, James	Custodian I	Facilities Management-Custodial	\$21,237		\$812.37	\$22,049
Plank, Angela	Laboratory Supervisor CNAS	Biology	\$49,504		\$1,095.04	\$50,599
Plaster, Daniel	Public Safety Officer	Safety & Transportation	\$30,996		\$909.96	\$31,906
Poindexter, Teri	Graphic Designer-Editorial & Design Svcs	Editorial and Design Services	\$38,951		\$989.51	\$39,941
Politte, Jordan	Professional Developer	Agency for Teaching, Leading & Learning	\$50,000		\$1,100.00	\$51,100
Polking, Amanda	Assistant Coordinator, Project Success	Learning Diagnostic Clinic	\$37,279	\$500	\$977.79	\$38,757
Polm, Michael	Facilities Manager	Facilities Management-Maintenance	\$54,500	\$1,000	\$1,155.00	\$56,655
Polyard, Brenda	Dir University & Community Prgms, WP	WP Director University-Community Programs	\$57,437		\$1,174.37	\$58,611
Pomrening, Holly	Administrative Assistant II	Health & Wellness Center	\$22,830		\$828.30	\$23,658
Popp, Christopher	Head Athletics Coach-WP	West Plains Athletics-Men	\$54,300		\$1,143.00	\$55,443
Potochnik, Robert	Centralized User Support Specialist	Computer Services	\$48,957		\$1,089.57	\$50,047
Powell, Robin	Academic Administrative Assistant II	Computer Science	\$36,280		\$962.80	\$37,243
Pratt, Harold	Asst to President & Chief Diversity Officer	VP Diversity & Inclusion	\$124,400		\$1,844.00	\$126,244
Pratt, Jennifer	Clinical Associate Professor	Communication Sciences & Disorders	\$71,810		\$1,318.10	\$73,128
Presnell, Raymond	Director Bookstore	Bookstore	\$76,318		\$1,363.18	\$77,681
Prewitt, Victor	Telecommunications Technician	Networking & Telecommunications	\$43,944		\$1,039.44	\$44,983
Price, Cheryl	Administrative Assistant II	Office of Human Resources	\$26,196		\$861.96	\$27,058
Price, Joseph	Department Head	Theatre & Dance	\$100,000		\$1,600.00	\$101,600
Price, Melissa	Dir Marketing, Comm & External Relation	College of Business	\$61,584		\$1,215.84	\$62,800
Prince, Munir	Assistant Coach	Athletics-Football-Men	\$51,000		\$1,110.00	\$52,110
Proctor, Janene	Research Administration Specialist	Research Administration	\$49,057		\$1,090.57	\$50,148
Pruitt, James	Manager, Transportation	Safety & Transportation	\$55,000		\$1,150.00	\$56,150
Pruitt, Lindsey	Licensed Practical Nurse	Health & Wellness Center	\$26,651		\$866.51	\$27,518
Pszczolkowski, Maciej	Research Professor	Agriculture-Mtn Grv Campus	\$73,028		\$1,330.28	\$74,358
Puckett, Erica	Administrative Assistant II	West Plains Admissions	\$27,058		\$870.58	\$27,929

Pulliam, Matthew	Engineering Shop & Lab Supervisor	Cooperative Engineering Program	\$33,660		\$936.60	\$34,597
Pyle, Connie	Nursing Coordinator	Health & Wellness Center	\$65,077		\$1,250.77	\$66,328
Qiu, Xiaomin	Associate Professor	Geography Geology & Planning	\$60,653		\$1,206.53	\$61,860
Quinn, Justin	Maintenance Foreman	Facilities Management-Maintenance	\$44,957	\$650	\$1,056.07	\$46,663
Quirk, Ted	Corp Support Rep & Special Event Crd	KSMU	\$39,000		\$990.00	\$39,990
Radier, George	Academic Advisor-Retention Specialist	College of Business	\$33,710	\$1,000	\$947.10	\$35,657
Ragan, Kent	Interim Assoc Dean (Professor)	College of Business	\$133,000		\$1,930.00	\$134,930
Ragsdale, Chansouk	Library Associate II	Library	\$38,942	\$200	\$991.42	\$40,133
Raines, Ashley	Executive Assistant IV	VP Diversity & Inclusion	\$40,163		\$1,001.63	\$41,165
Raines, Daniel	Ass Dir of Athletics-Academic & Stdts Srvs	Dr Mary Jo Wynn Academic Achievement Ctr	\$55,000		\$1,150.00	\$56,150
Raines, Judy	Accounting Specialist	Health & Wellness Center	\$31,131		\$911.31	\$32,042
Rains, Devonna	Academic Administrative Assistant II	Music	\$26,732		\$867.32	\$27,599
Rainwater, Douglas	Budget and Financial Manager	Provost Office	\$70,596		\$1,305.96	\$71,902
Raleigh, Phillip	Administrative Specialist II	Graduate College	\$30,702		\$907.02	\$31,609
Randol, Kimberly	Administrative Specialist II	Communication Sciences & Disorders	\$26,727		\$867.27	\$27,595
Rapp, Kelly	Director Career Center	Career Center	\$70,000		\$1,300.00	\$71,300
Rawls, Michelle	Administrative Assistant II	Athletic Medical & Rehabilitation Services	\$28,535		\$885.35	\$29,420
Ray, Bryan	Dir Center for Resource Planning & Mgmt	Center Resource Planning & Management	\$48,000		\$1,080.00	\$49,080
Ray, Jack	Asst Dir, Center for Arch Research	Center for Archeological Research	\$57,567		\$1,175.67	\$58,743
Raymer, Kai	Content Strategist	Web Strategy & Development	\$36,330		\$963.30	\$37,293
Raymond, Teresa	Accountant	Financial Services	\$36,000		\$960.00	\$36,960
Reece, Ashley	Title IX Investigator	Title IX Office	\$50,500		\$1,105.00	\$51,605
Reed, Jerilyn	Coordinator, Student Wellness	Health & Wellness Center	\$47,476		\$1,074.76	\$48,551
Reed, Jimmie	Groundskeeper-Gen Maintenance Worker	West Plains Physical Plant	\$29,640		\$896.40	\$30,536
Reed, Ryan	Coordinator, Access Programs	Multicultural Services	\$41,534		\$1,015.34	\$42,549
Reed, Tamara	Sr Internal Auditor	Internal Audit and Compliance	\$71,502		\$1,315.02	\$72,817
Rees, Christopher	Enterprise System Administrator	Computer Services	\$65,297		\$1,252.97	\$66,550
Reese, Chantz	Ranch Hand-Journagan Ranch	Agriculture-Mtn Grv Campus	\$26,000		\$860.00	\$26,860
Reeves, Stacie	Residence Hall Receptionist	Residence Life Housing & Dining Services	\$19,596		\$795.96	\$20,392
Reger, Elizabeth	Coordinator Grad Program Office COB	College of Business	\$61,500		\$1,215.00	\$62,715
Reichling, Susanna	Library Associate II	Library	\$35,594	\$200	\$957.94	\$36,752
Reid, Helen	Dean	McQueary College of Health & Human Services	\$149,427		\$2,094.27	\$151,521
Reimer, Anthony	Maintenance General Mechanic	JQH Arena	\$35,537		\$955.37	\$36,492
Reinert, John	Asst Crd, Ed Field Exp & Assessment	COE-Educational Field Experiences	\$32,760		\$927.60	\$33,688
Reut, Rebeca	Academic Administrative Assistant I	Communication Sciences & Disorders	\$23,974		\$839.74	\$24,814
Reyes Sam, Jorge	International Enrollment Coordinator	International Services	\$36,275		\$962.75	\$37,238
Reynolds, Kristie	Research Analyst	Institutional Research	\$37,215		\$972.15	\$38,187
Rhea, Jason	Grounds Supervisor	Facilities Management-Grounds	\$40,040		\$1,000.40	\$41,040
Rhodes, Joy	Administrative Specialist II	Safety & Transportation	\$26,631		\$866.31	\$27,497
Rhodes, Norman	Custodian/Equipment Maint Spc	Plaster Student Union Physical Plant	\$26,997		\$869.97	\$27,867
Rice, Stacy	Instructional Designer	Faculty Center for Teaching & Learning	\$52,937		\$1,129.37	\$54,066
Rice, Victoria	Asst Dir of Student Engagement for Prgrm	PSU Student Engagement	\$36,705		\$967.05	\$37,672
Richards, Byron	Maintenance General Mechanic	Facilities Management-Maintenance	\$35,511		\$955.11	\$36,466
Richardson, Timothy	Residence Hall Host/Hostess	Residence Life Housing & Dining Services	\$21,237		\$812.37	\$22,049
Rideout, Jennifer	Project Supervisor	Center for Archeological Research	\$32,602		\$926.02	\$33,528
Rigby, Rachel	Academic Administrative Assistant III	Biology	\$29,171		\$891.71	\$30,063

Riggs, Trisha	SWMO AHEC Director	AHEC	\$60,000		\$1,200.00	\$61,200
Riley, Ellen	Academic Advisor-Retention Specialist	College of Business	\$33,000		\$930.00	\$33,930
Ringer, Melissa	Program Crd, DESE Project ACCESS	Provost Office	\$32,602		\$926.02	\$33,528
Rios, Laura	Academic Administrative Assistant II	Physics Astronomy & Materials Science	\$30,736		\$907.36	\$31,643
Rivatto, Karen	Operations Assistant Athletics	Athletics-Volleyball-Women	\$27,945		\$879.45	\$28,824
Robertson, Erica	Academic Records Specialist	Registrar	\$27,945		\$879.45	\$28,824
Robinson, Barbara	Professor	Physical Therapy	\$105,134		\$1,651.34	\$106,785
Robinson, Holly	Teacher	Child Development Center	\$27,945		\$879.45	\$28,824
Robinson, Sally	Administrative Assistant II	WP Director University-Community Programs	\$26,196	\$1,000	\$871.96	\$28,068
Robison, Holly	Administrative Specialist II	Learning Diagnostic Clinic	\$31,717		\$917.17	\$32,634
Robison, Jane	Executive Director, ELI	English Language Institute	\$69,238		\$1,292.38	\$70,530
Robords, Susan	Academic Administrative Assistant II	Media, Journalism & Film	\$27,050		\$870.50	\$27,921
Rockney, Andrea	Positive Behavior Support Consultant	Agency for Teaching, Leading & Learning	\$53,050		\$1,130.50	\$54,181
Rockwell, Rae Ann	Academic Administrative Assistant II	Art & Design	\$31,300		\$913.00	\$32,213
Roessler, Kate	Asst Dir Std Engagement-Fraternity & Sor	PSU Student Engagement	\$34,680		\$946.80	\$35,627
Rogers, Katy	Custodian I	Facilities Management-Custodial	\$24,598		\$845.98	\$25,444
Rogers, Michael	Information Security Specialist	Information Security	\$44,919		\$1,049.19	\$45,968
Rogers, Robert	Custodian I	Facilities Management-Custodial	\$21,237		\$812.37	\$22,049
Rogg, Laura	University Operator	Networking & Telecommunications	\$27,081		\$870.81	\$27,952
Rohall, David	Department Head	Sociology & Anthropology	\$103,836		\$1,638.36	\$105,474
Roland, Alan	Online Systems Specialist	Outreach Technology & Equipment	\$54,918		\$1,149.18	\$56,067
Rollman, Adam	Assistant Coach	Athletics-Volleyball-Women	\$40,000		\$1,000.00	\$41,000
Roop, Kristin	Admissions Crd-Customer Srv & Events	Admissions	\$40,800		\$1,008.00	\$41,808
Rose, Daniel	Library Associate I	Library	\$28,641		\$886.41	\$29,527
Rose, Michelle	Writer-Editor	Editorial and Design Services	\$39,100		\$991.00	\$40,091
Rosewell, Kristina	Administrative Assistant II	Career Center	\$27,756		\$877.56	\$28,634
Ross, Jaime	Dir Adult Non-traditional Std Resources	Adult Student Services	\$53,750		\$1,137.50	\$54,888
Rozell, Elizabeth	Associate Dean	College of Business	\$175,442		\$2,354.42	\$177,796
Rude, Brian	Assistant Copy Center Supervisor	Copy This	\$26,059		\$860.59	\$26,920
Ruff-Hensley, Sheryl	Academic Administrative Assistant II	Marketing	\$35,972		\$959.72	\$36,932
Russell, Kristy	Athletics Equipment Attendant	Kinesiology	\$29,819		\$898.19	\$30,717
Russell, Terry	Accounting Technician	Bursars Office	\$30,578		\$905.78	\$31,484
Russell, Vickie	Administrative Specialist I	Safety & Transportation	\$27,056		\$870.56	\$27,927
Ruzicka, Francis	Instrument Control Mechanic II	Facilities Management-Maintenance	\$50,262		\$1,102.62	\$51,365
Ryan, Brooklyn	Academic Advisor-Retention Specialist	College of Business	\$33,000		\$930.00	\$33,930
Ryan, Francis	Maintenance General Mechanic	Facilities Management-Maintenance	\$31,012		\$910.12	\$31,922
Ryan, Tresa	Instructor	West Plains Instruction	\$49,470		\$1,094.70	\$50,565
Sailors, Pamela	Associate Dean	College of Humanities & Public Affairs	\$118,817		\$1,788.17	\$120,605
Saitta, Alicia	Regional Admissions Counselor	Admissions	\$37,567		\$975.67	\$38,543
Sampson, Emmanuel	Assistant Coach	Athletics-Football-Men	\$32,500		\$925.00	\$33,425
Sandbothe, Betsy	Asst Dir, Office for Instit Equity & Compl	Institutional Equity & Compliance	\$50,000		\$1,100.00	\$51,100
Sanders, Jason	Patrol Corporal	Safety & Transportation	\$31,636		\$916.36	\$32,553
Santos, Theodore	Custodian I	Facilities Management-Custodial	\$21,737		\$817.37	\$22,554
Satterfield, James	Department Head	Counseling Leadership & Special Education	\$120,000		\$1,800.00	\$121,800
Sawchak, Stephen	Athletic Trainer	Athletic Medical & Rehabilitation Services	\$47,585		\$1,075.85	\$48,661
Sawyer, Emmett	Department Head	Reading Foundations & Technology	\$90,000		\$1,500.00	\$91,500

Saylor, Kerri	Administrative Assistant II	Office of Student Conduct	\$27,559		\$875.59	\$28,435
Scanlon, Breanna	Academic Advisor-Retention Specialist	College of Business	\$33,000		\$930.00	\$33,930
Schanda, Christina	Administrative Assistant II	Agency for Teaching, Leading & Learning	\$20,670		\$806.70	\$21,477
Schehrer, Devin	Asst Dir, Res Life-Ed & Development	Residence Life Housing & Dining Services	\$52,463		\$1,124.63	\$53,588
Scheidt, Michael	Administrative Assistant I	Wp Student Adv & Academic Support Ctr	\$22,721		\$827.21	\$23,548
Scheve, Jesse	Staff Photographer	Office of Visual Media	\$35,421		\$954.21	\$36,375
Schilla, Travis	Coordinator Leadership Development	Residence Life Housing & Dining Services	\$42,158		\$1,021.58	\$43,180
Schiller, Megan	Research Analyst Institutional Research	Institutional Research	\$40,906		\$1,009.06	\$41,915
Schimmer, Matthew	Locksmith	Facilities Management-Maintenance	\$33,009		\$930.09	\$33,939
Schlinder, Kelly	Coordinator Foreign Language Institute	Foreign Language Institute	\$40,000		\$1,000.00	\$41,000
Schluterman, Ivy	Residence Hall Director	Residence Life Housing & Dining Services	\$33,000		\$930.00	\$33,930
Schmidt, Karl	Director of Development	Development Office	\$57,110	\$3,500	\$1,206.10	\$61,816
Schneider, Scott	Director Business & Support Services WP	West Plains Business Office	\$78,557		\$1,385.57	\$79,943
Schoneboom, Charles	Groundskeeper	Facilities Management-Grounds	\$22,911		\$829.11	\$23,740
Schuldt, Amy	Asst Dir of Editorial and Design Services	Editorial and Design Services	\$47,500		\$1,075.00	\$48,575
Schuldt, Richard	Distance Learning Media Production Crd	I Courses	\$51,572		\$1,115.72	\$52,688
Schull, Cynthia	Director Grants & Foundation Accounting	Financial Services	\$84,156	\$5,844	\$1,500.00	\$91,500
Scott, Karen	Accounting Specialist	International Programs	\$29,847		\$898.47	\$30,746
Scott, Susan	Administrative Assistant II	Facilities Management	\$27,640		\$876.40	\$28,516
Seabolt, Charles	Associate Head Athletics Coach	Athletics-Soccer-Men	\$29,948		\$899.48	\$30,847
Seaman, Robert	Custodial Inv & Equip Repair Foreman	Facilities Management-Custodial	\$37,745		\$977.45	\$38,722
Searcy, Amanda	Public Safety Officer	Safety & Transportation	\$26,196		\$861.96	\$27,058
Secca, Phillip	Sr Graphic Designer Access & Outreach	Outreach Publications & Marketing	\$37,589		\$975.89	\$38,565
Seery, Kaitlyn	Academic Adv-Mkt, Recruitment Spc	College of Natural & Applied Sciences	\$35,000		\$950.00	\$35,950
Seibel, Craig	Custodial Specialist	Residence Life Housing & Dining Services	\$28,091		\$880.91	\$28,972
Self, William	Access Control Specialist	Facilities Management	\$37,242		\$972.42	\$38,214
Sellers, Marie	Accounting Specialist	Physical Therapy Clinic	\$32,288		\$922.88	\$33,211
Severson, Jennifer	Director Accounting & Budgeting	Financial Services	\$77,954	\$1,000	\$1,389.54	\$80,344
Sharp, Keith	Custodial Equip Repair & Spc Proj Forem	Residence Life Housing & Dining Services	\$37,707		\$977.07	\$38,684
Sharum, Stephen	Postal Distribution Clerk	Postal Services	\$31,754		\$917.54	\$32,672
Shaw, Jacob	Asst Dir, Res Life-Facilities & Operations	Residence Life Housing & Dining Services	\$49,000		\$1,090.00	\$50,090
Shaw, Jason	Assistant Professor	Physical Therapy	\$85,680		\$1,456.80	\$87,137
Shaw, Margaret	VP for Marketing & Communication	VP Marketing and Communications	\$144,800		\$2,048.00	\$146,848
Shepherd, John	Convenience Store Supervisor	Bookstore	\$35,280		\$952.80	\$36,233
Sheppard, Tessa	Teacher	Child Development Center	\$27,945		\$879.45	\$28,824
Shipley, Teresa	Executive Assistant III	West Plains Dean of Academic Affairs Office	\$37,690		\$976.90	\$38,667
Shively, Eric	Instructional Tech Support Specialist	McQueary College of Health & Human Services	\$56,100		\$1,161.00	\$57,261
Short, Mary	Research Specialist	Biology	\$37,439		\$974.39	\$38,414
Shuler, Adam	Project Manager-Architect	Planning, Design & Construction	\$70,000		\$1,300.00	\$71,300
Sikes, Scott	Custodian I	Residence Life Housing & Dining Services	\$26,362		\$863.62	\$27,226
Sikonski, John	Telecommunications Technician Lead	Networking & Telecommunications	\$52,334		\$1,123.34	\$53,457
Silverberg, Jessica	Residence Hall Receptionist	Residence Life Housing & Dining Services	\$21,860		\$818.60	\$22,679
Silvey, Jessica	Executive Assistant III	Student Development & Public Affairs	\$38,436		\$984.36	\$39,420
Simmons, Anna	Administrative Assistant II	Residence Life Housing & Dining Services	\$27,039		\$870.39	\$27,910
Simpson, Donald	Assoc VP for Enrollment Mgmt & Services	Enrollment Management & Services	\$116,278		\$1,762.78	\$118,041
Siscoe, Denita	Vice President for Student Affairs	VP Student Affairs	\$170,551		\$2,305.51	\$172,857

Sissel, Justin	Farm Operations Manager	Agriculture	\$41,184	\$1,011.84	\$42,196
Skalicky, Michele	Morning Show Host-Sr News Producer	KSMU	\$37,995	\$979.95	\$38,975
Skeeters, Priscilla	Course Materials Manager	Bookstore	\$48,247	\$1,082.47	\$49,329
Skinner, Sophia	Circulation/Shelving Supervisor, WP	West Plains Library	\$36,713	\$967.13	\$37,680
Slane, William	Distributed User Support Specialist	OPT	\$43,024	\$1,030.24	\$44,054
Slavens, Robert	Groundskeeper	Facilities Management-Grounds	\$22,888	\$828.88	\$23,717
Sliger, Ashley	Contract Compliance Manager	Planning, Design & Construction	\$52,513	\$1,125.13	\$53,638
Smart, Clifton	President	President's Office	\$334,981	\$3,949.81	\$338,931
Smart-Winegar, Sandra	Regional Small Business Consultant	SBTDC	\$47,500	\$1,075.00	\$48,575
Smith, Allison	Coordinator Housing Assignments	Residence Life Housing & Dining Services	\$41,534	\$1,015.34	\$42,549
Smith, Andrew	Construction Manager	Facilities Management	\$53,500	\$1,135.00	\$54,635
Smith, Cindy	Director Respiratory Care WP	West Plains Allied Health Division	\$61,886	\$1,218.86	\$63,105
Smith, Deanna	Regional Outreach Administrator	West Plains Center	\$40,000	\$1,000.00	\$41,000
Smith, Michele	Asst VP for Student Affairs	Multicultural Services	\$91,800	\$1,518.00	\$93,318
Smith, Stephanie	Sr Dir Donor Relations & Special Events	Development Office	\$62,603	\$1,226.03	\$63,829
Smith, Tanya	Buyer	Procurement Services	\$42,048	\$1,020.48	\$43,068
Snider, Erin	Academic Administrative Assistant II	Occupational Therapy	\$26,732	\$867.32	\$27,599
Snider, William	Maintenance General Mechanic	Facilities Management-Maintenance	\$39,956	\$999.56	\$40,956
Snow, Donald	Assistant Professor	Music	\$70,000	\$1,300.00	\$71,300
Snow, LeAnne	Admissions Crd-Academic Advisor	Physician Assistant Studies	\$36,000	\$960.00	\$36,960
Sode, Olujimi	Asst Dir, Admissions-Diversity Outreach	Admissions	\$47,476	\$1,074.76	\$48,551
Sommers, Maxwell	Centralized User Support Specialist	Computer Services	\$41,919	\$1,019.19	\$42,938
Spalding, Roger	Network Analyst	Networking & Telecommunications	\$62,139	\$1,221.39	\$63,360
Sparks, Andrew	Web Systems Analyst	Computer Services	\$58,060	\$1,180.60	\$59,241
Spaulding, Cynthia	Financial Aid Counselor	Financial Aid	\$34,884	\$948.84	\$35,833
Speer, Jason	Distributed User Support Specialist	College of Business	\$44,031	\$1,040.31	\$45,071
Speer, Robert	Sr Research Scientist-JVIC	Jordan Valley Innovation Center	\$53,923	\$1,139.23	\$55,062
Spinabella, Julie	Admissions Crd-Data & Communications	Admissions	\$37,219	\$972.19	\$38,191
Spivy, James	Custodian I	Facilities Management-Custodial	\$21,237	\$812.37	\$22,049
Squibb, Amie	Enrollment Services Systems Coordinator	Enrollment Management & Services	\$55,000	\$1,150.00	\$56,150
Stacey, Samantha	Custodian I	Juanita K Hammons Hall	\$26,519	\$865.19	\$27,385
Stackpole, Melissa	Custodian I	Residence Life Housing & Dining Services	\$21,237	\$812.37	\$22,049
Stadler, Denise	Residence Hall Receptionist	Residence Life Housing & Dining Services	\$24,041	\$360.13	\$24,401
Staeger, Roy	Fire Prevention & Planning Specialist	Safety & Transportation	\$32,734	\$927.34	\$33,661
Stafford, Gary	Career Resources Specialist	Career Center	\$42,606	\$1,026.06	\$43,632
Stafford, Neal	Head Athletics Coach	Athletics-Golf-Men	\$32,235	\$922.35	\$33,157
Stagner, Kimberly	Academic Advisor, COB Graduate Prgm	College of Business	\$40,000	\$1,000.00	\$41,000
Stanley, Marianne	Sr Programmer/Analyst	Computer Services	\$60,000	\$1,200.00	\$61,200
Stansbury, Sandra	Custodian I	Facilities Management-Custodial	\$21,448	\$814.48	\$22,262
Stanton, Dawn	Residence Hall Receptionist	Residence Life Housing & Dining Services	\$18,486	\$784.86	\$19,271
Stanton, Shannon	Box Office Manager	Juanita K Hammons Hall	\$47,500	\$1,075.00	\$48,575
Stapleton, Stephen	Director School of Nursing	School of Nursing	\$120,000	\$1,800.00	\$121,800
Stark, Erica	Prog Coordinator Service Learning	Citizenship & Service Learning	\$33,280	\$932.80	\$34,213
Steckel, Dave	Head Athletics Coach	Athletics-Football-Men	\$280,357	\$3,403.57	\$283,761
Steele, Teresa	Budget Officer	Financial Services	\$47,476	\$1,074.76	\$48,551
Steen, Carrie	Asst Crd of Inst Research-Effectiveness	Wp Student Adv & Academic Support Ctr	\$47,476	\$1,074.76	\$48,551

Steiner, Cynthia	Accounting Specialist	Residence Life Housing & Dining Services	\$28,599	\$885.99	\$29,485
Steinshouer, Linda	Academic Administrative Assistant II	Social Work	\$28,479	\$884.79	\$29,364
Stephens, Linda	Asst Dir of HR, Employment & Employee	Office of Human Resources	\$60,393	\$1,203.93	\$61,597
Stephens, Strausie	Accounting Technician	Financial Services	\$27,945	\$879.45	\$28,824
Stevens, Kimberly	Administrative Assistant I	Residence Life Housing & Dining Services	\$24,960	\$849.60	\$25,809
Stevens, Linda	Licensed Practical Nurse	Health & Wellness Center	\$37,138	\$971.38	\$38,109
Stewart, Brenda	Executive Assistant II	College of Arts & Letters	\$36,403	\$964.03	\$37,367
Stewart, Gary	Dir Res Life, Housing & Dining Srv	Residence Life Housing & Dining Services	\$87,281	\$1,472.81	\$88,754
Stewart, Joseph	Sr Fine Arts Producer	KSMU	\$38,436	\$984.36	\$39,420
Stewart, Kristian	Athletic Trainer	Athletic Medical & Rehabilitation Services	\$38,908	\$989.08	\$39,897
Stewart, Marjorie	Asst Dir, Career Ctr - Employer Relations	Career Center	\$46,673	\$1,066.73	\$47,740
Stewart, Rabekah	Executive Director TRIO Programs	TRIO	\$62,000	\$1,220.00	\$63,220
Stiles, Jackie	Assistant Coach	Athletics-Basketball-Women	\$85,829	\$1,458.29	\$87,287
Stinnett, Kathleen	Prgm Mngr Std Development & Public	Student Development & Public Affairs	\$42,000	\$1,020.00	\$43,020
Stock, Carla	Accounting Technician	Bursars Office	\$29,738	\$897.38	\$30,635
Stokes, Melissa	Head Athletics Coach	Athletics-Volleyball-Women	\$112,157	\$1,721.57	\$113,879
Stone, Rowena	Executive Assistant to the President	President's Office	\$48,000	\$1,080.00	\$49,080
Stopczynski, Stacey	Accounting Technician	Computer Services-Bearpass Card	\$36,678	\$966.78	\$37,645
Storie, Anthony	Custodian I	Residence Life Housing & Dining Services	\$21,236	\$812.36	\$22,049
Stout, Randy	Field & Maintenance Crew Leader	Agriculture-Mtn Grv Campus	\$30,083	\$900.83	\$30,984
Stout, Tracy	Associate Professor	Library	\$65,280	\$1,252.80	\$66,533
Stovall, Richard	Employment Specialist	Office of Human Resources	\$41,416	\$1,014.16	\$42,430
Stranghoener, Michael	Custodian I	Facilities Management-Custodial	\$27,647	\$876.47	\$28,523
Street, Lori	Membership Crd - Radio & TV	KSMU	\$33,805	\$938.05	\$34,743
Strider, Angela	Asst Dir, Residence Life-Business Services	Residence Life Housing & Dining Services	\$53,040	\$1,130.40	\$54,170
Strong, Elizabeth	Director Study Away Programs	Study Away	\$57,241	\$1,172.41	\$58,413
Strong, Joe	Distance Learning Engineer	Outreach Tech & Equipment	\$50,113	\$1,101.13	\$51,214
Strope, Kimberly	Coordinator Office of the Registrar	Registrar	\$38,419	\$984.19	\$39,403
Stuppy, Joshua	Coordinator Networking	Networking & Telecommunications	\$76,800	\$1,368.00	\$78,168
Sudbrock, Christine	Instructor	Agriculture	\$50,381	\$1,103.81	\$51,485
Sullivan, Bryan	Groundskeeper	Facilities Management-Grounds	\$22,440	\$824.40	\$23,264
Sullivan, John	Guard Manager	Music	\$26,280	\$862.80	\$27,143
Sullivan, Maxine	Band Coordinator	Music	\$30,118	\$901.18	\$31,019
Sutton, Tami	Crd, China Programs/Study in Mexico Pr	VP Research & Economic Development	\$55,148	\$744.00	\$55,892
Swearingen, Andrew	Enterprise System Administrator	Computer Services	\$53,572	\$1,135.72	\$54,708
Swearingen, Kimberly	Administrative Specialist II	Health & Wellness Center	\$27,039	\$870.39	\$27,910
Swift, Donald	Powerhouse Foreman	Facilities Management-Maintenance	\$48,247	\$350 \$1,085.97	\$49,683
Swigert, Dwayne	Library Associate III	Library	\$38,954	\$989.54	\$39,944
Swindell, Lori	Accounting Manager	Financial Services	\$59,000	\$1,190.00	\$60,190
Switzer, Jeffrey	Boiler Fireman	Facilities Management-Maintenance	\$41,657	\$1,016.57	\$42,674
Swope, Julianna	Executive Assistant I	College of Business	\$32,510	\$645 \$931.55	\$34,086
Syler, Christopher	Custodian I	Facilities Management-Custodial	\$26,589	\$865.89	\$27,455
Syler, Melody	Custodian I	Facilities Management-Custodial	\$22,247	\$822.47	\$23,069
Szepatowski, David	Administrative Assistant II	College of Natural & Applied Sciences	\$26,796	\$867.96	\$27,664
Taggart, Lindsey	Assistant Professor	Library	\$75,000	\$1,350.00	\$76,350
Talty, Beverly	Registered Nurse	Health & Wellness Center	\$47,778	\$1,077.78	\$48,856

Tate, Pamela	Student Support Specialist-Title III WP	West Plains Dean of Academic Affairs Office	\$37,501		\$975.01	\$38,476
Taylor, Eric	Videographer/Editor FCTL	Faculty Center for Teaching & Learning	\$33,795		\$937.95	\$34,733
Taylor, Kristen	Mngr, Corp Support & Comm Engagement	KSMU	\$54,753		\$1,147.53	\$55,901
Taylor, Lisa	Asst to the Dean of the Graduate College	Graduate College	\$51,000		\$1,110.00	\$52,110
Taylor, Vickie	Centralized User Support Specialist	Computer Services	\$41,919		\$1,019.19	\$42,938
Tebo, Kim	Academic Records Specialist	Registrar	\$27,945		\$879.45	\$28,824
Templar, Simon	Enterprise System Administrator	Computer Services	\$53,572		\$1,135.72	\$54,708
Templeton, Kelly	Managing Director	Theatre & Dance	\$53,598		\$1,135.98	\$54,734
Templeton, Martha	Academic Administrative Assistant II	Mathematics	\$32,296		\$922.96	\$33,219
Terry, Jane	Academic Administrative Assistant II	Religious Studies	\$31,256		\$912.56	\$32,169
Tharp, Billy	Public Safety Officer	Safety & Transportation	\$30,241		\$902.41	\$31,143
Theissen, Ryan	Groundskeeper	Facilities Management-Grounds	\$22,317		\$823.17	\$23,140
Thieman, Cynthia	Professional Education Advisor-Recruiter	COE-Education Advisement	\$36,504	\$2,000	\$985.04	\$39,489
Thomas, Davey	Custodian I	Facilities Management-Custodial	\$32,210		\$922.10	\$33,132
Thomas, Joshua	Radio Communications Officer	Safety & Transportation	\$28,578		\$885.78	\$29,464
Thompson, Dustin	Project Supervisor	Center for Archeological Research	\$33,713		\$937.13	\$34,650
Thornton, Jason	Asst Dir of Campus Recreation-Facilities	Campus Recreation	\$36,300		\$963.00	\$37,263
Tibbs, Bart	Asst Dir Admis-Trans Outreach & Recruit	Admissions	\$51,083		\$1,110.83	\$52,194
Tindle, Andrea	Custodian I	Residence Life Housing & Dining Services	\$21,237		\$812.37	\$22,049
Titus, Christy	Academic Administrative Assistant II	Criminology	\$27,663		\$876.63	\$28,540
Tolleson, Melissa	Administrative Assistant III	Dual Credit	\$34,361		\$943.61	\$35,305
Totsch, Carly	Executive Assistant I	McQueary College of Health & Human Services	\$29,993		\$899.93	\$30,893
Totty, Angela	Dean Student Services WP	West Plains Student Services	\$87,337		\$1,473.37	\$88,810
Towell, Kelley	Financial Aid Counselor, WP	West Plains Financial Aid	\$31,000		\$910.00	\$31,910
Townsend, Steven	Pressroom Operator	Printing Services	\$32,908		\$929.08	\$33,837
Tracy, Corey	Media Systems Engineer	Faculty Center for Teaching & Learning	\$41,919		\$1,019.19	\$42,938
Travis, Brooks	Info Tech Crd-University Libraries	Library	\$58,140		\$1,181.40	\$59,321
Treese, Joe	Journeyman Plumber	Facilities Management-Maintenance	\$36,368		\$963.68	\$37,332
Trewatha-Bach, Stacey	Crd Public Affairs Special Projects	Public Affairs	\$47,476		\$1,074.76	\$48,551
Trotter, Alisa	Asst Dir of Business Advisement Center	College of Business	\$45,282		\$1,052.82	\$46,335
Tune, Stacey	Coordinator Operations and Systems	Computer Services	\$74,521		\$1,345.21	\$75,866
Turk, Scott	Database Analyst	Computer Services	\$54,865		\$1,148.65	\$56,014
Turner, Britni	Administrative Specialist II	Financial Aid	\$27,156		\$871.56	\$28,028
Turner, Jennifer	Custodian I	Facilities Management-Custodial	\$21,237		\$812.37	\$22,049
Turner, Pamela	Administrative Assistant IV	Agriculture-Mtn Grv Campus	\$37,794		\$977.94	\$38,772
Turner, Rashaud	Public Safety Officer	Safety & Transportation	\$26,196		\$861.96	\$27,058
Turner, Steve	Custodian I	Residence Life Housing & Dining Services	\$23,247		\$832.47	\$24,079
Turner, Steven	Vehicle & Equipment Mechanic	Agriculture-Mtn Grv Campus	\$31,808		\$918.08	\$32,726
Turner, Valerie	Career Resources Specialist	Career Center	\$42,655		\$1,026.55	\$43,682
Underhill, Nancy	Groundskeeper/Arborist	Facilities Management-Grounds	\$29,173		\$891.73	\$30,065
Underlin, Nancy	Academic Administrative Assistant II	Economics	\$31,553		\$915.53	\$32,469
Underwood, Deborah	Sr Accountant-Analyst	Financial Services	\$48,000	\$2,000	\$1,100.00	\$51,100
Underwood, Judy	Custodian I	Facilities Management-Custodial	\$21,529		\$815.29	\$22,344
Underwood, Stacey	Custodian I	Facilities Management-Custodial	\$25,889		\$858.89	\$26,748
Ungeheier, Marcus	Maintenance Electrician	Facilities Management-Maintenance	\$34,354		\$943.54	\$35,298
Utne, Benjamin	Enterprise System Administrator	Computer Services	\$53,572		\$1,135.72	\$54,708

Van Huis, Robin	Residence Hall Receptionist	Residence Life Housing & Dining Services	\$18,851	\$788.51	\$19,640
Vaneva, Teodora	Systems Analyst	Computer Services	\$53,572	\$1,135.72	\$54,708
Vaughan, David	Director Environmental Management	Environmental Health & Safety	\$75,392	\$1,353.92	\$76,746
Vaughan, Julie	Budget Officer	Financial Services	\$48,000	\$1,080.00	\$49,080
Vaughan, Lori	Academic Administrative Assistant I	School of Nursing	\$24,086	\$840.86	\$24,927
Veach, Susan	Human Resource Records Technician	Office of Human Resources	\$30,764	\$907.64	\$31,672
Vestal, Toryana	Accounting Technician	Financial Services	\$27,945	\$879.45	\$28,824
Viau, Robroy	Project Manager	Planning, Design & Construction	\$65,550	\$1,255.50	\$66,806
Wade, Lori	Academic Administrative Assistant II	Kinesiology	\$30,014	\$900.14	\$30,914
Wadley, Dustin	Groundskeeper/Arborist	Facilities Management-Grounds	\$25,001	\$850.01	\$25,851
Wahl, Shawn	Interim Dean	College of Arts & Letters	\$107,502	\$1,675.02	\$109,177
Walcott, Leah	Residence Hall Host/Hostess	Residence Life Housing & Dining Services	\$21,236	\$812.36	\$22,049
Walden, Clella	Licensed Practical Nurse	Health & Wellness Center	\$36,241	\$962.41	\$37,203
Walker, Clara	Business Office and Financial Coordinator	Health & Wellness Center	\$43,337	\$1,033.37	\$44,370
Walker, Grady	Custodian I	Residence Life Housing & Dining Services	\$28,715	\$887.15	\$29,602
Walker, Jennifer	Coordinator of Financial Aid, West Plains	West Plains Financial Aid	\$52,000	\$1,120.00	\$53,120
Walker, Kimberly	Academic Advisor	Advisement Center	\$33,000	\$930.00	\$33,930
Walker, Mary	Administrative Assistant II	Financial Aid	\$27,559	\$875.59	\$28,435
Wall, Laurie	Registrar WP	West Plains Registration and Records	\$47,476	\$1,074.76	\$48,551
Wallentine, Scott	Associate Professor	Physical Therapy	\$97,356	\$1,573.56	\$98,930
Walsh, Briana	Assistant Coach, West Plains	West Plains Athletics-Women	\$35,400	\$954.00	\$36,354
Wang, Yun	Programmer/Analyst	Computer Services	\$43,000	\$1,030.00	\$44,030
Wantland, Carisma	Custodian I	Facilities Management-Custodial	\$22,247	\$822.47	\$23,069
Ward, Dennis	Custodian I	Residence Life Housing & Dining Services	\$32,518	\$925.18	\$33,443
Ward, Sandra	Custodian I	Facilities Management-Custodial	\$30,500	\$905.00	\$31,405
Wardell, Mary	Physician Medical Staff	Health & Wellness Center	\$152,000	\$2,120.00	\$154,120
Warden, Nicole	Centralized User Support Specialist	Computer Services	\$41,919	\$1,019.19	\$42,938
Warnow, Cynthia	Administrative Assistant II	Alumni Relations	\$32,323	\$923.23	\$33,246
Warren, Melissa	Dir Interactive Video & Off-Campus Prgm	Missouri State Outreach	\$42,149	\$1,021.49	\$43,170
Watson, Tyler	Assistant Strength/Conditioning Coach	Athletics-Basketball-Men	\$40,000	\$1,000.00	\$41,000
Waugh, Douglas	Chief Radio Engineer	KSMU	\$60,283	\$1,202.83	\$61,486
Webb, Joseph	Farm Operator	Agriculture	\$26,710	\$867.10	\$27,577
Webb, Rachael	Custodian I	Residence Life Housing & Dining Services	\$21,237	\$812.37	\$22,049
Webb, Susan	Sr Instructor	Agriculture	\$52,477	\$1,124.77	\$53,602
Weber, Andrea	Asst Dean of Students & Dir Stdtd Conduct	Office of Student Conduct	\$51,881	\$1,118.81	\$53,000
Weber, Donald	Director Plaster Student Union	Plaster Student Union Administration	\$66,455	\$1,264.55	\$67,720
Weber, Mallory	Head Athletics Coach	Athletics-Tennis-Women	\$36,887	\$968.87	\$37,856
Webster, Lauren	Assoc Dir, Planning, Design & Const	Planning, Design & Construction	\$69,500	\$1,295.00	\$70,795
Weiss, Caleb	Maintenance General Mechanic	Facilities Management-Maintenance	\$30,284	\$902.84	\$31,187
Welch, Granvill	Custodian I	Facilities Management-Custodial	\$23,317	\$833.17	\$24,150
Welch, Jacob	Mngr Radio Comm & Safety Tech	Safety & Transportation	\$47,476	\$1,074.76	\$48,551
Welch, James	Coordinator Web Recruitment	Admissions	\$41,198	\$1,011.98	\$42,210
Wells, Gary	Maintenance Foreman	Facilities Management-Maintenance	\$43,211	\$1,042.11	\$45,253
Wells, Randy	Custodian I	Facilities Management-Custodial	\$21,237	\$812.37	\$22,049
Weter, Jennifer	Coordinator, Pharmacy Services	Health & Wellness Center	\$43,756	\$1,037.56	\$44,794
Wheeler, Jack	Assoc Dir, Athletic & Entertain Facilities	Juanita K Hammons Hall	\$50,000	\$1,100.00	\$51,100

Wheeler, Mark	University Architect & Director	Planning, Design & Construction	\$95,985	\$2,500	\$1,584.85	\$100,070
Whetstone, Sheira	Administrative Specialist II	Biomedical Sciences	\$27,327		\$873.27	\$28,200
Whitaker, Charles	Project Crd Media & Communications	Citizenship & Service Learning	\$34,320		\$943.20	\$35,263
White Minnis, Letitia	Department Head	Communication Sciences & Disorders	\$110,654		\$1,706.54	\$112,361
White, John	Veterans Incentive Program Coordinator	Wp Student Adv & Academic Support Ctr	\$32,008		\$920.08	\$32,928
White, Kevin	Asst Dir, Visual Media-Photography	Office of Visual Media	\$47,500		\$1,075.00	\$48,575
White, Victoria	Financial Aid Counselor	Financial Aid	\$34,101		\$941.01	\$35,042
Whitten, Lori	Administrative Specialist II	Residence Life Housing & Dining Services	\$28,157		\$881.57	\$29,039
Wicks, Janet	Invoicing Specialist-Clinique Coordinator	Bookstore	\$36,494		\$964.94	\$37,459
Wiedemann, Paula	Head Athletics Coach	West Plains Athletics-Women	\$54,299		\$1,142.99	\$55,442
Wienberg, Darren	Academic Advisor	Advisement Center	\$54,849		\$1,043.00	\$55,892
Wiley, Tammy	Gen Mngr KSMU & Ozarks Public Tele	KSMU	\$111,486		\$1,714.86	\$113,201
Wilhelm, Paula	Asst Dir HR, Performance Management	Office of Human Resources	\$62,701		\$1,227.01	\$63,928
Wilker, Karl	Research Professor	Agriculture-Mtn Grv Campus	\$85,565		\$1,455.65	\$87,021
Williams, Jeffrey	Research Specialist	Biology	\$31,824		\$918.24	\$32,742
Williams, Jerone	Assistant Coach	Athletics-Football-Men	\$29,077		\$890.77	\$29,968
Williams, John	Director School of Accountancy	Accounting	\$143,215		\$2,032.15	\$145,247
Williams, Sarah	Sr Systems Analyst	Computer Services	\$62,867		\$1,228.67	\$64,096
Williamson, Elizabeth	Associate Professor	Physical Therapy	\$98,921		\$1,589.21	\$100,510
Willis, Jessica	Instructor	McQueary College of Health & Human Services	\$46,500		\$1,065.00	\$47,565
Wills, C. Michael	Director Procurement	Procurement Services	\$78,841		\$1,388.41	\$80,229
Wilson, Brenda	Custodial Specialist	Residence Life Housing & Dining Services	\$28,091		\$880.91	\$28,972
Wilson, Kevin	Testing Technician	Library	\$34,085		\$940.85	\$35,026
Wilson, Lance	Patrol Corporal	Safety & Transportation	\$31,636		\$916.36	\$32,553
Wilson, Laurie	Executive Assistant II	College of Humanities & Public Affairs	\$39,513		\$995.13	\$40,508
Wilson, Ryan	Systems Analyst	Computer Services	\$53,572		\$1,135.72	\$54,708
Winborne, Joshua	Administrative Assistant II	English Language Institute	\$31,512		\$915.12	\$32,427
Winkler, Danny	Instructional Technology Support Spc	College of Business	\$59,845		\$1,198.45	\$61,043
Wise, Brittany	Coordinator Psychology Advisement	Psychology	\$36,396		\$963.96	\$37,360
Withrow, David	Maintenance Painter	Facilities Management-Maintenance	\$30,783		\$907.83	\$31,691
Witkowski, Colette	Department Head	Biomedical Sciences	\$109,131		\$1,691.31	\$110,822
Wittorff-Sandgren, Dorothy	Community Development Coordinator	Center Resource Planning & Management	\$37,775		\$977.75	\$38,753
Wolf, Candice	Assistant Director of Alumni Activities	Alumni Relations	\$47,476		\$1,074.76	\$48,551
Wollard, Rick	Custodian I	Residence Life Housing & Dining Services	\$25,551		\$855.51	\$26,407
Wood, Kelly	Exec Dir Ctr Academic Success & Transi	Center Academic Success & Transition	\$99,861		\$1,598.61	\$101,460
Wood, Mary	Director Public Affairs Support	Public Affairs	\$54,346		\$1,143.46	\$55,489
Wood, Michael	Career Resources Specialist	Career Center	\$40,000		\$1,000.00	\$41,000
Woodman, Sara	Jr Research Scientist-JVIC	Center for Archeological Research	\$34,000		\$940.00	\$34,940
Woolsey, Mark	Assessment & Learning Outcomes Consult	Assessment	\$42,573		\$1,025.73	\$43,599
Wray, Melinda	Licensed Practical Nurse	Health & Wellness Center	\$37,138		\$971.38	\$38,109
Wright, Amy	Assistant Teacher	Child Development Center	\$21,237		\$812.37	\$22,049
Wright, Devon	Academic Adv, COB Graduate Program	College of Business	\$40,000		\$1,000.00	\$41,000
Wright, Emily	Administrative Assistant II	Honors College	\$26,831		\$868.31	\$27,700
Wright, Jamie	Teacher	Child Development Center	\$27,945		\$879.45	\$28,824
Wright, Jeremy	Centralized User Support Specialist	Computer Services	\$41,919		\$1,019.19	\$42,938
Wright, Joan	Crd, Adult Lit & College Readiness Prgm	West Plains Instruction	\$48,304		\$1,083.04	\$49,387

Wright, Julie	Administrative Assistant II	Development Office	\$37,533	\$909.00	\$38,442
Wright, Thomas	Custodial Specialist	Residence Life Housing & Dining Services	\$33,213	\$932.13	\$34,145
Wrinkle, Cheryl	Special Ed Improvement Consultant	Agency for Teaching, Leading & Learning	\$53,050	\$1,130.50	\$54,181
Wu, Yi	Marketing & Recrui Spc International Ed	International Programs	\$35,000	\$950.00	\$35,950
Wutke, Adam	Academic Administrative Assistant II	Sociology & Anthropology	\$26,727	\$867.27	\$27,595
Wynn, Jannette	Custodian I	Facilities Management-Custodial	\$21,237	\$812.37	\$22,049
Yarberry, Vonda	Department Head	Art & Design	\$110,000	\$1,700.00	\$111,700
Yeap, Emily	Public Relations Specialist	University Communications	\$37,262	\$972.62	\$38,235
Yin, Hongjun	Library Associate I	Library	\$31,292	\$912.92	\$32,205
Yokeley, Marcus	Assistant Coach	Athletics-Football-Men	\$92,316	\$1,523.16	\$93,839
Yost, Nikki	Accounting Specialist	Missouri State Outreach	\$24,167	\$841.67	\$25,009
Young, Angela	Director Dual Credit Program	Missouri State Outreach	\$51,753	\$1,117.53	\$52,871
Young, Christopher	Crd Residence Life-Information Tech	Residence Life Housing & Dining Services	\$47,800	\$1,078.00	\$48,878
Young, Crystal	ELI Academic Specialist	English Language Institute	\$39,458	\$994.58	\$40,453
Young, Darren	Technical Support Specialist	International Programs	\$43,302	\$1,033.02	\$44,335
Young, David	Director Information Tech Svcs WP	West Plains Information Technology Services	\$62,867	\$1,228.67	\$64,096
Young, Donna	Administrative Assistant III	Facilities Management	\$27,945	\$879.45	\$28,824
Zastoupil, John	Assistant Professor	Music	\$65,000	\$1,250.00	\$66,250
Zhang, Peng	Business Instruction Spc, Office of China P	VP Research & Economic Development	\$51,289	\$1,112.89	\$52,402
Zhang, Xiaobai	Residence Hall Director	Residence Life Housing & Dining Services	\$33,000	\$930.00	\$33,930
Zhang, Xinge	China Admission Coordinator	International Services	\$36,275	\$962.75	\$37,238
Zhao, Rui	Administrative Assistant II	Residence Life Housing & Dining Services	\$27,039	\$870.39	\$27,910
Zhou, Xiaomin	Financial Technology Support Specialist	Financial Services	\$42,910	\$500	\$1,034.10
Zhuang, Yuan	Language Specialist	International Programs	\$42,260	\$1,022.60	\$43,283
Ziegler, Carol	Director Veteran Student Services	Veteran Student Center	\$50,000	\$1,100.00	\$51,100

Vote: _____ Yea
 _____ Nay

Mmb02

MISSOURI STATE UNIVERSITY

III.D.4.

BE IT RESOLVED by the Board of Governors for Missouri State University that the salary increases be made effective February 1, 2019.

<u>Name</u>	<u>Job Title</u>	<u>Department</u>	<u>Old Salary</u>	<u>ATB Adjustment</u>	<u>New Salary</u>
Abernathy, Amber	Assistant Professor	Psychology	\$53,040	\$1,130.40	\$54,170
Adams, Jodie	Practitioner-in-Residence	Kinesiology	\$40,000	\$1,000.00	\$41,000
Adams, Kathryn	Clinical Assistant Professor	School of Nursing	\$56,251	\$1,162.51	\$57,414
Adams, Leigh	Assistant Professor	West Plains Instruction	\$43,611	\$1,036.11	\$44,647
Adamson, Reesha	Assistant Professor	Counseling Leadership & Special Education	\$57,966	\$1,179.66	\$59,146
Agnew, William	Associate Professor	Counseling Leadership & Special Education	\$85,434	\$1,454.34	\$86,888
Agrawal, Deepti	Assistant Professor	Management & Information Technology	\$120,000	\$1,800.00	\$121,800
Ahmed, Haydory	Assistant Professor	Economics	\$72,000	\$1,320.00	\$73,320
Aho, Kyle	Instructor	Music	\$40,800	\$1,008.00	\$41,808
Ajuwon, Paul	Professor	Counseling Leadership & Special Education	\$71,494	\$1,314.94	\$72,809
Albers, Joshua	Assistant Professor	Art & Design	\$52,500	\$1,125.00	\$53,625
Albin, Craig	Professor	West Plains Instruction	\$67,913	\$1,279.13	\$69,192
Albritton, Michael	Instructor	Management & Information Technology	\$40,800	\$1,008.00	\$41,808
Allen, Jimmie	Associate Professor	Art & Design	\$57,308	\$1,173.08	\$58,481
Allen, Natalie	Clinical Instructor	Biomedical Sciences	\$42,765	\$1,027.65	\$43,793
Alsup-Egbers, Clydette	Associate Professor	Agriculture	\$67,574	\$1,275.74	\$68,850
Amberg III, Richard	Assistant Professor	Media, Journalism & Film	\$54,805	\$1,148.05	\$55,953
Amidon, Ethan	Assistant Professor	Criminology	\$64,378	\$1,243.78	\$65,622
Ammons, Jacynda	Instructor	History	\$42,000	\$1,020.00	\$43,020
Anderson, Angela	Professor	Counseling Leadership & Special Education	\$67,361	\$1,273.61	\$68,635
Anderson, Wayne	Professor	Finance & General Business	\$103,525	\$1,635.25	\$105,160
Arendell, Telory	Associate Professor	Theatre & Dance	\$57,693	\$1,176.93	\$58,870
Argyle, Deidre	Assistant Professor	Art & Design	\$51,000	\$1,110.00	\$52,110
Arora, Sonia	Visiting Assistant Professor	Communication Sciences & Disorders	\$56,000	\$1,160.00	\$57,160
Arthaud, Tamara	Professor	Counseling Leadership & Special Education	\$83,717	\$1,437.17	\$85,155
Artman, Amy	Instructor	Religious Studies	\$35,304	\$953.04	\$36,257
Asay, Nancy	Sr Instructor	Technology & Construction Management	\$47,907	\$1,079.07	\$48,986
Ashcroft, Paul	Associate Professor	Accounting	\$127,771	\$1,877.71	\$129,649
Atkinson, Jamie	Assistant Professor	Reading Foundations & Technology	\$55,000	\$1,150.00	\$56,150
Atwell, Jan	Clinical Assistant Professor	School of Nursing	\$59,150	\$1,191.50	\$60,342
Ault-Phillips, Jana	Instructor	Finance & General Business	\$46,769	\$1,067.69	\$47,837
Austin, Rebekah	Instructor	Management & Information Technology	\$45,000	\$1,050.00	\$46,050
Backes, Heidi	Assistant Professor	Modern & Classical Languages	\$54,000	\$1,140.00	\$55,140
Baggett, Holly	Professor	History	\$70,526	\$1,305.26	\$71,831
Bailey, Sandra	Assistant Professor	Merchandising and Fashion Design	\$69,271	\$1,292.71	\$70,564
Bajalan, Djene	Assistant Professor	History	\$55,000	\$1,150.00	\$56,150
Baker, Andrew	Assistant Professor	Childhood Education & Family Studies	\$55,000	\$1,150.00	\$56,150
Baker, Rebecca	Sr Instructor	Physics Astronomy & Materials Science	\$47,609	\$1,076.09	\$48,685

Baker, Sarah	Assistant Professor	Childhood Education & Family Studies	\$55,000	\$1,150.00	\$56,150
Bakker, Klaas	Professor	Communication Sciences & Disorders	\$80,763	\$1,407.63	\$82,171
Barber, Marlin	Assistant Professor	History	\$53,751	\$1,137.51	\$54,889
Barber, Sarah	Clinical Associate Professor	Communication Sciences & Disorders	\$55,424	\$1,154.24	\$56,578
Barffour, Antoinette	Assistant Professor	Modern & Classical Languages	\$53,000	\$1,130.00	\$54,130
Barffour, Maxwell	Visiting Assistant Professor	CHHS-Master of Public Health	\$43,500	\$1,035.00	\$44,535
Barnes, Ruth	Professor	Theatre & Dance	\$64,414	\$1,244.14	\$65,658
Barnett, Joann	Instructor	Mathematics	\$37,500	\$975.00	\$38,475
Barnhart, Miles	Distinguished Professor	Biology	\$91,187	\$1,511.87	\$92,699
Barreda, Albert	Assistant Professor	Department of Hospitality Leadership	\$69,570	\$1,295.70	\$70,866
Barrier, Tonya	Professor	Management & Information Technology	\$101,973	\$1,619.73	\$103,593
Bartholomew, Jake	Instructor	Philosophy	\$42,000	\$1,020.00	\$43,020
Bass, Samuel	Instructor	Accounting	\$41,534	\$1,015.34	\$42,549
Bassett, Damon	Sr Instructor	Geography Geology & Planning	\$47,325	\$1,073.25	\$48,398
Basu Roy, Subhasree	Assistant Professor	Economics	\$72,493	\$1,324.93	\$73,818
Baumlin, James	Distinguished Professor	English	\$88,060	\$1,480.60	\$89,541
Baynes, Leslie	Associate Professor	Religious Studies	\$59,025	\$1,190.25	\$60,215
Beatty, Nick	Instructor	Political Science	\$41,534	\$1,015.34	\$42,549
Belisle, Jordan	Assistant Professor	Psychology	\$55,000	\$1,150.00	\$56,150
Bell, Angela	Visiting Assistant Professor	English	\$54,000	\$1,140.00	\$55,140
Belshoff, Richard	Professor	Mathematics	\$81,608	\$1,416.08	\$83,024
Benedict-Chambers, Amanda	Assistant Professor	Childhood Education & Family Studies	\$57,966	\$1,179.66	\$59,146
Bentley, Kunti	Project Coordinator-Project HEAL	Legal Affairs and Compliance	\$32,602	\$926.02	\$33,528
Benzer, Fatih	Assistant Professor	Art & Design	\$52,000	\$1,120.00	\$53,120
Berquist, Charlene	Professor	Communication	\$84,833	\$1,448.33	\$86,282
Berry, Roberta	Sr Instructor	English	\$41,352	\$1,013.52	\$42,366
Besara, Tiglet	Assistant Professor	Physics Astronomy & Materials Science	\$61,000	\$1,210.00	\$62,210
Bhattacharyya, Gautam	Assistant Professor	Chemistry	\$58,148	\$1,181.48	\$59,329
Biagioni, Richard	Professor	Chemistry	\$83,403	\$1,434.03	\$84,837
Birdyshaw, Edward	Associate Professor	West Plains Instruction	\$53,482	\$1,134.82	\$54,617
Bishop, Rhonda	Clinical Instructor	Childhood Education & Family Studies	\$42,000	\$1,020.00	\$43,020
Black, Alice	Associate Professor	Geography Geology & Planning	\$62,921	\$1,229.21	\$64,150
Blansit, Amy	Instructor	Kinesiology	\$41,534	\$1,015.34	\$42,549
Blanton, Patti	Sr Instructor	Mathematics	\$41,913	\$1,019.13	\$42,932
Blevins, Brooks	Professor	History	\$79,146	\$1,391.46	\$80,537
Bolyard, Chloe	Assistant Professor	Childhood Education & Family Studies	\$55,000	\$1,150.00	\$56,150
Bonebrake, Tara	Instructor	Greenwood Lab School	\$45,320	\$1,053.20	\$46,373
Bosch, Eric	Distinguished Professor	Chemistry	\$92,496	\$1,524.96	\$94,021
Bourhis, John	Professor	Communication	\$94,950	\$1,549.50	\$96,500
Bowe, Laura	Sr Instructor	Biology	\$42,139	\$1,021.39	\$43,160
Boyd, Carmen	Assistant Professor	Biomedical Sciences	\$49,981	\$1,099.81	\$51,081
Boyle, Megan	Assistant Professor	Counseling Leadership & Special Education	\$57,110	\$1,171.10	\$58,281
Boyle, Michael	Sr Instructor	Philosophy	\$45,405	\$1,054.05	\$46,459
Boys, Cathy	Associate Professor	West Plains Instruction	\$53,660	\$1,136.60	\$54,797
Brahnam, S. Sheryl	Professor	Management & Information Technology	\$122,820	\$1,828.20	\$124,648
Brattin, Ricky	Assistant Professor	Management & Information Technology	\$117,300	\$1,773.00	\$119,073

Brazeal, LeAnn	Associate Professor	Communication	\$60,958	\$1,209.58	\$62,168
Brescia, Lisa	Assistant Professor	Theatre & Dance	\$52,000	\$1,120.00	\$53,120
Brinson, Sabrina	Professor	Childhood Education & Family Studies	\$73,470	\$1,334.70	\$74,805
Broaddus, Marilyn	Instructor	Greenwood Lab School	\$40,850	\$1,008.50	\$41,859
Brock, Russell	Clinical Assistant Professor	Agency For Teaching, Leading & Learning	\$50,000	\$1,100.00	\$51,100
Brodeur, Amanda	Associate Professor	Biomedical Sciences	\$63,050	\$1,230.50	\$64,281
Brown, Orville	Professor	Counseling Leadership & Special Education	\$78,196	\$1,381.96	\$79,578
Brown, Robert	Instructor	Mathematics	\$37,506	\$975.06	\$38,481
Brummel, Sara	Associate Professor	Theatre & Dance	\$58,184	\$1,181.84	\$59,366
Bunn, Roger	Instructor	Mathematics	\$43,000	\$1,030.00	\$44,030
Burch, Abby	Instructor	Greenwood Lab School	\$42,343	\$1,023.43	\$43,366
Burge, Sara	Sr Instructor	English	\$41,343	\$1,013.43	\$42,356
Burton, Michael	Professor	Agriculture	\$73,898	\$1,338.98	\$75,237
Burton, Richard	Instructor	Management & Information Technology	\$40,102	\$1,001.02	\$41,103
Busdieker-Jesse, Nichole	Assistant Professor	Agriculture	\$59,160	\$1,191.60	\$60,352
Bushman, Barbara	Professor	Kinesiology	\$95,504	\$1,555.04	\$97,059
Butcher, Deana	Instructor	Communication	\$40,000	\$1,000.00	\$41,000
Buyurgan, Nebil	Professor	Technology & Construction Management	\$102,900	\$1,629.00	\$104,529
Cadle, Lanette	Professor	English	\$62,249	\$1,222.49	\$63,471
Cafagna, Marcus	Professor	English	\$60,426	\$1,204.26	\$61,630
Calihman, Matthew	Associate Professor	English	\$58,677	\$1,186.77	\$59,864
Cameron, James	Associate Professor	Music	\$58,039	\$1,180.39	\$59,219
Cantillo, Andres	Instructor	Economics	\$43,350	\$1,033.50	\$44,384
Carawan, Edwin	Professor	Modern & Classical Languages	\$78,279	\$1,382.79	\$79,662
Carden-Jessen, Melanie	Instructor	Geography Geology & Planning	\$40,000	\$1,000.00	\$41,000
Cardin, Ashlea	Assistant Professor	Occupational Therapy	\$79,571	\$1,395.71	\$80,967
Carr, Judy	Associate Professor	West Plains Instruction	\$50,863	\$1,108.63	\$51,972
Carr, Sylvia	Instructor	Mathematics	\$44,469	\$1,044.69	\$45,514
Carr, W. David	Associate Professor	Sports Medicine & Athletic Training	\$69,290	\$1,292.90	\$70,583
Carter, Shelley	Clinical Assistant Professor	School of Nursing	\$61,000	\$1,210.00	\$62,210
Carver, Christopher	Assistant Professor	Counseling Leadership & Special Education	\$55,000	\$1,150.00	\$56,150
Casey, Lisa	Professor	Music	\$66,244	\$1,262.44	\$67,506
Cathey, Christie	Assistant Professor	Psychology	\$54,737	\$1,147.37	\$55,884
Caton, Barbara	Assistant Professor	West Plains Allied Health Division	\$58,774	\$1,187.74	\$59,962
Cemore Brigden, Joanna	Associate Professor	Childhood Education & Family Studies	\$60,623	\$1,206.23	\$61,829
Cerdas Cisneros, Maria	Assistant Professor	Modern & Classical Languages	\$52,000	\$1,120.00	\$53,120
Chackal, Anthony	Instructor	Philosophy	\$42,000	\$1,020.00	\$43,020
Chang, Chih-Cheng	Professor	Finance & General Business	\$131,256	\$1,912.56	\$133,169
Chang, Ching-Wen	Associate Professor	Reading Foundations & Technology	\$63,236	\$1,232.36	\$64,468
Chapman, Carol	Associate Professor	Music	\$59,825	\$1,198.25	\$61,023
Chaston, Joel	Distinguished Professor	English	\$73,594	\$1,335.94	\$74,930
Chen, Qiang	Assistant Professor	Social Work	\$55,000	\$1,150.00	\$56,150
Chenoweth, Amelia	Instructor	Counseling Leadership & Special Education	\$43,000	\$1,030.00	\$44,030
Choi, Minju	Assistant Professor	Music	\$52,500	\$1,125.00	\$53,625
Christian, McCall	Visiting Instructor	Sports Medicine & Athletic Training	\$40,000	\$1,000.00	\$41,000
Chuchiak, John	Professor	History	\$80,129	\$1,401.29	\$81,530

Claborn, David	Associate Professor	CHHS-Master of Public Health	\$77,837	\$1,378.37	\$79,215
Clark, Anthony	Assistant Professor	Computer Science	\$76,500	\$1,365.00	\$77,865
Clark, Ronald	Associate Professor	Marketing	\$122,330	\$1,823.30	\$124,153
Clayton, Michael	Assistant Professor	Psychology	\$57,629	\$1,176.29	\$58,805
Cline, Andrew	Professor	Media, Journalism & Film	\$68,894	\$1,288.94	\$70,183
Closser, Cole	Assistant Professor	Art & Design	\$52,020	\$1,120.20	\$53,140
Cobos, Liza	Assistant Professor	Department of Hospitality Leadership	\$70,000	\$1,300.00	\$71,300
Cohen Ioannides, Mara	Sr Instructor	English	\$43,334	\$1,033.34	\$44,367
Coleman, Joshua	Assistant Professor	Marketing	\$115,000	\$1,750.00	\$116,750
Collins, Christopher	Assistant Professor	Communication	\$51,000	\$1,110.00	\$52,110
Coltharp, Allison	Sr Instructor	Communication	\$42,989	\$1,029.89	\$44,019
Coltharp, Joel	Instructor	English	\$40,000	\$1,000.00	\$41,000
Conner, Karla	Clinical Assistant Professor	School of Nursing	\$59,000	\$1,190.00	\$60,190
Cook, Sherry	Sr Instructor	Marketing	\$51,386	\$1,113.86	\$52,500
Coombs, James	Associate Professor	Library	\$60,700	\$1,207.00	\$61,907
Corcoran, Deborah	Sr Instructor	Geography Geology & Planning	\$49,910	\$1,099.10	\$51,009
Cornelison, David	Professor	Physics Astronomy & Materials Science	\$93,452	\$1,534.52	\$94,987
Cornelius-White, Jeffrey	Professor	Counseling Leadership & Special Education	\$76,164	\$1,361.64	\$77,526
Correll, Pamela	Assistant Professor	Reading Foundations & Technology	\$55,000	\$1,150.00	\$56,150
Cox, Nora	Sr Instructor	Communication	\$41,724	\$1,017.24	\$42,741
Crafts, Daniel	Associate Professor	Department of Hospitality Leadership	\$71,828	\$1,318.28	\$73,146
Crain, Susan	Professor	Finance & General Business	\$130,684	\$1,906.84	\$132,591
Crowder, Rebecca	Instructor	Greenwood Lab School	\$42,051	\$1,020.51	\$43,072
Curry, Natalie	Clinical Instructor	Social Work	\$40,800	\$1,008.00	\$41,808
Curtis, Scott	Instructor	Chemistry	\$34,500	\$945.00	\$35,445
Czyzniewski, Michael	Associate Professor	English	\$58,751	\$1,187.51	\$59,939
Daehn, Ann Marie	Associate Professor	Music	\$58,751	\$1,187.51	\$59,939
Dalton, Benjamin	Lab Supervisor CNAS	Biology	\$30,316	\$903.16	\$31,219
Dalton, Tracy	Sr Instructor	English	\$42,804	\$1,028.04	\$43,832
Daniel, Carol	Clinical Assistant Professor	School of Nursing	\$57,325	\$1,173.25	\$58,498
Daoust, Mario	Assistant Professor	Geography Geology & Planning	\$55,142	\$1,151.42	\$56,293
Daugherty, Timothy	Professor	Psychology	\$94,201	\$1,542.01	\$95,743
Davis, Shelby	Assistant Professor	Communication Sciences & Disorders	\$57,500	\$1,175.00	\$58,675
Davis, Tammi	Assistant Professor	Childhood Education & Family Studies	\$55,000	\$1,150.00	\$56,150
DeBode, Jason	Assistant Professor	Management & Information Technology	\$114,220	\$1,742.20	\$115,962
Denton, Melinda	Assistant Professor	West Plains Instruction	\$45,241	\$1,052.41	\$46,293
DePaepe, Paris	Professor	Counseling Leadership & Special Education	\$78,748	\$1,387.48	\$80,135
Dicke, Crystal	Associate Professor	Library	\$46,942	\$1,069.42	\$48,011
Dicke, Thomas	Professor	History	\$74,150	\$1,341.50	\$75,492
Dickerson, Bradley	Assistant Professor	Political Science	\$55,000	\$1,150.00	\$56,150
Dillon, Randy	Professor	Communication	\$83,888	\$1,438.88	\$85,327
Dimond, Jack	Sr Instructor	Media, Journalism & Film	\$44,385	\$1,043.85	\$45,429
Dollar, Susan	Professor	Social Work	\$86,610	\$1,466.10	\$88,076
Downing, John	Associate Professor	Kinesiology	\$67,861	\$1,278.61	\$69,140
Dudash-Buskirk, Elizabeth	Associate Professor	Communication	\$61,464	\$1,214.64	\$62,679
Dunlop, Vicki	Assistant Professor	Greenwood Lab School	\$54,878	\$1,148.78	\$56,027

Durham, Paul	Distinguished Professor	Biology	\$133,209	\$1,932.09	\$135,141
Dyer, Samuel	Associate Professor	Communication	\$62,372	\$1,223.72	\$63,596
Echols, Leslie	Assistant Professor	Psychology	\$56,591	\$1,165.91	\$57,757
Edgar, William	Clinical Associate Professor	Library	\$65,688	\$1,256.88	\$66,945
Ehlers, Abigale	Sr Instructor	Department of Hospitality Leadership	\$46,825	\$1,068.25	\$47,893
Ekstam, Keith	Professor	Art & Design	\$81,296	\$1,412.96	\$82,709
El Alami Canning, Khanssaa	Visiting Instructor	Modern & Classical Languages	\$35,000	\$950.00	\$35,950
Eldred, Jannette	Clinical Instructor	Social Work	\$42,158	\$1,021.58	\$43,180
Ellickson, Mark	Professor	Political Science	\$73,676	\$1,336.76	\$75,013
Elliott, Jessica	Assistant Professor	History	\$55,500	\$1,155.00	\$56,655
English, Catherine	Associate Professor	English	\$60,080	\$1,200.80	\$61,281
Ernce, Keith	Professor	Kinesiology	\$88,619	\$1,486.19	\$90,105
Estrella, Ana	Assistant Professor	West Plains Instruction	\$41,737	\$1,017.37	\$42,754
Evans, Kevin	Professor	Geography Geology & Planning	\$69,824	\$1,298.24	\$71,122
Evans, Krista	Assistant Professor	Geography Geology & Planning	\$56,500	\$1,165.00	\$57,665
Fallone, Melissa	Associate Professor	Psychology	\$58,339	\$1,183.39	\$59,522
Fearing, Cory	Instructor	Greenwood Lab School	\$42,606	\$1,026.06	\$43,632
Fent, Nathan	Instructor	Agriculture	\$45,000	\$1,050.00	\$46,050
Finch, Kim	Associate Professor	Counseling Leadership & Special Education	\$62,778	\$1,227.78	\$64,006
Finn, Debra	Assistant Professor	Biology	\$56,000	\$1,160.00	\$57,160
Fischer, Donald	Professor	Psychology	\$71,911	\$1,319.11	\$73,230
Fitzgerald, Ivy	Instructor	Biomedical Sciences	\$41,534	\$1,015.34	\$42,549
Flanders, Janelle	Instructor	Greenwood Lab School	\$41,609	\$1,016.09	\$42,625
Flannery, Timothy	Assistant Professor	Economics	\$75,000	\$1,350.00	\$76,350
Follensbee, Billie	Professor	Art & Design	\$77,729	\$1,377.29	\$79,106
Foreman, Elizabeth	Associate Professor	Philosophy	\$62,110	\$1,221.10	\$63,331
Foster, Lyle	Assistant Professor	Sociology & Anthropology	\$53,000	\$1,130.00	\$54,130
Foster, Micheal	Professor	Theatre & Dance	\$64,031	\$1,240.31	\$65,271
Fraczak, Jacek	Associate Professor	Art & Design	\$58,417	\$1,184.17	\$59,601
Franklin, Thomas	Associate Professor	Communication Sciences & Disorders	\$73,041	\$1,330.41	\$74,371
Frederick, Dana	Instructor	Management & Information Technology	\$44,826	\$1,048.26	\$45,874
Frederick-Hudson, Katherine	Microbiology Lab Coord	Biology	\$30,000	\$900.00	\$30,900
Friske, Wesley	Assistant Professor	Marketing	\$117,300	\$1,773.00	\$119,073
Frodermann, Evan	Assistant Professor	Physics Astronomy & Materials Science	\$57,500	\$1,175.00	\$58,675
Galloway, Julie	Sr Instructor	Economics	\$50,930	\$1,109.30	\$52,039
Galloway, Terrel	Professor	Economics	\$90,796	\$1,507.96	\$92,304
Galloway, James	Assistant Professor	Kinesiology	\$54,500	\$1,145.00	\$55,645
Garg, Vinay	Associate Professor	Management & Information Technology	\$93,524	\$1,535.24	\$95,059
Garrad, Richard	Professor	Biomedical Sciences	\$89,646	\$1,496.46	\$91,142
Garrison, Traci	Clinical Assistant Professor	Occupational Therapy	\$69,952	\$1,299.52	\$71,252
Garrison-Kane, Linda	Professor	Counseling Leadership & Special Education	\$78,698	\$1,386.98	\$80,085
Gartin, Patrick	Associate Professor	Criminology	\$81,324	\$1,413.24	\$82,737
Gattis, Lyn	Associate Professor	English	\$58,460	\$1,184.60	\$59,645
Gdovin, Jacob	Assistant Professor	Kinesiology	\$54,000	\$1,140.00	\$55,140
Gebken, Richard	Associate Professor	Technology & Construction Management	\$85,643	\$1,456.43	\$87,099
Gerasimchuk, Nikolay	Professor	Chemistry	\$81,097	\$1,410.97	\$82,508

Gerasimchuk-Djordjevic, Maria	Assistant Professor	Art & Design	\$51,000	\$1,110.00	\$52,110
Gholson, Martha	Associate Professor	English	\$52,355	\$1,123.55	\$53,479
Ghosh, Kartik	Professor	Physics Astronomy & Materials Science	\$85,101	\$1,451.01	\$86,552
Gibson, Hugh	Associate Professor	Kinesiology	\$66,650	\$1,266.50	\$67,917
Gibson, Kathryn	Assistant Professor	Greenwood Lab School	\$49,166	\$1,091.66	\$50,258
Gillam, Kenneth	Associate Professor	English	\$61,192	\$1,211.92	\$62,404
Gilmore, Kristy	Instructor	Greenwood Lab School	\$45,320	\$1,053.20	\$46,373
Given, Mark	Associate Professor	Religious Studies	\$60,923	\$1,209.23	\$62,132
Goddard, Stacy	Instructor	Kinesiology	\$54,000	\$1,140.00	\$55,140
Goering, Daniel	Assistant Professor	Management & Information Technology	\$125,000	\$1,850.00	\$126,850
Goeringer, Michael	Clinical Assistant Professor	Counseling Leadership & Special Education	\$45,500	\$1,055.00	\$46,555
Goerndt, Michael	Assistant Professor	Agriculture-Darr Ag Center	\$60,225	\$1,202.25	\$61,427
Goodwin, Andrew	Artist-in-Residence	Art & Design	\$40,000	\$1,000.00	\$41,000
Goodwin, Brenda	Assistant Professor	Kinesiology	\$55,488	\$1,154.88	\$56,643
Goodwin, David	Associate Professor	Reading Foundations & Technology	\$60,740	\$1,207.40	\$61,947
Goss, Benjamin	Assistant Professor	Management & Information Technology	\$90,000	\$1,500.00	\$91,500
Gouzie, Douglas	Professor	Geography Geology & Planning	\$69,196	\$1,291.96	\$70,488
Grace-Duran, Jennifer	Instructor	Greenwood Lab School	\$39,000	\$990.00	\$39,990
Gram, John	Instructor	History	\$42,840	\$1,028.40	\$43,868
Graves, Carolyn	Clinical Assistant Professor	School of Nursing	\$59,092	\$1,190.92	\$60,283
Gray, Stacy	Visiting Instructor	Greenwood Lab School	\$31,000	\$910.00	\$31,910
Greene, Brian	Associate Professor	Biology	\$61,665	\$1,216.65	\$62,882
Greene, Janice	Professor	Biology	\$76,359	\$1,363.59	\$77,723
Greiner, Douglas	Mental Health Clinician	Counseling Center	\$37,500	\$975.00	\$38,475
Guo, Kanghui	Professor	Mathematics	\$85,595	\$1,455.95	\$87,051
Guo, Xiang	Assistant Professor	Management & Information Technology	\$120,000	\$1,800.00	\$121,800
Gutierrez, Melida	Professor	Geography Geology & Planning	\$79,167	\$1,391.67	\$80,559
Gutzke, David	Distinguished Professor	History	\$88,035	\$1,480.35	\$89,515
Haggard, Dana	Professor	Management & Information Technology	\$102,896	\$1,628.96	\$104,525
Haggard, Kelly	Professor	Finance & General Business	\$132,923	\$1,929.23	\$134,852
Hall, Lisa	Assistant Professor	Psychology	\$56,906	\$1,169.06	\$58,075
Hamm, Randall	Professor	Music	\$72,244	\$1,322.44	\$73,566
Hammerschmidt, Melinda	Instructor	Greenwood Lab School	\$40,109	\$1,001.09	\$41,110
Hammond, Michael	Sr Instructor	Accounting	\$48,534	\$1,085.34	\$49,619
Hammons, David	Instructor	Marketing	\$40,000	\$1,000.00	\$41,000
Hamwi, Georg	Associate Professor	Marketing	\$116,598	\$1,765.98	\$118,364
Harbaugh, Adam	Associate Professor	Mathematics	\$62,076	\$1,220.76	\$63,297
Harms, John	Professor	Sociology & Anthropology	\$82,791	\$1,427.91	\$84,219
Hart, James	Assistant Professor	West Plains Instruction	\$46,796	\$1,067.96	\$47,864
Hart, Laura	Assistant Professor	Sociology & Anthropology	\$53,000	\$1,130.00	\$54,130
Harwood, William	Assistant Professor	Philosophy	\$53,000	\$1,130.00	\$54,130
Haslam, Darryl	Associate Professor	Social Work	\$66,127	\$1,261.27	\$67,388
Hass, Aida	Professor	Criminology	\$82,263	\$1,422.63	\$83,686
Hatz, Kirsten	Sr Instructor	Kinesiology	\$44,130	\$1,041.30	\$45,171
Hausback, Jason	Associate Professor	Music	\$58,751	\$1,187.51	\$59,939
Havlin, Tiffany	Clinical Instructor	Social Work	\$40,800	\$1,008.00	\$41,808

Hays, David	Professor	Music	\$71,514	\$1,315.14	\$72,829
Hedgpeth, Kent	Instructor	Greenwood Lab School	\$44,972	\$1,049.72	\$46,022
Heinlein, Kurt	Professor	Theatre & Dance	\$73,621	\$1,336.21	\$74,957
Heitger, Lester	Professor	Accounting	\$133,556	\$1,935.56	\$135,492
Hellman, Andrea	Assistant Professor	English	\$55,033	\$1,150.33	\$56,183
Hellman, Daniel	Associate Professor	Music	\$56,205	\$1,162.05	\$57,367
Henary, Sara	Assistant Professor	Political Science	\$53,995	\$1,139.95	\$55,135
Hendrickson, Nicole	Instructor	Biomedical Sciences	\$41,534	\$1,015.34	\$42,549
Henke, Jane	Mental Health Clinician-Victim Srvs	Counseling Center	\$35,833	\$958.33	\$36,791
Hermans, Charles	Professor	Marketing	\$113,684	\$1,736.84	\$115,421
Herr, Christopher	Professor	Theatre & Dance	\$73,440	\$1,334.40	\$74,774
Herring, Sean	Practitioner-in-Residence	English	\$53,500	\$1,135.00	\$54,635
Herring, Tara	Lab Supervisor CNAS	Biology	\$33,265	\$932.65	\$34,198
Heyboer, Jill	Professor	Music	\$66,244	\$1,262.44	\$67,506
Heywood, John	Professor	Biology	\$79,723	\$1,397.23	\$81,120
Hickey, Dennis	Distinguished Professor	Political Science	\$72,554	\$1,325.54	\$73,879
Hicks, David	Instructor	Art & Design	\$40,000	\$1,000.00	\$41,000
High, Brian	Sr Instructor	Chemistry	\$44,184	\$1,041.84	\$45,226
Hill, Lindsay	Assistant Professor	West Plains Allied Health Division	\$51,562	\$1,115.62	\$52,678
Hiller, Jokima	Assistant Professor	Department of Hospitality Leadership	\$70,000	\$1,300.00	\$71,300
Hinch, Steven	Assoc Professor	Reading Foundations & Technology	\$66,968	\$1,266.98	\$68,235
Hines, Christopher	Assistant Professor	Accounting	\$125,283	\$1,852.83	\$127,136
Hines, James	Instructor	Accounting	\$45,900	\$1,059.00	\$46,959
Hobbs, Lora	Sr Instructor	Religious Studies	\$48,048	\$1,080.48	\$49,128
Hoegeman, Catherine	Assistant Professor	Sociology & Anthropology	\$52,697	\$1,126.97	\$53,824
Hoelscher, Carrisa	Assistant Professor	Communication	\$51,000	\$1,110.00	\$52,110
Hoelscher, Seth	Assistant Professor	Finance & General Business	\$125,000	\$1,850.00	\$126,850
Hogans, Azaria	Artist-In-Residence	Theatre & Dance	\$40,000	\$1,000.00	\$41,000
Holladay, Holly	Assistant Professor	Media, Journalism & Film	\$52,000	\$1,120.00	\$53,120
Holmer, Earl	Sr Instructor	English	\$40,817	\$1,008.17	\$41,825
Homburg, Andrew	Associate Professor	Music	\$59,825	\$1,198.25	\$61,023
Hong, Hye-Jung	Associate Professor	Music	\$57,058	\$1,170.58	\$58,229
Hopper, Tina-Maria	Lab Supervisor CNAS	Biology	\$37,026	\$970.26	\$37,996
Hornsby-Gutting, Angela	Associate Professor	History	\$74,563	\$1,345.63	\$75,909
Horton III, Leonard	Instructor	Media, Journalism & Film	\$49,535	\$1,095.35	\$50,630
Hough, Lyon	Assistant Professor	Biomedical Sciences	\$58,990	\$1,189.90	\$60,180
Howard, Jason	Instructor	Communication	\$40,000	\$1,000.00	\$41,000
Howell, Marcus	Associate Professor	Art & Design	\$54,099	\$1,140.99	\$55,240
Howerton, Phillip	Professor	West Plains Instruction	\$56,058	\$1,160.58	\$57,219
Hu, Shouchuan	Distinguished Professor	Mathematics	\$94,145	\$1,541.45	\$95,686
Huang, Shyang	Professor	Physics Astronomy & Materials Science	\$74,455	\$1,344.55	\$75,800
Hubbard, Kevin	Assistant Professor	Technology & Construction Management	\$84,315	\$1,443.15	\$85,758
Huddleston, Carla	Assistant Professor	West Plains Allied Health Division	\$55,069	\$1,150.69	\$56,220
Hudson, Danae	Professor	Psychology	\$72,140	\$1,321.40	\$73,461
Hudson, Michael	Associate Professor	Sports Medicine & Athletic Training	\$76,631	\$1,366.31	\$77,997
Hughes, Joseph	Professor	Modern & Classical Languages	\$73,083	\$1,330.83	\$74,414

Hughes, Kevin	Associate Professor	Art & Design	\$57,753	\$1,177.53	\$58,931
Hulett, Michelle	Dir International Business Programs	College of Business	\$53,411	\$1,134.11	\$54,545
Hulgus, Joseph	Professor	Counseling Leadership & Special Education	\$68,108	\$1,281.08	\$69,389
Hulme, Amy	Assistant Professor	Biomedical Sciences	\$56,100	\$1,161.00	\$57,261
Hunter, Anne Marie	Associate Professor	Biomedical Sciences	\$65,461	\$1,254.61	\$66,716
Hurst, Beth	Professor	Reading Foundations & Technology	\$84,018	\$1,440.18	\$85,458
Hutter, James	Associate Professor	Agriculture	\$67,513	\$1,275.13	\$68,788
Hwang, Chin-Feng	Department Head 10 month	Agriculture-Mtn Grv Campus	\$83,249	\$1,432.49	\$84,681
Iantria, Linnea	Sr Instructor	Geography Geology & Planning	\$50,750	\$1,107.50	\$51,858
Iman, Gary	Sr Instructor	Communication	\$43,345	\$1,033.45	\$44,378
Iqbal, Razib	Assistant Professor	Computer Science	\$77,950	\$1,379.50	\$79,330
Jackson-Brown, Grace	Associate Professor	Library	\$57,974	\$1,179.74	\$59,154
Jamos, Abdullah	Assistant Professor	Communication Sciences & Disorders	\$57,967	\$1,179.67	\$59,147
Jamrose, Dennis	Assistant Professor	Marketing	\$115,000	\$1,750.00	\$116,750
Jean-Charles, Alex	Assistant Professor	Reading Foundations & Technology	\$56,100	\$1,161.00	\$57,261
Jean-Charles, Loretta	Instructor	Greenwood Lab School	\$46,000	\$1,060.00	\$47,060
Jennings, Bryan	Associate Professor	Art & Design	\$60,922	\$1,209.22	\$62,131
John, Judith	Professor	English	\$70,136	\$1,301.36	\$71,437
Johnson, David	Associate Professor	Political Science	\$63,966	\$1,239.66	\$65,206
Johnson, Emlyn	Instructor	Music	\$40,000	\$1,000.00	\$41,000
Johnson, Richard	Professor	Management & Information Technology	\$103,631	\$1,636.31	\$105,267
Jolivette, Catherine	Professor	Art & Design	\$64,848	\$1,248.48	\$66,096
Jones, Adena	Associate Professor	Psychology	\$58,972	\$1,189.72	\$60,162
Jones, Alisha	Clinical Assistant Professor	School of Nursing	\$59,160	\$1,191.60	\$60,352
Jones, Cheryl	Professor	Library	\$60,239	\$1,202.39	\$61,441
Jones, Martin	Associate Professor	Technology & Construction Management	\$81,740	\$1,417.40	\$83,157
Jones, Steven	Professor	Reading Foundations & Technology	\$77,721	\$1,377.21	\$79,098
Jordan, Linda	Dual Credit Crd-English	English	\$37,405	\$974.05	\$38,379
Joswick, David	Sr Instructor	Technology & Construction Management	\$75,203	\$1,352.03	\$76,555
Jutla, Rajinder	Professor	Geography Geology & Planning	\$71,375	\$1,313.75	\$72,689
Kaatz, James	Associate Professor	Political Science	\$58,862	\$1,188.62	\$60,051
Kaf, Wafaa	Professor	Communication Sciences & Disorders	\$86,567	\$1,465.67	\$88,033
Kageyama, Yoshimasa	Assistant Professor	Department of Hospitality Leadership	\$69,500	\$1,295.00	\$70,795
Kane, Thomas	Professor	Psychology	\$77,028	\$1,370.28	\$78,398
Kang, Sung-wan	Assistant Professor	Social Work	\$55,000	\$1,150.00	\$56,150
Kappeler, Erin	Assistant Professor	English	\$52,000	\$1,120.00	\$53,120
Karanikas, Marianthe	Associate Professor	English	\$52,948	\$1,129.48	\$54,077
Kaufman, Daniel	Professor	Philosophy	\$73,707	\$1,337.07	\$75,044
Kaula, Radhika	Instructor	Management & Information Technology	\$40,800	\$1,008.00	\$41,808
Kaula, Rajeev	Professor	Management & Information Technology	\$114,476	\$1,744.76	\$116,221
Keith, Renee	Professor	West Plains Instruction	\$62,412	\$1,224.12	\$63,636
Keller, Carl	Associate Professor	Accounting	\$126,386	\$1,863.86	\$128,250
Keltner, Michael	Instructor	Kinesiology	\$41,534	\$1,015.34	\$42,549
Kelts, Christopher	Assistant Professor	Music	\$53,040	\$1,130.40	\$54,170
Kemp, Paula	Distinguished Professor	Mathematics	\$103,824	\$1,638.24	\$105,462
Kenny, Erin	Assistant Professor	Sociology & Anthropology	\$55,000	\$1,150.00	\$56,150

Ketter, Daniel	Assistant Professor	Music	\$51,000	\$1,110.00	\$52,110
Keys, Amanda	Assistant Professor	Social Work	\$56,100	\$1,161.00	\$57,261
Killion, John	Professor	Mathematics	\$79,605	\$1,396.05	\$81,001
Kilmer, Shelby	Professor	Mathematics	\$81,735	\$1,417.35	\$83,152
Kim, Junyoung	Assistant Professor	Kinesiology	\$53,000	\$1,130.00	\$54,130
King, Elizabeth	Assistant Professor	Childhood Education & Family Studies	\$55,000	\$1,150.00	\$56,150
Kirkland-Ives, Mitzi	Associate Professor	Art & Design	\$56,754	\$1,167.54	\$57,921
Kissoon-Charles, La Toya	Assistant Professor	Biology	\$56,000	\$1,160.00	\$57,160
Kitheka, Bernard	Assistant Professor	Kinesiology	\$54,500	\$1,145.00	\$55,645
Kleeschulte, Melanie	Instructor	Modern & Classical Languages	\$42,500	\$1,025.00	\$43,525
Knowles, Amy	Student Teacher Supervisor-English	English	\$36,866	\$968.66	\$37,835
Koch, Philippa	Assistant Professor	Religious Studies	\$54,000	\$1,140.00	\$55,140
Koerber, Robin	Clinical Instructor	Childhood Education & Family Studies	\$42,000	\$1,020.00	\$43,020
Koo, Pedro	Associate Professor	Modern & Classical Languages	\$61,445	\$1,214.45	\$62,659
Korang-Okrah, Rose	Assistant Professor	Social Work	\$56,100	\$1,161.00	\$57,261
Koroglu, Didem	Instructor	Communication	\$42,500	\$1,025.00	\$43,525
Kostic, Bogdan	Assistant Professor	Psychology	\$52,676	\$1,126.76	\$53,803
Kostovic, Cedomir	Professor	Art & Design	\$84,548	\$1,445.48	\$85,993
Kovacs, Laszlo	Professor	Biology	\$83,969	\$1,439.69	\$85,409
Kuiper, Matthew	Assistant Professor	Religious Studies	\$55,000	\$1,150.00	\$56,150
Kyle, Jerri	Sr Instructor	Communication	\$41,851	\$1,018.51	\$42,870
La Monica, Michael	Assistant Professor	Kinesiology	\$54,000	\$1,140.00	\$55,140
LaBarr, Cameron	Associate Professor	Music	\$57,956	\$1,179.56	\$59,136
Lamouria, Lanya	Associate Professor	English	\$60,017	\$1,200.17	\$61,217
Lancaster, Phillip	Assistant Professor	Agriculture	\$64,260	\$1,242.60	\$65,503
Lancaster, Sarah	Assistant Professor	Agriculture	\$64,260	\$1,242.60	\$65,503
LaPreze, Melody	Assistant Professor	Management & Information Technology	\$88,880	\$1,488.80	\$90,369
Larkin, Kathleen	Instructor	Finance & General Business	\$46,726	\$1,067.26	\$47,793
Larson, Deborah	Associate Professor	Media, Journalism & Film	\$60,799	\$1,207.99	\$62,007
Leamy, Diane	Sr Instructor	Criminology	\$47,981	\$1,079.81	\$49,061
Leasure, Stanley	Professor	Finance & General Business	\$98,046	\$1,580.46	\$99,626
Lee, Kewman	Assistant Professor	Reading Foundations & Technology	\$55,000	\$1,150.00	\$56,150
Leinweber, Ashley	Associate Professor	Political Science	\$60,901	\$1,209.01	\$62,110
Lewis, Kayla	Assistant Professor	Reading Foundations & Technology	\$56,100	\$1,161.00	\$57,261
Lewis, Robert	Assistant Professor	Media, Journalism & Film	\$52,000	\$1,120.00	\$53,120
Li, LinDa	Assistant Professor	Marketing	\$115,000	\$1,750.00	\$116,750
Liang, Yating	Professor	Kinesiology	\$72,899	\$1,328.99	\$74,228
Ligon, Day	Associate Professor	Biology	\$61,192	\$1,211.92	\$62,404
Little, Robert	Professor	Theatre & Dance	\$64,573	\$1,245.73	\$65,819
Liu, Hui	Professor	Computer Science	\$83,941	\$1,439.41	\$85,380
Livers, Stefanie	Assistant Professor	Childhood Education & Family Studies	\$55,000	\$1,150.00	\$56,150
Llewellyn, John	Professor	Religious Studies	\$78,950	\$1,389.50	\$80,340
Lockenvitz, Sarah	Assistant Professor	Communication Sciences & Disorders	\$57,100	\$1,171.00	\$58,271
Lombilla, Luis	Sr Instructor	Modern & Classical Languages	\$43,860	\$1,038.60	\$44,899
Long, Jessica	Instructor	Management & Information Technology	\$42,000	\$1,020.00	\$43,020
Lowe, Roberta	Instructor	Art & Design	\$42,413	\$1,024.13	\$43,437

Lowenthal-Hershey, Jennifer	Instructor	Management & Information Technology	\$42,000	\$1,020.00	\$43,020
Luo, Jun	Professor	Geography Geology & Planning	\$67,773	\$1,277.73	\$69,051
Lupfer, Christopher	Assistant Professor	Biology	\$56,100	\$1,161.00	\$57,261
Lyman, Sean	Professor	Art & Design	\$60,276	\$1,202.76	\$61,479
Mabee, Jonathan	Assistant Professor	Media, Journalism & Film	\$52,000	\$1,120.00	\$53,120
Macgregor, Cynthia	Professor	Counseling Leadership & Special Education	\$74,785	\$1,347.85	\$76,133
Madden, Etta	Professor	English	\$77,139	\$1,371.39	\$78,510
Maddox, Robert	Assistant Professor	Counseling Leadership & Special Education	\$56,100	\$1,161.00	\$57,261
Maher, Sean	Assistant Professor	Biology	\$55,552	\$1,155.52	\$56,708
Maimone, Luciane	Assistant Professor	Modern & Classical Languages	\$52,000	\$1,120.00	\$53,120
Malega, Ronald	Assistant Professor	Geography Geology & Planning	\$58,913	\$1,189.13	\$60,102
Mantie-Kozlowski, Alana	Associate Professor	Communication Sciences & Disorders	\$67,680	\$1,276.80	\$68,957
Maples, Carol	Professor	Theatre & Dance	\$65,253	\$1,252.53	\$66,506
Margavio, Geanie	Associate Professor	Accounting	\$106,211	\$1,662.11	\$107,873
Margavio, Thomas	Professor	Management & Information Technology	\$100,509	\$1,605.09	\$102,114
Martin, Jill	Instructor	Greenwood Lab School	\$46,529	\$1,065.29	\$47,594
Martin, Judith	Professor	Modern & Classical Languages	\$66,701	\$1,267.01	\$67,968
Martinez, Blanca	Assistant Professor	Modern & Classical Languages	\$52,900	\$1,129.00	\$54,029
Masterson, Gerald	Professor	Kinesiology	\$82,755	\$1,427.55	\$84,183
Mathew, George	Professor	Mathematics	\$82,921	\$1,429.21	\$84,350
Matthews, James	Instructor	Counseling Leadership & Special Education	\$44,270	\$1,042.70	\$45,313
Mays, Larry	Instructor	Kinesiology	\$41,534	\$1,015.34	\$42,549
Mbanga, Cedric Tresor	Assistant Professor	Finance & General Business	\$125,000	\$1,850.00	\$126,850
McClain, William	Assistant Professor	Agriculture	\$64,260	\$1,242.60	\$65,503
McCollom, Jason	Assistant Professor	West Plains Instruction	\$41,208	\$1,012.08	\$42,220
McConnell, Vanessa	Clinical Assistant Professor	School of Nursing	\$59,160	\$1,191.60	\$60,352
McIntyre, Stephen	Professor	History	\$70,526	\$1,305.26	\$71,831
McKay, Matthew	Assistant Professor	Geography Geology & Planning	\$56,000	\$1,160.00	\$57,160
McLean, Annice	Sr Instructor	Reading Foundations & Technology	\$46,508	\$1,065.08	\$47,573
McMeley, Cynthia	Instructor	Childhood Education & Family Studies	\$43,654	\$1,036.54	\$44,691
Meadows, William	Professor	Sociology & Anthropology	\$69,030	\$1,290.30	\$70,320
Meek, Russell	Instructor	Finance & General Business	\$46,726	\$1,067.26	\$47,793
Meints, Gary	Associate Professor	Chemistry	\$61,068	\$1,210.68	\$62,279
Mellors, Sarah	Assistant Professor	History	\$56,000	\$1,160.00	\$57,160
Merrigan, Michael	Clinical Assistant Professor	Management & Information Technology	\$86,001	\$1,460.01	\$87,461
Messerly, Dana	Assistant Professor	School of Nursing	\$70,000	\$1,300.00	\$71,300
Metcalf, Holly	Clinical Assistant Professor	Communication Sciences & Disorders	\$43,860	\$1,038.60	\$44,899
Metzker, Helena	Instructor	Chemistry	\$36,343	\$963.43	\$37,306
Meyer, James	Professor	Childhood Education & Family Studies	\$69,593	\$1,295.93	\$70,889
Meyer, Judith	Professor	Geography Geology & Planning	\$69,543	\$1,295.43	\$70,838
Miao, Xin	Professor	Geography Geology & Planning	\$68,044	\$1,280.44	\$69,324
Michelfelder, Gary	Assistant Professor	Geography Geology & Planning	\$57,388	\$1,173.88	\$58,562
Mickus, Kevin	Distinguished Professor	Geography Geology & Planning	\$91,537	\$1,515.37	\$93,052
Millana, Jocelyn	Assistant Professor	Media, Journalism & Film	\$52,000	\$1,120.00	\$53,120
Miller, Carol	Distinguished Professor	Finance & General Business	\$118,982	\$1,789.82	\$120,772
Miller, F. Thornton	Professor	History	\$73,921	\$1,339.21	\$75,260

Million, Rita	Assistant Professor	School of Nursing	\$65,000	\$1,250.00	\$66,250
Mirza, Babur	Assistant Professor	Biology	\$58,500	\$1,185.00	\$59,685
Mitchell, David	Professor	Economics	\$88,164	\$1,481.64	\$89,646
Mitra, Mahua	Professor	Economics	\$91,686	\$1,516.86	\$93,203
Mitra, Saibal	Professor	Physics Astronomy & Materials Science	\$77,155	\$1,371.55	\$78,527
Moore, Maia	Assistant Professor	Counseling Leadership & Special Education	\$55,000	\$1,150.00	\$56,150
Morgan, Michelle	Associate Professor	History	\$60,922	\$1,209.22	\$62,131
Morris, Eric	Associate Professor	Communication	\$65,408	\$1,254.08	\$66,662
Morris, Taleyna	Instructor	Communication	\$40,834	\$1,008.34	\$41,842
Morrison, Kathleen	Professor	West Plains Instruction	\$68,863	\$1,288.63	\$70,152
Morrison, Martin	Instructor	Music	\$40,849	\$1,008.49	\$41,857
Moser, Linda	Professor	English	\$67,307	\$1,273.07	\$68,580
Mowrey, Sascha	Assistant Professor	Childhood Education & Family Studies	\$55,000	\$1,150.00	\$56,150
Muchnick, Amy	Professor	Music	\$64,598	\$1,245.98	\$65,844
Mueller, Stephen	Professor	Management & Information Technology	\$115,000	\$1,750.00	\$116,750
Murray, Michael	Professor	Music	\$68,902	\$1,289.02	\$70,191
Murray, Sarah	Sr Instructor	Biomedical Sciences	\$45,408	\$1,054.08	\$46,462
Murvin, Jennifer	Sr Instructor	English	\$41,626	\$1,016.26	\$42,642
Naegle Jr, J. Conrad	Assistant Professor	Accounting	\$130,000	\$1,900.00	\$131,900
Neely, Jeremy	Assistant Professor	History	\$56,000	\$1,160.00	\$57,160
Neff, Carla	Lecturer	West Plains Allied Health Division	\$40,000	\$1,000.00	\$41,000
Nelson, Eric	Professor	History	\$79,296	\$1,392.96	\$80,689
Nelson, Jacob	Instructor	Technology & Construction Management	\$71,400	\$1,314.00	\$72,714
Nelson, Walt	Associate Professor	Finance & General Business	\$97,725	\$1,577.25	\$99,302
Newman, Jonathan	Assistant Professor	English	\$52,000	\$1,120.00	\$53,120
Newman, Mary	Associate Professor	Psychology	\$62,346	\$1,223.46	\$63,569
Nixon, Sarah	Professor	Reading Foundations & Technology	\$69,303	\$1,293.03	\$70,596
Northrip-Rivera, Angelia	Sr Instructor	English	\$41,287	\$1,012.87	\$42,300
Novik, Melinda	Associate Professor	Kinesiology	\$62,000	\$1,220.00	\$63,220
Novotny, Daniela	Instructor	Biomedical Sciences	\$42,158	\$1,021.58	\$43,180
Nugent, Pauline	Professor	Modern & Classical Languages	\$73,215	\$1,332.15	\$74,547
Obafemi-Ajayi, Tayo	Assistant Professor	Cooperative Engineering Program	\$73,500	\$1,335.00	\$74,835
Oden, Debra	Professor	Accounting	\$114,205	\$1,742.05	\$115,947
Olsen, Reed	Professor	Economics	\$93,599	\$1,535.99	\$95,135
Ondetti, Gabriel	Associate Professor	Political Science	\$62,582	\$1,225.82	\$63,808
Ongaga, Kennedy	Assistant Professor	Counseling Leadership & Special Education	\$60,000	\$1,200.00	\$61,200
Onyango, Benjamin	Professor	Agriculture	\$72,954	\$1,329.54	\$74,284
Oyeniya, Bukola	Assistant Professor	History	\$54,805	\$1,148.05	\$55,953
Pace, Glenn	Sr Instructor	Management & Information Technology	\$47,947	\$1,079.47	\$49,026
Paddock, Joel	Professor	Political Science	\$84,811	\$1,448.11	\$86,259
Palacios-Valladares, Indira	Assistant Professor	Political Science	\$53,751	\$1,137.51	\$54,889
Paliliunas, Dana	Visiting Assistant Professor	Psychology	\$53,000	\$1,130.00	\$54,130
Panzer, Sarah	Assistant Professor	History	\$54,000	\$1,140.00	\$55,140
Parsons, James	Professor	Music	\$78,445	\$1,384.45	\$79,829
Patterson, Kathryn	Clinical Associate Professor	School of Nursing	\$67,182	\$1,271.82	\$68,454
Patterson, Paula	Associate Professor	Music	\$55,908	\$1,159.08	\$57,067

Patterson, Robert	Professor	Physics Astronomy & Materials Science	\$83,132	\$1,431.32	\$84,563
Patton, Marciann	Sr Instructor	Technology & Construction Management	\$48,476	\$1,084.76	\$49,561
Pavlowsky, Robert	Distinguished Professor	Geography Geology & Planning	\$93,019	\$1,530.19	\$94,549
Paxton, Mark	Professor	Media, Journalism & Film	\$72,975	\$1,329.75	\$74,305
Payne, Ashley	Instructor	Psychology	\$42,000	\$1,020.00	\$43,020
Payne, Richard	Professor	Music	\$60,356	\$1,203.56	\$61,560
Pearman, Cathy	Professor	Reading Foundations & Technology	\$84,110	\$1,441.10	\$85,551
Perkins, David	Assistant Professor	Geography Geology & Planning	\$57,000	\$1,170.00	\$58,170
Pervukhin, Eric	Professor	Art & Design	\$81,414	\$1,414.14	\$82,828
Peters, Grant	Professor	Music	\$76,218	\$1,362.18	\$77,580
Peterson, Dane	Professor	Management & Information Technology	\$91,329	\$1,513.29	\$92,842
Peterson, Lori	Assistant Professor	Management & Information Technology	\$115,000	\$1,750.00	\$116,750
Pfeil, Timothy	Instructor	Greenwood Lab School	\$39,776	\$997.76	\$40,774
Pham, Courtney	Sr Instructor	Marketing	\$44,076	\$1,040.76	\$45,117
Phillips, Gary	Professor	West Plains Instruction	\$59,101	\$1,191.01	\$60,292
Philpot, James	Associate Professor	Finance & General Business	\$123,616	\$1,836.16	\$125,452
Piccolo, Diana	Associate Professor	Childhood Education & Family Studies	\$61,297	\$1,212.97	\$62,510
Pierson, Carly	Instructor	Marketing	\$40,800	\$1,008.00	\$41,808
Pierson, Matthew	Associate Professor	Cooperative Engineering Program	\$79,609	\$1,396.09	\$81,005
Pinnon, Alex	Instructor	West Plains Instruction	\$38,000	\$980.00	\$38,980
Pippa, Cristina	Instructor	Media, Journalism & Film	\$40,000	\$1,000.00	\$41,000
Plisco, Erin	Assistant Professor	Music	\$51,000	\$1,110.00	\$52,110
Poulette, Jacob	Assistant Professor	West Plains Instruction	\$45,192	\$1,051.92	\$46,244
Powell, Sara	Assistant Professor	Kinesiology	\$54,000	\$1,140.00	\$55,140
Prakash, Puneet	Associate Professor	Finance & General Business	\$130,000	\$1,900.00	\$131,900
Prescott, John	Professor	Music	\$84,056	\$1,440.56	\$85,497
Price, Debra	Instructor	Childhood Education & Family Studies	\$42,573	\$1,025.73	\$43,599
Priest, Frank	Professor	West Plains Instruction	\$55,300	\$1,153.00	\$56,453
Proctor, Lisa	Professor	Communication Sciences & Disorders	\$87,504	\$1,475.04	\$88,979
Pulley, Kathy	Professor	Religious Studies	\$105,870	\$1,658.70	\$107,529
Pulleyking, Micki	Sr Instructor	Religious Studies	\$49,069	\$1,090.69	\$50,160
Putman, Mark	Associate Professor	Theatre & Dance	\$57,264	\$1,172.64	\$58,437
Putzu, Vadim	Assistant Professor	Religious Studies	\$51,918	\$1,119.18	\$53,037
Pybas, Kevin	Associate Professor	Political Science	\$61,598	\$1,215.98	\$62,814
Qi, Kangkang	Assistant Professor	Management & Information Technology	\$115,000	\$1,750.00	\$116,750
Qiao, Yuhua	Professor	Political Science	\$73,781	\$1,337.81	\$75,119
Qiu, Wenping	Research Professor	Agriculture-Mtn Grv Campus	\$82,647	\$1,426.47	\$84,073
Quinn, Nathaniel	Sr Instructor	Counseling Leadership & Special Education	\$49,927	\$1,099.27	\$51,026
Rabon, John	Instructor	Economics	\$45,169	\$1,051.69	\$46,221
Ragan, Gay	Professor	Mathematics	\$70,928	\$1,309.28	\$72,237
Ramos, Duany	Instructor	Greenwood Lab School	\$36,343	\$963.43	\$37,306
Rast, Rebecca	Assistant Professor	Marketing	\$115,000	\$1,750.00	\$116,750
Ravenscraft, Julia	Instructor	Accounting	\$41,534	\$1,015.34	\$42,549
Rebaza-Vasquez, Jorge	Professor	Mathematics	\$77,200	\$1,372.00	\$78,572
Rector, Paula	Sr Instructor	Criminology	\$47,571	\$1,075.71	\$48,647
Redd, Emmett	Professor	Physics Astronomy & Materials Science	\$80,454	\$1,404.54	\$81,859

Reed, Michael	Professor	Physics Astronomy & Materials Science	\$82,087	\$1,420.87	\$83,508
Reid, Leslie	Professor	Mathematics	\$94,382	\$1,543.82	\$95,926
Reinis, Austra	Professor	Religious Studies	\$67,688	\$1,276.88	\$68,965
Remley, Melissa	Assistant Professor	Agriculture	\$63,236	\$1,232.36	\$64,468
Richter, Mark	Professor	Chemistry	\$86,864	\$1,468.64	\$88,333
Rico, Cyren	Assistant Professor	Chemistry	\$56,500	\$1,165.00	\$57,665
Rimal, Arbindra	Department Head 10 month	Agriculture	\$92,573	\$1,525.73	\$94,099
Roam, Kimberly	Clinical Instructor	Childhood Education & Family Studies	\$43,022	\$1,030.22	\$44,052
Roberts, Hillary	Assistant Professor	Biomedical Sciences	\$58,000	\$1,180.00	\$59,180
Roberts, Jenifer	Assistant Professor	Merchandising and Fashion Design	\$60,134	\$1,201.34	\$61,335
Roberts, Tuesda	Assistant Professor	Reading Foundations & Technology	\$55,000	\$1,150.00	\$56,150
Robinson, Melinda	Sr Instructor	Theatre & Dance	\$44,658	\$1,046.58	\$45,705
Rodriguez de la Vega, Vanessa	Assistant Professor	Modern & Classical Languages	\$55,080	\$1,150.80	\$56,231
Rogers, Lori	Sr Instructor	English	\$41,485	\$1,014.85	\$42,500
Rogers, Mark	Professor	Mathematics	\$74,419	\$1,344.19	\$75,763
Romano, David	Professor	Political Science	\$78,798	\$1,387.98	\$80,186
Rongali, Sharath	Assistant Professor	West Plains Instruction	\$43,686	\$1,036.86	\$44,723
Rost, Ann	Professor	Psychology	\$70,099	\$1,300.99	\$71,400
Rothschild, Philip	Associate Professor	Management & Information Technology	\$95,179	\$1,551.79	\$96,731
Rovey, Charles	Professor	Geography Geology & Planning	\$77,301	\$1,373.01	\$78,674
Rowe, Roberta	Sr Instructor	Communication	\$43,076	\$1,030.76	\$44,107
Rugutt, Joseph	Associate Professor	West Plains Instruction	\$57,019	\$1,170.19	\$58,189
Russell, Dasha	Assistant Professor	West Plains Instruction	\$40,648	\$1,006.48	\$41,654
Russell, Regina	Clinical Assistant Professor	Social Work	\$45,928	\$1,059.28	\$46,987
Sakidja, Ridwan	Associate Professor	Physics Astronomy & Materials Science	\$72,000	\$1,320.00	\$73,320
Salinas, Patti	Associate Professor	Criminology	\$91,800	\$1,518.00	\$93,318
Samuelson, Steven	Instructor	Management & Information Technology	\$45,000	\$1,050.00	\$46,050
Saquer, Jamil	Professor	Computer Science	\$88,370	\$1,483.70	\$89,854
Satterfield, Michelle	Clinical Instructor	Childhood Education & Family Studies	\$50,000	\$1,100.00	\$51,100
Sauer, Aaron	Assistant Professor	Technology & Construction Management	\$85,000	\$1,450.00	\$86,450
Saunders, Georgianna	Associate Professor	Biology	\$63,687	\$1,236.87	\$64,924
Saxon, Caryn	Sr Instructor	Criminology	\$45,903	\$1,059.03	\$46,962
Schaefer, Allen	Professor	Marketing	\$114,220	\$1,742.20	\$115,962
Schaefer, Weirong	Sr Instructor	Modern & Classical Languages	\$44,137	\$1,041.37	\$45,178
Schick, G. Alan	Professor	Chemistry	\$100,228	\$1,602.28	\$101,830
Schmalzbauer, John	Associate Professor	Religious Studies	\$79,566	\$1,395.66	\$80,962
Schmelzle, George	Professor	Accounting	\$121,798	\$1,817.98	\$123,616
Schotthofer, Melissa	Clinical Instructor	Childhood Education & Family Studies	\$45,847	\$1,058.47	\$46,905
Scott, Matthew	Professional Education Advisor	COE-Education Advisement	\$34,600	\$946.00	\$35,546
Scott, Patrick	Professor	Political Science	\$80,776	\$1,407.76	\$82,184
Scott, Shari	Instructor	Counseling Leadership & Special Education	\$42,840	\$1,028.40	\$43,868
Scott, Vicky	Instructor	Music	\$40,000	\$1,000.00	\$41,000
Scroggins, Wesley	Professor	Management & Information Technology	\$104,461	\$1,644.61	\$106,106
Seawright, Leslie	Assistant Professor	English	\$52,000	\$1,120.00	\$53,120
Sedaghat-Herati, Reza	Professor	Chemistry	\$86,807	\$1,468.07	\$88,275
Sells, Patrick	Instructor	Management & Information Technology	\$42,464	\$1,024.64	\$43,489

Senger, Steven	Assistant Professor	Mathematics	\$57,033	\$1,170.33	\$58,203
Seo, Jin	Assistant Professor	Art & Design	\$51,000	\$1,110.00	\$52,110
Setzer, Shelby	Instructor	Greenwood Lab School	\$36,343	\$963.43	\$37,306
Sexton, Randall	Professor	Management & Information Technology	\$118,127	\$1,781.27	\$119,908
Shade, Maria	Clinical Assistant Professor	School of Nursing	\$59,000	\$1,190.00	\$60,190
Shah, Kishor	Professor	Mathematics	\$80,048	\$1,400.48	\$81,448
Shain, Ralph	Associate Professor	Philosophy	\$58,092	\$1,180.92	\$59,273
Shand-Hawkins, Carolyn	Instructor	Mathematics	\$38,449	\$984.49	\$39,433
Shao, Feibo	Assistant Professor	Management & Information Technology	\$115,000	\$1,750.00	\$116,750
Shea, Harry	Instructor	Mathematics	\$41,318	\$1,013.18	\$42,331
Shepard, Jason	Instructor	Sociology & Anthropology	\$40,732	\$1,007.32	\$41,739
Sherman-Wilkins, Kyler	Assistant Professor	Sociology & Anthropology	\$55,000	\$1,150.00	\$56,150
Sherrill, Donna	Sr Instructor	Mathematics	\$41,104	\$1,011.04	\$42,115
Shi, Yili	Professor	English	\$71,264	\$1,312.64	\$72,577
Shin, Soo	Assistant Professor	Management & Information Technology	\$120,000	\$1,800.00	\$121,800
Shirley, Corinne	Sr Instructor	Modern & Classical Languages	\$43,860	\$1,038.60	\$44,899
Shoptaugh, Carol	Professor	Psychology	\$92,306	\$1,523.06	\$93,829
Shoumikhin, Andrei	Instructor	Defense And Strategic Studies	\$87,721	\$1,477.21	\$89,198
Siebert, Matthew	Associate Professor	Chemistry	\$62,901	\$1,229.01	\$64,130
Simmers, Christina	Professor	Marketing	\$121,850	\$1,818.50	\$123,669
Simmons, Daniel	Assistant Professor	Communication	\$53,040	\$1,130.40	\$54,170
Skiba, Jenifer	Assistant Professor	Marketing	\$115,000	\$1,750.00	\$116,750
Skibiski, Barbara	Assistant Professor	Biomedical Sciences	\$97,500	\$1,575.00	\$99,075
Smith, Brenda	Assistant Professor	West Plains Instruction	\$45,219	\$1,052.19	\$46,271
Smith, Cara	Clinical Instructor	Childhood Education & Family Studies	\$45,847	\$1,058.47	\$46,905
Smith, Joshua	Associate Professor	Biomedical Sciences	\$64,354	\$1,243.54	\$65,598
Smith, Lloyd	Professor	Computer Science	\$91,124	\$1,511.24	\$92,635
Smith, Tera	Lecturer	West Plains Instruction	\$35,598	\$955.98	\$36,554
Snodgrass, Ronald	Asst Dir, Greenwood Lab School	Greenwood Lab School	\$56,100	\$1,161.00	\$57,261
Sobel, Elizabeth	Professor	Sociology & Anthropology	\$64,532	\$1,245.32	\$65,777
Sottile, James	Professor	Counseling Leadership & Special Education	\$80,626	\$1,406.26	\$82,032
Spates, Stephen	Assistant Professor	Communication	\$51,000	\$1,110.00	\$52,110
Stafford, Gary	Sr Instructor	Mathematics	\$42,560	\$1,025.60	\$43,586
Stalnaker, Jo	Instructor	Management & Information Technology	\$40,800	\$1,008.00	\$41,808
Stanbrough, CaSandra	Assistant Professor	Psychology	\$53,000	\$1,130.00	\$54,130
Stanojevic, Vera	Professor	Mathematics	\$84,714	\$1,447.14	\$86,161
Stanton, Rhonda	Assistant Professor	English	\$54,805	\$1,148.05	\$55,953
Starr, Cathy	Associate Professor	Merchandising and Fashion Design	\$66,571	\$1,265.71	\$67,837
Steinle, Erich	Associate Professor	Chemistry	\$61,947	\$1,219.47	\$63,166
Stevens, Darcy	Recording Arts Educator	Music	\$45,097	\$1,050.97	\$46,148
Stormer, Kimberly	Assistant Professor	Reading Foundations & Technology	\$55,000	\$1,150.00	\$56,150
Storochuk, Allison	Professor	Music	\$63,146	\$1,231.46	\$64,377
Strong, John	Professor	Religious Studies	\$73,158	\$1,331.58	\$74,490
Stulce, Tara	Clinical Instructor	Biomedical Sciences	\$40,800	\$1,008.00	\$41,808
Su, Wei-Han	Professor	Music	\$64,734	\$1,247.34	\$65,981
Su, Yingcai	Professor	Mathematics	\$79,073	\$1,390.73	\$80,464

Sukovaty, Lacy	Assistant Professor	Agriculture	\$59,160	\$1,191.60	\$60,352
Sullivan, Patrick	Assistant Professor	Mathematics	\$59,130	\$1,191.30	\$60,321
Sun, Linda	Instructor	Mathematics	\$38,031	\$980.31	\$39,011
Sun, Xingping	Professor	Mathematics	\$84,705	\$1,447.05	\$86,152
Suttmoeller, Michael	Assistant Professor	Criminology	\$64,378	\$1,243.78	\$65,622
Sutton, Victoria	Instructor	Greenwood Lab School	\$44,184	\$1,041.84	\$45,226
Swearingen, Rebecca	Associate Professor	Reading Foundations & Technology	\$75,978	\$1,359.78	\$77,338
Swidey, Edward	Artist-In-Residence	Theatre & Dance	\$44,000	\$1,040.00	\$45,040
Tapis, Gregory	Assistant Professor	Accounting	\$130,000	\$1,900.00	\$131,900
Tapis, Kanu Priya	Assistant Professor	Management & Information Technology	\$115,000	\$1,750.00	\$116,750
Tassin, Kerri	Assistant Professor	Accounting	\$121,203	\$1,812.03	\$123,015
Taylor, Darren	Instructor	Greenwood Lab School	\$44,607	\$1,046.07	\$45,653
Templer Rodrigues, Abby	Assistant Professor	Sociology & Anthropology	\$55,000	\$1,150.00	\$56,150
Test, Joan	Associate Professor	Childhood Education & Family Studies	\$69,186	\$1,291.86	\$70,478
Thakur, Rajiv	Associate Professor	West Plains Instruction	\$45,049	\$1,050.49	\$46,099
Thambusamy, Ravi	Assistant Professor	Management & Information Technology	\$120,000	\$1,800.00	\$121,800
Thomas, Stephanie	Distance Ed & Lab Supervisor	Cooperative Engineering Program	\$37,934	\$979.34	\$38,913
Thomas, Steven	Professor	Management & Information Technology	\$107,299	\$1,672.99	\$108,972
Thomas, Suneeta	Assistant Professor	English	\$52,000	\$1,120.00	\$53,120
Thomas-Tate, Shurita	Associate Professor	Communication Sciences & Disorders	\$67,502	\$1,275.02	\$68,777
Thompson, Chris	Professor	Music	\$63,733	\$1,237.33	\$64,970
Thompson, Kip	Assistant Professor	CHHS-Master of Public Health	\$59,670	\$1,196.70	\$60,867
Thornton, Kristen	Instructor	Accounting	\$45,000	\$1,050.00	\$46,050
Timson, Benjamin	Professor	Biomedical Sciences	\$82,054	\$1,420.54	\$83,475
Tinsley, Tonia	Associate Professor	Modern & Classical Languages	\$60,080	\$1,200.80	\$61,281
Tipton, Sara	Clinical Instructor	Childhood Education & Family Studies	\$50,000	\$1,100.00	\$51,100
Tomasi, Thomas	Professor	Biology	\$93,452	\$1,534.52	\$94,987
Towell, Jay	Assistant Professor	West Plains Instruction	\$43,009	\$1,030.09	\$44,039
Trick, Abel	Assistant Professor	West Plains Instruction	\$45,194	\$1,051.94	\$46,246
Tripi, Anna	Instructor	Mathematics	\$37,000	\$970.00	\$37,970
Troche, Julia	Assistant Professor	History	\$54,000	\$1,140.00	\$55,140
Tsai, Henry	Assistant Professor	Biomedical Sciences	\$55,000	\$1,150.00	\$56,150
Turner, John	Sr Instructor	English	\$45,844	\$1,058.44	\$46,902
Turner, Jon	Assistant Professor	Counseling Leadership & Special Education	\$57,110	\$1,171.10	\$58,281
Tuttle, Alisha	Clinical Assistant Professor	School of Nursing	\$59,000	\$1,190.00	\$60,190
Twibell, Andrew	Assistant Professor	Media, Journalism & Film	\$53,040	\$1,130.40	\$54,170
Udan, Ryan	Assistant Professor	Biology	\$55,552	\$1,155.52	\$56,708
Ulbricht, Randi	Assistant Professor	Biomedical Sciences	\$55,000	\$1,150.00	\$56,150
Uribe-Zarain, Ximena	Assistant Professor	Counseling Leadership & Special Education	\$56,100	\$1,161.00	\$57,261
Van Landuyt, Cathryn	Sr Instructor	Management & Information Technology	\$43,891	\$1,038.91	\$44,930
Van Ornum, Kimberly	Sr Instructor	Mathematics	\$40,048	\$1,000.48	\$41,048
Visio, Michelle	Professor	Psychology	\$70,099	\$1,300.99	\$71,400
Vollmar, Kenneth	Professor	Computer Science	\$90,857	\$1,508.57	\$92,365
Vu, Duat	Associate Professor	Art & Design	\$58,051	\$1,180.51	\$59,232
Wade, Lisa	Assistant Professor	West Plains Allied Health Division	\$54,471	\$1,144.71	\$55,616
Wait, D. Alexander	Professor	Biology	\$74,910	\$1,349.10	\$76,259

Walker, Alicia	Assistant Professor	Sociology & Anthropology	\$55,080	\$1,150.80	\$56,231
Walker, Elizabeth	Associate Professor	Agriculture	\$67,315	\$1,273.15	\$68,588
Walker, Ruth	Assistant Professor	Psychology	\$53,000	\$1,130.00	\$54,130
Walker-Pacheco, Suzanne	Professor	Sociology & Anthropology	\$71,503	\$1,315.03	\$72,818
Wallace, J. Dane	Instructor	Modern & Classical Languages	\$40,834	\$1,008.34	\$41,842
Walstrand, Gwen	Professor	Art & Design	\$69,722	\$1,297.22	\$71,019
Walters, Heather	Sr Instructor	Communication	\$43,462	\$1,034.62	\$44,497
Wanekaya, Adam	Professor	Chemistry	\$78,842	\$1,388.42	\$80,230
Wang, Fei	Assistant Professor	Chemistry	\$56,100	\$1,161.00	\$57,261
Wang, Jianjie	Associate Professor	Biomedical Sciences	\$63,215	\$1,232.15	\$64,447
Wang, Siyu	Assistant Professor	Economics	\$75,000	\$1,350.00	\$76,350
Wang, Weiyang	Associate Professor	Media, Journalism & Film	\$59,753	\$1,197.53	\$60,951
Wang, Yang	Professor	Computer Science	\$88,048	\$1,480.48	\$89,528
Ward, V. Jane	Instructor	Reading Foundations & Technology	\$47,422	\$1,074.22	\$48,496
Watson, Margaret	Assistant Professor	Sociology & Anthropology	\$54,000	\$1,140.00	\$55,140
Weaver, Margaret	Professor	English	\$72,515	\$1,325.15	\$73,840
Webb, Gary	Department Head 10 month	Agriculture	\$87,562	\$1,475.62	\$89,038
Wehrman, Erin	Assistant Professor	Communication	\$51,000	\$1,110.00	\$52,110
West, Nicole	Assistant Professor	Counseling Leadership & Special Education	\$55,000	\$1,150.00	\$56,150
Westenberg, Robert	Professor	Theatre & Dance	\$80,000	\$1,400.00	\$81,400
Wheeler, Benjamin	Assistant Professor	West Plains Instruction	\$43,860	\$1,038.60	\$44,899
Whipple, Tanya	Sr Instructor	Psychology	\$47,205	\$1,072.05	\$48,277
Whisenhunt, Brooke	Professor	Psychology	\$72,917	\$1,329.17	\$74,246
White, David	Associate Professor	West Plains Instruction	\$56,493	\$1,164.93	\$57,658
White, Timothy	Associate Professor	Media, Journalism & Film	\$60,507	\$1,205.07	\$61,712
White, Wajeana	Instructor	Department of Hospitality Leadership	\$44,000	\$1,040.00	\$45,040
Wickham, Cameron	Professor	Mathematics	\$83,643	\$1,436.43	\$85,079
Wiechert, Raegan	Assistant Professor	Library	\$39,389	\$993.89	\$40,383
Wiggin, Sarah	Associate Professor	Theatre & Dance	\$57,785	\$1,177.85	\$58,963
Wilcoxon, Sarah	Assistant Professor	Theatre & Dance	\$54,900	\$1,149.00	\$56,049
Willey, Marc	Assistant Professor	Occupational Therapy	\$78,000	\$1,380.00	\$79,380
Williams, Joseph	Sr Instructor	Biomedical Sciences	\$47,422	\$1,074.22	\$48,496
Williams, Sarah	Associate Professor	Art & Design	\$58,751	\$1,187.51	\$59,939
Willis, Steven	Professor	Art & Design	\$69,865	\$1,298.65	\$71,164
Wilson, Daniel	Professor	Kinesiology	\$74,617	\$1,346.17	\$75,963
Winstead, Cynthia	Professor	Theatre & Dance	\$71,431	\$1,314.31	\$72,745
Witte, Hugh	Associate Professor	Finance & General Business	\$125,242	\$1,852.42	\$127,094
Wood, Gina	Clinical Assistant Professor	Childhood Education & Family Studies	\$46,749	\$1,067.49	\$47,816
Woodard, Rebecca	Professor	Kinesiology	\$76,598	\$1,365.98	\$77,964
Wooden, Shannon	Professor	English	\$65,371	\$1,253.71	\$66,625
Worman, Frederick	Assistant Professor	Sociology & Anthropology	\$55,751	\$1,157.51	\$56,909
Wright, Christine	Assistant Professor	Childhood Education & Family Studies	\$55,000	\$1,150.00	\$56,150
Wright, Matthew	Associate Professor	Mathematics	\$61,302	\$1,213.02	\$62,515
Wroblewski, Mary	Assistant Professor	History	\$56,000	\$1,160.00	\$57,160
Wulff-Risner, Linda	Associate Professor	West Plains Instruction	\$51,243	\$1,112.43	\$52,355
Yadon, Carly	Associate Professor	Psychology	\$59,913	\$1,199.13	\$61,112

Yan, Chen	Instructor	Management & Information Technology	\$40,000	\$1,000.00	\$41,000
Yang, Zhiguo	Assistant Professor	Management & Information Technology	\$117,300	\$1,773.00	\$119,073
Yarckow-Brown, Ivy	Sr Instructor	Criminology	\$46,032	\$1,060.32	\$47,092
Yoshimatsu, Keiichi	Assistant Professor	Chemistry	\$57,120	\$1,171.20	\$58,291
Zalewska-Duszek, Iwona	Sr Instructor	Art & Design	\$45,381	\$1,053.81	\$46,435
Zhang, Ying	Associate Professor	Finance & General Business	\$125,242	\$1,852.42	\$127,094
Zheng, Songfeng	Associate Professor	Mathematics	\$61,302	\$1,213.02	\$62,515
Zhou, Fan	Instructor	Mathematics	\$40,000	\$1,000.00	\$41,000
Zimmerman, David	Assistant Professor	Psychology	\$51,643	\$1,116.43	\$52,759
Zimmerman, Scott	Associate Professor	Biomedical Sciences	\$70,462	\$1,304.62	\$71,767

Vote: _____ Yea
 _____ Nay

IV.A.

PRESIDENT'S REPORT

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

1. Preview Winter Graduations
2. Approval of Resolution of Recognition for Governor Virginia Fry
3. Approval of Resolution of Recognition for Governor Kendall Seal
4. Approval of Resolution of Recognition for Governor Gregory Spears
5. Government Affairs Update
6. China Trip Update

RESOLUTION

WHEREAS, Virginia L. Fry was named to the Board of Governors on October 11, 2013; and

WHEREAS, Governor Fry served as Vice Chair of the Board from January 1, 2017, to April 5, 2017, and served as Chair of the Board from April 6, 2017, to December 31, 2017; and

WHEREAS, during Governor Fry's time on the Board, the University grew and improved in many ways, including setting campus and system enrollment records; increasing diversity on campus; competing in multiple postseason athletic events; adding new certificate programs as well as bachelor's, master's and doctoral academic programs; adding the Foreign Language Institute, the International Leadership and Training Center and the eFactory; achieving HLC accreditation for the Springfield and West Plains campuses; acquiring, constructing and renovating multiple facilities on the Springfield campus (including McQueary Family Health Sciences Hall, Monroe Apartments, Robert W. Plaster Free Enterprise Center, Brick City, Bill R. Foster and Family Recreation Center, Robert W. Plaster Stadium, Betty and Bobby Allison South [Soccer and Track] Stadium, Betty and Bobby Allison North [Field Hockey and Lacrosse] Stadium, Betty and Bobby Allison Sand Volleyball Courts, Jim D. Morris Basketball Complex, Mary Jo Wynn Academic Achievement Center, Pummill Hall, Kentwood Hall, Sunvilla Tower, Meyer Library, Jim D. Morris Center, O'Reilly Clinical Health Sciences Center, Davis-Harrington Welcome Center, Glass Hall, Ellis Hall, Hill Hall, the Magers Health and Wellness Center and naming of the McQueary College of Health and Human Services); constructing and renovating multiple facilities on the West Plains campus (including Gohn Hall and Hass-Darr Hall); celebrating the 50th anniversary of the West Plains campus; and setting records with regard to the University's private support, grants and sponsored contracts, and state appropriations; and

WHEREAS, as a leader in the State of Missouri and the Springfield area, Governor Fry played a critical role in connecting University leadership with state policymakers, advocating for the interests of Missouri State and raising the University's overall profile; and

WHEREAS, as an accomplished attorney with broad experience in education, healthcare and business litigation, Governor Fry provided significant advice and input on risk, regulatory and legal matters related to all facets of the University's operations.

NOW, THEREFORE, BE IT RESOLVED that the faculty, staff, students and administrators of Missouri State University, along with her past and current colleagues on the Board of Governors, acknowledge and thank Governor Virginia L. Fry for her tireless and excellent work on behalf of the University as a member of the Board of Governors.

Presented December 13, 2018



Clifton M. Smart III
President

Missouri State University

RESOLUTION

WHEREAS, James Kendall Seal was named to the Board of Governors on October 11, 2013; and

WHEREAS, Governor Seal served as Chair of the Programs and Planning Committee from January 1, 2017, to December 31, 2017; and

WHEREAS, during Governor Seal's time on the Board, the University grew and improved in many ways, including setting campus and system enrollment records; increasing diversity on campus; competing in multiple postseason athletic events; adding new certificate programs as well as bachelor's, master's and doctoral academic programs; achieving HLC accreditation for the Springfield and West Plains campuses; acquiring, constructing and renovating multiple facilities on the Springfield campus (including McQueary Family Health Sciences Hall, Monroe Apartments, Robert W. Plaster Free Enterprise Center, Brick City, Bill R. Foster and Family Recreation Center, Robert W. Plaster Stadium, Betty and Bobby Allison South [Soccer and Track] Stadium, Betty and Bobby Allison North [Field Hockey and Lacrosse] Stadium, Betty and Bobby Allison Sand Volleyball Courts, Jim D. Morris Basketball Complex, Mary Jo Wynn Academic Achievement Center, Pummill Hall, Kentwood Hall, Sunvilla Tower, Meyer Library, Jim D. Morris Center, O'Reilly Clinical Health Sciences Center, Davis-Harrington Welcome Center, Glass Hall, Ellis Hall, Hill Hall, the Magers Health and Wellness Center and naming of the McQueary College of Health and Human Services); constructing and renovating multiple facilities on the West Plains campus (including Gohn Hall and Hass-Darr Hall); celebrating the 50th anniversary of the West Plains campus; and setting records with regard to the University's private support, grants and sponsored contracts, and state appropriations; and

WHEREAS, as a leader in the State of Missouri and the Kansas City area, Governor Seal advocated for the interests of Missouri State with federal, state and local government officials, connected the University to leaders throughout the Kansas City area and raised the University's overall profile; and

WHEREAS, relying on his excellent legal training and experience, Governor Seal provided critical advice and input on University policies, regulatory matters and legal affairs, and he encouraged the University to evaluate the impacts on underrepresented individuals when making decisions and analyzing operations.

NOW, THEREFORE, BE IT RESOLVED that the faculty, staff, students and administrators of Missouri State University, along with his past and current colleagues on the Board of Governors, acknowledge and thank Governor James Kendall Seal for his tireless and excellent work on behalf of the University as a member of the Board of Governors.

Presented December 13, 2018



Clifton M. Smart III

President

Missouri State University

RESOLUTION

WHEREAS, Gregory Spears was named to the Board of Governors on July 13, 2015; and

WHEREAS, Governor Spears served as Chair of the Risk Management and Audit Committee from January 1, 2017, to December 31, 2018; and

WHEREAS, during Governor Spears' time on the Board, the University grew and improved in many ways, including setting campus and system enrollment records; increasing diversity on campus; competing in multiple postseason athletic events; adding new certificate programs as well as bachelor's, master's and doctoral academic programs; achieving HLC accreditation for the Springfield and West Plains campuses; acquiring, constructing and renovating multiple facilities on the Springfield campus (including Betty and Bobby Allison South [Soccer and Track] Stadium, Betty and Bobby Allison North [Field Hockey and Lacrosse] Stadium, Betty and Bobby Allison Sand Volleyball Courts, Jim D. Morris Basketball Complex, Mary Jo Wynn Academic Achievement Center, Pummill Hall, Kentwood Hall, Sunvilla Tower, Meyer Library, Jim D. Morris Center, O'Reilly Clinical Health Sciences Center, Davis-Harrington Welcome Center, Glass Hall, Ellis Hall, Hill Hall, the Magers Health and Wellness Center and the naming of the McQueary College of Health and Human Services); constructing and renovating multiple facilities on the West Plains campus (including Hass-Darr Hall); celebrating the 50th anniversary of the West Plains campus; and setting records with regard to the University's private support, grants and sponsored contracts, and state appropriations; and

WHEREAS, using his broad network in Kansas City and throughout the State of Missouri, Governor Spears advocated for the creation of the Bear POWER program and other important initiatives that advanced the University's mission and raised the University's overall profile; and

WHEREAS, as a leader in the financial services industry, Governor Spears provided meaningful advice and input on the University's bonding activities and financial operations.

NOW, THEREFORE, BE IT RESOLVED that the faculty, staff, students and administrators of Missouri State University, along with his past and current colleagues on the Board of Governors, acknowledge and thank Governor Gregory Spears for his tireless and excellent work on behalf of the University as a member of the Board of Governors.

Presented December 13, 2018



Clifton M. Smart III

President

Missouri State University

V.

RECOMMENDED ACTION – Approval of a resolution to acknowledge the Board of Governors Citizen Scholar Award Recipients.

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

WHEREAS, the Missouri State University Board of Governors wishes to encourage and recognize outstanding students; and

WHEREAS, the Board of Governors Citizen Scholar Award has been established to honor six (6) students each year who exemplify both academic success and the Public Affairs mission of the University; and

WHEREAS, the intent of the Citizen Scholar Award is to identify and recognize students who met criteria that included Ethical Leadership, Cultural Competence, and Community Engagement.

NOW, THEREFORE, BE IT RESOLVED that the following students be approved as Citizen Scholars for 2018-2019 and that their names be added to the Citizen Scholar Wall.

- Tia Clemens
- Tyree Davis
- Koby Ljunggren
- Anthony Priest
- Husref Rizvanovic
- Daezia Smith

VOTE: **AYE** _____

NAY _____

Comments: The Citizen Scholar Award recipients were selected by the Citizen Scholars Sub-Committee of the Board of Governors at a meeting held on October 5, 2018, and are recommended for approval by the Board of Governors at the December 13, 2018 meeting. These individuals were selected from a pool of twenty-four (24) nominees.

VII.A.

**Missouri State University Board of Governors
December 13, 2018 meeting**

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

Red Carpet Days: Missouri State-West Plains hosted 227 prospective students at three 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.

Director of Development: Heather Kamps has been selected as the new director of development at Missouri State-West Plains, pending Board approval at today's meeting. Kamps has been the director of the West Plains office of Missouri's Eighth Congressional District since 2008. She began her duties with the university on November 14. An extensive search has been conducted for the past several months, and we are pleased to find an individual with a strong knowledge of this region and a commitment to the goals of higher education.

High School Superintendents' meeting: Sixteen area high school administrators attended an October 3 breakfast meeting. The meeting included a campus briefing and information on academic programs, admissions, financial aid and housing, followed by a question and answer session. Several of the administrators joined us after the meeting for a tour of the campus and the Greater Ozarks Center for Advanced Technology (GOCAT).

Ozarks Teacher Corps Scholarship: The Community Foundation of the Ozarks and the Ozarks Teacher Corps established a new scholarship for Missouri State-West Plains students as part of their Rural Teacher Corps program. The objective is to fill open positions in our rural schools with qualified teachers. The first eight scholarship awards will go to students enrolled for fall 2019; with satisfactory academic progress, these eight students can continue to automatically receive an annual scholarship for an additional three years. A new cohort of eight students will be selected for each academic year. One unique aspect of the scholarship is that Missouri State-West Plains graduates who are teaching in the south-central Missouri area will serve as mentors for the scholarship recipients.

VIII.A.

Missouri State University Faculty Senate Report to MSU Board of Governors December 13th, 2018

Tom Dicke, Chair, Faculty Senate 2018-2019; Professor of History
TomDicke@MissouriState.edu

In the previous report you received from Faculty Senate I presented a brief overview of faculty activities. As a reminder: The fundamental functions of the roughly 760 ranked faculty on the Springfield campus are teaching, research, and service. In teaching, this year MSU faculty will provide instruction to over 24,000 students. In research, during 2017 MSU faculty produced 401 publications or other original works. I estimate the total for 2018 will look much the same. In service, much of our efforts revolve around making sure our curriculum remains up-to-date and relevant. With these goals in mind last year the University processed over 650 curricular changes all of which originated with faculty and went through multiple levels of faculty and administrative review. Those numbers will probably be about the same this year. The previous report also noted widespread faculty concern over compensation, which has, despite the best efforts of administration, failed to keep pace with the cost of living for several years. That concern remains. All of the above is the context for the activities of Faculty Senate described below.

It has been a busy semester for Senate. In addition to the regular work of the dozen plus standing committees which provide faculty input, oversight, or coordination in a variety of areas, two ad hoc committees were appointed this semester and have largely completed their work. The Ad Hoc Committee on Internet Compensation, a joint President/Senate committee, was charged to recommend to the President options for the redistribution of \$335,000 in funds generated by a reduction in the stipend faculty receive for teaching internet courses. The committee report will go to Senate next week.

The other ad hoc is a Senate committee charged to investigate and recommend equitable and flexible methods of compensating faculty for summer teaching, particularly for high or low enrolling courses. As you know, funding enough faculty to meet the demand for summer classes has been difficult. Like the internet incentive committee, this group contains both faculty and administrators. They plan to have a recommendation by January. I mention these committees because they are examples of the type of focused and effective shared governance that characterizes much of the work on the Springfield campus.

Two other items deserve a mention since, from a faculty governance perspective, we may experience growing pains in the future. One comes out of the greater potential to offer professional doctorates. This is an area where we are well positioned to make significant contributions in the long run. The first proposal for a program under the new legislative guidelines is working its way through the governance process now, others will surely follow. Faculty Senate approved this proposal, from the Department of Defense and Strategic Studies, on November 8th. The proposal is currently under challenge by a faculty member. The issue has more to do with a general concern that we need to reexamine our guidelines and processes for developing and approving doctoral programs and less about specific concerns with the DSS proposal. The challenge will be resolved by the time you meet. Regardless of the outcome it illustrates faculty commitment to ensuring that any program we approve has been thoroughly vetted and is as strong as possible.

The other area where growth is causing strain is in program assessment. This is an area that has grown increasingly important in higher education in general. We, like our colleagues in other institutions, are spending increasing amounts of time conducting thorough and regular reviews of how our courses fit together to create a coherent general education program, or major, or minor or certificate. The process has significant value but we are finding our current system of review is overwhelming some of our committees. Senate is looking for more effective ways to organize and carry out the process.

VIII.B.

Report from the Deputy Provost

Deputy Provost Chris Craig's report will include updates and comments regarding Academic Affairs:

1. Update on Nurse Anesthesia Program
2. Leadership change in the McQueary College of Health and Human Services
3. Higher Learning Commission site visit of three off-campus sites:
 - a) Brazil
 - b) Fairfax, Virginia
 - c) Cassville, Missouri
4. Evaluation of credit and non-credit options
5. Update on Blackboard Ally
6. Update on accessibility and affordability of textbooks



**THE OFFICE OF RESEARCH ADMINISTRATION
ACTIVITY REPORT – FISCAL YEAR 2019 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 2019 through the month of October.

PROJECT HIGHLIGHTS

- **Robert Pavlowsky**, Director, and **Marc Owen**, Assistant Director, of the Ozark Environmental Water Resources Institute, received **\$240,000** from the **US Department of Agriculture** to carry out up to ten, 12-digit hydrologic unit code (HUC) watershed assessments in priority agricultural watersheds throughout the state. This is a cooperative project between MSU and the Natural Resources Conservation Service (NRCS).
- **Russell Brock**, Director of the Agency for Teaching, Leading & Learning, received **\$1,315,000** from the **US Department of Education** through the **Missouri Department of Elementary and Secondary Education**. This Contract provides funding for the operation of the Regional Professional Development Centers and related programming. This contract is aligned to and supports the strategic plan, with activities directed toward the support of the strategic priority related to teachers and leaders since the RPDCs are clearly in a position to provide services for that purpose. This program provides meaningful help to all districts through guidance documents, webinars, technical assistance, access to focused research, access to state and local data, tools designed to help implement mandated and/or best practice activities, access to state and federal funding and other areas where data indicate support would be beneficial to help districts/schools improve student outcomes.
- **Jane Robison**, Executive Director of the English Language Institute, received **\$351,008** from the **Kingdom of Saudi Arabia, Ministry of Education (SACM)**. These funds will go towards a joint educational program known as “Building Leadership for Change through School Immersion”. This is a continuing education program in which the University will provide the faculty, staff, curriculum, course textbooks, educational facilities, and immersion sites for non-English language teachers, counselors, English language teachers, and principals selected by SACM.

RESULTS

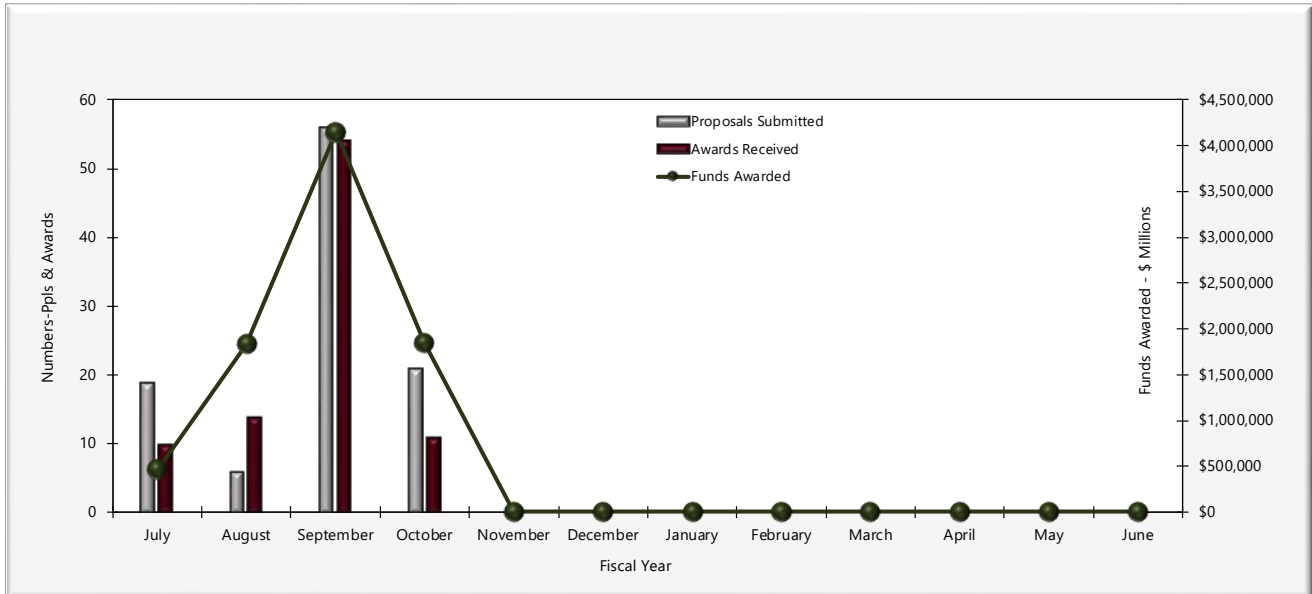
As of the end of October, the University has submitted 102 proposals for support of University-based projects. To date, 89 awards have been received – some of which are from proposals submitted during the previous fiscal year. The commitment of funds in these grants and contracts to date is \$8.2 million. Some of these awards are for projects that extend over more than one year, but the full commitment for funds is allocated to the first year.

Key Indicators	Activity for FY 2018	% Change from FY 2017
Proposals Submitted	102	5%
Funds Requested	\$16,889,841	-15%
Named Investigators	61	-8%
Grants & Contracts Awarded	89	-3%
Funds Awarded	\$8,286,530	-13%

External funding activity so far in FY 2019:

Sponsored Program Activity FY 2019

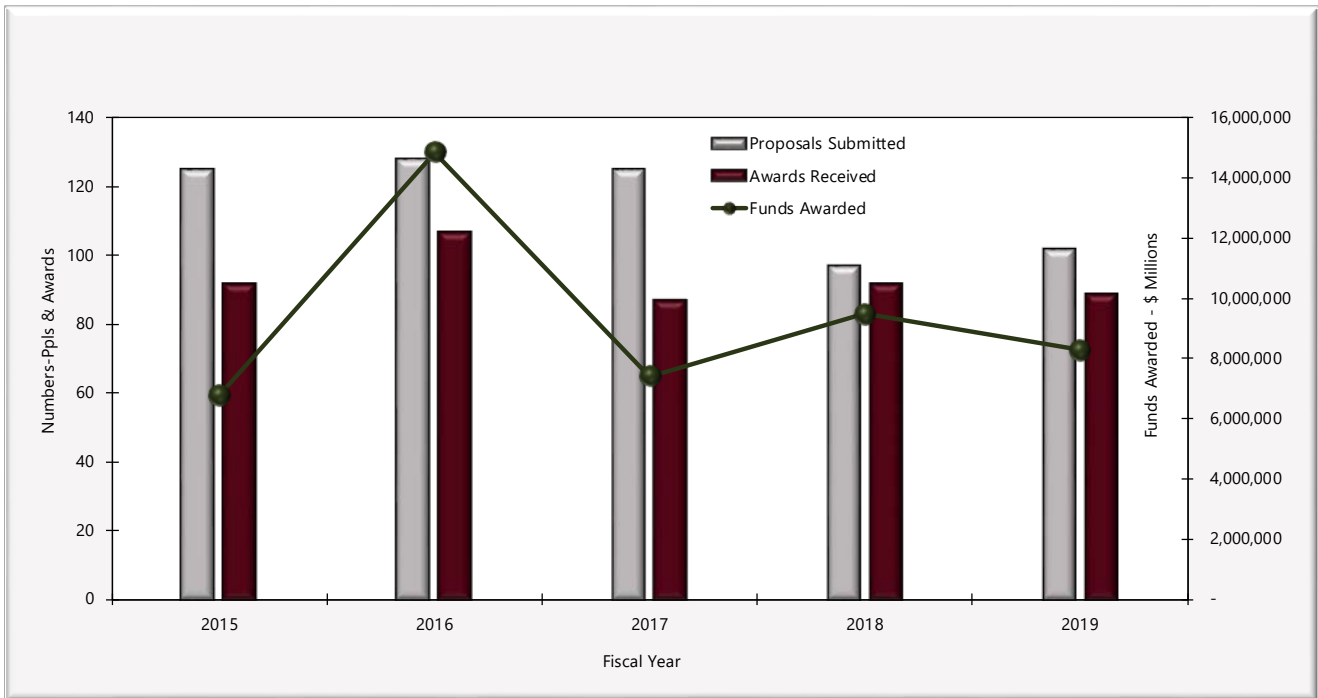
Month	Proposals Submitted	Total Awards	Dollars Awarded
July	19	10	\$463,742
August	6	14	\$1,831,416
September	56	54	\$4,150,814
October	21	11	\$1,840,558
November	0	0	\$0
December	0	0	\$0
January	0	0	\$0
February	0	0	\$0
March	0	0	\$0
April	0	0	\$0
May	0	0	\$0
June	0	0	\$0
	102	89	\$8,286,530



A comparison of activity over the last five years:

Cumulative Sponsored Program Activity Through the Month of October (FY 2015 - FY 2019)

Fiscal Year	Proposals Submitted	Number of Awards						\$Millions	
		Education	Equipment	Facilities &		Service	Ttl Awds	Requested	Awarded
				Infrastructure	Research				
2015	125	26	0	0	17	50	92	16,870,226	6,783,201
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



Grant and contract activity for FY 2019, through October:

**Missouri State University
FY 19 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	2	0	4	4	6	\$ 207,983	4	4	\$ 230,364
Center for Grapevine Biotechnology	0	1	0	1	2	1	\$ 70,630	2	1	\$ 70,630
Mid-America Viticulture & Enology Center	1	0	1	1	2	2	\$ 42,948	2	2	\$ 42,948
College of Arts & Letters	0	1	0	2	1	2	\$ 551,514	1	2	\$ 551,514
Center for Dispute Resolution	0	1	0	1	1	1	\$ 1,600	1	1	\$ 1,600
Center for Writing in College, Career, & Community	0	1	0	1	1	1	\$ (125)	1	1	\$ (125)
College of Business	0	1	0	1	2	2	\$ 816,858	2	2	\$ 816,858
Center for Project Innovation & Management	0	0	0	0	0	0	\$ -	0	0	\$ -
College of Education	2	3	1	3	5	4	\$ 230,089	5	4	\$ 230,089
Agency for Teaching, Leading and Learning	0	1	2	1	2	5	\$ 1,370,901	2	3	\$ 1,370,901
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	4	1	6	5	8	\$ 443,166	5	7	\$ 418,058
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	11	8	\$ 283,019	7	5	\$ 283,019
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	0	20	0	9	28	11	\$ 581,153	22	8	\$ 543,944
Bull Shoals Field Station	0	1	0	1	1	1	\$ 15,780	1	1	\$ 15,780
Center for Resource Planning & Management	3	0	3	0	10	6	\$ 71,564	5	3	\$ 71,564
Ozark Environmental Water Research Institute	1	1	1	1	10	13	\$ 372,048	6	7	\$ 386,876
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	1	0	0	1	\$ 10,000	0	1	\$ 10,000
President	1	0	0	0	1	0	\$ -	1	0	\$ -
Provost	1	2	0	2	4	3	\$ 13,736	4	3	\$ 13,736
Ozarks Public Health Institute	0	1	0	1	1	2	\$ 35,109	1	2	\$ 60,217
Southwest Missouri Area Health Education Center	1	0	1	0	1	2	\$ 72,050	1	2	\$ 72,050
Research & Economic Development	4	0	3	0	9	7	\$ 783,681	9	7	\$ 783,681
Center for Applied Science & Engineering	2	0	1	0	2	1	\$ 6,302	2	1	\$ 6,302
Center for Biomedical & Life Sciences	0	1	0	1	5	6	\$ 707,018	5	6	\$ 707,018
International Leadership & Training Center	1	0	1	0	1	1	\$ 155,994	1	1	\$ 155,994
Jordan Valley Innovation Center	1	0	1	0	3	3	\$ 214,338	3	3	\$ 214,338
Small Business Development & Technology Center	1	0	1	0	4	3	\$ 57,380	4	3	\$ 57,380
Student Affairs	1	0	1	0	1	2	\$ 579,454	1	2	\$ 579,454
West Plains	3	3	5	2	6	7	\$ 592,340	4	7	\$ 592,340
TOTAL	25	45	25	39	123	109	\$ 8,286,530	102	89	\$ 8,286,530

*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.

XA.

**REPORT TO BOARD OF GOVERNORS
FROM ASSISTANT TO PRESIDENT/CHIEF DIVERSITY OFFICER
Submitted for Board of Governors Meeting (December 13, 2018)**

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

7th Annual Collaborative Diversity Conference (CDC), April 24-27, 2019:

Planning continues for the 2019 CDC “Bridging the Cultural Divides”. It features Professor Irshad Manji, a nationally recognized author, speaker and founder of the Moral Courage Project, an award-winning initiative that empowers individuals to do the right thing and cooperate across differences. <https://diversity.missouristate.edu/conference/Theme.htm>

The 2019 CDC showcases local, state, regional, and national best practices, collaborative partnerships, and programs fostering the value of the inclusion of diversity across culture divides and will again feature an anti-racism pre-conference workshop entitled “Facing Racism in 2019 and Beyond”. Various professionals from multiple sectors will identify factors associated with bias and racism, as well as mitigation techniques that result in participants becoming anti-racist in the current political and social environment.

The CDC culminates with the naming of the 2019 Diversity Champion at the Friday, April 26, 2019, Diversity Champions Luncheon. A conversation with Professor Manji follows regarding her new book, “Don’t Label Me: A Conversation for Divided Times”—a unique conversation about “diversity, bigotry and our common humanity...”

The Diversity Summit Student Day concludes the conference on April 27, 2019, with a program designed to inspire and motivate our students to assist one another and our communities in ‘bridging the cultural divides’. Professor Manji will speak to our students during the luncheon for the Diversity Summit and have a Q and A with our student leaders.

Facing Racism Institute (FRI)--The 2018 Facing Racism Institute convened October 4-5, 2018, at Missouri State Adolos along with co-sponsorship by the Springfield Area Chamber of Commerce. It was entitled “Facing Racism: Face it to Erase it”. The program presented an understanding of the origins of racism and engaged in meaningful conversations about its impact while developing strategies to mitigate divisive racist attitudes and behaviors. *Dr. Leslie A. Anderson and Dr. Lyle Q. Foster, Faculty Diversity Training Coordinator*, facilitated the sessions with participants from the public, non-profit, for profit businesses, corporate and faith-based sectors.

Participants included professionals from the Springfield Public Schools Police Department; Community Partnership of the Ozarks; Missouri State University Marketing & Data

Communication Department; Cox Health; DDI staff and graduate assistants as well as a Greenwood High School student doing research on diversity and inclusion as a senior class project.

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 DDI and the College of Arts and Letters that represents the challenges of underrepresented group students, employees and faculty. A Memorandum of Understanding was signed with DDI, Office of the President, College of Arts & Letters, and Department of Dance and Theatre. Giving Voice will perform for the “Shattering the Silence” event on April 16, 2019 in the PSU Theatre. <https://givingvoice.missouristate.edu/>

Faculty Diversity Coordinator--Professor 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 the 2018-2019 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 Adena Young-Jones and Lyle Foster.

Topics:

Mind the Gap: A conversation about connecting with your international students in the classroom. Kelly Cabrera Hurtado, Samantha Francka, and Daezia Smith [Wednesday, 10/3/2018, 12:00-1: 00, LIBR 204]

Disability equity week: Accommodations process. Justin Lozano and Kristeena Laroue. [Monday, 10/29/2018, 12:00- 1:00, PSU Ballroom East]

Beyond 'Buzz words'. Tuesda Roberts [Wednesday, 11/28/2018, 12:00- 1:00, LIBR 204]

Mini-Diversity Workshops--Faculty Center for Teaching and Learning (FCTL)/DDI collaboration. Participants register through My Learning Connection. Workshop facilitator: Dr. Adena Young-Jones, Diversity Fellow.

Workshop Sessions:

1. Critical Perspectives: Exploring the educator's identity

9/17 and 9/20

2. Critical Perspectives: Micro-aggressions in academia

10/ 25, 3:30- 5:00 P.M.

3. Critical perspectives: Assumptions on campus

11/ 12, 8:30- 10:00 A.M.

11/ 15, 3:30-5:00 P.M.

4. Critical Perspectives: The university and social justice

12/ 3, 8:30- 10:00 A.M.

12/ 6, 3:30- 5:00 P.M.

Tough Talks--The fall 2018 Tough Talks sessions facilitated by Dr. Lyle Q. Foster, Sociology, began September 11, 2018, and continued throughout the semester. Topics included: (1) Alexa, What's the Weather Like? (2) Rewriting History; and (3) Mid-Term Elections: Anyone Up for Political Speak. <https://blogs.missouristate.edu/diversity/2018/09/07/fall-2018-tough-talk-sessions/>. The last session semester on international faculty, student experiences was held on November 14, 2018.

Diversity 101 for Supervisors--DDI and HR department collaboration designed for supervisors facilitated by Assistant Vice President for DDI, Juan Meraz. Topics include:

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.

Sessions were held in Pummill Hall, Rm. 203 on 9/28/2018, 10/11/2018, and 11/9/2018 from 8:30- 11:50 A.M.

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

Sessions held on 8/17/2018, 9/21/2018, 10/19/2018, and 11/16/2018 in Carrington Hall, Rm. 110 from 10:00- 11:30 A.M.

Cultural Consciousness in the 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 Assistant Vice President for DDI, Juan Meraz.

Session held 9/21/2018 in Carrington Hall, Rm. 110 from 1:00- 2:30 P.M.

Student Diversity Leadership Training Program--DDI and Division of Student Affairs Multicultural Student Services continuing to develop D & I training model for student organizations' leaders utilizing student peer trainers to be initiated this spring semester.

President Councils on Diversity:

President's Community Diversity Council--The first meeting of the fall 2018 semester chaired by the CDO on October 1, 2018, in PSU 314. President Smart and CDO provided updates on diversity initiatives on campus and within the community for the academic year.

President's Student Diversity Council--The first meeting held November 13, 2018, in PSU Theater facilitated by Vice President for Student Affairs, Dee Siscoe, included updates on six major areas shared by students from earlier October meeting with President Smart and administrators after Presidential Campaign visit:

1. Large Events (like the rally held in JQH)- lessons learned, review of the after-action meeting (Andrew Englert, Safety & Transportation Associate Director)
2. Student leadership positions [selection and training-specifically of SOAR and RA positions] (Dee Siscoe, Vice President for Student Affairs; Gary Stewart, Director, Residence Life; Joe Morris, Director New Student and Family Program; and SGA Student Body President Isaiah Villarreal)
3. Mental Health (include BIT and BRT information and Resources) (Thomas Lane, Dean of Students)
4. Curricular issues (H. Wes Pratt, CDO)
5. MRC and programming efforts (Yvania Garcia-Pusateri, Executive Director of Multicultural Programs)
6. How to file a complaint (Melissa Berry, Director of Legal Affairs and Compliance)

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. Adena Young-Jones, DDI Diversity Fellow, facilitates S2S administration. Fall 2018 semester, 14 students and 14 faculty participating. Several student requests made to make S2S available for students not receiving work-study support. <https://diversity.missouristate.edu/Scholar2Scholar.htm>

Diversity Talent Hub Job Fair--Held on October 18, 2018, at the Fairbanks. 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. Planning continues for spring semester event.

Interfaith Diversity Taskforce--Task force selected temporary site for Interfaith Center at Mary Jean Price Annex. Group will be working to equip and provide materials, equipment for space. Task force continues planning for temporary Interfaith Center. CDO following up with IFYC interfaith leadership for collaboration at MSU for students, administrators and interfaith community advocates.

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 will be used to develop specific campus recommendations and/or goals regarding religious diversity on campus. MSU researchers are reviewing national data as comparison to MSU data and then will develop recommendations to address any potential disparities.

Brother 2 Brother (B2B)--B2B is a local student mentoring program and affiliate of the Student African American Brotherhood (SAAB) <http://saabnational.org/> that has a MSU chapter and an OTC chapter. The CDO is advisor to MSU chapter. The members and mentors/advisors meet monthly. The Springfield Community Foundation of the Ozarks (CFO) is fiscal agent for National SAAB.

2018-2019 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)--MSU DDI co-sponsored MIB Community Networking Reception for new community members and residents who relocated to Springfield region on 9/11/2018 at the eFactory. Last Networking event held in November at Springfield-Branson Airport.

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 years.

Future applications to be submitted for funding for collaborative approach to retention and graduation of targeted population that includes African-American, Latinx, Native American and low socio-economic students graduating within 2 years. Talent Hub is a partnership 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).

CDO & AVPDI attended MODOHE Diversity & Inclusion Professional Development Day at UMSL on October 12, 2018.

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

CDO attended various events during following months:

October 2018

CDO and President Smart chaired President's Community Diversity Council meeting in PSU on October 1, 2018.

Attended MSU Way/United Way Leadership Breakfast on October 2, 2018.

Met with staff member Tamarah Dixon regarding forming Multicultural Staff Employee Resource group on October 2, 2018.

Attended LGBTQ+ Pride Month Keynote Presentation by Pidgeon Pagonis at PSU Theater.

Attended Facing Racism Institute training on October 4-5, 2018 at Adolos.

Attended Executive Enrollment Management Meeting on October 5, 2018.

Attended Central High School documentary premier on October 5, 2018.

Attended Saudi National Day program on October 6, 2018 in PSU Ballroom.

Attended Academic Care Team Planning meeting October 9, 2018.

Attended Dean of College of Business candidate presentation in Glass Hall on October 9, 2018.

Attended Minorities in Business Networking Reception on October 9, 2018, at eFactory.

Attended Missouri Diversity Officers in Higher Education (MODOHE) Networking dinner in St. Charles, Missouri on October 11, 2018.

Attended MODOHE Professional Development Workshop at UMSL on October 12, 2018.

Attended Taste of Tlaquepaque Sister Cities dinner on October 12, 2018.

Attended SPD Chief's Citizens Advisory Group meeting on October 15, 2018.

Attended COB Dean Finalist Candidate presentation on October 15, 2018.

Attended and participated in MSU/OTC Joint Administrative meeting on October 16, 2018.

Attended Student Diversity Leadership Training Planning meeting on October 16, 2018.

Participated in Diversity Crisis Readiness & Response webinar on October 17, 2018.

Attended Diversity Talent Hub Job Fair at the Fairbanks on October 18, 2018.

Presenter at Bridging the Gap Diversity Night at Northside Christian Church Youth Center on October 18, 2018.

Attended BOG Committee meetings and Governors meeting on October 19, 2018.

Attended and gave Welcome Address to MIB Business Development Workshop on October 20, 2018.

Attended Homecoming events and football game on October 20, 2018.

Attended NAACP Freedom Fund Award Banquet on October 20, 2018. *MSU faculty members **Lyle Foster, Tim Knapp, CDO H. Wes Pratt** along with community members Cheryl Clay and local architect John Oke-Thomas, received the Drum Major Award for work on the establishment and designation of the Springfield Greene County African American History Trail.*

Attended COB Dean Finalist presentation at Glass Hall on October 22, 2018.

Spoke at Bear Breaks meeting on October 23, 2018, regarding DDI and value of inclusion.

Gave welcome remarks to Springfield Youth Empowerment Summit attendees at PSU Theater on October 24, 2018.

Presenter at African American Studies class on October 24, 2018.

Attended Brother2Brother general membership meeting as advisor on October 25, 2018.

Attended 2018 3-Minute Thesis Competition and participated as judge on October 26, 2018.

Attended SMBA Trivia Event fundraiser for the Fairbanks on October 26, 2018.

Attended Birthday Celebration for Dr. John Bentley on October 26, 2018.

Attended Men's and Women's Basketball Kickoff Luncheon at White River Conference Rm on October 30, 2018.

Met with DOSA Inclusive Awareness Team Chair Todd Euglow regarding diversity and inclusion collaboration with DDI pursuant to Action Plan on October 30, 2018.

Attended Shattering the Silences-Words Matter: The Evolving Language of Disability in PSU Ballroom on October 30, 2018.

Attended SPS Diversity Workgroup Planning session with SPS Board Chair and Administrative Leadership Team on October 31, 2018.

November 2018

Attended Missouri College Access and Success Network Planning Committee meeting at MOHELA offices in Columbia, Missouri on November 2, 2018.

Attended AACU Advancing Diversity and Inclusivity through Multilevel Strategic Leadership on November 5, 2018.

Meeting with VP for Administrative Services Matt Morris regarding MBE/WBE/DBE participation opportunities in MSU-related projects.

Attended lunch meeting with British Virgin Island student Jafia Robinson regarding request for British Virgin Island flag representation on November 6, 2018.

Attended meeting with student Sarah Gray regarding concept for emancipated foster student pipeline to MSU, OTC and certificate programs on November 6, 2018.

Participated in conference call with UM Vice Chancellor for Diversity and Inclusion and NADOHE Board Member Kevin McDonald regarding Inclusive Excellence community concept.

Attended Veterans Day Breakfast program in PSU Ballroom on November 9, 2018.

Attended/participated in Executive Enrollment Management Committee meeting on November 9, 2018.

Attended AC/ALC Mini-Retreat on November 12, 2018.

Attended AACU Webinar: Free Speech at Colleges and Universities with VP DOSA, Legal Counsel, and Dean of Students on November 13, 2018.

Attended President's Student Diversity Committee meeting in PSU Theater on November 13, 2018.

Attended Tough Talks on November 14, 2018.

Attended planning meeting for "Anti-Semitism" in Today's America panel discussion on November 15, 2018.

Attended 417 Business 100 Reception where Dr. Lyle Foster, DDI staff and faculty member, was one of the honorees.

Attended Hall of Fame tournament in Kansas City with MSU Bears on November 19 – 20, 2018.

Meeting with Robert Page, CDO Metropolitan Community College, regarding diversity outreach and recruitment collaboration and 2019 CDC participation.

Attended MSU Residence Life, Housing and Dining Services Diversity Committee screening of "Monsters & Men" film and discussion at Moxie Theater on November 27, 2018.

Attended and participated in "Anti-Semitism in Today's America" panel discussion in PSU on November 28, 2018.

Attended and participated in "Shattering the Silences" presentation "Weighing the Winds of Change" in PSU 400 on November 29, 2018.

CDO meeting with Ozarks Technical Community College (OTC) Vice Chancellor for Student Affairs, Joan Barrett, regarding collaboration on diversity and inclusion initiatives promoting retention and success of underrepresented students on November 30, 2018.

December 2018

Attended interview with Ms. Alma Clay regarding Springfield Greene County History Trail on December 5, 2018.

Attended President's Holiday Reception on December 6, 2018.

Attended Public Entities Diversity Committee meeting at City Hall on December 11, 2018.

Meeting with Cox Health System Administrators regarding 2019 CDC sponsorship on December 12, 2018.

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

October 2018

October 1	President's Diversity Council
October 2	Diversity Training – Nurse Anesthesia Doctoral Candidates (30)
October 3	Diversity Development Discussion – Waynesville R – VI School District
October 4	Diversity Training – Facing Racism Institute
October 5	Diversity Training – Facing Racism Institute
October 7-9	Hispanic Association of Colleges and Universities Conference Atlanta, Georgia
October 11	Diversity Training with HR – Supervisors (25)
October 11	Meeting Carrie Richardson – Diversity Training for Leadership Springfield
October 12	Missouri Diversity Officers in Higher Education Professional Development Workshop – UMSL (50)
October 16	Assessment Council
October 19	Cultural Consciousness Training HR (15)
October 19	Cultural Consciousness Training HR – Gender Diversity (15)
October 19	Student Success Committee – Meyer Library 205
October 25	Bias Response Committee Meeting
October 26	Lumina Committee Meeting
November 1	Good Morning Springfield
November 1	Public Entities Sub Committee – Performance Measurement (12)
November 5	AAC&U Webinar
November 6	Diversity Training Planning meeting with HR
November 7	Collaborative Diversity Conference Meeting
November 7	Leaders in Community Service (LCS) Presentation (40)

November 8	Meeting with Catherine Heredia – MIB Board Member
November 9	Diversity Training with HR – Supervisors (15)
November 9	Meeting Carrie Richardson – Diversity Training for Leadership Springfield
November 13	Assessment Council
November 13	Meeting with Alexia Harmon – Law School Visit to UMKC
November 13	MIB Networking Meeting – Springfield-Branson Airport
November 15	Conference Call – DELA (Diversity Executive Leadership Academy)
November 15	MODES Meeting – OTC Campus
November 16	Meeting with Federal District Court Judge Stephen Bough – Mentoring Project
November 16	Cultural Consciousness Training HR – Age Diversity (15)
November 16	Cultural Consciousness Training HR – Inclusive Excellence (15)
November 20	Bias Response Committee Meeting
November 29	Student Success Committee Meeting
November 30	DOSA Inclusion Awareness Team <u>Meeting</u>

Diversity Training Participants Fall 2018

Human Resources Diversity 101 (Supervisors)*	90
Human Resources Cultural Consciousness – (Staff)*	150
Plaster Student Union Staff*	21
Central Bank of Springfield	25
Ladies Who Launch – Diversity Mentor Panel	350
Waynesville Leadership Team	35
Magers Wellness Center Staff*	<u>40</u>
Total MSU* & Community Participants	711

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

- Submitted two grant applications to the Community Foundation of the Ozarks diversity RFP and named a finalist.
- Submitted a proposal for the AACU Diversity Conference... was invited to participate in two poster sessions.
- The last rounds of “Tough Talks” have been completed with conversation threads ranging from the “International Experience”, “the Kavanaugh decision” and “My Faith is Better than Your Faith”. Two topics done in partnership with the Office of Student Engagement and International Services.

- Will be involved in a project with the Provost's Office and FCTL to develop an initiative to support international faculty and staff. This is an outgrowth of what we started last year with the listening sessions.
- Served on a Panel at Drury University the second week of November around the experience of bi-racial and multi-racial people in the United States.
- The African American heritage Trail was the recipient of the Drum Major award at the NAACP annual dinner. Lyle Foster and Wes Pratt were both on the trail committee.
- Attended meetings of the Equal Justice Initiative group that is in the process of establishing a marker for the lynching site on the Springfield square. (This will be a part of the African American Heritage Trail).
- Participated in the Springfield public relations professionals training on diversity by doing a dramatic monologue.
- Served on panels on homelessness and for the Community Partnership of the Ozarks at Eden Village and Bear Breaks.
- Preparing for faculty training, on the morning of December 16, 2018, on creating a culturally conscious classroom.
- Conducting a Commercial Street tour in November for the Ozarks Regional Leadership Program.
- Completed in draft form the training module for the student leader Cultural Consciousness training.
- Participated in meeting with Mr. Pratt regarding developing a men's student group.
- Informally have been meeting with four Bears Lead scholars over Sunday dinner and fellowship. Gatherings have been very beneficial and informative regarding diverse student experiences at MSU.
- Spoke at the MIB Business Development Workshop conference the morning of Homecoming.
- Working on Shattering the Silence presentation for Thursday, November 29, 2018, on Unspoken Messages: "Weighing the Winds of Change".
- Attended Springfield Police Chief Advisory Council meeting.
- Attended Springfield City Council Meeting recognizing the work and contributions of former Councilmember Denny Whayne.
- Conducted faculty training entitled "Is My Classroom Diverse?"

DDI Diversity Fellow Activity Report [Dr. Adena Young-Jones]

Fall 2018 (Tasks from 9/21/2018-11/27/2018)

Coordinated the following events:

Mini-Diversity Workshop 2a: 13 attendees

Mini-Diversity Workshop 2b: 16 attendees

Mini-Diversity Workshop 3a: 13 attendees

Mini-Diversity Workshop 3b: 12 attendees

Common Reader Book Talk 3: 4 attendees

Lunch and Learn 2 (Connecting with International Students): 17 attendees

Lunch and Learn 3 (Accommodations Process): 8 attendees

Extra Activities:

- Assisted with coordinating the ‘Anti-Semitism in America’ panel event
- Attended meeting with Dean Julie Masterson regarding ‘Cultural Orientation’ for TAs and faculty
- Coordinated with Dr. Michele Day for a speaker to attend the Collaborative Diversity Conference
- Assisted with the Collaborative Diversity Conference planning committee
- Attended the NAACP Freedom Fund dinner
- Met with Dr. Jacynda Ammons to discuss diversity initiatives for the College of Humanities and Public Affairs

Submitted: November 28, 2018

Student Affairs Report
Missouri State University Board of Governors
December 13, 2018

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 rolled out its new customized application for admission on December 3rd.
- A new Director of Student Financial Aid will soon be hired. Two candidates were interviewed in early December.
- Our Career Center, with input from deans, department heads, and others across campus, have been collecting outcomes data on our 2017-18 graduates that will be reported to the MDHE in January.

Health and Wellness Center:

- In 1997, we had our first AAAHC clinic accreditation visit in the Taylor Health and Wellness Center. Since then, we have had seven more triennial AAAHC accreditation visits. Each cycle has become more demanding and complex. We have never received a perfect score before. This year's AAAHC visit covered ~ 800 mandatory quality points in 16 separate chapters, surveying every facet of our health and wellness activities.
- For the first time ever, our Health and Wellness Center (now, Magers Family Health and Wellness Center) received a perfect accreditation score from our surveyor during the AAAHC Clinic Accreditation Visit on November 6-7, 2018.

Campus Recreation:

- Campus Recreation staff delivered over ten presentations throughout the state and region at workshops and conferences this past month (Oct 3-Nov 9).
- Staff engaged in a collaboration with Occupational Therapy called *Safe to Swim*. This is a research project that provides swimming lessons for children with neuro-motor impairments and/or children on the spectrum.

Multicultural Services

- We were able to hire a new Assistant Director in the TRIO Office for Upward Bound- Ryan Owrey.
- The team will begin calling students who have not registered for spring semester, in an effort to encourage their enrollment/retention.
- 30+ students are graduating in December and will participate in the Multicultural Graduation Ceremony (i.e., combination from TRIO, Access Programs, and Multicultural Leadership Scholars).
- The Multicultural Programs area has hosted over 60 programs so far this fall.

Bookstore:

- The Bookstore has received and processed 857 on-line orders since October 1 for textbooks, graduation, regalia, electronics and BearWear.
- For Spring rush, the Bookstore is combining their two cash registers areas. This will consolidate inventory and personnel, which will potentially result in a cost savings and better efficiency.
- We have purchased four products for re-sale, from the Mountain Grove Fruit Experiment station and have these items displayed at the front of the store.
- We have completed the transition of naming Nebraska Book Company (NBC) as a subcontractor of Follett Higher Ed. NBC, through Follett, will now serve as our primary wholesaler and textbook buyback partner.

Residence Life, Housing and Dining:

- Early bird housing is in full swing for FY19-20. Those that complete their housing contract as first time new in college and/or reapply by December 19, will receive their housing assignment by March 1st. Those reapplying will also be able to retain their current space or have 1st choice of a new space either in the halls or in the apartments.
- Final design and specs are coming along for a February bid of the New Dining Center and Retail space in the new residence hall.
- Phase II of the Woods project will bid in February.
- Halls are preparing to wind down the semester, offering programs that will concentrate on finishing strong in academics and final exams.

Dean of Students:

- The DRC finished up its first ever *Disability Equity Week*. Nearly 200 participants attended various events throughout the week. Events included an interactive exhibit, student panel, and lecture style events regarding the accommodation process, disability language, and disability in the media.
- The DRC finished its third and final workshop for the semester on document accessibility. These trainings focus on how to make Word documents, PowerPoints, emails, etc. accessible. Over 50 people attended this past semester.
- On November 3, New Student & Family Programs held SOAR Carousel, its interview process for student orientation leaders.
- The Dean of Students Office has contracted notable actor Sean Astin to be the closing keynote presenter at the May 1, 2019 *Impact Summit on College Student Mental Health*. He will also be providing a Masters Class for our Theater and Dance students in partnership with the College of Arts and Letters.
- The Office of Student Conduct hosted its annual Trick or Trivia event with Safety and Transportation and Springfield Police Department during the month of October.
- The Counseling Center once again experienced significantly increased demands for services during the fall semester. Demands for counseling sessions have increased by over 300 sessions and individual students requesting counseling are up by 83 students. Crisis counseling appointments have also increased over last year.
- The Counseling Center will be hiring an additional full-time Mental Health Clinician to assist with the increased demands in counseling services.

Respectfully submitted by,

Dr. Dee Siscoe
Vice President for Student Affairs

XII.A.

STAFF SENATE REPORT

Mr. Jon Lee, Chair of the Staff Senate, will make a report to the Board of Governors.

XIII.A.

RECOMMENDED ACTION – Approval of bids and award of a contract for the renovation of rooms 105 and 126 in Kemper Hall.

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

BE IT RESOLVED by the Board of Governors for Missouri State University that the low bid of Carson-Mitchell, Inc. in the amount of Three Hundred Twelve Thousand Nine Hundred and 00/100ths dollars (\$312,900.00) for the base bid for the renovation of rooms 105 and 126 in Kemper Hall be accepted, approved, and awarded.

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

Project Budget	
Consultant Fees	\$17,000.00
Construction Costs	\$312,900.00
Project Administration	\$6,000.00
Construction Contingency	\$56,970.00
Furniture, Fixtures, and Equipment	\$2,000.00
Telecommunications	\$15,000.00
Relocation Costs	\$0.00
Total Project Budget	\$409,870.00
Funding Source	
Kemper Renovation CNAS/COB budget	\$409,870.00
Total Funding Source	\$409,870.00

BE IT FURTHER RESOLVED that this be paid from the Kemper Renovation CNAS/COB budget funded by the College of Business Upper Level Course Fees, Provost One Time Funds, College of Natural and Applied Sciences Equipment Maintenance and Repair, FY18 Maintenance and Repair Operating, College of Natural and Applied Sciences Supplemental Course Fees, Physics, Astronomy & Materials Science Indirect, and Physics, Astronomy & Materials Science General Funds Foundation budgets.

BE IT FURTHER RESOLVED that the Vice President for Administrative Services or the University Architect and Director of Planning, Design & Construction be authorized to sign the agreement with the selected contractor, incorporated herein by reference, and perform those acts necessary to carry out and perform the terms of the agreement. With approval of the above project budget, authorization is also provided to further sign agreements or amendments to existing agreements directly related to this project as long as the approved project budget is not exceeded.

VOTE: AYE _____

NAY _____

COMMENTS:

The bids received on this project are as follows:

Contractor	Base Bid
Carson-Mitchell, Inc.	\$312,900.00
Bales Construction Company, Inc.	\$322,800.00
The Wilson Group, Inc.	\$367,136.00
MSI Constructors	\$407,500.00

This project renovates rooms 105 and 126 within Kemper Hall to accommodate consolidation and better space utilization between the department of physics, astronomy, and materials science and the department of technology and construction management. This renovation connects the department of technology and construction management's existing classrooms within Kemper Hall with the department's computer lab and provides a research laboratory for the department of physics, astronomy, and materials science.

The work includes selective demolition, plumbing, electrical, floor polishing, painting of existing ceilings and walls, and installation of furnishings. The project is scheduled to begin after the 2019 spring semester and will be completed by the 2019 fall semester.

This project will be paid from the Kemper Renovation CNAS/COB budget funded by the College of Business Upper Level Course Fees (\$205,747.66), Provost One Time Funds (\$94,455.67), College of Natural and Applied Sciences Equipment Maintenance and Repair (\$50,000.00), FY18 Maintenance and Repair Operating (\$40,000.00), College of Natural and Applied Sciences Supplemental Course Fees (\$10,666.67), Physics, Astronomy & Materials Science Indirect (\$5,000.00), and Physics, Astronomy & Materials Science General Funds Foundation (\$4,000.00) budgets.

XIII.B.

RECOMMENDED ACTION – Approval of bids and award of a contract for the greenhouse addition at Temple Hall.

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

BE IT RESOLVED by the Board of Governors for Missouri State University that the low bid of DeWitt & Associates, Inc. in the amount of Five Hundred Sixty-three Thousand and 00/100ths dollars (\$563,000.00) for the base bid for the greenhouse addition at Temple Hall be accepted, approved, and awarded.

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

Project Budget	
Consultant Fees	\$42,400.00
Construction Costs	\$563,000.00
Project Administration	\$28,300.00
Construction Contingency	\$56,300.00
Furniture, Fixtures, and Equipment	\$0.00
Telecommunications	\$0.00
Relocation Costs	\$0.00
Total Project Budget	\$690,000.00
Funding Source	
Temple Greenhouse Expansion budget	\$690,000.00
Total Funding Source	\$690,000.00

BE IT FURTHER RESOLVED that this be paid from the Temple Greenhouse Expansion budget funded by the Provost One Time Funding, College of Natural and Applied Sciences Supplemental Course Fees, College of Natural and Applied Sciences Equipment & Repair, Biology Operating, College of Natural and Applied Sciences Reserves, VP for Research and Economic Development Indirect, College of Natural and Applied Sciences Indirect, and Biology Indirect budgets.

BE IT FURTHER RESOLVED that the Vice President for Administrative Services or the University Architect and Director of Planning, Design & Construction be authorized to sign the agreement with the selected contractor, incorporated herein by reference, and perform those acts necessary to carry out and perform the terms of the agreement. With approval of the above project budget, authorization is also provided to further sign agreements or amendments to existing agreements directly related to this project as long as the approved project budget is not exceeded.

VOTE: AYE _____

NAY _____

COMMENTS:

The bids received on this project are as follows:

Contractor	Base Bid	Alternate 1	Alternate 2	Alternate 3	Total (Base Bid)
DeWitt & Associates, Inc.	\$563,000.00	\$20,000.00	\$20,000.00	\$22,000.00	\$563,000.00
Bales Construction Company, Inc.	\$589,800.00	\$22,180.00	\$24,180.00	\$3,150.00	\$589,800.00
Carson-Mitchell, Inc.	\$681,196.00	\$59,776.00	\$55,091.00	\$1,039.00	\$681,196.00
Kenmar Construction, Inc.	\$788,000.00	\$32,000.00	\$32,000.00	\$9,000.00	\$788,000.00

This project constructs an addition to the greenhouse at Temple Hall to provide additional classroom and research space for the College of Natural and Applied Sciences. The work includes removing the existing greenhouse structure, pouring an extension to the existing concrete pad, and adjoining the new 1,947 square foot greenhouse addition to the building. Additionally, the work includes installation of new mechanical, electrical, and plumbing systems to support the addition. The work is scheduled to begin in the 2019 spring semester and be completed within the 2019 summer semester.

Alternate 1 would have expanded the first section of the new greenhouse six feet. Alternate 2 would have expanded the second section of the new greenhouse six feet. Alternate 3 would have provided a stainless steel handrail and guardrail system for the exterior stair in lieu of painted steel. None of these alternates are being accepted due to cost.

This project will be paid from the Temple Greenhouse Expansion budget funded by the Provost One Time Funding (\$176,000.00), College of Natural and Applied Sciences Supplemental Course Fees (\$160,000.00), College of Natural and Applied Sciences Equipment & Repair (\$114,000.00), Biology Operating (\$70,000.00), College of Natural and Applied Sciences Reserves (\$55,000.00), VP for Research and Economic Development Indirect (\$50,000.00), College of Natural and Applied Sciences Indirect (\$35,000.00), and Biology Indirect (\$30,000.00) budgets.

XIV.A.

RECOMMENDED ACTION - Approval of Amendment #1 for Medical/Dental Third-Party Administrative Services Agreement (Med-Pay, Inc.).

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

WHEREAS, on or about February 15, 2012, the University issued Request for Proposal Number 5726-14 for Self-Insured PPO Network Access and/or Prescription Drug Plan and/or Medical/Dental Third-Party Administrative Services;

WHEREAS, on March 13, 2012, Med-Pay submitted a bid in response to the RFP, offering to provide medical third-party administrative services to the University;

WHEREAS, the University accepted the Bid, such that, on or about December 10, 2012, the parties entered into an agreement for medical third-party administrative services in reference to RFP 5726-14;

WHEREAS, the original term of the Agreement was for three (3) years, running from January 1, 2013 through December 31, 2015, subject to four (4) one-year renewal options;

WHEREAS, on or about December 17, 2015, the University exercised all four (4) one-year renewal options, thereby extending the contract through December 31, 2019, in consideration of Med-Pay's agreement to maintain the contractual fee schedule through December 31, 2019;

WHEREAS, for the last several years, the University's self-funded medical insurance plan has seen a significant increase in costs due to increased utilization, such that the University funded a \$4.1 million medical plan shortfall from one-time funds in FY2018; and

WHEREAS, the parties desire to amend the Agreement in order to extend the term of the Agreement for an additional five (5) years (i.e., from January 1, 2020 through December 31, 2024), in consideration of Med-Pay's agreement to maintain the current contractual fee schedule through the entirety of the term extension, subject to the terms and conditions set forth herein.

NOW, THEREFORE, BE IT RESOLVED by the Board of Governors of Missouri State University that Amendment #1 as negotiated by the University and Med-Pay be accepted and that the Vice President for Administrative Services and the Director of Procurement Services be authorized to sign this amendment.

VOTE: **Aye** _____
 Nay _____

COMMENTS:

For the last several years, Missouri State University's self-funded Employee Medical Insurance Plan has experienced annual increases in health care costs and those costs are expected to continue to rise due to an increase in claims.

To address the shortfall, the University has renegotiated its medical contracts to secure additional savings:

- **Approval of a two-plan option for health benefits (Base or Buy Up)**
 - Increase in premiums

- **MedTrak (Pharmacy Benefit Manager)**
 - Continue to pay 2013 rates until December 31, 2024
 - Move from open to select exclusionary formulary
 - Increased rebates

- **Stop Loss Insurance**
 - 2% reduction in annual premium for 2019

- **Group Life, Accidental Death and Long-Term Disability Insurance**
 - Continue to pay 2012 rates until December 31, 2020

- **Mercy (Preferred Provider Organization)**
 - Waive 3% annual escalator for the entirety of the term extension (i.e., through December 31, 2024)
 - Establish a risk corridor target at \$200 per member per year (PMPY), guaranteeing University annual savings of not less than \$822,800, effective January 1, 2019
 - Expanded Mercy services

To further address the FY2018 shortfall, Administration recommends that the Agreement with Med-Pay be further amended as described below, in order to stabilize financial rates for the Plan:

- **Med-Pay (Third-Party Administrator): Amendment #1**
 - The Agreement shall be extended for an additional five years (i.e., from January 1, 2020 through December 31, 2024)

 - Med-Pay agrees that the current contractual fee schedule for third-party administrative services shall continue without increase through December 31, 2024

**FIRST AMENDMENT TO AGREEMENT REGARDING
REQUEST FOR PROPOSAL NUMBER 5726-14**

This First Amendment to Agreement Regarding Request for Proposal Number 5726-14 (“First Amendment”) is entered by and between the Board of Governors of Missouri State University (“University”) and Med-Pay, Inc. (“Med-Pay”), and is effective January 1, 2019 (“Effective Date”).

WHEREAS, on or about February 15, 2012, the University issued Request for Proposal Number 5726-14 for Self-Insured PPO Network Access and/or Prescription Drug Plan and/or Medical/Dental Third-Party Administrative Services (“RFP”);

WHEREAS, on March 13, 2012, Med-Pay submitted a bid in response to the RFP (“Bid”), offering to provide medical third-party administrative services to the University;

WHEREAS, the University accepted the Bid, such that, on or about December 10, 2012, the parties entered into an agreement for medical third-party administrative services in reference to RFP 5726-14 (“Agreement”);

WHEREAS, the original term of the Agreement was for three (3) years, running from January 1, 2013 through December 31, 2015, subject to four (4) one-year renewal options;

WHEREAS, on or about December 17, 2015, the University exercised all four (4) one-year renewal options, thereby extending the contract through December 31, 2019, in consideration of Med-Pay’s agreement to maintain the contractual fee schedule through December 31, 2019;

WHEREAS, the parties desire to amend the Agreement in order to extend the term of the Agreement for an additional five (5) years (i.e., from January 1, 2020 through December 31, 2024), in consideration of Med-Pay’s agreement to maintain the current contractual fee schedule through the entirety of the term extension, subject to the terms and conditions set forth herein.

NOW THEREFORE, in consideration of the mutual covenants and agreements of the parties hereto, it is understood and agreed by the parties as follows:

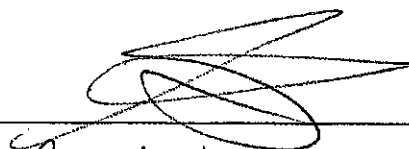
1. Term. The Agreement shall be extended for an additional five years (i.e., from January 1, 2020 through December 31, 2024).
2. Continuation of Current Contractual Fee Schedule. Med-Pay agrees that the current contractual fee schedule for third-party administrative services shall continue without increase through December 31, 2024.
3. Counterparts. This First Amendment may be executed in one (1) or more counterparts, each of which shall be deemed an original and all of which shall be deemed one and the same First Amendment.

4. Ratification of Existing Terms and Conditions of Agreement. Except as expressly provided in this First Amendment, all other terms and conditions of the Agreement are hereby ratified and shall remain in full force and effect.

IN WITNESS WHEREOF, the parties have executed this First Amendment by and through their authorized representatives as of the Effective Date indicated above.

MED-PAY, INC.

BOARD OF GOVERNORS OF
MISSOURI STATE UNIVERSITY

By:  _____

By: _____

Title: President _____

Title: _____

XIV.B.

RECOMMENDED ACTION - Approval of Amendment #4 to Self-Insured PPO Network Access Agreement (Mercy Health Springfield Communities).

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

WHEREAS, on or about December 6, 2012, the parties entered into an agreement for self-insured PPO network access, contract number C5726-3 (Agreement), following a public and competitive bidding process;

WHEREAS, the original term of the Agreement was for three (3) years, running from January 1, 2013-December 31, 2015, subject to four (4) one-year renewal options;

WHEREAS, on or about October 17, 2013, the Agreement was amended in order to revise Medicare reimbursement rates (First Amendment);

WHEREAS, on or about December 11, 2015, the Agreement was amended again in order to establish an outpatient surgery discount rate of no less than 50% (Second Amendment);

WHEREAS, on or about December 17, 2015, the University exercised all four (4) one-year renewal options, thereby extending the contract through December 31, 2019, in consideration of Mercy's agreement to waive the contractual 3% annual escalator through the entirety of the renewal period;

WHEREAS, on or about April 26, 2018, the Agreement was amended again to revise certain reimbursement rates to provide significant cost savings to University (Third Amendment);

WHEREAS, for the last several years, the University's self-funded medical insurance plan has seen a significant increase in costs due to increased utilization, such that the University funded a \$4.1 million medical plan shortfall from one-time funds in FY2018; and

WHEREAS, Administration recommends that the Agreement be amended again in order to further extend the term of the Agreement, implement a pay for performance model (i.e., a "limited risk corridor") that will guarantee savings to the University, expand the University's wellness program, and otherwise augment health care services provided to University by Mercy, subject to the terms and conditions set forth herein.

NOW, THEREFORE, BE IT RESOLVED by the Board of Governors of Missouri State University that Amendment #4 as negotiated by the University and Mercy be accepted and that the Vice President for Administrative Services and the Director of Procurement Services be authorized to sign this amendment.

VOTE: **Aye** _____
 Nay _____

COMMENTS:

For the last several years, Missouri State University's self-funded Employee Medical Insurance Plan has experienced annual increases in health care costs and those costs are expected to continue to rise due to an increase in claims.

To address the shortfall, the University has renegotiated its medical contracts to secure additional savings:

- **Approval of a two-plan option for health benefits (Base or Buy Up)**
 - Increase in premiums

- **MedTrak (Pharmacy Benefit Manager)**
 - Continue to pay 2013 rates until December 31, 2024
 - Move from open to select exclusionary formulary
 - Increased rebates

- **Stop Loss Insurance**
 - 2% reduction in annual premium for 2019

- **Group Life, Accidental Death and Long-Term Disability Insurance**
 - Continue to pay 2012 rates until December 31, 2020

- **MedPay (Third Party Administrator)**
 - Continue to pay 2013 rates until December 31, 2024

To further address the FY2018 shortfall, Administration recommends that the Agreement with Mercy be further amended as described below, in order to increase services to University employees while securing significant financial savings for the Plan:

- **Mercy (Preferred Provider Organization): Amendment #4**
 - The Agreement shall be extended for an additional five years (i.e., from January 1, 2020 through December 31, 2024)

 - Mercy agrees to waive the 3% annual escalator for the entirety of the term extension (i.e., through December 31, 2024)

 - Effective January 1, 2019, the risk corridor target will be established at \$200 per member per year (PMPY), guaranteeing University annual savings of not less than \$822,800

 - Expanded Mercy Services:
 - Employee assistance program (EAP) services expanded into the overall care of all University employees and their dependents, regardless of an employee's eligibility or participation in the University's self-insured health plan

- Nurse On Call services including a telemedicine option at no additional cost to University, as soon as such telemedicine option is operational (i.e., anticipated timeframe is 12-18 months out)
- eCare through MyMercy provided to members and dependents
- Quarterly meetings to discuss how the University's self-insurance health program is performing from the perspectives of clinical quality, utilization, and cost (including a review of data analytics provided by Mercy, such as ER utilization, inpatient, outpatient, PCP assignment, etc.)
- Magers Health and Wellness Center access to Mercy's electronic medical record, Epic, through the CareLink portal at no additional cost
- Disease management, case management, and wellness services, at no cost:
 - Biometric screenings for all members and dependents at a frequency of no less than biannual
 - Referral to Magers of members and/or dependents who disclose they have not seen a primary care physician in the last 12 months
 - Referral to Mercy Care Management of members and dependents with elevated A1C, asthma, diabetes, COPD, or metabolic syndrome
 - Referral to Mercy Health Coaching of members and dependents with two (2) or more health risk factors
 - Referral to Mercy Tobacco Cessation Program of members and dependents who disclose any form of tobacco use
 - Referral to Mercy's Health and Wellness Connection (HAWC) for all interested members and dependents
 - Four (4) onsite wellness educational classes per year in collaboration with Magers Health and Wellness Center

**AMENDMENT #4 TO SELF-INSURED PPO NETWORK ACCESS AGREEMENT
(i.e., CONTRACT NUMBER C5726-3)**

This Amendment #4 to Self-Insured PPO Network Access Agreement (i.e., Contract Number C5726-3) (“Fourth Amendment”) is entered by and between the Board of Governors of Missouri State University (“University”) and Mercy Health Springfield Communities (“Mercy”), and is effective January 1, 2019 (“Effective Date”).

WHEREAS, on or about December 6, 2012, the parties entered into an agreement for self-insured PPO network access, contract number C5726-3 (“Agreement”), following a public and competitive bidding process;

WHEREAS, the original term of the Agreement was for three (3) years, running from January 1, 2013-December 31, 2015, subject to four (4) one-year renewal options;

WHEREAS, on or about October 17, 2013, the Agreement was amended in order to revise Medicare reimbursement rates (“First Amendment”);

WHEREAS, on or about December 11, 2015, the Agreement was amended again in order to establish an outpatient surgery discount rate of no less than 50% (“Second Amendment”);

WHEREAS, on or about December 17, 2015, the University exercised all four (4) one-year renewal options, thereby extending the contract through December 31, 2019, in consideration of Mercy’s agreement to waive the contractual 3% annual escalator through the entirety of the renewal period;

WHEREAS, on or about April 26, 2018, the Agreement was amended again to revise certain reimbursement rates to provide significant cost savings to University (“Third Amendment”); and

WHEREAS, the parties desire to again amend the Agreement in order to further extend the term of the Agreement, implement a pay for performance model (i.e., a “limited risk corridor”), expand the University’s wellness program, and otherwise augment health care services provided to University by Mercy, subject to the terms and conditions set forth herein.

NOW THEREFORE, in consideration of the mutual covenants and agreements of the parties hereto, it is understood and agreed by the parties as follows:

1. Term. The Agreement shall be extended for an additional five years (i.e., from January 1, 2020 through December 31, 2024).
2. Waiver of Annual Escalator. Mercy hereby agrees to waive the 3% annual escalator for the entirety of the term extension (i.e., through December 31, 2024).
3. Implementation of Limited Risk Corridor. Effective January 1, 2019, and continuing through December 31, 2024, the parties will implement a pay for performance model

entitled "Limited Risk Corridor," as further set forth in Attachment A, which is attached hereto and incorporated by reference. For the avoidance of doubt, the Limited Risk Corridor program will include the following assumptions and services:

- (a) Effective January 1, 2019, the risk corridor target ("Target") will be established at \$200 per member per year ("PMPY"), thereby guaranteeing University annual savings of not less than \$822,800;
- (b) The parties shall equally share (50/50) any additional annual savings over the Target; provided, however, that, for the time period commencing January 1, 2019 and continuing through December 31, 2024, Mercy shall not receive more than a total of \$2,500,000 in shared savings payments, excluding any Care Management Fees paid to Mercy;
- (c) In the event that additional savings beyond the Target are achieved, University shall pay Mercy a care management fee of \$79 PMPY ("Care Management Fee"); provided, however, that in no event shall Mercy receive a Care Management Fee that exceeds the total savings realized in excess of the Target;
- (d) Mercy shall continue to provide University with employee assistance program ("EAP") services, except that such EAP services shall be integrated into the overall care of all University employees and their dependents, regardless of an employee's eligibility or participation in the University's self-insured health plan;
- (e) Mercy shall provide University with expanded Nurse On Call services including a telemedicine option at no additional cost to University, as soon as such telemedicine option is operational (i.e., anticipated timeframe is 12-18 months out);
- (f) Mercy shall continue to provide members and dependents of University's self-insured health plan with access to eCare through MyMercy;
- (g) Mercy shall provide members and dependents of University's self-insured health plan with disease management, case management, and wellness services, including without limitation:
 - i. Biometric screenings for all members and dependents at a frequency of no less than biennial, with annual biometric screenings offered to members with identified health risk factors;
 - ii. Referral to Magers of members and/or dependents who disclose they have not seen a primary care physician in the last 12 months. In the event that a member or dependent affirmatively declines a referral to Magers, Mercy will offer a referral to a Mercy PCP;

- iii. Referral to Mercy Care Management of members and dependents with elevated A1C, asthma, diabetes, COPD, or metabolic syndrome at no cost to University or member/dependent other than the Care Management Fee, if applicable; and;
 - iv. Referral to Mercy Health Coaching of members and dependents with two (2) or more health risk factors at no cost to University or member/dependent other than the Care Management Fee, if applicable; and;
 - v. Referral to Mercy Tobacco Cessation Program of members and dependents who disclose any form of tobacco use, with no cost to University or member/dependent for participating in program other than the Care Management Fee, if applicable;
 - vi. Referral to Mercy's Health and Wellness Connection ("HAWC") for all interested members and dependents at no cost to University or member/dependent other than the Care Management Fee, if applicable; and
 - vii. Provision of a minimum of four (4) onsite wellness educational classes per year, which classes shall be scheduled and coordinated in collaboration with University's Magers Health and Wellness Center ("Magers") at no cost to University or member/dependent other than the Care Management Fee, if applicable; and.
- (h) The parties shall meet no less frequently than quarterly to discuss how the University's self-insurance health program is performing from the perspectives of clinical quality, utilization, and cost (including a review of data analytics provided by Mercy, such as ER utilization, inpatient, outpatient, PCP assignment, etc.);
 - (i) To facilitate continuity of care, Mercy shall provide Magers providers with access to Mercy's electronic medical record, Epic, through the CareLink portal at no additional cost; and
 - (j) The parties will work together in good faith to ensure that, on a frequency no less than monthly, they exchange the member/dependent health care information obtained and maintained by each party's clinic(s) and delineated in Attachment B, which is attached hereto and incorporated by reference.

4. Counterparts. This Fourth Amendment may be executed in one (1) or more counterparts, each of which shall be deemed an original and all of which shall be deemed one and the same Fourth Amendment.

5. Ratification of Existing Terms and Conditions of Agreement. Except as expressly provided in this Fourth Amendment, all other terms and conditions of the Agreement, as previously amended, are hereby ratified and shall remain in full force and effect.

IN WITNESS WHEREOF, the parties have executed this Fourth Amendment by and through their authorized representatives as of the Effective Date indicated above.

MERCY HEALTH SPRINGFIELD
COMMUNITIES

BOARD OF GOVERNORS OF
MISSOURI STATE UNIVERSITY

By: _____

By: _____

Title: _____

Title: _____

11/30/18

Attachment A: Limited Risk Corridor for MSU - All Providers

	Members	Total Medical Paid	Reinsurance Reimb	Net Medical Paid	PMPY	
CY2014	3,815	9,063,914	0	9,063,914	\$ 2,375.86	
CY2015	3,902	9,857,545	140,732	9,716,813	\$ 2,490.21	4.8%
CY2016 Paid through 7/31/18	3,941	11,006,463	103,547	10,902,916	\$ 2,766.54	11.1%
CY17 Paid through 7/5/18	4,114	12,493,748	247,232	12,246,515	\$ 2,976.79	7.6%
3 year Compounded Annual Growth %					7.8%	

* Excludes Rx, Dental, Vision, Chiropractic claims and claims paid to MSU clinic

* ALL PROVIDER Claims excluding claims paid to MSU clinic.

Corridor Target

Members	4,114	
CY17 PMPY	\$ 2,976.79	
Projected CY18 with 5% trend	\$ 3,125.63	* will be the actual with 3 months of claims run out
Projected CY19 with 5% trend	\$ 3,281.91	
Guarantee PMPY savings	\$ 200.00	\$24 represents \$100,000 in benefit change savings for year 1
CY19 PMPY Target	<u>\$ 3,081.91</u>	

Minimum Savings \$ 822,800

	Projected PMPY (5%)	Guarantee Savings	Target
CY20 PMPY Target (5%) Corridor	\$ 3,446.01	\$ 200.00	\$ 3,246.01
CY21 PMPY Target (5%) Corridor	\$ 3,618.31	\$ 200.00	\$ 3,418.31
CY22 PMPY Target (5%) Corridor	\$ 3,799.22	\$ 200.00	\$ 3,599.22
CY23 PMPY Target (5%) Corridor	\$ 3,989.18	\$ 200.00	\$ 3,789.18
CY24 PMPY Target (5%) Corridor	\$ 4,188.64	\$ 200.00	\$ 3,988.64

Examples

Example: PMPY Under Target

CY19 Ending PMPY	\$ 2,810.00
PMPY Over/ (Under) Target	\$ (271.91)
Additional Savings over Target	<u>1,118,643</u>
Settlement Check to Mercy for Care Management \$79 PMPY	<u>325,006</u>
Settlement Check to Mercy 50/50 Shared Savings	<u>396,818</u>
Settlement Check to Employer	<u>0</u>
Total Employer Savings Net of Care Management fee	<u><u>1,219,618</u></u>

Example: PMPY Above Projected

CY19 Ending PMPY	\$ 3,425.00
PMPY Over/ (Under) Target	\$ 343.09
Additional Savings over Target	<u>0</u>
Claims Exp Over Expected Trend	<u>1,411,467</u>
Settlement Check to Mercy for Care Management \$79 PMPY	<u>0</u>
Settlement Check to Mercy 50/50 Shared Savings	<u>0</u>
Settlement Check to Employer at guaranteed savings	<u>822,800</u>
Total Employer Savings	<u><u>822,800</u></u>

Example: PMPY Target Almost Met

CY19 Ending PMPY	\$ 3,180.00
PMPY Over/ (Under) Target	\$ 98.09
Short-fall from Guaranteed Savings	<u>403,537</u>
Settlement Check to Mercy for Care Management \$79 PMPY	<u>0</u>
Settlement Check to Mercy 50/50 Shared Savings	<u>0</u>
Settlement Check to Employer	<u>403,537</u>
Total Employer Savings	<u><u>822,800</u></u>

Notes

Guarantee is for Medical claims paid to All providers excluding RX, dental, vision, and chiropractic claims.

Medical Claims expense will be net of reinsurance claims.

Settlement will be determined after 3 months of claims run out.

Care Management, EAP and Wellness fees will be paid to Mercy if shared savings is achieved.

Attachment B: Clinical Data Elements

1. LDL
2. HDL
3. Triglycerides
4. Total Cholesterol
5. Ejection Fraction
6. BP
7. BMI
8. HBAiC
9. Flu Vaccine
10. Other Vaccines
11. PHQ9 PH2
12. Weight
13. Height
14. Patient self-reporting for
 - a. Colo
 - b. Mamo
 - c. Pap
 - d. FOBT
 - e. FlexSig
 - f. FIT
 - g. Eye exam
 - h. Foot exam
15. Any free services that aren't billed (wellness/screening/vaccine
16. All RISK Scores
17. GFR
18. Hysterectomy
19. Mastectomy

XV.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 November		Running Totals		Year
		No.	Amount	No.	Amount	No.	Amount	No.	Amount	
Annual Gifts	FY 18	5,488	\$221,512	112	\$542,676	5,600	\$764,188	24,904	\$2,871,510	FY 18
	FY 19	5,518	\$180,742	103	\$322,892	5,621	\$503,634	27,402	\$2,685,551	FY 19
Special Campaigns	FY 18	400	\$24,538	18	\$1,021,376	418	\$1,045,914	1,057	\$2,021,683	FY 18
	FY 19	41	\$9,279	10	\$69,264	51	\$78,543	523	\$1,423,218	FY 19
One Time Gifts	FY 18	0	\$0	10	\$99,752	10	\$99,752	68	\$3,573,800	FY 18
	FY 19	0	\$0	19	\$380,666	19	\$380,666	62	\$966,891	FY 19
TOTALS	FY 18	5,888	\$246,050	140	\$1,663,804	6,028	\$1,909,854	26,029	\$8,466,993	FY 18
	FY 19	5,559	\$190,021	132	\$772,822	5,691	\$962,843	27,987	\$5,075,660	FY 19

**MISSOURI STATE UNIVERSITY FOUNDATION
INCOME SUMMARY TOTALS BY TYPE AND SOURCE
07/01/2018 TO 11/30/2018**

SOURCE	UNRESTRICTED CURRENT	RESTRICTED CURRENT	ENDOWMENT	GIFTS OF PROPERTY	NON-GIFT INCOME*	TOTAL 07/01/2018 TO 11/30/2018	TOTAL 07/01/2017 TO 11/30/2017
ALUMNI	\$37,401	\$1,068,464	\$310,266	\$302,641	\$252,433	\$1,971,206	\$2,471,296
FRIENDS	3,535	772,284	99,305	51,566	269,208	\$1,195,898	1,275,384
PARENTS	990	48,864	4,760	185	32,600	\$87,399	126,763
FOUNDATIONS	6,763	393,250	3,025	0	6,500	\$409,538	579,545
ORGANIZATIONS	700	191,937	321,114	2,631	1,600	\$517,981	2,738,326
BUSINESSES	11,094	497,566	69,642	67,690	247,647	\$893,639	1,275,679
GIFT TOTAL	\$60,483	\$2,972,365	\$808,111	\$424,713	\$809,988	\$5,075,660	\$8,466,993

*Per the Tax Cuts and Jobs Act, the US Tax reform bill signed into law effective in 2018, income recieved from athletics seat assessments and suites are no longer tax deductible.
Income received since 1/1/2018 for seat assessments and suites is included in this column.

DEFERRED GIFT COMMITMENTS

	UNRESTRICTED CURRENT	RESTRICTED CURRENT	ENDOWMENT	GIFTS OF PROPERTY	TOTAL 07/01/2018 TO 11/30/2018	TOTAL 07/01/2017 TO 11/30/2017
DEFERRED GIFTS	0	19,021	520,000	0	\$ 539,021	\$ 5,900,000

GRAND TOTAL FOR TESTAMENTARY GIFTS YET TO BE RECEIVED: \$ 40,220,000

	NUMBER OF DONORS 7/1/2018 TO 11/30/2018	NUMBER OF DONORS 7/1/2017 TO 11/30/2017
ALUMNI	3,820	3,770
FRIENDS	7,376	7,299
PARENTS	892	788
FOUNDATIONS	25	21
ORGANIZATIONS	97	83
BUSINESSES	450	524
TOTAL	12,660	12,485

**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		
		No.	Amount	No.	Amount	No.	Amount	No.	Amount	Year
Annual Gifts	FY 18	5,619	\$248,986	116	\$287,334	5,735	\$536,320	19,304	\$2,107,322	FY 18
	FY 19	5,937	\$221,477	118	\$339,616	6,055	\$561,093	21,773	\$2,174,908	FY 19
Special Campaigns	FY 18	43	\$7,223	12	\$130,446	55	\$137,669	639	\$975,769	FY 18
	FY 19	49	\$10,667	11	\$45,325	60	\$55,992	420	\$1,283,277	FY 19
One Time Gifts	FY 18	0	\$0	13	\$162,697	13	\$162,697	58	\$3,474,048	FY 18
	FY 19	0	\$0	15	\$109,755	15	\$109,755	43	\$586,225	FY 19
TOTALS	FY 18	5,662	\$256,209	141	\$580,477	5,803	\$836,686	20,001	\$6,557,139	FY 18
	FY 19	5,986	\$232,144	144	\$494,696	6,130	\$726,840	22,236	\$4,044,410	FY 19

**MISSOURI STATE UNIVERSITY FOUNDATION
INCOME SUMMARY TOTALS BY TYPE AND SOURCE
07/01/2018 TO 10/31/2018**

SOURCE	UNRESTRICTED CURRENT	RESTRICTED CURRENT	ENDOWMENT	GIFTS OF PROPERTY	NON-GIFT INCOME*	TOTAL 07/01/2018 TO 10/31/2018	TOTAL 07/01/2017 TO 10/31/2017
ALUMNI	\$17,401	\$936,902	\$174,278	\$252,957	\$248,485	\$1,630,024	\$1,434,694
FRIENDS	1,415	641,693	61,163	51,078	247,308	\$1,002,658	1,024,804
PARENTS	0	34,440	1,595	185	26,600	\$62,820	106,352
FOUNDATIONS	0	337,250	1,025	0	6,500	\$344,775	376,595
ORGANIZATIONS	200	153,963	98,011	2,219	1,600	\$255,993	2,661,161
BUSINESSES	10,725	443,636	69,092	53,570	171,117	\$748,140	953,533
GIFT TOTAL	\$29,741	\$2,547,885	\$405,164	\$360,009	\$701,610	\$4,044,410	\$6,557,139

**Per the Tax Cuts and Jobs Act, the US Tax reform bill signed into law effective in 2018, income recieved from athletics seat assessments and suites are no longer tax deductible.
Income received since 1/1/2018 for seat assessments and suites is included in this column.*

DEFERRED GIFT COMMITMENTS

	UNRESTRICTED CURRENT	RESTRICTED CURRENT	ENDOWMENT	GIFTS OF PROPERTY	TOTAL 07/01/2018 TO 10/31/2018	TOTAL 07/01/2017 TO 10/31/2017
DEFERRED GIFTS	0	19,021		0	\$ 19,021	\$ 4,100,000

GRAND TOTAL FOR TESTAMENTARY GIFTS YET TO BE RECEIVED: \$ 39,869,000

	NUMBER OF DONORS 7/1/2018 TO 10/31/2018	NUMBER OF DONORS 7/1/2017 TO 10/31/2017
ALUMNI	3,149	3,005
FRIENDS	6,768	6,398
PARENTS	638	544
FOUNDATIONS	15	15
ORGANIZATIONS	70	62
BUSINESSES	381	461
TOTAL	11,021	10,485

MISSOURI STATE UNIVERSITY

BOARD RESOLUTION

FINANCE NO.

AUTHORIZING THE BORROWING BY MISSOURI STATE UNIVERSITY OF THE PROCEEDS OF AN ISSUE OF EDUCATIONAL FACILITIES REVENUE BONDS (MISSOURI STATE UNIVERSITY), SERIES 2019A, IN A PRINCIPAL AMOUNT OF \$15,730,000 OF THE HEALTH AND EDUCATIONAL FACILITIES AUTHORITY OF THE STATE OF MISSOURI, TO FINANCE THE COSTS OF CERTAIN EDUCATIONAL FACILITIES OF THE UNIVERSITY; AND AUTHORIZING AND APPROVING CERTAIN DOCUMENTS AND ACTIONS IN CONNECTION WITH SUCH BORROWING

WHEREAS, the Health and Educational Facilities Authority of the State of Missouri (the “Authority”) has been created by and is authorized and empowered pursuant to the provisions of the Missouri Health and Educational Facilities Authority Act, Chapter 360 of the Revised Statutes of Missouri, as amended (the “MoHEFA Act”), to issue revenue bonds for the purpose of making loans to certain “health institutions” or “educational institutions,” as defined in the MoHEFA Act, to provide funds to pay the costs of acquiring, constructing, reconstructing, repairing, altering, improving and extending “health facilities” or “educational facilities,” as defined in the MoHEFA Act, said revenue bonds to be payable solely out of the revenues of the Authority pledged in favor of the holders of said bonds; and

WHEREAS, Missouri State University, a state educational institution (the “University”), is an “educational institution,” as defined in the MoHEFA Act, and has requested the Authority to assist the University in providing funds (a) to finance the costs of certain improvements to “educational facilities” of the University, and (b) to pay associated costs of issuance of the bonds, and the University has requested that the Authority issue its bonds and loan the proceeds thereof to the University for such purposes, all as provided for and permitted under the MoHEFA Act; and

WHEREAS, the Authority is authorized under the MoHEFA Act to issue its revenue bonds for the purposes aforesaid and the Board of Governors of the University (the “Board”) has determined that the public interest will be best served and that the purposes of the MoHEFA Act can be more advantageously obtained by the Authority’s issuance of revenue bonds in order to loan funds to the University as a means of accomplishing the foregoing; and

WHEREAS, in order to raise funds to loan to the University to accomplish the foregoing, the University has requested the Authority to issue its Educational Facilities Revenue Bonds (Missouri State University) Series 2019A (the “Bonds”), in a principal amount of \$15,730,000, to be issued under a Bond Trust Indenture (the “Bond Indenture”) between the Authority and U.S. Bank National Association, as bond trustee (the “Bond Trustee”), and to make the loan to the University as provided in the herein referenced Loan Agreement; and

WHEREAS, it appears to the Board that the borrowing by the University of the proceeds of the Bonds from the Authority, and such other matters above recited are necessary and desirable and in the best interest of the University;

NOW THEREFORE, BE IT RESOLVED BY THE BOARD OF GOVERNORS OF MISSOURI STATE UNIVERSITY, AS FOLLOWS:

Section 1. Findings and Determinations. The Board of Governors hereby makes the following findings and determinations with respect to the University and the Bonds:

- (a) The University is a state educational institution organized and operating under the laws of the State of Missouri, and is an “educational institution” as defined in the MoHEFA Act, which operates educational facilities located in the State of Missouri;
- (b) The University has requested the Authority’s assistance in providing funds for the purposes described above;
- (c) The issuance of the Bonds for such purposes is in the public interest, will alleviate a financial hardship of the University and will result in a lesser cost of education to students, third parties and others who must pay for such educational costs; and
- (d) The Bonds will be issued for a valid purpose under and in accordance with the provisions of the MoHEFA Act.

Section 2. Borrowing. The Board hereby approves and authorizes the borrowing by the University from the Authority of the proceeds obtained from the issuance of the Bonds to the Lender, such borrowing to finance the costs of certain educational facilities of the University, consisting of a portion of the purchase price for Building 1, Building 3, Building 4, and Building 5 in the area known as Brick City in Springfield, Missouri.

Section 3. Approval of Issuance of Bonds. The Board hereby approves the issuance and sale by the Authority of the Bonds to be issued under a Bond Indenture in order to provide funds to be loaned to the University for the purposes described in the recitals hereof. The obligation of the University to make payments on the Bonds shall be a general, unsecured obligation of the University. The Bonds shall be issued in the principal amount of \$15,730,000, shall bear interest at a fixed rate of 3.53% per annum, computed on the basis of a 360-day year of twelve 30-day months, shall have a final maturity of October 1, 2033, with scheduled principal payments as set forth in the Bond Indenture, and shall have the prepayment provisions set forth in the Bond Indenture. The Bonds shall be issued to Capital One Public Funding, LLC, as the lender (the “Lender”) at a price of 100% of the principal amount thereof. The terms of the Bonds shall be as specified in the Bond Indenture and the Commitment Agreement hereby approved by the Board.

Section 4. Authorization and Approval of Documents. The following documents are hereby approved in substantially the forms presented to the Board at this meeting (copies of which documents shall be filed in the records of the Board), and the officers of the University are hereby authorized to execute and deliver each of such documents (the “University Documents”) with such changes therein as shall be approved by any officer of the Authority executing such documents, such officer’s signature thereon being conclusive evidence of his or her approval and the Board’s approval thereof:

- (a) Loan Agreement (the “Loan Agreement”) between the University and the Authority, under which the Authority will loan the proceeds of the Bonds to the University for the purposes herein described in consideration of payments which will be sufficient to pay the principal of, redemption premium, if any, and interest on the Bonds as set forth in the Loan Agreement.
- (b) Tax Compliance Agreement (the “Tax Compliance Agreement”) among the Authority, the University and the Bond Trustee entered into in order to set forth certain representations, facts, expectations, terms and conditions relating to the use and investment of the proceeds of the Bonds, to establish and maintain the exclusion of interest on the tax-exempt Bonds from gross income for federal income tax purposes, and to provide guidance for complying with the arbitrage rebate provisions of Internal Revenue Code §148(f) as set forth in the Tax Compliance Agreement.
- (c) Commitment Agreement (the “Commitment Agreement”) among the Authority, the University and the Lender, under which the Authority agrees to issue the Bonds to the Lender upon the terms and conditions as set forth in the Commitment Agreement.

The Board also approves of the Bond Indenture between the Authority and the Bond Trustee in the form presented to the Board at this meeting (a copy of which document shall be filed in the records of the Board), providing for the issuance thereunder of the Bonds and setting forth the terms and provisions applicable to the Bonds.

Section 5. Execution of University Documents. The Chair of the Board, the President, the Treasurer, or the Chief Financial Officer of the University each is hereby authorized and directed to execute and deliver the University Documents for and on behalf of and as the act and deed of the University. The Secretary of the Board is hereby authorized and directed to attest to such documents, certificates and instruments as may be necessary or desirable to carry out and comply with the intent of this resolution.

Section 6. Further Authority. The proper officers of the University are hereby authorized, empowered and directed to do all such acts and things and to execute, acknowledge and deliver all such documents, including redemption and defeasance documents, and to pay all such fees, taxes and expenses as may in their discretion be deemed necessary or desirable in order to carry out and comply with the terms and provisions of these resolutions; and all of the acts and doings of the officers of the University which are in conformity with the intent and purposes of these resolutions, whether heretofore or hereafter taken or done, shall be and the same are hereby in all respects ratified, confirmed and approved.

Section 7. Repeal of Conflicting Resolutions. All prior resolutions of the Board or any parts thereof in conflict with any or all of the foregoing resolutions are hereby repealed to the extent of such conflict.

Section 8. Effective Date. These resolutions shall take effect and be in full force immediately after their adoption by the Board.

ADOPTED by the Board of Governors of Missouri State University the 13th day of December, 2019.

Chair of the Board
(as of date of issuance of the Bonds)

Passed at Meeting of
December 13, 2018

Secretary to the Board of Governors

COMMENTS:

* * *

LOAN AGREEMENT

Dated as of February 1, 2017

Between

**HEALTH AND EDUCATIONAL FACILITIES AUTHORITY
OF THE STATE OF MISSOURI**

And

SAINT LOUIS UNIVERSITY

**\$76,455,000
Educational Facilities Revenue Bonds
(Saint Louis University)
Series 2017A**

The rights, title and interest of the Health and Educational Facilities Authority of the State of Missouri in this Loan Agreement (with certain exceptions) have been pledged and assigned to The Bank of New York Mellon Trust Company, N.A., as bond trustee, under the Bond Trust Indenture dated as of February 1, 2017, between the Authority and the Bond Trustee.

LOAN AGREEMENT

TABLE OF CONTENTS

	Page
Parties.....	1
Recitals.....	1

ARTICLE I DEFINITIONS AND RULES OF CONSTRUCTION

Section 1.1.	Definitions of Words and Terms.....	1
Section 1.2.	Rules of Construction	2

ARTICLE II REPRESENTATIONS

Section 2.1.	Representations by the Authority.....	2
Section 2.2.	Representations by the University	3
Section 2.3.	Survival of Representations	5

ARTICLE III THE LOAN

Section 3.1.	Loan of Funds to the University	5
Section 3.2.	Use of Proceeds.....	5
Section 3.3.	Project Documents.....	6
Section 3.4.	Changes to the Project	6
Section 3.5.	Enforcement of Contracts and Surety Bonds.....	7

ARTICLE IV PAYMENT AND SECURITY PROVISIONS

Section 4.1.	Loan Payments.....	7
Section 4.2.	Credits on Loan Payments	8
Section 4.3.	Additional Payments.....	9
Section 4.4.	Prepayment of the Loan.....	10
Section 4.5.	Obligations Absolute and Unconditional.....	10
Section 4.6.	Assignment of Authority's Rights	10

ARTICLE V GENERAL COVENANTS AND PROVISIONS

Section 5.1.	Corporate Existence and Tax-Exempt Status	11
Section 5.2.	Maintenance and Use of Property.....	11
Section 5.3.	Indemnity	11
Section 5.4.	Tax Covenants	12
Section 5.5.	Continuing Disclosure	12
Section 5.6.	Information Provided to the Authority and the Original Purchaser.....	13
Section 5.7.	Assignment by the University.....	13
Section 5.8.	Covenants under Master Indenture and Other Financing Documents.....	14

**ARTICLE VI
DEFAULT AND REMEDIES**

Section 6.1.	Events of Default	14
Section 6.2.	Acceleration of Maturity; Rescission and Annulment.....	16
Section 6.3.	Exercise of Remedies by the Bond Trustee	17
Section 6.4.	Application of Moneys Collected	18
Section 6.5.	Rights and Remedies Cumulative.....	18
Section 6.6.	Delay or Omission Not Waiver.....	18
Section 6.7.	Waiver of Past Defaults	18
Section 6.8.	Advances by Bond Trustee	18

**ARTICLE VII
SUPPLEMENTAL LOAN AGREEMENTS**

Section 7.1.	Supplemental Loan Agreements without Consent of Bondowners	19
Section 7.2.	Supplemental Loan Agreements with Consent of Bondowners	19
Section 7.3.	Execution of Supplemental Loan Agreements	20
Section 7.4.	Effect of Supplemental Loan Agreements.....	20
Section 7.5.	Reference in Bonds to Supplemental Loan Agreements	20

**ARTICLE VIII
TERM AND TERMINATION OF LOAN AGREEMENT**

Section 8.1.	Term of Loan Agreement.....	20
Section 8.2.	Termination and Discharge of Loan Agreement	21

**ARTICLE IX
MISCELLANEOUS PROVISIONS**

Section 9.1.	Covenants under Financing Documents	21
Section 9.2.	Further Assurances.....	21
Section 9.3.	Payments Due on Saturdays, Sundays and Holidays.....	21
Section 9.4.	Notices	21
Section 9.5.	Limitation of Authority's Liability	21
Section 9.6.	Immunity of Officers, Employees and Members of the Authority and the University.....	22
Section 9.7.	No Violations of Law.....	22
Section 9.8.	Benefit of Loan Agreement	22
Section 9.9.	Severability	23
Section 9.10.	Electronic Transactions.....	23
Section 9.11.	Counterparts.....	23
Section 9.12.	Governing Law	23
	Signatures	S-1

LOAN AGREEMENT

THIS LOAN AGREEMENT (the “**Loan Agreement**”), dated as of February 1, 2017, between the **HEALTH AND EDUCATIONAL FACILITIES AUTHORITY OF THE STATE OF MISSOURI**, a body politic and corporate and a public instrumentality organized and existing under the laws of the State of Missouri (the “**Authority**”), and **SAINT LOUIS UNIVERSITY**, a benevolent corporation organized and existing under the laws of the State of Missouri (the “**University**”);

RECITALS

1. Pursuant to the Missouri Health and Educational Facilities Authority Act, Chapter 360 of the Revised Statutes of Missouri, as amended (the “**Act**”), and at the request of the University, the Authority will issue \$76,455,000 principal amount of **Educational Facilities Revenue Bonds (Saint Louis University) Series 2017A** (the “**Bonds**”), under a Bond Trust Indenture of even date herewith (the “**Bond Indenture**”) between the Authority and The Bank of New York Mellon Trust Company, N.A., as Bond Trustee (the “**Bond Trustee**”), for the purpose of making a loan of the proceeds thereof (the “**Loan**”) to the University under this Loan Agreement to provide funds to (a) finance, refinance and reimburse a portion of the costs of certain “educational facilities” and “health facilities” of the University located in the State of Missouri described in the Bond Indenture (the “**Project**”) and (b) pay certain costs of issuance of the Bonds, in consideration of payments by the University, which will be sufficient to pay the principal of, redemption premium, if any, and the interest on the Bonds.

2. The University has executed a Master Trust Indenture dated as of September 15, 1993 (as amended and supplemented, the “**Master Indenture**”), with UMB Bank, N.A., as successor master trustee (the “**Master Trustee**”). The Bonds will constitute Related Bonds and the Loan will constitute Indebtedness under the Master Indenture. To evidence and secure the obligations of the University under this Loan Agreement, the University will issue a **Master Indenture Note (Saint Louis University), Series 2017A** (the “**Series 2017A Master Note**”), under the Master Indenture, as amended and supplemented by Supplemental Master Trust Indenture No. 19.

3. The Authority and the University are entering into this Loan Agreement to provide for the loan of the proceeds of the Bonds by the Authority to the University, and the repayment of the Loan by the University.

NOW, THEREFORE, in consideration of the premises and the mutual representations, covenants and agreements set forth in this Loan Agreement, the Authority and the University covenant and agree as follows:

ARTICLE I

DEFINITIONS AND RULES OF CONSTRUCTION

Section 1.1. Definitions of Words and Terms. For all purposes of this Loan Agreement, except as otherwise provided or unless the context otherwise requires, words and terms used in this Loan Agreement have the same meanings as set forth in **Section 101** of the Bond Indenture and **Section 1.1** of the Master Indenture.

Section 1.2. Rules of Construction. For all purposes of this Loan Agreement, except as otherwise provided or unless the context otherwise requires, the following rules of construction apply in construing the provisions of this Loan Agreement:

- (a) The defined terms referred to in this Article include the plural as well as the singular.
- (b) All accounting terms not otherwise defined herein or in the Bond Indenture shall have the meanings assigned to them, and all computations herein provided for shall be made, in accordance with generally accepted accounting principles.
- (c) All references herein to “generally accepted accounting principles” refer to such principles in effect on the date of the determination, certification, computation or other action to be taken hereunder using or involving such terms.
- (d) All references in this instrument to designated “Articles,” “Sections” and other subdivisions are to the designated Articles, Sections and other subdivisions of this instrument as originally executed.
- (e) The words “herein,” “hereof” and “hereunder” and other words of similar import refer to this Loan Agreement as a whole and not to any particular Article, Section or other subdivision.
- (f) The Article and Section headings herein and in the Table of Contents are for convenience only and shall not affect the construction hereof.
- (g) Whenever an item or items after the word “including,” such listing is not intended to be a listing that excludes items not listed.

ARTICLE II

REPRESENTATIONS

Section 2.1. Representations by the Authority. The Authority represents and warrants to the University and the Bond Trustee as follows:

- (a) *Organization and Authority.* The Authority (1) is a public instrumentality and body corporate and politic duly organized and existing under the laws of the State of Missouri, (2) has lawful power and authority to issue the Bonds for the purposes set forth in the Bond Indenture, to enter into, execute and deliver the Bond Indenture and this Loan Agreement and the other documents to which the Authority is a party, and to perform its obligations thereunder and hereunder, and (3) by all necessary corporate action has been duly authorized to execute and deliver the Bond Indenture and this Loan Agreement and the other Financing Documents required to be executed and delivered by it in connection with the issuance of the Bonds, acting by and through its duly authorized officers.
- (b) *No Defaults or Violations of Law.* The execution and delivery of the Bond Indenture, this Loan Agreement, and any other Financing Documents by the Authority will not result in a breach of any of the terms of, or constitute a default under, any indenture, mortgage, deed of trust, lease or other agreement or instrument to which the Authority is a party or

by which it or any of its property is bound or its bylaws or any of the constitutional or statutory rules or regulations applicable to the Authority or its property.

- (c) *No Litigation.* There is no action, suit, proceeding, inquiry or investigation at law or in equity or before or by any court, public board or body pending or, to the knowledge of the Authority, threatened against the Authority wherein an unfavorable decision, ruling or finding would materially adversely affect the tax-exempt status of the interest on the Bonds for federal income tax purposes, the existence or powers of the Authority, the transactions contemplated by the Purchase Contract, including the issuance and sale of the Bonds, or the validity or enforceability in accordance with their respective terms of the Bond Indenture, Purchase Contract, this Loan Agreement, the Tax Compliance Agreement, the Bonds or any agreement or instrument to which the Authority is a party used or contemplated for use in the consummation of the transactions contemplated by the Purchase Contract or by the Official Statement relating to the Bonds.

Section 2.2. Representations by the University. The University represents and warrants to the Authority and the Bond Trustee as follows:

- (a) *Organization, Tax-Exempt Status and Authority.* The University (1) is a benevolent corporation duly organized and validly existing under the laws of the State of Missouri not operated for private or corporate profit, (2) is an “educational institution” (as defined in the Act) authorized by law to provide or operate “educational facilities” and “health facilities” (as defined in the Act) in the State of Missouri, (3) is a Tax-Exempt Organization, (4) has not declared and has not been determined to have any “unrelated business taxable income” as defined in Section 512 of the Internal Revenue Code which could have a material adverse effect on its status as a Tax-Exempt Organization or which, if such income were subject to federal income taxation, could have a material adverse effect on the condition, financial or otherwise, of the University, (5) has lawful power and authority to enter into, execute and deliver this Loan Agreement, and to execute and deliver the Financing Documents required to be executed and delivered by it in connection with the issuance of the Bonds and to perform its obligations hereunder and thereunder, and (6) by all necessary corporate action has been duly authorized to execute and deliver this Loan Agreement and the other required Financing Documents, acting by and through its duly authorized officers.
- (b) *No Defaults or Violations of Law.* The execution and delivery of this Loan Agreement and the other Financing Documents by the University will not conflict with or result in a breach of any of the terms of, or constitute a default under, any indenture, mortgage, deed of trust, lease or other agreement or instrument to which the University is a party or by which it or any of its property is bound or its articles of incorporation, bylaws, or any of the rules or regulations of any court or other governmental body applicable to the University or its property.
- (c) *Licenses, Permits and Approvals.* The University is duly authorized and has all necessary licenses and permits to occupy and operate its educational facilities and health facilities under the laws and regulations of the State of Missouri and the departments, agencies and political subdivisions thereof and the University has obtained or will obtain all requisite approvals of federal, state and local governmental bodies necessary for the acquisition, construction and equipping of the Project. The University’s facilities are in all material respects in compliance with all applicable federal, state and local zoning, subdivision, and other laws and regulations.

- (d) *Absence of Litigation.* Except as may be described in the Official Statement relating to the Bonds, no litigation, proceedings or investigations are pending or, to the knowledge of the University, threatened against the University at law or in equity before any court, tribunal, governmental authority or arbitration board seeking to restrain, enjoin or in any way limit the approval or issuance and delivery of the Bonds, the Bond Indenture, this Loan Agreement or any other Financing Documents to which the University is a party, or which challenges the existence or powers of the University to enter into and carry out the transactions contemplated by this Loan Agreement or any other Financing Documents to which it is a party, or wherein an unfavorable determination could materially and adversely affect the validity or enforceability of the Bonds, this Loan Agreement, or any other Financing Document to which the University is a party or its ability to perform its obligations thereunder.
- (e) *Financial Statements and Other Information.* The financial statements of the University included in the Official Statement relating to the Bonds correctly and fairly present the financial condition of the University as of the dates and for the periods stated therein, and the results of the operations of the University for each of such periods, respectively, all in accordance with generally accepted accounting principles except as stated in the notes thereto, and there has been no material adverse change in the financial condition of the University from that set forth in said financial statements, except as may be disclosed in such Official Statement. The financial statements and other information of the University included in the Official Statement relating to the Bonds do not, nor do the representations and warranties of the University in this Loan Agreement or in any other Financing Documents to which the University is a party or any written statement (including the Official Statement relating to the Bonds) furnished by the University to the Authority and the Original Purchaser, contain any untrue statement of a material fact or omit to state a material fact necessary to make the statements contained herein or therein not misleading. There is no fact which the University has not disclosed to the Authority and the Original Purchaser in writing which materially affects adversely or, so far as the University can now foresee, will materially affect adversely the financial condition or operations of the University, its status as a Tax-Exempt Organization, its ability to own and operate its properties or its ability to make the payments under this Loan Agreement when and as the same become due and payable.
- (f) *Warranty of Title.* The University has good and marketable title to all of its Property, free and clear of all mortgages, liens, security interests, charges and encumbrances except Permitted Encumbrances, and there exists no mortgage, lien, security interest, charge or encumbrance (including, without limitation, any mechanic's lien or judgment lien) on its Property that has or will have a material adverse effect upon the University's operations or the performance of the University's obligations under this Loan Agreement.
- (g) *Environmental Matters.* The University is, in all material respects, in compliance with all federal, state and local environmental laws, ordinances, regulations and rulings (collectively, "**Environmental Laws**"); the University has received no notice of any alleged violation of any Environmental Laws; and the University will continue to comply, in all material respects, with all Environmental Laws.
- (h) *The Master Indenture.* The Bonds, upon their issuance, will constitute Related Bonds (as defined in the Master Indenture) and the Loan will constitute Indebtedness (as defined in

the Master Indenture). The Series 2017A Master Note, upon its issuance, will constitute a Master Note (as defined in the Master Indenture) secured by and entitled to the benefits and protection of the Master Indenture on a parity with all other Master Notes issued and secured under the Master Indenture.

Section 2.3. Survival of Representations. All representations of the Authority and the University contained in this Loan Agreement or in any certificate or other instrument delivered by the Authority or the University pursuant to this Loan Agreement, the Bond Indenture, or any other Financing Document, or in connection with the transactions contemplated thereby, shall survive the execution and delivery thereof and the issuance, sale and delivery of the Bonds, as representations of facts existing as of the date of execution and delivery of the instruments containing such representations.

ARTICLE III

THE LOAN

Section 3.1. Loan of Funds to the University. The Authority shall make the Loan to the University, using the proceeds of the sale of the Bonds, and the University shall receive such Loan from the Authority, for the purposes and upon the terms and conditions provided in this Loan Agreement and in the Bond Indenture.

As an inducement for the Authority to issue the Bonds and make the Loan to the University, and as security for the Loan, and to further provide for the Loan Payments hereunder and the payment of the principal of, redemption premium, if any, and interest on the Bonds, the University shall cause the Series 2017A Master Note to be issued under the Master Indenture, payable to the order of the Bond Trustee, with interest rates, payment dates and prepayment provisions corresponding to the analogous provisions of the Bonds and otherwise being in substantially the form specified by Supplemental Master Indenture No. 19. The Bond Trustee as holder of such Master Note shall be entitled to the benefit, security and protection of the Master Indenture.

Section 3.2. Use of Proceeds. The proceeds of the Bonds loaned to the University shall be paid to the Bond Trustee for deposit in accordance with the Bond Indenture and shall be administered, disbursed and applied for payment of Project Costs and payment of Costs of Issuance of the Bonds in the manner as provided in the Bond Indenture.

The University shall cause the Project as described in **Exhibit A** to the Bond Indenture to be completed with reasonable dispatch, and shall provide (from its own funds if required) all moneys necessary to complete the Project substantially in accordance with the plans and specifications for the Project. The University shall comply with all of the provisions and shall perform all obligations of the University set forth in the Bond Indenture with respect to the completion of the Project.

If the proceeds derived from the sale of the Bonds issued for such purpose are not sufficient to pay in full the Project Costs, the University shall pay so much of the cost thereof as may be in excess of the proceeds of the Bonds and any investment income thereon available therefor. The University agrees that if, after exhaustion of the proceeds of the Bonds and investment income thereon, the University should pay any portion of the Project Costs pursuant to the provisions of this Section, it shall not be entitled to any reimbursement therefor from the Authority or the Bond Trustee nor shall it be entitled to any abatement, diminution or postponement of its payments hereunder.

In addition, the University agrees to pay the costs of issuing the Bonds which are not being paid with the proceeds of the sale of the Bonds either by paying any or all of such costs directly or by depositing the same with the Bond Trustee. Any moneys so deposited with the Bond Trustee shall be disbursed by the Bond Trustee in accordance with written instructions from the University.

The completion of the Project shall be evidenced to the Bond Trustee by an Officer's Certificate in the form set forth in the Bond Indenture, delivered to the Bond Trustee within **90** days of the date after completion of the Project pursuant to **Section 404** of the Bond Indenture.

Section 3.3. Project Documents. The University shall maintain in its files and have available for inspection by the Bond Trustee upon request copies of the following documents at such time as such documents become available and in any event by the time work is commenced on the portion of the Project to which they relate:

- (a) *Plans and Specifications.* All available preliminary and final plans and specifications for the Project, or any portion thereof, as applicable.
- (b) *Construction Contracts.* All architect's and general contractor's contracts for the Project or any portion thereof, as applicable, and all prime subcontractor's contracts and purchase orders for any equipment included in the Project, or any portion thereof, as applicable, and all other contracts entered into by the University with design professionals, contractors, construction managers, design/builders and/or program managers, and equipment suppliers, for the design, construction and equipping of the Project or any portion thereof, as applicable,.
- (c) *Licenses and Permits.* All licenses, permits and approvals required or necessary to construct and occupy the Project and to operate the facilities of the University, including all certificates of need and other permits, or appropriate letters of nonreviewability, for the acquisition, construction and equipping of portions of the Project, if required, from any governmental agency as may be necessary for such work.

Section 3.4. Changes to the Project. The University may make, authorize or permit changes to the Project as it may reasonably determine to be necessary or desirable; provided, however, that no change shall be made to the Project that would cause a material change in the scope, nature, or function of the Project, unless the University files the following with the Bond Trustee:

- (a) an Officer's Certificate to the effect that the Project will, after such change, continue to constitute facilities authorized and permitted to be financed or refinanced with Bond proceeds under the Act, and such change will not result in any property of the University being used for any purpose prohibited by this Loan Agreement or otherwise result in the University failing to comply with any provisions of this Loan Agreement; and
- (b) an Opinion of Bond Counsel addressed to the Bond Trustee and the Authority to the effect that such change will not adversely affect the exclusion of the interest on the Bonds from gross income for federal income taxation purposes.

If any change would render materially inaccurate the description of the Project in **Exhibit A** to the Bond Indenture, there shall be delivered to the Bond Trustee a revised **Exhibit A** containing a

description of the Project that reflects the change in the Project, the accuracy of which shall be certified by an Officer's Certificate.

If any change or amendment to the Project would cause a material change in the scope, nature or function of the Project, the University at the completion of the Project shall recalculate the average reasonably expected economic life of the Project, as so changed or amended. If any such recalculation demonstrates that such change or amendment would cause the average maturity of the Bonds to exceed **120%** of the average reasonably expected economic life of the facilities financed or refinanced with proceeds of the Bonds, the University shall instruct the Authority and the Bond Trustee to call the Bonds for redemption pursuant to the optional redemption provisions of the Bond Indenture and shall pay to the Bond Trustee for deposit in the Debt Service Fund held under the Bond Indenture, as a prepayment of the Loan, an amount which, when applied by the Bond Trustee to redeem the Bonds, is sufficient, based on an Opinion of Bond Counsel addressed to the Bond Trustee and the Authority, to cause the average maturity of the Bonds to be no more than **120%** of the average reasonably expected economic life of the facilities financed or refinanced with proceeds of the Bonds, as recalculated in accordance with the Internal Revenue Code. Such deposit to the Debt Service Fund shall be made at such time as will permit the Bond Trustee to give proper notice of redemption required by the Bond Indenture on the first date the Bonds may be optionally redeemed at par.

Section 3.5. Enforcement of Contracts and Surety Bonds. In the event of a material default of any contractor or subcontractor under any construction contract or any other contract made in connection with the Project, or in the event of a material breach of warranty with respect to any materials, workmanship or performance, the University will promptly proceed, either separately or in conjunction with others, to pursue diligently the remedies of the University against the contractor or subcontractor in default and against any surety on a bond securing the performance of such contract. Any amounts recovered by way of damages, refunds, adjustments or otherwise in connection with the foregoing, after deduction of expenses incurred in such recovery and after reimbursement to the University of any amounts theretofore paid by the University and not previously reimbursed to the University for correcting or remedying of the default which gave rise to the proceedings against the contractor, subcontractor or surety, shall be paid to the Bond Trustee for deposit into the Project Fund if received before the date of completion of the Project, and otherwise for deposit into the Debt Service Fund.

ARTICLE IV

PAYMENT AND SECURITY PROVISIONS

Section 4.1. Loan Payments. The University shall make the following payments ("**Loan Payments**") in repayment of the Loan and to provide for payment of the principal of, redemption premium, if any, and interest on the Bonds, directly to the Bond Trustee, in immediately available funds, for deposit in the Debt Service Fund, on the following dates, and otherwise as set out below:

- (a) *Debt Service Fund—Interest:* On or before **10:00 a.m.**, central time, on the second Business Day prior to each interest payment date or any other date that any payment of interest is required to be made in respect of the Bonds pursuant to the Bond Indenture, an amount which is, together with any other moneys available for such purpose in the Debt Service Fund, not less than the interest to become due on the Bonds on such interest payment date or other date that interest is due.

- (b) *Debt Service Fund—Principal:* On or before **10:00 a.m.**, central time, on the second Business Day prior to each principal payment date on the Bonds (whether at maturity or upon mandatory sinking fund redemption or acceleration or otherwise), an amount which, together with any other moneys available for such purpose in the Debt Service Fund, is not less than the principal due on the Bonds on such principal payment date by maturity, mandatory sinking fund redemption, acceleration or otherwise.
- (c) *Debt Service Fund—Redemption:* On or before the date required by this Loan Agreement or the Bond Indenture, the amount required to redeem Bonds then Outstanding if the University exercises its right to redeem Bonds under any provision of the Bond Indenture or if any Bonds are required to be redeemed (other than pursuant to mandatory sinking fund redemption provisions) under any provision of the Bond Indenture.

If the University fails to make any of the payments required in this Section, the item or installment so in default shall continue as an obligation of the University until the amount in default shall have been fully paid, and the University agrees to pay the same with interest thereon from the date when such payment was due until paid in full, at the rate of interest borne by the Bonds.

Section 4.2. Credits on Loan Payments. Notwithstanding any provision contained in this Loan Agreement or in the Bond Indenture to the contrary, in addition to any credits on the Loan resulting from the payment or prepayment of Loan Payments from other sources:

- (a) any moneys deposited by the Bond Trustee or the University in the Debt Service Fund as interest (including moneys received as accrued interest from the sale of Bonds and any initial deposit made from the proceeds of the sale of any Bonds) shall be credited against the obligation of the University to pay interest on the Loan as the same becomes due;
- (b) any moneys deposited by the Bond Trustee or the University in the Debt Service Fund as principal shall be credited against the obligation of the University to pay the principal of the Loan as the same becomes due in the order of maturity thereof, except that prepayments for purposes of making an optional deposit into the Debt Service Fund for the redemption of Bonds shall be applied to the principal corresponding to the series and maturities of the Bonds to be redeemed or purchased, delivered and cancelled from the proceeds of such optional deposit;
- (c) the principal amount of any Bonds purchased by the University and delivered to the Bond Trustee, or purchased by the Bond Trustee and cancelled, in accordance with the Bond Indenture shall be credited against the obligation of the University to pay principal on the Loan related to such Bonds so purchased; provided, however, that deposit of a Bond of one series and maturity may not be credited against a payment which would be used, in the normal course, to retire a Bond of another series and maturity; and
- (d) the investment income accruing to the Debt Service Fund and the amount of any moneys transferred by the Bond Trustee from any other fund held under the Bond Indenture and deposited in the Debt Service Fund as interest or principal shall be credited against the obligation of the University to pay interest or principal, as the case may be, as the same become due.

Section 4.3. Additional Payments. The University shall make the following additional payments to the following Persons:

- (a) *Authority Fees.* The University shall pay to the Authority, upon demand, its regular ongoing annual fees and charges and all reasonable expenses, including attorneys' fees, incurred by the Authority in relation to the Bonds and the transactions contemplated by this Loan Agreement, the Bond Indenture and any of the Financing Documents.
- (b) *Bond Trustee Fees and Professional Fees.* The University shall pay to the Bond Trustee, Dissemination Agent (as described in the Continuing Disclosure Agreement), authenticating agents, paying agents, registrars, counsel, accountants, rebate analysts and other Persons when due, all reasonable fees, charges and expenses of such Persons for services rendered under the Bond Indenture and under any of the Financing Documents and expenses incurred in the performance of such services under the Bond Indenture and any of the Financing Documents for which such Persons are entitled to payment or reimbursement, including expenses of compliance with the Tax Compliance Agreement and the Continuing Disclosure Agreement.
- (c) *Advances By Bond Trustee.* The University shall pay to the Bond Trustee the amount of all advances of funds made by the Bond Trustee under the provisions of this Loan Agreement or the Bond Indenture, with interest thereon at the prime rate announced from time to time by the Bond Trustee.
- (d) *Arbitrage Rebate Payments.* The University shall pay to the United States Government or the Bond Trustee for deposit in the Rebate Fund all rebate payments required under Section 148(f) of the Internal Revenue Code to the extent such amounts are not available to the Bond Trustee in the Rebate Fund held under the Bond Indenture.
- (e) *Costs of Enforcement.* In the event the Bond Trustee employs attorneys or incurs other fees, charges and expenses for the collection of required payments or the enforcement of performance or observance of any obligation or agreement on the part of the University contained in this Loan Agreement or the Bond Indenture, the University on demand therefor shall pay to the Bond Trustee the reasonable fees, charges and expenses of such attorneys and such other fees, charges and expenses so incurred by the Bond Trustee. The University also shall pay, and shall indemnify the Authority and the Bond Trustee and their respective members, directors, officers, employees and agents from and against, all costs, expenses and charges, including reasonable counsel fees, incurred for the collection of payments due or for the enforcement or performance or observance of any covenant or agreement of the University under this Loan Agreement or under the Bond Indenture or any other Financing Document.
- (f) *Taxes and Assessments.* The University shall pay all taxes and assessments of any type or character charged to the Authority or to the Bond Trustee affecting the amount available to the Authority or the Bond Trustee from payments to be received hereunder or in any way arising due to the transactions contemplated hereby (including property and other taxes and assessments assessed or levied by any public agency or governmental authority of whatsoever character having power to levy taxes or assessments) but excluding any taxes based upon the capital and/or income of the Bond Trustee or any other Person other than the University; provided, however, that the University shall have the right to protest any such taxes or assessments and to require the Authority or the Bond

Trustee, as the case may be, at the University's expense, to protest and contest any such taxes or assessments assessed or levied upon them and that the University shall have the right to withhold payment of any such taxes or assessments pending disposition of any such protest or contest unless such withholding, protest, or contest would materially adversely affect the rights or interests of the Authority or the Bond Trustee.

- (g) *Other Amounts Payable.* The University shall pay to the Person or Persons entitled thereto, any other amounts which the University has agreed to pay under this Loan Agreement or which the University is required to pay under the Bond Indenture.

Section 4.4. Prepayment of the Loan. The University shall have and is granted the option to prepay from time to time the amounts payable under this Loan Agreement in sums sufficient to redeem or to pay or cause to be paid all or part of the Bonds in accordance with the provisions of the Bond Indenture. Upon written notice and direction by the University to the Authority to redeem Bonds subject to optional redemption under the Bond Indenture, the Authority shall forthwith take all steps (other than the payment of the money required for such redemption) necessary under the applicable redemption provisions of the Bond Indenture to effect redemption of all or part of the then Outstanding Bonds, as may be specified by the University, on the date established for such redemption. Whenever any Bonds shall have been called for optional redemption under any provision of the Bond Indenture, the University shall deposit with the Bond Trustee moneys in such amounts and at such times required to redeem such Bonds, including the principal, redemption premium, if any, and accrued interest thereon to the redemption date. The University further agrees that in the event the payment of principal of and interest on the Loan is accelerated upon the occurrence of an event of default under this Loan Agreement, all Loan Payments payable for the remainder of the term of this Loan Agreement shall be accelerated and prepayment shall be made on the Loan in such amounts. Any such prepayments shall be deposited in the Debt Service Fund, and applied by the Bond Trustee in accordance with the provisions of the Bond Indenture.

Section 4.5. Obligations Absolute and Unconditional. The obligations of the University under this Loan Agreement are general obligations of the University, and the full faith and credit of the University is pledged to the payment of all amounts due and payable by the University under this Loan Agreement. The University shall pay all such amounts due and payable under this Loan Agreement using any and all available resources of the University, as necessary. The University shall pay all Loan Payments and other payments due under this Loan Agreement and perform its obligations, covenants and agreements under this Loan Agreement, without notice or demand, and without abatement, deduction, set-off, counterclaim, recoupment, discrimination or defense or any right of termination or cancellation arising from any circumstances whatsoever, and regardless of the invalidity of any portion of this Loan Agreement, and, to the extent permitted by law, the University waives the provisions of any statute or other law now or hereafter in effect contrary to any of its obligations, covenants or agreements under this Loan Agreement or which releases or purports to release the University therefrom. Nothing in this Loan Agreement shall be construed as a waiver by the University of any rights or claims the University may have against the Authority or other Person under this Loan Agreement or otherwise, but any recovery upon such rights or claims shall be had from the Authority or other Person separately, it being the intent of this Loan Agreement that the University shall be unconditionally and absolutely obligated to perform fully all of its obligations, agreements and covenants under this Loan Agreement for the benefit of the owners of the Bonds.

Section 4.6. Assignment of Authority's Rights. Under the Bond Indenture, the Authority has pledged, assigned, transferred in trust and granted a security interest to the Bond Trustee in all of the Authority's rights, title and interest under this Loan Agreement (except for the Authority's rights to payment of its fees and expenses and the Authority's right to indemnification in certain circumstances and

as otherwise expressly set forth in this Loan Agreement) as security for the Bonds, and such rights, title and interest may be exercised, protected and enforced for or on behalf of the owners of the Bonds in conformity with this Loan Agreement and the Bond Indenture. The Bond Trustee is hereby given the right to enforce, as assignee of the Authority, the performance of the obligations of the University under this Loan Agreement, and the University hereby consents to the same and agrees that the Bond Trustee may enforce such rights as provided in this Loan Agreement and in the Bond Indenture. The Authority and the University recognize that the Bond Trustee is a third party creditor-beneficiary of this Loan Agreement.

ARTICLE V

GENERAL COVENANTS AND PROVISIONS

Section 5.1. Corporate Existence and Tax-Exempt Status. Except as otherwise expressly provided in this Loan Agreement or the Master Indenture, the University shall (a) preserve and keep in full force and effect its corporate or other separate legal existence, (b) remain qualified to do business and conduct its affairs in each jurisdiction where ownership of its Property or the conduct of its business or affairs requires such qualification, and (c) take all actions necessary to maintain its status as a Tax-Exempt Organization and as an “educational institution” under the Act.

Section 5.2. Maintenance and Use of Property. Subject to the provisions of this Article, the Master Indenture and the Act, the University shall have the right to use its Property for any purpose allowed by law and permitted by the Act. Except as provided in this Loan Agreement, the Authority reserves no power or authority with respect to the operation of the Property by the University and activities incident thereto, it being the intention of the parties to this Loan Agreement that so long as the University shall duly and faithfully observe and perform all of the terms, covenants, provisions and agreements of this Loan Agreement, the University shall manage, administer and govern the Property of the University in its activities and affairs on a continuing day-to-day basis.

The University agrees that it will not use or permit the use of any of the properties financed, refinanced, or for which it is reimbursed, in whole or in part, out of the proceeds of the Bonds: (1) for sectarian instruction or study or as a place of religious worship or in connection with any part of a program of a school or department of divinity of or for any religious denomination or for the training of ministers, priests, rabbis or other similar persons in the field of religion; or (2) in a manner which is prohibited by the Establishment of Religion Clause of the First Amendment to the Constitution of the United States of America and the decisions of the United States Supreme Court interpreting the same or by any comparable provisions of the Constitution of the State of Missouri and the decisions of the Missouri Supreme Court interpreting the same.

Section 5.3. Indemnity. The University shall pay and indemnify and save the Authority and the Bond Trustee and their respective members, directors, officers, employees and agents harmless from and against all loss, liability, damage or expense (including, without limitation, reasonable attorneys’ fees and expenses) arising out of the issuance of the Bonds and the execution of this Loan Agreement and the other Financing Documents, including, but not limited to, claims for loss or damage to any property or injury to or death of any person, asserted by or on behalf of any person, firm, corporation or governmental authority arising out of or in any way connected with any Property of the University, or the conditions, occupancy, use, possession, conduct or management of, or any work done in or about such Property. The University shall also pay and indemnify and save the Authority and the Bond Trustee and their respective members, directors, officers, employees and agents harmless of, from and against, all costs, reasonable counsel fees, expenses and liabilities incurred by them in any action or proceeding brought by reason of

any such claim, demand, expense, penalty, fine or tax. If any action or proceeding is brought against the Authority or the Bond Trustee or their respective members, directors, officers, employees or agents by reason of any such claim or demand, the University, upon notice from the Authority or the Bond Trustee, covenants to resist and defend such action or proceeding on demand of the Authority or the Bond Trustee or their respective members, directors, officers, employees or agents. In the event that the University shall fail to employ counsel or such counsel shall fail to actively defend such actions or protect the Authority or the Bond Trustee, or both, the Authority and the Bond Trustee may employ counsel at the expense of the University to defend such action. Notwithstanding the foregoing, neither the Authority nor the Bond Trustee nor their respective members, directors, officers, employees and agents shall be indemnified against liability for damage arising out of bodily injury to persons or damage to property caused by their own willful or malicious acts or omissions or willful or malicious acts or omissions of their own members, directors, officers, employees or agents. The University shall also pay and indemnify the Authority and the Bond Trustee from and against, all fees, costs, expenses and charges, including reasonable counsel fees and expenses, incurred after default of the University in enforcing any covenant or agreement of the University contained in this Loan Agreement, the Bond Indenture or the other Financing Documents. The foregoing indemnification shall survive the termination of the Bond Indenture or the removal or resignation of the Bond Trustee.

Section 5.4. Tax Covenants. The University covenants and agrees that it will not take any action or permit any action to be taken that would adversely affect the exclusion from gross income for federal income tax purposes of the interest on the Bonds and will take whatever action, or refrain from whatever action, necessary to comply with the requirements of the Internal Revenue Code to maintain the exclusion from gross income for federal income tax purposes of the interest on the Bonds, and the University shall comply with the Tax Compliance Agreement and will pay or provide for payment to the United States Government or the Bond Trustee, all rebate payments required under Section 148(f) of the Internal Revenue Code and the Tax Compliance Agreement, to the extent such amounts are not available to the Bond Trustee in the Rebate Fund held under the Bond Indenture. This covenant shall survive payment in full or defeasance of the Bonds.

Section 5.5. Continuing Disclosure. The University covenants and agrees that it will comply with and carry out all of the provisions of the Continuing Disclosure Agreement. The University acknowledges that the University is the only “obligated person” with responsibility for continuing disclosure, and the Authority has undertaken no responsibility with respect to any reports, notices or disclosures provided or required under this Section, and has no liability to any person, including any Beneficial Owner of the Bonds, with respect to SEC Rule 15c2-12, as amended. Notwithstanding any other provision of this Loan Agreement, failure of the University to comply with the Continuing Disclosure Agreement shall not be considered an event of default under this Loan Agreement; however, the Dissemination Agent may (and, at the request of any Participating Underwriter or the owners of at least 25% aggregate principal amount in Outstanding Bonds, shall) or any bondowner or Beneficial Owner may take such actions as may be necessary and appropriate, including seeking specific performance by court order, to cause the University to comply with its obligations under this Section. For purposes of this Section, “Beneficial Owner” means any person which (a) has the power, directly or indirectly, to vote or consent with respect to, or to dispose of ownership of, any Bonds (including persons holding Bonds through nominees, depositories or other intermediaries), or (b) is treated as the owner of any Bonds for federal income tax purposes and “Dissemination Agent” and “Participating Underwriter” shall have the meaning ascribed thereto in the Continuing Disclosure Agreement.

Section 5.6. Information Provided to the Authority and the Original Purchaser. The University will provide to the Original Purchaser:

- (a) financial statements and certificates specified in **Section 5.13** of the Master Indenture at the times specified therein;
- (b) other reasonable financial and other information requested by the Original Purchaser promptly upon such request;
- (c) copies of all amendments and supplements to the Master Indenture promptly after the execution and delivery thereof; and
- (d) an original of each Opinion of Bond Counsel required to be delivered to the Master Trustee pursuant to the Master Indenture, at the times such opinions are required to be delivered to the Master Trustee pursuant to the Master Indenture.

The University agrees to provide any of the information in subparagraphs **(a)** through **(d)** above to the Authority upon the request of the Authority. The Authority is under no obligation to request or review such information.

In addition, the University will furnish the financial statements specified in **Sections 5.13** of the Master Indenture at the times specified therein to any Owner of Bonds at the time Outstanding that requests the same in writing to the University; provided however that the University will not be obligated to provide copies of financial statements that have been posted and are readily available on the Electronic Municipal Market Access website: <http://www.emma.msrb.org/>.

Section 5.7. Assignment by the University. The University shall not assign this Loan Agreement, as a whole or in part, without the prior written consent of the Authority and the Bond Trustee unless such assignment is pursuant to a merger, consolidation or transfer of the University's property substantially as an entirety permitted under the Master Indenture, or unless the following conditions are met:

- (a) No assignment shall relieve the University from primary liability for any of its obligations under this Loan Agreement, and in the event of any such assignment, the University shall continue to remain primarily liable for payment of the amounts specified in this Loan Agreement and the performance and observance of the other agreements to be performed and observed by the University under this Loan Agreement to the same extent as though no assignment had been made.
- (b) The assignee shall assume the obligations of the University under this Loan Agreement to the extent of the interest assigned.
- (c) The Bond Trustee and the Authority shall have received an Opinion of Bond Counsel, in form and substance satisfactory to the Bond Trustee and the Authority, to the effect that under then existing law the consummation of such assignment would not cause the interest payable on the Bonds to become includable in gross income under the Internal Revenue Code.
- (d) The University shall give prior written notice of such assignment to the Authority and the Bond Trustee, and, within **30** days after the delivery thereof, shall furnish or cause to be

furnished to the Authority and the Bond Trustee a true and complete copy of each assignment and assumption of obligations and an Opinion of Counsel that such assignment is permitted by and in compliance with the provisions of this Loan Agreement is delivered to the Bond Trustee and the Authority.

Section 5.8. Covenants under Master Indenture and Other Financing Documents. The Bond Indenture, the Master Indenture, the Series 2017A Master Note, and the other Financing Documents are an integral part of the terms and conditions of the Loan made by the Authority to the University under this Loan Agreement and the execution of this Loan Agreement by the University constitutes conclusive evidence of approval of the Bond Indenture, the Master Indenture, the Series 2017A Master Note, and the other Financing Documents by the University to the extent such documents relate to the University. Additionally, the University agrees that, whenever the Bond Indenture, the Master Indenture, the Series 2017A Master Note, and any other Financing Documents by their terms impose a duty or obligation upon the University, such duty or obligation shall be binding upon the University to the same extent as if the University were an express party to such documents, and the University shall perform or cause to be performed all covenants and agreements required on the part of the University under the Bond Indenture, the Master Indenture, the Series 2017A Master Note and the other Financing Documents, and shall deliver to the Bond Trustee all reports, opinions and other documents required by the Bond Indenture, the Master Indenture, the Series 2017A Master Note, and all other Financing Documents.

ARTICLE VI

DEFAULT AND REMEDIES

Section 6.1. Events of Default. The term “**event of default,**” wherever used in this Loan Agreement, means any one of the following events (whatever the reason for such event and whether it shall be voluntary or involuntary or be effected by operation of law or pursuant to any judgment, decree or order of any court or any order, rule or regulation of any administrative or governmental body):

- (a) default in the payment of any interest on the Loan when such interest becomes due and payable; or
- (b) default in the payment of the principal of (or premium, if any, on) the Loan when the same becomes due and payable (whether at maturity, upon proceedings for redemption, by acceleration or otherwise); or
- (c) default in the performance, or breach, of any covenant or agreement of the University in this Loan Agreement (other than a covenant or agreement a default in the performance or breach of which is specifically dealt with elsewhere in this Section), and continuance of such default or breach for a period of **30** days after there has been given to the University by the Bond Trustee or to the University and the Bond Trustee by the owners of at least **25%** in principal amount of the Bonds Outstanding, a written notice specifying such default or breach and requiring it to be remedied; provided, that if such default cannot be fully remedied within such **30**-day period, but can reasonably be expected to be fully remedied, such default shall not constitute an event of default if the University shall promptly upon receipt of such notice commence the curing of such default and shall thereafter prosecute and complete the same with due diligence and dispatch; or
- (d) any representation or warranty made by the University in this Loan Agreement or in any written statement or certificate furnished to the Authority or the Bond Trustee or the

purchaser of any Bond, including the Original Purchaser, in connection with the sale of any Bond or furnished by the University pursuant to this Loan Agreement or the Purchase Contract proves untrue in any material respect as of the date of the issuance or making thereof and shall not be corrected or brought into compliance within **30** days after there has been given to the University by the Bond Trustee or to the University and the Bond Trustee by the owners of at least **25%** in principal amount of the Bonds Outstanding, a written notice specifying such default or breach and requiring it to be remedied; provided, that if such default cannot be fully remedied within such **30**-day period, but can reasonably be expected to be fully remedied, such default shall not constitute an event of default if the University shall promptly upon receipt of such notice commence the curing of such default and shall thereafter prosecute and complete the same with due diligence and dispatch; or

- (e) default in the payment of the principal of, premium, if any, or interest on any Indebtedness other than the Loan when the same becomes due and payable, and any applicable grace period shall have expired, or an event of default as defined in any mortgage, indenture or other instrument under or pursuant to which there was issued or incurred, or by which there is secured, any such Indebtedness; provided, however, that such default shall not constitute an event of default if payment of such Indebtedness has not been accelerated under the terms of payment of such Indebtedness or if within **60** days, or within the time allowed for service of a responsive pleading in any proceeding to enforce payment of the Indebtedness, the University in good faith commences proceedings to contest the obligation to pay or the existence or payment of such Indebtedness; and provided, further however, a default in payment thereunder shall not constitute an event of default unless the unpaid principal amount of such Indebtedness, together with the unpaid principal amount of all other Indebtedness so in default, exceeds **5%** of the Unrestricted Net Assets (as defined in the Master Indenture) if the University as shown on or derived from the most recent audited financial statements of the University; or
- (f) any judgment which is final, writ or warrant of attachment or of any similar process shall be entered or filed against the University or against any Property of the University and remains unvacated, unpaid, unbonded, unstayed or uncontested in good faith for a period of **60** days; provided, however, that none of the foregoing shall constitute an event of default unless the amount of such judgment, writ, warrant of attachment or similar process, together with the amount of all other such judgments, writs, warrants or similar processes so unvacated, unpaid, unbonded, unstayed or uncontested, exceeds **5%** of the Unrestricted Net Assets (as defined in the Master Indenture) of the University as shown on or derived from the most recent audited financial statements of the University; or
- (g) the entry of a decree or order by a court having jurisdiction in the premises for relief in respect of the University, or adjudging the University a bankrupt or insolvent, or approving as properly filed a petition seeking reorganization, adjustment or composition of or in respect of the University under the United States Bankruptcy Code or any other applicable federal or state law, or appointing a custodian, receiver, liquidator, assignee, trustee, sequestrator (or other similar official) of or for the University or any substantial part of its property, or ordering the winding up or liquidation of its affairs, and the continuance of any such decree or order remains unstayed and in effect for a period of **90** consecutive days; or

- (h) the commencement by the University of a voluntary case, or the institution by the University of proceedings to be adjudicated a bankrupt or insolvent, or the consent by it to the institution of bankruptcy or insolvency proceedings against it, or the filing by it of a petition or answer or consent seeking reorganization, arrangement or relief under the United States Bankruptcy Code or any other applicable federal or state law, or the consent or acquiescence by it to the filing of any such petition or the appointment of or taking possession by a custodian, receiver, liquidator, assignee, trustee, sequestrator (or other similar official) of the University or any substantial part of its property, or the making by it of an assignment for the benefit of creditors, or the admission by it in writing of its inability or its failure to pay its debts generally as they become due, or the taking of corporate action by the University in furtherance of any such action; or
- (i) the occurrence and continuance of any “event of default” specified in the Bond Indenture or the Master Indenture that has not been waived or cured.

Promptly after the University may reasonably be deemed to have knowledge of a default hereunder, the University will deliver to the Bond Trustee a written notice specifying the nature and period of existence thereof and the action the University is taking and proposes to take with respect thereto.

Section 6.2. Acceleration of Maturity; Rescission and Annulment. If an event of default under this Loan Agreement occurs and is continuing, the Bond Trustee, as assignee of the Authority, may, and if requested by the owners of not less than **25%** in principal amount of the Bonds Outstanding shall, by written notice to the University and the Authority, declare the Loan and the principal of the Series 2017A Master Note and the interest accrued thereon to be due and payable, and upon any such declaration such principal and interest shall become immediately due and payable, subject to the provisions of **Section 6.8** of the Master Indenture regarding waiver of events of default.

At any time after such a declaration of acceleration has been made, but before any judgment or decree for payment of money due on the Loan has been obtained by the Bond Trustee as hereinafter in this Article provided, the Bond Trustee may, by written notice to the University, rescind and annul such declaration and its consequences if:

- (a) the University has deposited with the Bond Trustee a sum sufficient to pay
 - (1) all overdue installments of interest on the Loan,
 - (2) the principal of (and premium, if any, on) the Loan that has become due otherwise than by such declaration of acceleration, and
 - (3) all sums paid or advanced by the Bond Trustee hereunder and the reasonable compensation, expenses, disbursements and advances of the Bond Trustee, its agents and counsel; and
- (b) all events of default, other than the non-payment of the principal of the Loan that has become due solely by such declaration of acceleration, have been cured or have been waived as provided in **Section 6.7** of this Loan Agreement.

No such rescission and annulment shall affect any subsequent default or impair any right consequent thereon.

Section 6.3. Exercise of Remedies by the Bond Trustee. Upon the occurrence and continuance of any event of default under this Loan Agreement and the Bond Indenture, unless the same is waived as provided in this Loan Agreement, the Bond Trustee, as assignee of the Authority, shall have the following rights and remedies, in addition to any other rights and remedies provided under this Loan Agreement or by law:

- (a) *Right to Bring Suit, Etc.* The Bond Trustee may pursue any available remedy at law or in equity by suit, action, mandamus or other proceeding to enforce the payment of the principal of, premium, if any, and interest on the Loan, including interest on overdue principal (and premium, if any) and on overdue installments of interest, and any other sums due under this Loan Agreement, to realize on or to foreclose any of its interests or liens under this Loan Agreement, to enforce and compel the performance of the duties and obligations of the University as set forth in this Loan Agreement and to enforce or preserve any other rights or interests of the Bond Trustee under this Loan Agreement existing at law or in equity.
- (b) *Exercise of Remedies at Direction of Bondowners.* If requested in writing, to do so by the owners of not less than **25%** in principal amount of Bonds Outstanding and if indemnified as provided in the Bond Indenture, the Bond Trustee shall be obligated to exercise such one or more of the rights and remedies conferred by this Article as the Bond Trustee shall deem most expedient in the interests of the bondowners.
- (c) *Appointment of Receiver.* Upon the filing of a suit or other commencement of judicial proceedings to enforce the rights of the Bond Trustee under this Loan Agreement, the Bond Trustee shall be entitled, as a matter of right, to the appointment of a receiver or receivers of the Property subject to the lien and security interest of this Loan Agreement, pending such proceedings, with such powers as the court making such appointment shall confer.
- (d) *Suits to Protect Pledged Property.* The Bond Trustee shall have power to institute and to maintain such proceedings as it may deem expedient to prevent any impairment of the Property subject to the lien and security interest of this Loan Agreement by any acts which may be unlawful or in violation of this Loan Agreement and to protect its interests and the interests of the bondowners in the Property subject to the lien and security interest of this Loan Agreement, including power to institute and maintain proceedings to restrain the enforcement of or compliance with any governmental enactment, rule or order that may be unconstitutional or otherwise invalid, if the enforcement of or compliance with such enactment, rule or order would impair the security hereunder or be prejudicial to the interests of the bondowners or the Bond Trustee, or to intervene (subject to the approval of a court of competent jurisdiction) on behalf of the bondowners in any judicial proceeding to which the University is a party and which in the judgment of the Bond Trustee has a substantial bearing on the interests of the bondowners.
- (e) *Restoration of Positions.* If the Bond Trustee has instituted any proceeding to enforce any right or remedy under this Loan Agreement by suit, foreclosure, the appointment of a receiver, or otherwise, and such proceeding has been discontinued or abandoned for any reason, or has been determined adversely to the Bond Trustee, then and in every case the Authority, the University, the Bond Trustee and the bondowners shall, subject to any determination in such proceeding, be restored to their former positions and rights hereunder, and thereafter all rights and remedies of the Bond Trustee shall continue as though no such proceeding had been instituted.

Section 6.4. Application of Moneys Collected. Any moneys collected by the Bond Trustee pursuant to this Article (after the deductions for payment of costs and expenses of proceedings resulting in the collection of such moneys) together with any other sums then held by the Bond Trustee as part of the Trust Estate, shall be applied as provided in the Bond Indenture and, in case of the distribution of such money on account of principal (or premium, if any) or interest on the Bonds, shall be credited against amounts due on the Loan.

Section 6.5. Rights and Remedies Cumulative. No right or remedy herein conferred upon or reserved to the Bond Trustee is intended to be exclusive of any other right or remedy, and every right and remedy shall, to the extent permitted by law, be cumulative and in addition to every other right and remedy given hereunder or now or hereafter existing at law or in equity or otherwise. The assertion or employment of any right or remedy hereunder or otherwise shall not prevent the concurrent assertion or employment of any other appropriate right or remedy.

Section 6.6. Delay or Omission Not Waiver. No delay or omission of the Bond Trustee to exercise any right or remedy accruing upon an event of default shall impair any such right or remedy or constitute a waiver of any such event of default or an acquiescence therein. Every right and remedy given by this Article or by law to the Bond Trustee or to the bondowners may be exercised from time to time and as often as may be deemed expedient by the Bond Trustee.

Section 6.7. Waiver of Past Defaults. Before any judgment or decree for payment of money due has been obtained by the Bond Trustee as provided in this Article, the owners of a majority in principal amount of the Bonds Outstanding may, by written notice delivered to the Bond Trustee and the University, on behalf of the owners of all the Bonds waive any past default hereunder and its consequences, except a default:

- (a) in the payment of the principal of (or premium, if any) or interest on any Bond; or
- (b) in respect of a covenant or provision hereof which under **Article VII** cannot be modified or amended without the consent of the owner of each Outstanding Bond affected.

Upon any such waiver, such default shall cease to exist, and any event of default arising therefrom shall be deemed to have been cured, for every purpose of this Loan Agreement; but no such waiver shall extend to or affect any subsequent or other default or impair any right or remedy consequent thereon.

Section 6.8. Advances by Bond Trustee. If the University fails to make any payment or perform any of its covenants in this Loan Agreement, the Bond Trustee may, at any time and from time to time, use and apply any moneys held by it under the Bond Indenture, or make advances, to effect payment or performance of any such covenant on behalf of the University. All moneys so used or advanced by the Bond Trustee, together with interest at the Bond Trustee's announced prime rate per annum, shall be repaid by the University upon demand and such advances shall be secured under the Bond Indenture prior to the Bonds. For the repayment of all such advances the Bond Trustee shall have the right to use and apply any moneys at any time held by it under the Bond Indenture but no such use of moneys or advance shall relieve the University from any default hereunder.

ARTICLE VII

SUPPLEMENTAL LOAN AGREEMENTS

Section 7.1. Supplemental Loan Agreements without Consent of Bondowners. Without the written consent of the owners of any Bonds, the Authority and the University may from time to time enter into one or more Supplemental Loan Agreements, for any of the following purposes:

- (a) to correct or amplify the description of any property of the University at any time subject to this Loan Agreement, or to subject to this Loan Agreement additional property or to more precisely identify any project financed or refinanced out of the proceeds of the Bonds, or to substitute or add additional property thereto; or
- (b) to add to the conditions, limitations and restrictions on the authorized amount, terms or purposes of the Loan, as herein set forth, additional conditions, limitations and restrictions thereafter to be observed; or
- (c) to evidence the succession of another corporation to the University and the assumption by any such successor of the covenants of the University herein contained; or
- (d) to add to the covenants of the University or to the rights, powers and remedies of the Bond Trustee for the benefit of the owners of all Bonds or to surrender any right or power herein conferred upon the University; or
- (e) to cure any ambiguity, to correct or supplement any provision herein which may be inconsistent with any other provision herein or to make any other changes with respect to matters or questions arising under this Loan Agreement, provided such action shall not materially adversely affect the interests of the owners of the Bonds.

Section 7.2. Supplemental Loan Agreements with Consent of Bondowners. With the consent of the owners of not less than a majority in principal amount of the Bonds then Outstanding affected by such Supplemental Loan Agreement, the Authority and the University may enter into Supplemental Loan Agreements, for the purpose of adding any provisions to or changing in any manner or eliminating any of the provisions of this Loan Agreement or of modifying in any manner the rights of the Bond Trustee and the owners of the Bonds under this Loan Agreement; provided, however, that no such Supplemental Loan Agreement shall, without the consent of the owner of each Outstanding Bond affected thereby, carry out any of the following:

- (a) change the stated maturity of the principal of, or any installment of interest on, the Loan, or reduce the principal amount thereof or the interest thereon or any premium payable upon the redemption thereof, or change any place of payment where, or the coin or currency in which, the Loan, or the interest thereon is payable, or impair the right to institute suit for the enforcement of any such payment on or after the stated maturity thereof (or, in the case of redemption, on or after the redemption date); or
- (b) reduce the percentage in principal amount of the Outstanding Bonds, the consent of whose owners is required for any such Supplemental Loan Agreement, or the consent of whose owners is required for any waiver provided for in this Loan Agreement of compliance with certain provisions of this Loan Agreement or certain defaults hereunder and their consequences; or

- (c) modify any of the provisions of this Section or **Section 6.7**, except to increase any percentage provided thereby or to provide that certain other provisions of this Loan Agreement cannot be modified or waived without the consent of the owner of each Bond affected thereby; or
- (d) permit the creation of any lien ranking prior to or on a parity with the lien of this Loan Agreement with respect to any of the pledged property or terminate the lien of this Loan Agreement on any property at any time subject hereto or deprive the owner of any Bond of the security afforded by the lien of this Loan Agreement.

It shall not be necessary for the required percentage of owners of Bonds under this Section to approve the particular form of any proposed Supplemental Loan Agreement, but it shall be sufficient if such act shall approve the substance thereof.

Section 7.3. Execution of Supplemental Loan Agreements. In executing or consenting to any Supplemental Loan Agreement permitted by this Article, the Authority and the Bond Trustee shall receive, and shall be fully protected in relying upon, an Opinion of Bond Counsel addressed to the Bond Trustee and the Authority stating that the execution of such Supplemental Loan Agreement is authorized or permitted by this Loan Agreement, and that the execution and delivery thereof will not adversely affect the exclusion from federal gross income of interest on the Bonds. The Bond Trustee may, but shall not be obligated to, consent to any such Supplemental Loan Agreement which affects the Bond Trustee's own rights, duties or immunities under this Loan Agreement or otherwise.

Section 7.4. Effect of Supplemental Loan Agreements. Upon the execution of any Supplemental Loan Agreement under this Article, this Loan Agreement shall be modified in accordance therewith and such Supplemental Loan Agreement shall form a part of this Loan Agreement for all purposes; and the University, the Authority, the Bond Trustee and every owner of Bonds theretofore or thereafter authenticated and delivered under the Bond Indenture shall be bound thereby.

Section 7.5. Reference in Bonds to Supplemental Loan Agreements. Bonds authenticated and delivered after the execution of any Supplemental Loan Agreement pursuant to this Article may, and if required by the Authority shall, bear a notation in form approved by the Bond Trustee as to any matter provided for in such Supplemental Loan Agreement. If the Authority shall so determine, new Bonds so modified as to conform, in the opinion of the Authority, to any such Supplemental Loan Agreement may be prepared and executed by the Authority and authenticated and delivered by the Bond Trustee in exchange for Outstanding Bonds.

ARTICLE VIII

TERM AND TERMINATION OF LOAN AGREEMENT

Section 8.1. Term of Loan Agreement. This Loan Agreement shall be effective concurrently with the initial issuance and delivery of the Bonds and shall continue in force and effect until the principal of, redemption premium, if any, and interest on all of the Bonds have been fully paid (or provision for their payment shall have been made in accordance with the Bond Indenture) together with all sums to which the Authority and the Bond Trustee are entitled from the University under this Loan Agreement; provided, however, the provisions of **Section 5.3** related to indemnification of the Authority and the Bond Trustee shall remain in full force and effect.

Section 8.2. Termination and Discharge of Loan Agreement. If the University shall pay and discharge or provide for the payment or redemption and discharge of the whole amount of the principal of, redemption premium, if any, and interest on the Bonds (and the Series 2017A Master Note) at the time Outstanding and the Series 2017A Master Note, as provided in the Bond Indenture, and shall pay or cause to be paid all other sums payable under this Loan Agreement, then all right, title and interest of the Authority and the Bond Trustee under this Loan Agreement shall thereupon cease, terminate and become void (except as provided in **Section 8.1** of this Loan Agreement), then this Loan Agreement, and the covenants of the University contained in this Loan Agreement, shall be discharged and the Loan and the Bonds shall cease to be entitled to any benefit under this Loan Agreement, and all covenants, agreements and obligations of the University to the Bond Trustee and the owners of the Bonds shall thereupon cease, terminate and become void; provided that the owners of the Bonds shall be entitled to payment thereof at the times and in the manner stipulated therein and in the Bond Indenture from the sources provided for such payment.

ARTICLE IX

MISCELLANEOUS PROVISIONS

Section 9.1. Covenants under Financing Documents. The University shall deliver to the Bond Trustee all reports, opinions and other documents required by this Loan Agreement, the Bond Indenture and all other Financing Documents to be submitted to the Bond Trustee at the times required by this Loan Agreement and the Bond Indenture and all other Financing Documents, and shall perform or cause to be performed all covenants and agreements required on the part of the University contained in this Loan Agreement, the Bond Indenture and any other Financing Documents. This Loan Agreement, the Bond Indenture and all other Financing Documents shall be delivered to and held by the Bond Trustee.

Section 9.2. Further Assurances. The University will do, execute, acknowledge and deliver such further acts, instruments, financing statements and assurances as the Bond Trustee may reasonably require for accomplishing the purposes of the Bond Indenture and this Loan Agreement.

Section 9.3. Payments Due on Saturdays, Sundays and Holidays. If the day for any payment due under this Loan Agreement is not a Business Day, then such payment may be made on the next succeeding Business Day without additional interest and with the same force and effect as if made on the specified date for payment.

Section 9.4. Notices. It shall be sufficient service of any notice, request, complaint, demand or other paper required by this Loan Agreement to be given to or filed with the Authority, the Bond Trustee, the University or the owners of the Bonds if the same is given or filed in the manner and at the addresses specified in the Bond Indenture.

Section 9.5. Limitation of Authority's Liability. No agreements or provisions contained herein nor any agreement, covenant or undertaking of the Authority contained in any Financing Document executed by the Authority in connection with the issuance, sale and delivery of the Bonds shall give rise to any pecuniary liability of the Authority or a general obligation of or a charge against its general credit or shall obligate the Authority financially in any way, except with respect to the funds available hereunder or under the Bond Indenture and pledged to the payment of the Bonds, and their application as provided under the Bond Indenture. The Authority has no taxing power. No failure of the Authority to comply with any term, covenant or agreement herein or in any Financing Document executed by the Authority in connection with the Bonds shall subject the Authority to any pecuniary

charge or liability except to the extent that the same can be paid or recovered from the funds available hereunder or under the Bond Indenture and pledged to the payment of the Bonds. Nothing herein shall preclude a proper party in interest from seeking and obtaining, to the extent permitted by law, specific performance against the Authority for any failure to comply with any term, condition, covenant or agreement herein or in the Bond Indenture; provided, that no costs, expenses or other monetary relief shall be recoverable from the Authority except as may be payable from the funds available hereunder or under the Bond Indenture and pledged to the payment of the Bonds.

Notwithstanding any other provision of this Loan Agreement or any other Financing Document, (a) the Authority shall not be required to take action under this Loan Agreement unless the Authority (i) is requested in writing by an appropriate Person to take such action and (ii) is assured of payment of or reimbursement for any expense incurred in taking such action, and (b) except with respect to any action for specific performance or any action in the nature of a prohibitory or mandatory injunction, no official, officer, member, director, agent, employee or servant of the Authority shall be liable to the University, the Bond Trustee or any other Person for any action taken by the Authority or by its officials, officers, members, directors, agents, employees or servants, or for any failure to take action under this Loan Agreement or the Bond Indenture. In acting under this Loan Agreement, or in refraining from acting under this Loan Agreement, the Authority may conclusively rely on the advice of its counsel.

Section 9.6. Immunity of Officers, Employees and Members of the Authority and the University. No recourse shall be had for the payment of the principal of or premium or interest on any of the Loan or for any claim based thereon or upon any representation, obligation, covenant or agreement in this Loan Agreement contained against any past, present or future officer, member, trustee, director, employee or agent of the Authority or the University, or, respectively, of any successor public or private corporation thereto, as such, either directly or through the Authority, the University, or respectively, any successor public or private corporation thereto, under any rule of law or equity, statute or constitution or by the enforcement of any assessment or penalty or otherwise, and all such liability of any such officers, members, trustees, directors, employees or agents as such is hereby expressly waived and released as a condition of and consideration for the execution of this Loan Agreement.

Section 9.7. No Violations of Law. Any other term or provision in this Loan Agreement to the contrary notwithstanding:

- (a) In no event shall this Loan Agreement be construed as:
 - (1) depriving the Authority of any right or privilege; or
 - (2) requiring the Authority or any member, agent, employee, representative or advisor of the Authority to take or omit to take, or to permit or suffer the taking of, any action by itself or by anyone else,

which deprivation or requirement would violate or result in the Authority's being in violation of the Act or any other applicable state or federal law; and
- (b) At no time and in no event will the University permit, suffer or allow any of the proceeds of the Loan to be transferred to any Person in violation of, or to be used in any manner which is prohibited by, the Act or any other state or federal law.

Section 9.8. Benefit of Loan Agreement. This Loan Agreement shall inure to the benefit of and shall be binding upon the Authority, the University, the Bond Trustee and the owners of the Bonds and their respective successors and assigns. Nothing in this Loan Agreement or in the Bond Indenture or

the Bonds, express or implied, shall give to any Person, other than such parties, any benefit or any legal or equitable right, remedy or claim under this Loan Agreement.

Section 9.9. Severability. If any provision in this Loan Agreement, the Bond Indenture or the Bonds shall be invalid, illegal or unenforceable, the validity, legality and enforceability of the remaining provisions shall not in any way be affected or impaired thereby.

Section 9.10. Electronic Transactions. The parties agree that the transaction described herein may be conducted and related documents may be stored by electronic means. Copies, telecopies, facsimiles, electronic files and other reproductions of original executed documents will be deemed to be authentic and valid counterparts of the original documents for all purposes, including the filing of any claim, action or suit in the appropriate court of law.

Section 9.11. Counterparts. This Loan Agreement may be executed in any number of counterparts, each of which shall be deemed to be an original, but all such counterparts shall together constitute but one and the same instrument.

Section 9.12. Governing Law. This Loan Agreement shall be governed by and construed in accordance with the laws of the State of Missouri.

[Remainder of this page intentionally left blank.]

IN WITNESS WHEREOF, the Authority and University have caused this Loan Agreement to be executed by their duly authorized officers, as of the day and year first above written.

**HEALTH AND EDUCATIONAL FACILITIES
AUTHORITY OF THE STATE OF MISSOURI**

By: _____
Executive Director

SAINT LOUIS UNIVERSITY

By: _____
Vice President and Chief Financial Officer

TAX COMPLIANCE AGREEMENT

Dated as of January 1, 2019

Among

**HEALTH AND EDUCATIONAL FACILITIES AUTHORITY
OF THE STATE OF MISSOURI,**

MISSOURI STATE UNIVERSITY,

And

**U.S. BANK NATIONAL ASSOCIATION,
as Bond Trustee**

**\$15,730,000
Educational Facilities Revenue Bonds
(Missouri State University)
Series 2019A**

TAX COMPLIANCE AGREEMENT

TABLE OF CONTENTS

	Page
Parties	1
Recitals	1
ARTICLE I	
DEFINITIONS	
Section 1.1. Definitions of Words and Terms	2
ARTICLE II	
GENERAL REPRESENTATIONS AND COVENANTS	
Section 2.1. Representations and Covenants of the Authority	8
Section 2.2. Representations and Covenants of the University	9
Section 2.3. Representations and Covenants of the Bond Trustee	12
Section 2.4. Survival of Representations and Covenants	12
ARTICLE III	
ARBITRAGE CERTIFICATIONS AND COVENANTS	
Section 3.1. General	12
Section 3.2. Reasonable Expectations	13
Section 3.3. Purposes of the Financing	13
Section 3.4. Funds and Accounts	13
Section 3.5. Amount and Use of Bond Proceeds	13
Section 3.6. Multipurpose Issue	13
Section 3.7. No Refunding	13
Section 3.8. Project Completion	13
Section 3.9. Loan Agreement/Sinking Funds	13
Section 3.10. Reserve, Replacement and Pledged Funds	14
Section 3.11. Purpose Investment Yield	14
Section 3.12. Issue Price and Yield on Bonds	14
Section 3.13. Miscellaneous Arbitrage Matters	14
Section 3.14. Conclusion	15
ARTICLE IV	
POST-ISSUANCE TAX REQUIREMENTS, POLICIES AND PROCEDURES	
Section 4.1. General	15
Section 4.2. Record Keeping, Use of Bond Proceeds and Use of Financed Facilities	16
Section 4.3. Investment Yield Restriction	16
Section 4.4. Procedures for Establishing Fair Market Value of Investments	17
Section 4.5. Exemption of Certain Gross Proceeds from the Rebate Requirement	19
Section 4.6. Computation and Payment of Arbitrage Rebate	21

Section 4.7. Tax Audits22

ARTICLE V

MISCELLANEOUS PROVISIONS

Section 5.1. Term of Tax Agreement23
 Section 5.2. Amendments23
 Section 5.3. Opinion of Bond Counsel23
 Section 5.4. Reliance23
 Section 5.5. Severability23
 Section 5.6. Benefit of Agreement24
 Section 5.7. Default, Breach and Enforcement24
 Section 5.8. Execution in Counterparts24
 Section 5.9. Governing Law24
 Section 5.10. Electronic Transactions24

SignaturesS-1

Exhibit A Debt Service Schedule; Proof of Bond Yield; and Calculation of Weighted
Average Maturity
Exhibit B IRS Form 8038-G
Exhibit C Copy of Resolution of Official Intent
Exhibit D Description of Property Comprising the Project
Exhibit E Certificate Regarding Issue Price
Exhibit F Sample Annual Compliance Checklist
Exhibit G Sample Final Written Allocation
Exhibit H Authority Tax Compliance Procedure

* * *

TAX COMPLIANCE AGREEMENT

THIS TAX COMPLIANCE AGREEMENT (the “Tax Agreement”), entered into as of January 1, 2019, among the **HEALTH AND EDUCATIONAL FACILITIES AUTHORITY OF THE STATE OF MISSOURI**, a body politic and corporate and a public instrumentality duly organized and existing under the laws of the State of Missouri (the “Authority”), **MISSOURI STATE UNIVERSITY**, a state educational institution duly created, organized and existing under the laws of the State of Missouri (the “University”), and **U.S. BANK NATIONAL ASSOCIATION**, a national banking association duly organized and existing under the laws of the United States of America, and having a principal corporate trust office located in the City of St. Louis, Missouri, as trustee (the “Bond Trustee”);

RECITALS

1. This Tax Agreement is being executed and delivered in connection with the issuance by the Authority of \$15,730,000 original principal amount of Educational Facilities Revenue Bonds (Missouri State University), Series 2019A (the “Bonds”), under a Bond Trust Indenture dated as of the date of this Tax Agreement (the “Bond Indenture”) between the Authority and the Bond Trustee, for the purpose of making a loan of the proceeds of such Bonds to the University under a Loan Agreement dated as of the date of this Tax Agreement (the “Loan Agreement”) between the Authority and the University, to provide funds for certain purposes as described in this Tax Agreement and in the Bond Indenture and the Loan Agreement.

2. The Internal Revenue Code of 1986, as amended (the “Code”), and the applicable regulations and rulings issued by the U.S. Treasury Department (the “Regulations”), impose certain limitations on the uses and investment of the Bond proceeds and of certain other money relating to the Bonds and set forth the conditions under which interest on the Bonds will be excluded from gross income for federal income tax purposes.

3. The Authority, the University, and the Bond Trustee are entering into this Tax Agreement in order to set forth certain representations, facts, expectations, terms and conditions relating to the use and investment of the Bond proceeds and of certain other related money, in order to establish and maintain the exclusion of interest on the Bonds from gross income for federal income tax purposes, and to provide guidance for complying with the arbitrage rebate provisions of Code § 148(f).

4. The Authority adopted a Tax-Exempt Financing Compliance Procedure dated as of March 7, 2012, as amended from time to time (the “Authority Tax Compliance Procedure”) a copy of which is attached to this Tax Agreement as **Exhibit H**, for the purpose of setting out general procedures for the Authority to continuously monitor and comply with the federal income tax requirements set out in the Code and the Regulations.

5. The University adopted a Tax and Disclosure Compliance Procedure on May 15, 2013, as amended from time to time (the “University Tax Compliance Procedure”) for the purpose of setting out general procedures for compliance with the federal income tax requirements set out in the Code and the Regulations applicable to its tax-exempt bonds.

6. This Tax Agreement is entered into as required by the Authority Tax Compliance Procedure to set out specific tax compliance procedures applicable to the Bonds.

NOW, THEREFORE, in consideration of the foregoing and the mutual representations, covenants and agreements set forth in this Tax Agreement, the Authority, the University, and the Bond Trustee represent, covenant and agree as follows:

ARTICLE I

DEFINITIONS

Section 1.1. Definitions of Words and Terms. Except as otherwise provided in this Tax Agreement or unless the context otherwise requires, capitalized words and terms used in this Tax Agreement have the same meanings as set forth in **Section 101** of the Bond Indenture, and certain other words and phrases have the meanings assigned in Code § 148 and the Regulations. In addition, the following words and terms used in this Tax Agreement have the following meanings:

“Adjusted Gross Proceeds” means the Gross Proceeds of the Bonds reduced by amounts (a) in a Bona Fide Debt Service Fund or a reasonably required reserve or replacement fund, (b) that as of the Issue Date are not expected to be Gross Proceeds, but which arise after the end of the applicable spending period, and (c) representing grant repayments or sale or Investment proceeds of any purpose Investment.

“Annual Compliance Checklist” means a checklist for the Project designed to measure compliance with the requirements of this Tax Agreement, the University Tax Compliance Procedure, and the Authority Tax Compliance Procedure after the Issue Date as further described in **Section 4.2** and substantially in the form attached as **Exhibit F**.

“Authority” means the Health and Educational Facilities Authority of the State of Missouri, and its successors and assigns or any body, agency or instrumentality of the State of Missouri succeeding to or charged with the powers, duties and functions of the Authority.

“Authority Bond Compliance Officer” means the Authority’s Executive Director or other person serving as compliance officer pursuant to the Authority Tax Compliance Procedure.

“Authority Tax Compliance Procedure” means the Authority’s Tax-Exempt Financing Compliance Policy and Procedure dated March 7, 2012, as amended from time to time, a current copy of which is attached to this Tax Agreement as **Exhibit H**.

“Available Construction Proceeds” means the sale proceeds of the Bonds, increased by Investment earnings on the sale proceeds, earnings on amounts in a reasonably required reserve or replacement fund allocable to the Bonds but not funded from the Bonds, and earnings on such earnings, reduced by sale proceeds (a) in a reasonably required reserve or replacement fund, and (b) used to pay Costs of Issuance of the Bonds. But Available Construction Proceeds do not include Investment earnings on amounts in a reasonably required reserve or replacement fund after the earlier of (1) the date two years after the Issue Date, or (2) the date construction of the Financed Facility is substantially completed. If the Authority has elected under Code § 148(f)(4)(C)(vi)(IV) to rebate earnings on a reasonably required reserve or replacement fund, then Available Construction Proceeds do not include any earnings on such account.

“Bona Fide Debt Service Fund” means a fund, which may include Bond proceeds, that is (a) used primarily to achieve a proper matching of revenues with principal and interest payments on the Bonds within each Bond Year, and (b) depleted at least once each Bond Year, except for a reasonable carryover

amount not to exceed the greater of (1) the earnings on the fund for the immediately preceding Bond Year, or (2) one-twelfth of the principal and interest payments on the Bonds for the immediately preceding Bond Year.

“Bond” or **“Bonds”** means the Authority’s \$15,730,000 original principal amount of Educational Facilities Revenue Bonds (Missouri State University), Series 2019A, authenticated and delivered under the Bond Indenture.

“Bond Counsel” means Gilmore & Bell, P.C., or other firm of nationally recognized bond counsel acceptable to the Authority and the University.

“Bond Indenture” means the Bond Trust Indenture for the Bonds dated the date of this Tax Agreement as originally executed by the Authority and the Bond Trustee, as amended and supplemented by Supplemental Bond Indentures in accordance with the provisions of the Bond Indenture.

“Bond Trustee” means U.S. Bank National Association, St. Louis, Missouri, and its successor or successors and any other corporation or association which at any time may be substituted in its place at the time serving as Bond Trustee under the Bond Indenture.

“Bond Year” means each 1-year period (or shorter period for the first Bond Year) ending October 1, or another 1-year period selected by the University.

“Code” means the Internal Revenue Code of 1986, as amended.

“Computation Date” means each date on which arbitrage rebate for the Bonds is computed. The University may treat any date as a Computation Date, subject to the following limits:

- (a) the first rebate installment payment must be made for a Computation Date not later than 5 years after the Issue Date;
- (b) each subsequent rebate installment payment must be made for a Computation Date not later than 5 years after the previous Computation Date for which an installment payment was made; and
- (c) the date the last Bond is discharged is the final Computation Date.

The University selects October 1, 2023 as the first Computation Date but reserves the right to select a different date consistent with the Regulations.

“Cost of Issuance Fund” means the Missouri State University Cost of Issuance Fund, Series 2019A, established for the Bonds under the Bond Indenture.

“Debt Service Fund” means the Health and Educational Facilities Authority of the State of Missouri – Missouri State University Debt Service Fund, Series 2019A, established for the Bonds under the Bond Indenture.

“Final Written Allocation” means the Final Written Allocation of expenditures prepared by the University Bond Compliance Officer in accordance with the Authority Tax Compliance Procedure and **Section 4.2(b)** of this Tax Agreement.

“Financed Facility or Financed Facilities” means the portion of the Project being financed or refinanced with the proceeds of the Bonds as further described on **Exhibit D**.

“Gross Proceeds” means (a) sale proceeds (any amounts actually or constructively received by the Authority from the sale of the Bonds, including amounts used to pay underwriting discount or fees, but excluding pre-issuance accrued interest), (b) Investment proceeds (any amounts received from investing sale proceeds, other Investment proceeds or transferred proceeds), (c) any amounts held in a sinking fund for the Bonds, (d) any amounts held in a pledged fund or reserve fund for the Bonds, (e) any other replacement proceeds and (f) any transferred proceeds. Specifically, Gross Proceeds includes (but is not limited to) amounts held in the following funds and accounts:

- (1) Project Fund;
- (2) Cost of Issuance Fund;
- (3) Debt Service Fund; and
- (4) Rebate Fund (to the extent funded with sale proceeds or Investment proceeds of the Bonds).

“Guaranteed Investment Contract” is any Investment with specifically negotiated withdrawal or reinvestment provisions and a specifically negotiated interest rate, including any agreement to supply Investments on 2 or more future dates (*e.g.*, a forward supply contract).

“Investment” means any security, obligation, annuity contract or other investment-type property that is purchased directly with, or otherwise allocated to, Gross Proceeds. This term does not include a tax-exempt bond, except for “specified private activity bonds” as defined in Code § 57(a)(5)(C), but it does include the investment element of most interest rate caps.

“IRS” means the United States Internal Revenue Service.

“Issue Date” means January 23, 2019.

“Lender” means Capital One Public Funding, LLC.

“Loan” means the loan of the Bond proceeds made by the Authority to the University under the Loan Agreement.

“Loan Agreement” means the Loan Agreement of even date herewith entered into in connection with the issuance of the Bonds dated the date of this Tax Agreement, between the Authority and the University as from time to time amended by Supplemental Loan Agreements in accordance with the provisions of the Loan Agreement.

“Management or Service Agreement” means any management, service, or incentive payment contract with an entity that provides services involving all or a portion of any function of the Financed Facility (as defined in Regulations § 1.141-3(b)), such as a contract to manage all of the Financed Facility or a portion of the Financed Facility. Contracts for services that are solely incidental to the primary function of the Financed Facility (for example, contracts for janitorial, office equipment repair, billing, or similar services) are not treated as Management Agreements.

“Measurement Period” means, with respect to each item of property financed as part of the Financed Facility, the period beginning on the later of (i) the Issue Date or (ii) the date the property is placed

in service and ending on the earlier of (A) the final maturity date of the Bonds or (B) the end of the expected economic useful life of the property.

“Minor Portion” means \$100,000 or 5% of the sale proceeds of the Bonds.

“Net Proceeds” means the sale proceeds of the Bonds (excluding pre-issuance accrued interest), less any proceeds deposited in a reasonably required reserve or replacement fund, plus all Investment earnings on such sale proceeds.

“Non-Qualified Use” means use of Bond proceeds or the Financed Facility in a trade or business carried on by any Non-Qualified User. The rules set out in Regulations § 1.141-3 determine whether Bond proceeds or the Financed Facility are “used” in a trade or business. Generally, ownership, a lease, or any other use that grants a Non-Qualified User a special legal right or entitlement with respect to the Financed Facility, will constitute use under Regulations § 1.141-3.

“Non-Qualified User” means any person or entity other than a Qualified User.

“Official Intent Date” means November 14, 2018 as described in **Section 2.2(i)**.

“Opinion of Bond Counsel” means a written opinion of Bond Counsel addressed to the Authority, the Lender and the Bond Trustee to the effect that the proposed action or proposed failure to act will not adversely affect the exclusion of interest on the Bonds from gross income for federal income tax purposes.

“Post-Issuance Tax Requirements” means those requirements set forth in this Tax Agreement or imposed by the Code and the Regulations in the future related to the use of proceeds of the Bonds, the use of the Financed Facility and the investment of Gross Proceeds after the Issue Date.

“Project” means all of the property being acquired, developed, constructed, renovated, and equipped by the University using Bond proceeds and Qualified Equity, as described on **Exhibit D**.

“Project Fund” means the Missouri State University Project Fund, Series 2019A, established for the Bonds under the Bond Indenture.

“Qualified Basic Research Agreement” means any Research or Clinical Testing Agreement that (a) involves only “basic research” and (b) meets the “qualified license requirement.” A Research or Clinical Testing Agreement involves “basic research” if the research conducted pursuant to the Research or Clinical Testing Agreement is an investigation for the advancement of scientific knowledge and the subject of the Research or Clinical Testing Agreement has no specific commercial objective. The “qualified license requirement” is met either (1) where any license granted to use any product developed as a result of the research is only on the same terms as the University would permit that use by any unrelated, non-sponsoring party (i.e. the sponsor must pay a competitive price for its use), and the price paid by the licensee for use of any license or other product derived from the Research or Clinical Testing Agreement is determined at the time the invention or other resulting technology is available for use or (2) the University determines the research to be performed and the manner in which it is to be performed under the Research or Clinical Testing Agreement, title to any patent or other product incidentally resulting from the Research or Clinical Testing Agreement lies exclusively with the University and any sponsor or sponsors of the research are entitled to no more than a nonexclusive, royalty-free license to use any product developed as a result of work done pursuant to the Research or Clinical Testing Agreement. For purposes of the foregoing, a “license” includes rights granted to the United States under the Bayh-Dole Act (35 U.S.C. § 200 et seq) and the “qualified license requirement” is met with respect to such a license so long as the University determines

the research to be performed and the manner in which it is to be performed under the Research or Clinical Testing Agreement.

“Qualified Clinical Testing Agreement” means any Research or Clinical Testing Agreement that is not a Qualified Basic Research Agreement that (a) the performance of which is related to the University’s governmental purposes and (b) does not give any Non-Qualified User exclusive or priority rights to use all or any portion of the Financed Facility.

“Qualified Equity” means funds that are not derived from proceeds of a tax-exempt financing that are spent on the Project at any time during the period beginning not earlier than the later of (a) 60 days prior to the Official Intent Date or (b) three years prior to the Issue Date and ending not later than the date the Project is capable of and actually used at substantially its designed level. Qualified Equity excludes an ownership interest in real property or tangible personal property.

“Qualified Use Agreement” means an agreement or arrangement that (a) does not cause or result in Non-Qualified Use of the Financed Facility and which (b) is described in one of the following paragraphs:

(1) A lease or other short-term use by members of the general public who occupy the Financed Facility on a short-term basis in the ordinary course of the University’s governmental purposes.

(2) Agreements with Qualified Users or Non-Qualified Users to use all or a portion of the Financed Facility for a period up to 200 days pursuant to an arrangement whereby (a) the use of the Financed Facility under the same or similar arrangements is predominantly by natural persons who are not engaged in a trade or business and (b) the compensation for the use is determined based on generally applicable, fair market value rates that are in effect at the time the agreement is entered into or renewed. Any Qualified User or Non-Qualified User using all or any portion of the Financed Facility under this type of arrangement may have a right of first refusal to renew the agreement at rates generally in effect at the time of the renewal.

(3) Agreements with Qualified Users or Non-Qualified Users to use all or a portion of the Financed Facility for a period up to 100 days pursuant to arrangements whereby (a) the use of the property by the person would be general public use but for the fact that generally applicable and uniformly applied rates are not reasonably available to natural persons not engaged in a trade or business, (b) the compensation for the use under the arrangement is determined based on applicable, fair market value rates that are in effect at the time the agreement is entered into or renewed, and (c) the Financed Facility was not constructed for a principal purpose of providing the property for use by that Qualified User or Non-Qualified User. Any Qualified User or Non-Qualified User using all or any portion of the Financed Facility under this type of arrangement may have a right of first refusal to renew the agreement at rates generally in effect at the time of the renewal.

(4) Agreements with Qualified Users or Non-Qualified Users to use all or a portion of the Financed Facility for a period up to 50 days pursuant to a negotiated arm’s-length arrangement at fair market value so long as the Financed Facility was not constructed for a principal purpose of providing the property for use by that person.

“Qualified User” means a State, territory, possession of the United States, the District of Columbia, or any political subdivision thereof, or any instrumentality of such entity, but it does not include the United States or any agency or instrumentality of the United States.

“Reasonable Retainage” means Gross Proceeds retained by the University for reasonable business purposes, such as to ensure or promote compliance with a construction contract; provided that such amount may not exceed (a) for purposes of the 18-month spending test, 5% of net sale proceeds of the Bonds on the date 18 months after the Issue Date, or (b) for purposes of the 2-year spending test, 5% of the Available Construction Proceeds as of the end of the 2-year spending period.

“Rebate Analyst” means Gilmore & Bell, P.C. or any successor Rebate Analyst selected pursuant to this Tax Agreement.

“Rebate Fund” means the Health and Educational Facilities Authority of the State of Missouri - Missouri State University Rebate Fund, Series 2019A, established for the Bonds under the Bond Indenture.

“Regulations” means all regulations issued by the U.S. Treasury Department to implement the provisions of Code §§ 103 and 141 through 150 and applicable to the Bonds.

“Research or Clinical Testing Agreement” means any agreement or other contractual arrangement with a Non-Qualified User (including the United States or its agencies) pursuant to which the University will perform services at or otherwise use the Financed Facility, if such agreement or contract can reasonably be expected to involve (a) the advancement of scientific knowledge (including the social sciences), (b) the development or testing of a commercial product (including but not limited to clinical drug studies required by the FDA), or (c) the creation of patentable intellectual property.

“State” means the State of Missouri.

“Tax Agreement” means this Tax Compliance Agreement as it may from time to time be amended and supplemented in accordance with its terms.

“Tax-Exempt Bond File” means documents and records for the Bonds maintained by the University Bond Compliance Officer pursuant to the Authority Tax Compliance Procedure and University Tax Compliance Procedure.

“Transcript” means the Transcript of Proceedings relating to the authorization and issuance of the Bonds.

“University” means Missouri State University, a state educational institution organized and existing under the laws of the State of Missouri.

“University Bond Compliance Officer” means the University’s Chief Financial Officer or other officer or representative of the University appointed pursuant to the University Tax Compliance Procedure.

“University Tax Compliance Procedure” means the University’s Tax Compliance Procedure, dated as of May 15, 2013, as amended from time to time.

“Yield” means yield on the Bonds, computed under Regulations § 1.148-4, and yield on an Investment, computed under Regulations § 1.148-5.

ARTICLE II

GENERAL REPRESENTATIONS AND COVENANTS

Section 2.1. Representations and Covenants of the Authority. The Authority represents and covenants to the University and the Bond Trustee as follows:

(a) *Organization and Authority.* The Authority (1) is a public instrumentality and body corporate and politic duly organized and existing under the laws of the State, (2) has lawful power and authority to issue the Bonds for the purposes set forth in the Bond Indenture, to enter into, execute and deliver the Bond Indenture, the Loan Agreement, and this Tax Agreement and to carry out its obligations under this Tax Agreement and under the Bond Indenture and Loan Agreement, and (3), by all necessary action has duly authorized the person executing this document to execute and deliver this Tax Agreement.

(b) *Tax-Exempt Status of Bonds—General Covenant.* The Authority (to the extent within its power or direction) will not use any money on deposit in any fund or account maintained in connection with the Bonds, whether or not derived from the proceeds of the sale of the Bonds or from any other source, in a manner that would cause the Bonds to be “arbitrage bonds,” within the meaning of Code § 148, and will not (to the extent within its power or direction) otherwise use or permit the use of any Bond proceeds or any other funds of the Authority, directly or indirectly, in any manner, or take or permit to be taken any other action or actions, that would cause interest on the Bonds to be included in gross income for federal income tax purposes.

(c) *IRS Form 8038-G.* Bond Counsel prepared IRS Form 8038-G (Information Return for Tax-Exempt Governmental Obligations) based on the representations and covenants of the University and the Authority contained in this Tax Agreement or otherwise provided by the University and the Authority. Bond Counsel signed the return as a paid preparer following completion and delivered copies to the Authority for execution and for the Authority’s records. The Authority does not know of any inaccuracies in the Form 8038 included as **Exhibit B**. The Authority agrees to timely execute and return to Bond Counsel the execution copy of Form 8038 for filing with the IRS. A copy of the “as-filed” copy along with proof of filing will be included as **Exhibit B**.

(d) *Single Issue; No Other Issues.* The Bonds constitute a single “issue” under Regulations § 1.150-1(c). No other obligations of the Authority (1) are being sold within 15 days of the sale of the Bonds, (2) are being sold under the same plan of financing as the Bonds, and (3) are expected to be paid from substantially the same source of funds as the Bonds disregarding guarantees from unrelated parties, such as bond insurance).

(e) *Registered Bonds.* The Bond Indenture requires that all of the Bonds will be issued and held in registered form within the meaning of Code § 149(a).

(f) *Authority Reliance on Other Parties.* The expectations, representations and covenants of the Authority concerning uses of Bond proceeds and certain other money described in this Tax Agreement and other matters are based in whole or in part upon covenants, representations and certifications of the University and other parties set forth in this Tax Agreement or exhibits to this Tax Agreement. Although the Authority has made no independent investigation of the representations of other parties, including the University, the Authority is not aware of any facts or circumstances that would cause it to question the accuracy or reasonableness of any representation made in this Tax Agreement or exhibits to this Tax Agreement.

(g) *Compliance with Future Tax Requirements.* The Authority understands that the Code and the Regulations may impose new or different restrictions and requirements on the Authority and University in the future. To the extent within its power and direction, the Authority will comply with such future restrictions that are necessary to maintain the exclusion of the interest on the Bonds from gross income for federal income tax purposes.

(h) *Bank Qualified Tax-Exempt Obligation.* The Bonds are not “qualified tax-exempt obligations” under Code § 265(b)(3).

Section 2.2. Representations and Covenants of the University. The University represents and covenants to the Authority and the Bond Trustee as follows:

(a) *Organization and Authority.* The University (1) is a state higher educational University duly created, organized and validly existing under the laws of the State not operated for private or corporate profit, (2) has lawful power and authority to enter into, execute and deliver the Loan Agreement and this Tax Agreement and to carry out its obligations under this Tax Agreement and under the Loan Agreement, and (3) by all necessary corporate action, has been duly authorized to execute and deliver the Loan Agreement and this Tax Agreement, acting by and through its duly authorized officers.

(b) *Tax-Exempt Status of Bonds—General Covenant and Allocation of Proceeds to Project.*

(1) The University (to the extent within its power or direction) will not use any money on deposit in any fund or account maintained in connection with the Bonds, whether or not such money was derived from the proceeds of the sale of the Bonds or from any other source, in a manner that would cause the Bonds to be “arbitrage bonds,” within the meaning of Code § 148, and will not (to the extent within its power or direction) otherwise use or permit the use of any Bond proceeds or any other funds of the University, directly or indirectly, in any manner, or take or permit to be taken any other action or actions, that would cause interest on the Bonds to be included in gross income for federal income tax purposes.

(2) The University will account for the expenditure of the Bond proceeds and Qualified Equity for the Project as described in **Section 4.2**. For purposes of the following covenants related to the use of the Financed Facility portion of the Project, any Non-Qualified Use shall be treated as first allocated entirely to the portion of the Project financed with Qualified Equity.

(c) *Governmental Obligations—Use of Proceeds.* Throughout the Measurement Period, all of the Financed Facility is expected to be owned by the University, the State or another Qualified User. Throughout the Measurement Period, no portion of the Financed Facility is expected to be used in a Non-Qualified Use. Throughout the Measurement Period, the University will not permit any Non-Qualified Use of the Financed Facility without first consulting with Bond Counsel.

(d) *Governmental Obligations—Private Security or Payment.* As of the Issue Date, the University expects that none of the principal of and interest on the Bonds will be (under the terms of the Bonds or any underlying arrangement) directly or indirectly:

(1) secured by (i) any interest in property used or to be used for a Non-Qualified Use, or (ii) any interest in payments in respect of such property; or

(2) derived from payments (whether or not such payments are made to the Authority) in respect of property, or borrowed money, used or to be used for a Non-Qualified Use.

For purposes of the foregoing, taxes of general application, including payments in lieu of taxes, are not treated as private payments or as private security. The Authority will not permit any private security or payment with respect to the Bonds without first consulting with Bond Counsel.

(e) *No Private Loan.* Not more than 5% of the net proceeds of the Bonds will be loaned directly or indirectly to any Non-Qualified User.

(f) *Management or Service Agreements.* As of the Issue Date, the University has no Management or Service Agreements with Non-Qualified Users with respect to the Project. During the Measurement Period the University will not enter into or renew any Management or Service Agreement with any Non-Qualified User with respect to the Project without first consulting with Bond Counsel.

(g) *Leases or Use Agreements.* As of the Issue Date, the University has not entered into any leases or other use agreement of any portion of the Financed Facility other than Qualified Use Agreements. During the Measurement Period, the University will not enter into or renew any lease or similar use agreement or arrangement of any portion of the Project, other than a Qualified Use Agreement, without first consulting with Bond Counsel.

(h) *Research or Clinical Testing Agreements.* As of the Issue Date, the University has not entered into any Research or Clinical Testing Agreement other than Qualified Basic Research Agreements or Qualified Clinical Testing Agreements for any portion of the Project. During the Measurement Period, the University will not enter into any Research or Clinical Testing Agreements other than Qualified Basic Research Agreements or Qualified Clinical Testing Agreements for any portion of the Project without first consulting with Bond Counsel.

(i) *Expenditure of Bond Proceeds.*

(1) General. The University will evidence each allocation of the proceeds of the Bonds and Qualified Equity for the Project to an expenditure in writing. No allocation will be made more than 18 months following the later of (i) the date of the expenditure or (ii) the date the Financed Facility was placed in service.

(2) Reimbursement of Expenditures; Official Intent. On the Official Intent Date, the governing body of the University adopted a resolution declaring the intent of the University to borrow the proceeds of tax-exempt bonds to finance or refinance costs of the Financed Facility and to reimburse the University for expenditures made for the Financed Facility prior to the issuance of the obligations. A copy of the resolution is attached to this Tax Agreement as **Exhibit C**. No portion of the Net Proceeds of the Bonds will be used to reimburse an expenditure paid by the University more than 60 days prior to the date the resolution was adopted. The University will evidence each allocation of the proceeds of the Bonds to an expenditure in writing. No reimbursement allocation will be made for an expenditure made more than 3 years prior to the date of the reimbursement allocation. In addition, no reimbursement allocation will be made more than 18 months following the later of (A) the date of the expenditure or (B) the date the Financed Facility was placed in service.

(j) *Limit on Maturity of Bonds.* A list of the assets comprising the Financed Facility and a computation of their “average reasonably expected economic life” is attached to this Tax Agreement as

Exhibit D. Based on this computation, the “average maturity” of the Bonds as computed by Bond Counsel, does not exceed 120% of the average reasonably expected economic life of the Financed Facility.

(k) *Bonds Not Federally Guaranteed.* The University will not take any action or permit any action to be taken which would cause the Bonds to be “federally guaranteed” within the meaning of Code § 149(b).

(l) *Reports to IRS; Form 8038-G.* The University will instruct and assist the Authority in filing all appropriate returns, reports and attachments to income tax returns required by the Code, including without limitation IRS Form 8038-G (Information Return for Tax-Exempt Governmental Bonds). The information contained in IRS Form 8038-G attached as **Exhibit B** was provided to the Authority and Bond Counsel by the University, and such information is true, complete and correct as of the Issue Date. The University has allocated \$0 of the Net Proceeds of the Bonds to reimburse expenditures made prior to the Issue Date and that amount should be reflected on Line 45a of Form 8038-G. A list of expenditures to be reimbursed is included as part of **Exhibit D**.

(m) *Hedge Bonds.* The University expects that (a) at least 85% of the net sale proceeds of the Bonds (the sale proceeds of the Bonds less any sale proceeds invested in a reserve fund) will be used to carry out the governmental purpose of the Bonds within 3 years after the Issue Date, and (b) not more than 50% of the proceeds of the Bonds will be invested in Investments having a substantially guaranteed Yield for 4 years or more.

(n) *Arbitrage Certifications.* The facts, estimates and expectations recited in **Article III** of this Tax Agreement are true and accurate as of the Issue Date; and the University believes that the estimates and expectations recited in such Article are reasonable as of the Issue Date. The Authority, the Bond Trustee, Gilmore & Bell, P.C., Bond Counsel, and the Lender may rely on such statements and expectations. The University does not expect that the Bond proceeds will be used in a manner that would cause any Bond to be an “arbitrage bond” within the meaning of Code § 148; and to the best of the University’s knowledge and belief, there are no other facts, estimates or circumstances that would materially change such expectations.

(o) *Compliance with Future Tax Requirements.* The University understands that the Code and the Regulations may impose new or different restrictions and requirements on the Authority and University in the future. To the extent within its power and direction, the University will comply with future restrictions that are necessary to maintain the exclusion of the interest on the Bonds from gross income for federal income tax purposes.

(p) *Interest Rate Swap.* As of the Issue Date, the University has not entered into an interest rate swap agreement or any other similar arrangement designed to modify its interest rate risk with respect to the Bonds. The University will not enter into any similar arrangement in the future without first consulting with Bond Counsel.

(q) *Guaranteed Investment Contract.* As of the Issue Date, the University does not expect to enter into a Guaranteed Investment Contract for any Gross Proceeds of the Bonds. The University will be responsible for complying with **Section 4.4(d)** hereof if a Guaranteed Investment Contract is used for the investment of Gross Proceeds at a later date.

(r) *Single Issue; No Other Issues.* The Bonds constitute a single “issue” under Regulations § 1.150-1(c). No other obligations of the University (1) are being sold within 15 days of the sale of the Bonds, (2) are being sold under the same plan of financing as the Bonds, and (3) are expected to

be paid from substantially the same source of funds as the Bonds disregarding guarantees from unrelated parties, such as bond insurance).

Section 2.3. Representations and Covenants of the Bond Trustee. The Bond Trustee represents and covenants to the Authority and the University as follows:

(a) The Bond Trustee will comply with its duties as set forth in the provisions of this Tax Agreement and any written letter or Opinion of Bond Counsel, specifically referencing the Bonds and received by the Bond Trustee, that sets forth any action necessary to comply with any statute, regulation or ruling that may apply to it as Bond Trustee and relating to reporting requirements or other requirements necessary to preserve the exclusion of the interest on the Bonds from gross income for federal income tax purposes.

(b) The Bond Trustee, at the written request of the University and/or the Authority, may from time to time cause a firm of attorneys, consultants or independent accountants or an investment banking firm to provide the University, Authority and Bond Trustee with information as it may request in order for the University to determine all matters relating to (1) the Yield on the Bonds as it relates to any data or conclusions necessary to verify that the Bonds are not “arbitrage bonds” within the meaning of Code § 148, and (2) compliance with arbitrage rebate requirements of Code § 148(f). The University will pay all costs and expenses incurred in connection with supplying the foregoing information.

(c) The Bond Trustee, acting on behalf of the University and the Authority, will retain records related to the investment and expenditure of Gross Proceeds held in funds and accounts maintained by the Bond Trustee and any records provided to the Bond Trustee by the Authority or the University related to the Post-Issuance Tax Requirements in accordance with **Section 4.2(a)** hereof. The Bond Trustee will retain these records until three years following the final maturity of (1) the Bonds or (2) any obligation issued to refund the Bonds; provided, however, if the Bond Trustee is not retained to serve as bond trustee for any obligation issued to refund the Bonds (a “Refunding Obligation”), then the Bond Trustee may satisfy its record retention duties under this **Section 2.3(c)** by providing copies of all records in its possession related to the Bonds to the bond trustee for the Refunding Obligation or other party agreed upon by the University and the Authority.

Section 2.4. Survival of Representations and Covenants. All representations, covenants and certifications of the Authority, the University, or the Bond Trustee contained in this Tax Agreement or in any certificate or other instrument delivered by the Authority, the University or the Bond Trustee under this Tax Agreement, will survive the execution and delivery of such documents and the issuance of the Bonds, as representations of facts existing as of the date of execution and delivery of the instruments containing such representations. The foregoing covenants of this **Article II** will remain in full force and effect notwithstanding the defeasance of the Bonds.

ARTICLE III

ARBITRAGE CERTIFICATIONS AND COVENANTS

Section 3.1. General. The purpose of this **Article III** is to certify, under Regulations § 1.148-2(b), the Authority’s expectations as to the sources, uses and investment of Bond proceeds and other money, in order to support the Authority’s conclusion that the Bonds are not arbitrage bonds. The person executing this Tax Agreement on behalf of the Authority is an officer of the Authority responsible for issuing the Bonds.

Section 3.2. Reasonable Expectations. The facts, estimates and expectations set forth in this **Article III** are based upon the Authority's understanding of the documents and certificates that comprise the Transcript and the representations, covenants and certifications of the parties thereto. To the Authority's knowledge, the facts and estimates set forth in this Tax Agreement are accurate, and the expectations of the Authority set forth in this Tax Agreement are reasonable. The Authority has no knowledge that would cause it to believe that the representations, warranties and certifications described in this Tax Agreement are unreasonable or inaccurate or may not be relied upon.

Section 3.3. Purposes of the Financing. The Bonds are being issued for the purpose of making a loan to the University to provide funds to (a) finance costs of the Financed Facility and (b) pay certain costs of issuing the Bonds.

Section 3.4. Funds and Accounts. The following funds and accounts have been established in the custody of the Treasurer of the University under the Bond Indenture:

- Project Fund.
- Cost of Issuance Fund.
- Debt Service Fund.
- Rebate Fund.

Section 3.5. Amount and Use of Bond Proceeds.

(a) *Amount of Bond Proceeds.* The total proceeds to be received by the Authority from the sale of the Bonds will be \$15,730,000.00.

(b) *Use of Bond Proceeds.* The Bond proceeds are expected to be allocated to expenditures as follows:

(1) \$129,000.00 will be deposited to the Cost of Issuance Fund and used to pay costs of issuing the Bonds.

(2) \$15,601,000.00 will be deposited in the Project Fund and used to pay costs of the Project.

Section 3.6. Multipurpose Issue. [Reserved].

Section 3.7. No Refunding. No proceeds of the Bonds will be used to pay principal of or interest on any other debt obligation.

Section 3.8. Project Completion. The University has incurred, or will incur within 6 months after the Issue Date, a substantial binding obligation to a third party to spend at least 5% of the Net Proceeds of the Bonds on the Financed Facility. The completion of the Financed Facility and the allocation of the Net Proceeds of the Bonds to expenditures will proceed with due diligence. At least 85% of the net sale proceeds of the Bonds will be allocated to expenditures on the Financed Facility within 3 years after the Issue Date.

Section 3.9. Loan Agreement/Sinking Funds. The Authority is loaning the Bond proceeds to the University under the Loan Agreement. The University is required under the Loan Agreement to make periodic payments to the Bond Trustee in amounts sufficient to pay the principal of and interest on the

Bonds. The Bond Trustee will deposit these payments into the Debt Service Fund. Except for the Debt Service Fund, neither the Authority nor the University has established or expects to establish any sinking fund or other similar fund that is expected to be used to pay principal of or interest on the Bonds. The Debt Service Fund is used primarily to achieve a proper matching of revenues with principal and interest payments on the Bonds within each Bond Year, and the Authority and the University expect that the Debt Service Fund will qualify as a Bona Fide Debt Service Fund.

Section 3.10. Reserve, Replacement and Pledged Funds.

(a) *Debt Service Reserve Fund.* No reserve or replacement fund has been established for the Bonds.

(b) *No Other Replacement or Pledged Funds.* None of the Bond proceeds will be used as a substitute for other funds that were intended or earmarked to pay costs of the Financed Facility, and that have been or will be used to acquire higher yielding Investments. Except for the Debt Service Fund, there are no other funds pledged or committed in a manner that provides a reasonable assurance that such funds would be available for payment of the principal of or interest on the Bonds if the Authority or the University encounters financial difficulty.

Section 3.11. Purpose Investment Yield. The Yield on the Loan will not exceed the Yield on the Bonds by more than 1/8%, as permitted by Regulations § 1.148-2(d)(2)(i). In determining such Loan Yield, “qualified administrative costs” of the Loan paid by the University are taken into account to increase payments for, and reduce receipts from, the Loan, as permitted by Regulations § 1.148-5(e)(3). “Qualified administrative costs” are (a) costs or expenses paid, directly or indirectly, to purchase, carry, sell or retire the Loan, and (b) costs of issuing, carrying or repaying the Bonds, and the underwriting fees; but fees paid to the Authority are not qualified administrative costs.

Section 3.12. Issue Price and Yield on Bonds.

(a) *Issue Price.* Based on the certifications of the Lender in the Certificate Regarding Issue Price, the issue price of the Bonds pursuant to Regulations § 1.148-1(f)(2)(i) (relating to the so-called “private placement rule”) is the price paid by the Lender (\$15,730,000.00).

(b) *Bond Yield.* Based on the issue price, the Yield on the Bonds is _____%, as computed by Bond Counsel and shown on **Exhibit A**. Neither the Authority nor the University has entered into an interest rate swap agreement with respect to any portion of the proceeds of the Bonds.

Section 3.13. Miscellaneous Arbitrage Matters.

(a) *No Abusive Arbitrage Device.* The Bonds are not and will not be part of a transaction or series of transactions that has the effect of (1) enabling the Authority or the University to exploit the difference between tax-exempt and taxable interest rates to gain a material financial advantage, and (2) overburdening the tax-exempt bond market.

(b) *No Over-Issuance.* The sale proceeds of the Bonds, together with expected Investment earnings thereon and other money contributed by the University, do not exceed the cost of the governmental purpose of the Bonds as described above.

Section 3.14. Conclusion. On the basis of the facts, estimates and circumstances set forth in this Tax Agreement, the Authority does not expect that the Bond proceeds will be used in a manner that would cause any Bond to be an “arbitrage bond” within the meaning of Code § 148 and the Regulations.

ARTICLE IV

POST-ISSUANCE TAX REQUIREMENTS, POLICIES AND PROCEDURES

Section 4.1. General.

(a) *Purpose of Article.* The purpose of this Article is to supplement the Authority Tax Compliance Procedure and to set out specific policies and procedures governing compliance with the federal income tax requirements that apply after the Bonds are issued. The Authority and the University recognize that interest on the Bonds will remain excludable from gross income only if the Post-Issuance Tax Requirements are followed after the Issue Date. The Authority and the University further acknowledge that written evidence substantiating compliance with the Post-Issuance Tax Requirements must be retained in order to permit the Bonds to be refinanced with tax-exempt obligations and substantiate the position that interest on the Bonds is exempt from gross income in the event of an audit of the Bonds by the IRS.

(b) *Provisions Supplement Written Policies and Procedures of the Authority.* The Authority intends for the Authority Tax Compliance Procedure, as supplemented by this Tax Agreement, to be its primary written policies and procedures for monitoring compliance with the Post-Issuance Tax Requirements for the Bonds and to supplement any other formal policies and procedures related to tax compliance that the Authority has established. The provisions of this Tax Agreement are intended to be consistent with the Authority Tax Compliance Procedure. In the event of any inconsistency between the Authority Tax Compliance Procedure and this Tax Agreement, the terms of this Tax Agreement will govern. A copy of the current Authority Tax Compliance Procedure is attached to this Tax Agreement as **Exhibit H**.

(c) *University Responsible for Post-Issuance Tax Requirements.* The Authority Tax Compliance Procedure contemplates that the University and the University’s Bond Compliance Officer will follow the Authority Tax Compliance Procedure. The Authority and the University acknowledge that the investment and expenditure of proceeds of the Bonds are within the control of the University, and that substantially all of the proceeds and the property financed by the Bonds is controlled by the University. For these reasons, the Authority and the Authority Bond Compliance Officer are relying on the University and the University Bond Compliance Officer to carry out the Post-Issuance Tax Requirements as set out in this Tax Agreement and the Authority Tax Compliance Procedure. The University agrees to undertake these obligations and the obligations imposed on it by the Authority Tax Compliance Procedure. The University has adopted the University Tax Compliance Procedure to assist with meeting its Post-Issuance Tax Requirements. The Authority and the Authority Bond Compliance Officer will cooperate with the University when necessary to enable the University to fulfill its Post-Issuance Tax Requirements. Subject to this **Section 4.1(c)** and **4.1(d)**, this cooperation includes, but is not limited to, signing Form 8038-T in connection with the payment of arbitrage rebate or Yield reduction payments, participating in any federal income tax audit of the Bonds or related proceedings under a voluntary compliance agreement procedure (VCAP) or a remedial action procedure pursuant to Regulations § 1.141-12.

(d) *Opinion of Bond Counsel.* The University is responsible for obtaining any advice or Opinion of Bond Counsel required under the provisions of this Tax Agreement, including any advice or Opinion of Bond Counsel required by this Tax Agreement or the Annual Compliance Checklist. If the University desires to take any action requiring an Opinion of Bond Counsel under this Tax Agreement or

the Annual Compliance Checklist, the University Bond Compliance Officer shall obtain an Opinion of Bond Counsel and shall not take such action unless an Opinion of Bond Counsel is successfully obtained. If the University requests that the Authority take any action for the purpose of carrying out the Post-Issuance Tax Requirements, the Authority is entitled to seek and receive an Opinion of Bond Counsel acceptable to the Authority prior to taking such action.

(e) *Payment of Costs of Post-Issuance Tax Requirements and Indemnifications.* Neither the Authority nor the Bond Trustee is required to incur any cost in connection with any action taken related to the Post-Issuance Tax Requirements, it being the intent of the parties that all costs of the Post-Issuance Tax Requirements will be paid by, or immediately reimbursed by, the University. With respect to all actions requested of the Authority by the University involving compliance with Post-Issuance Tax Requirements, the Authority is entitled to recover from the University all legal and other fees and expenses incurred and has all rights of indemnification against the University generally contained in the Loan Agreement and the Bond Indenture.

Section 4.2. Record Keeping; Use of Bond Proceeds and Use of Financed Facilities.

(a) *Record Keeping.* The University Bond Compliance Officer will maintain the Tax-Exempt Bond File for the Bonds in accordance with the Authority Tax Compliance Procedure. Unless otherwise specifically instructed in a written Opinion of Bond Counsel or to the extent otherwise provided in this Tax Agreement, the University Bond Compliance Officer shall retain records related to the Post-Issuance Tax Requirements until 3 years following the final maturity of (i) the Bonds or (ii) any obligation issued to refund the Bonds. Any records maintained electronically must comply with Section 4.01 of Revenue Procedure 97-22, which generally provides that an electronic storage system must (1) ensure an accurate and complete transfer of the hardcopy records which indexes, stores, preserves, retrieves and reproduces the electronic records, (2) include reasonable controls to ensure integrity, accuracy and reliability of the electronic storage system and to prevent unauthorized alteration or deterioration of electronic records, (3) exhibit a high degree of legibility and readability both electronically and in hardcopy, (4) provide support for other books and records of the University and (5) not be subject to any agreement that would limit the ability of the IRS to access and use the electronic storage system on the University's premises. If requested, the University Bond Compliance Officer will provide the Authority Bond Compliance Officer or the Bond Trustee with a complete copy of the Tax-Exempt Bond File. The Authority is under no obligation to review the information provided to it under this **Article IV**.

(b) *Accounting and Allocation of Bond Proceeds and Qualified Equity to Expenditures.* The University Bond Compliance Officer will account for the investment and expenditure of Bond proceeds in the level of detail required by the Authority Tax Compliance Procedure. The University Bond Compliance Officer will supplement the expected allocation of Bond proceeds and Qualified Equity to expenditures with a Final Written Allocation as required by the Authority Tax Compliance Procedure. A sample form of Final Written Allocation is attached to this Tax Agreement as **Exhibit G**.

(c) *Annual Compliance Checklist.* Attached as **Exhibit F** is a form of Annual Compliance Checklist for the Project. The University Bond Compliance Officer will promptly complete and sign the Annual Compliance Checklist each fiscal year and return it to the Authority Bond Compliance Officer.

Section 4.3. Investment Yield Restriction. Except as described below, Gross Proceeds must not be invested at a Yield greater than the Yield on the Bonds:

(a) *Project Fund and Cost of Issuance Fund.* Bond proceeds deposited in the Project Fund and Cost of Issuance Fund and Investment earnings on those proceeds may be invested without Yield

restriction for up to 3 years following the Issue Date. If any unspent proceeds remain in the Project Fund and Cost of Issuance Fund after 3 years, those amounts may continue to be invested without Yield restriction so long as the University pays to the IRS all Yield reduction payments in accordance with Regulations § 1.148-5(c). These payments are required whether or not the Bonds are exempt from the arbitrage rebate requirements of Code § 148.

(b) *Debt Service Fund.* To the extent that the Debt Service Fund qualifies as a Bona Fide Debt Service Fund, money in the Debt Service Fund may be invested without Yield restriction for 13 months after the date of deposit. Earnings on these amounts may be invested without Yield restriction for 1 year after the date of receipt of such earnings.

(c) *Rebate Fund.* Money other than sale proceeds or Investment proceeds of the Bonds on deposit in the Rebate Fund may be invested without Yield restriction.

(d) *Minor Portion.* In addition to the amounts described above, Gross Proceeds not exceeding the Minor Portion may be invested without Yield restriction.

Section 4.4. Procedures for Establishing Fair Market Value of Investments.

(a) *General.* No Investment may be acquired with Gross Proceeds for an amount (including transaction costs) in excess of the fair market value of such Investment, or sold or otherwise disposed of for an amount (including transaction costs) less than the fair market value of the Investment. The fair market value of any Investment is the price a willing buyer would pay to a willing seller to acquire the Investment in a bona fide, arm's-length transaction. Fair market value will be determined in accordance with Regulations § 1.148-5.

(b) *Established Securities Market.* Except for Investments purchased for a Yield-restricted defeasance escrow, if an Investment is purchased or sold in an arm's-length transaction on an established securities market (within the meaning of Code § 1273), the purchase or sale price constitutes the fair market value. Where there is no established securities market for an Investment, market value must be established using one of the paragraphs below. The fair market value of Investments purchased for a Yield-restricted defeasance escrow must be determined in a bona fide solicitation for bids that complies with Regulations § 1.148-5.

(c) *Certificates of Deposit.* The purchase price of a certificate of deposit (a "CD") is treated as its fair market value on the purchase date if (1) the CD has a fixed interest rate, a fixed payment schedule, and a substantial penalty for early withdrawal, (2) the Yield on the CD is not less than the Yield on reasonably comparable direct obligations of the United States, and (3) the Yield is not less than the highest Yield published or posted by the CD issuer to be currently available on reasonably comparable CDs offered to the public.

(d) *Guaranteed Investment Contracts.* The Authority and the University are applying Regulations § 1.148-5(d)(6)(iii)(A) to the Bonds. The purchase price of a Guaranteed Investment Contract is treated as its fair market value on the purchase date if all of the following requirements are met:

(1) Bona Fide Solicitation for Bids. The University or the Bond Trustee makes a bona fide solicitation for the Guaranteed Investment Contract, using the following procedures:

(A) The bid specifications are in writing and are timely forwarded to potential providers, or are made available on an internet website or other similar electronic media

that is regularly used to post bid specifications to potential bidders. A writing includes a hard copy, a fax, or an electronic e-mail copy.

(B) The bid specifications include all “material” terms of the bid. A term is material if it may directly or indirectly affect the yield or the cost of the Guaranteed Investment Contract.

(C) The bid specifications include a statement notifying potential providers that submission of a bid is a representation (i) that the potential provider did not consult with any other potential provider about its bid, (ii) that the bid was determined without regard to any other formal or informal agreement that the potential provider has with the Authority, the University, the Bond Trustee, or any other person (whether or not in connection with the bond issue), and (iii) that the bid is not being submitted solely as a courtesy to the Authority, the University, the Bond Trustee, or any other person, for purposes of satisfying the requirements of the Regulations.

(D) The terms of the bid specifications are “commercially reasonable.” A term is commercially reasonable if there is a legitimate business purpose for the term other than to increase the purchase price or reduce the yield of the Guaranteed Investment Contract.

(E) The terms of the solicitation take into account the University’s reasonably expected deposit and draw-down schedule for the amounts to be invested.

(F) All potential providers have an equal opportunity to bid. If the bidding process affords any opportunity for a potential provider to review other bids before providing a bid, then providers have an equal opportunity to bid only if all potential providers have an equal opportunity to review other bids. Thus, no potential provider may be given an opportunity to review other bids that is not equally given to all potential providers (that is no exclusive “last look”).

(G) At least 3 “reasonably competitive providers” are solicited for bids. A reasonably competitive provider is a provider that has an established industry reputation as a competitive provider of the type of investments being purchased.

(2) Bids Received. The bids received by the University or Bond Trustee must meet all of the following requirements:

(A) The University or Bond Trustee receives at least 3 bids from providers that were solicited as described above and that do not have a “material financial interest” in the issue. For this purpose, (i) a lead underwriter in a negotiated underwriting transaction is deemed to have a material financial interest in the issue until 15 days after the issue date of the issue, (ii) any entity acting as a financial advisor with respect to the purchase of the Guaranteed Investment Contract at the time the bid specifications are forwarded to potential providers has a material financial interest in the issue, and (iii) a provider that is a related party to a provider that has a material financial interest in the issue is deemed to have a material financial interest in the issue.

(B) At least 1 of the 3 bids received is from a reasonably competitive provider, as defined above.

(C) If the University or Bond Trustee uses an agent or broker to conduct the bidding process, the agent or broker did not bid to provide the Guaranteed Investment Contract.

(3) Winning Bid. The winning bid is the highest yielding bona fide bid (determined net of any broker's fees).

(4) Fees Paid. The obligor on the Guaranteed Investment Contract certifies the administrative costs that it pays (or expects to pay, if any) to third parties in connection with supplying the Guaranteed Investment Contract.

(5) Records. The University and, to the extent provided a copy of such records, the Authority and the Bond Trustee, will retain the following records with the bond documents until 3 years after the last outstanding Bond is redeemed:

(A) A copy of the Guaranteed Investment Contract.

(B) The receipt or other record of the amount actually paid by the University or Bond Trustee for the Guaranteed Investment Contract, including a record of any administrative costs paid by the University or Bond Trustee, and the certification as to fees paid, described in paragraph (d)(4) above.

(C) For each bid that is submitted, the name of the person and entity submitting the bid, the time and date of the bid, and the bid results.

(D) The bid solicitation form and, if the terms of the Guaranteed Investment Contract deviated from the bid solicitation form or a submitted bid is modified, a brief statement explaining the deviation and stating the purpose for the deviation.

(e) *Other Investments*. If an Investment is not described above, the fair market value may be established through a competitive bidding process, as follows:

(1) at least 3 bids on the Investment must be received from persons with no financial interest in the Bonds (*e.g.*, as underwriters or brokers); and

(2) the Yield on the Investment must be equal to or greater than the Yield offered under the highest bid.

Section 4.5. Exemption of Certain Gross Proceeds from the Rebate Requirement.

(a) *General*. A portion of the Gross Proceeds of the Bonds may be exempt from rebate pursuant to one or more of the following exceptions. The exceptions typically will not apply with respect to all Gross Proceeds of the Bonds and will not otherwise affect the application of the Investment limitations described in **Section 4.3**. Unless specifically noted, the obligation to compute, and if necessary, to pay rebate as set forth in **Section 4.6** applies even if a portion of the Gross Proceeds of the Bonds is exempt from the rebate requirement. To the extent all or a portion of the Bonds is exempt from rebate the Rebate Analyst may account for such fact in connection with its preparation of a rebate report described in **Section 4.6**.

(b) *Applicable Spending Exceptions.*

(1) The University and (based solely on the expectations of the University) the Authority expect that at least 75% of the Available Construction Proceeds will be used for construction or rehabilitation expenditures for property owned by the University.

(2) The following optional rebate spending exceptions can apply to the Bonds:

- 6-month spending exception (Code § 148(f)(4)(B) and Regulations § 1.148-7(c)).
- 18-month spending exception (Regulations § 1.148-7(d)).
- 2-year spending exception (Code § 148(f)(4)(C) and Regulations § 1.148-7(e)).

(c) *Special Elections Made with Respect to Spending Exception Elections.* No special elections are being made in connection with the application of the spending exceptions.

(d) *Bona Fide Debt Service Fund.* To the extent that the Debt Service Fund qualifies as a Bona Fide Debt Service Fund, Investment earnings in the fund cannot be taken into account in computing arbitrage rebate (1) with respect to such portion that meets the 6-month, 18-month or 2-year spending exception, or (2) for a given Bond Year, if the gross earnings on the Debt Service Fund for such Bond Year are less than \$100,000. If the average annual debt service on the Bonds does not exceed \$2,500,000, the \$100,000 earnings test may be treated as satisfied in every Bond Year.

(e) *Documenting Application of Spending Exception.* At any time prior to the first Computation Date, the University may engage the Rebate Analyst to determine whether one or more spending exceptions has been satisfied, and the extent to which the University must continue to comply with **Section 4.6** hereof.

(f) *General Requirements for Spending Exception.* The following general requirements apply in determining whether a spending exception is met.

(1) Using Adjusted Gross Proceeds or Available Construction Proceeds to pay principal of any Bonds is not taken into account as an expenditure for purposes of meeting any of the spending tests.

(2) The 6-month spending exception generally is met if all Adjusted Gross Proceeds of the Bonds are spent within 6 months following the Issue Date. The test may still be satisfied even if up to 5% of the sale proceeds remain at the end of the initial 6-month period, so long as this amount is spent within 1 year of the Issue Date.

(3) The 18-month spending exception generally is met if all Adjusted Gross Proceeds of the Bonds are spent in accordance with the following schedule:

Time Period After the Issue Date	Minimum Percentage of Adjusted Gross Proceeds Spent
6 months	15%
12 months	60%
18 months (Final)	100%

(4) The 2-year spending exception generally is met if all Available Construction Proceeds are spent in accordance with the following schedule:

Time Period After the Issue Date	Minimum Percentage of Available Construction Proceeds Spent
6 months	10%
12 months	45%
18 months	75%
24 months (Final)	100%

(5) For purposes of applying the 18-month and 2-year spending exceptions only, the failure to satisfy the **final** spending requirement is disregarded if the University uses due diligence to complete the Financed Facility and the failure does not exceed the lesser of 3% of the aggregate issue price the Bonds or \$250,000. **No such exception applies for any other spending period.**

(6) For purposes of applying the 18-month and 2-year spending exceptions only, the Bonds meet the applicable spending test even if, at the end of the **final** spending period, proceeds not exceeding a Reasonable Retainage remain unspent, so long as such Reasonable Retainage is spent within 30 months after the Issue Date in the case of the 18-month spending exception or 3 years after the Issue Date in the case of the 2-year spending exception.

Section 4.6. Computation and Payment of Arbitrage Rebate.

(a) *Rebate Fund.* The Bond Trustee will keep the Rebate Fund separate from all other funds and will administer the Rebate Fund under this Tax Agreement. Any Investment earnings derived from the Rebate Fund will be credited to the Rebate Fund, and any Investment loss will be charged to the Rebate Fund.

(b) *Computation of Rebate Amount.* The Bond Trustee will provide the Rebate Analyst Investment reports relating to each fund held by the Bond Trustee at such times as reports are provided to the University, and not later than 10 days following each Computation Date. The University will provide the Rebate Analyst with copies of Investment reports for any funds containing Gross Proceeds that are held by a party other than the Bond Trustee annually as of the end of each Bond Year and not later than 10 days following each Computation Date. Each Investment report provided to the Rebate Analyst will contain a record of each Investment, including (1) purchase date, (2) purchase price, (3) information establishing the fair market value on the date such Investment was allocated to the Bonds, (4) any accrued interest paid, (5) face amount, (6) coupon rate, (7) frequency of interest payments, (8) disposition price, (9) any accrued interest received, and (10) disposition date. Such records may be supplied in electronic form. The Rebate

Analyst will compute rebate following each Computation Date and deliver a written report to the Bond Trustee, the University and the Authority together with an opinion or certificate of the Rebate Analyst stating that arbitrage rebate was determined in accordance with the Regulations. Each report and opinion will be provided not later than 45 days following the Computation Date to which it relates. In performing its duties, the Rebate Analyst may rely, in its discretion, on the correctness of financial analysis reports prepared by other professionals. If the sum of the amount on deposit in the Rebate Fund and the value of prior rebate payments is less than the arbitrage rebate due, the University will, within 55 days after such Computation Date, pay to the Bond Trustee the amount of the deficiency for deposit into the Rebate Fund. The Trustee will transfer any balance remaining in the Rebate Fund to the University with the written approval of the Rebate Analyst or following the payment of any rebate due as of the final Computation Date. Any such sums transferred to the University may be used for any purpose not prohibited by law.

(c) *Rebate Payments.* Within 60 days after each Computation Date, the Bond Trustee must pay (but solely from money in the Rebate Fund or provided by the University) to the United States the rebate amount then due, determined by the Rebate Analyst in accordance with the Regulations. Each payment must be (1) accompanied by IRS Form 8038-T and such other forms, documents or certificates as may be required by the Regulations, and (2) mailed or delivered to the IRS at the address shown below, or to such other location as the IRS may direct:

Internal Revenue Service Center
Ogden, UT 84201

(d) *Successor Rebate Analyst.* If the firm acting as the Rebate Analyst resigns or becomes incapable of acting for any reason, or if either the University or the Authority desire that a different firm act as the Rebate Analyst, then the University (so long as no event of default hereunder or under the Loan Agreement has occurred and is continuing), with the written consent of the Authority (which consent will not be unreasonably withheld) or the Authority, by an instrument or concurrent instruments in writing delivered to the Bond Trustee, the firm then serving as the Rebate Analyst and any other party to this Tax Agreement, will name a successor Rebate Analyst. In each case the successor Rebate Analyst must be a firm of nationally recognized bond counsel or a firm of independent certified public accountants and such firm must expressly agree to undertake the responsibilities assigned to the Rebate Analyst hereunder. In the event the firm acting as the Rebate Analyst resigns or becomes incapable of acting for any reason and neither the Authority nor the University appoints a qualified successor Rebate Analyst within 30 days following a request to appoint a successor Rebate Analyst, then the Bond Trustee will appoint a firm to act as the successor Rebate Analyst.

(e) *Filing Requirements.* The Authority (if requested in writing by the University), the Bond Trustee and the University will file or cause to be filed with the IRS reports or other documents as are required by the Code in accordance with an Opinion of Bond Counsel addressed and delivered to such parties.

(f) *Survival after Defeasance.* Notwithstanding anything in the Bond Indenture or this Tax Agreement to the contrary, the obligation to pay arbitrage rebate to the United States will survive the payment or defeasance of the Bonds.

Section 4.7. Tax Audits. The Authority and the University acknowledge that the IRS has a routine tax audit program in place and that the cost of professional representation and compliance with requests for records and other information that are a part of such an audit can be substantial, even if no violation of tax laws are found. The Authority and the University also recognize that under current administrative procedures the IRS must direct audit inquiries to the Authority, even though the University has the primary responsibility for maintaining the exclusion of interest on the Bonds from gross income for federal income

tax purposes. Upon receipt of notice of the commencement of any audit of the Bonds, the University or the Authority will notify the other promptly. Throughout the term of the audit and any subsequent proceedings, the Authority and the University will provide copies to one another of any correspondence received from or transmitted to the IRS by the other. The Authority may hire its own legal counsel to represent its interests in connection with the audit or in any further proceeding that results from the audit. At the request of the Authority, the University will hire separate legal counsel to represent the University's interests in the audit. The University, upon written request of the Authority, will assume responsibility for responding to information and document requests made by the auditor that are within the knowledge or possession of the University. Promptly on demand by the Authority in writing, the University will pay costs incurred by the Authority in connection with the audit or any legal or administrative proceeding resulting from the audit (including the Authority's reasonable attorney's fees and expenses). So long as the University shall not be in default under the terms of the Loan Agreement neither the Authority nor the University shall have the right to represent or otherwise bind the other party in connection with any settlement related to the tax-exempt status of the Bonds. Nothing contained in this section is intended to limit the rights of the Authority to recovery under the Loan Agreement or any other agreement or certificate executed in connection with the issuance of the Bonds.

ARTICLE V

MISCELLANEOUS PROVISIONS

Section 5.1. Term of Tax Agreement. This Tax Agreement will be effective concurrently with the issuance and delivery of the Bonds and will continue in force and effect until the principal of, redemption premium, if any, and interest on all Bonds have been fully paid and all such Bonds are cancelled; provided that, the provisions of **Article IV** hereof regarding payment of arbitrage rebate and all related penalties and interest will remain in effect until all such amounts are paid to the United States and the provisions in **Section 4.2** hereof relating to record keeping shall continue in force for the period described therein for records to be retained.

Section 5.2. Amendments. This Tax Agreement may be amended from time to time by the parties to this Tax Agreement without notice to or the consent of any of the Bondowners, but with the written consent of the Lender if it is the sole owner of all Bonds outstanding, but only if such amendment is in writing and is accompanied by an Opinion of Bond Counsel to the effect that, under then existing law, assuming compliance with this Tax Agreement as so amended, the Bond Indenture and the Loan Agreement, such amendment will not cause any Bond to be an arbitrage bond under Code § 148 or otherwise cause interest on any Bond to be included in gross income for federal income tax purposes. No amendment will become effective until the Authority, the University, the Lender (if it is the sole owner of all Bonds outstanding) and the Bond Trustee receive an Opinion of Bond Counsel, addressed to the Authority, the University, the Lender and the Bond Trustee, that the amendment will not adversely affect the exclusion of the interest on the Bonds from gross income for federal income tax purposes.

Section 5.3. Opinion of Bond Counsel. The Authority, the University, and the Bond Trustee may deviate from the provisions of this Tax Agreement if furnished with an Opinion of Bond Counsel to the effect that the proposed deviation will not adversely affect the exclusion of interest on the Bonds from gross income for federal income tax purposes. The Authority (to the extent within its power or direction), the University and the Bond Trustee further agree to comply with any further or different instructions provided in an Opinion of Bond Counsel to the effect that the further or different instructions need to be complied with in order to maintain the validity of the Bonds or the exclusion from gross income of interest on the Bonds.

Section 5.4. Reliance. In delivering this Tax Agreement the Authority and the Bond Trustee are making only those certifications, representations and agreements as are specifically attributed to them in this Tax Agreement. The balance of the certifications, representations and agreements contained in this Tax Agreement, except those made by the Lender in the Certificate Regarding Issue Price, are those of the University, and the Authority and the Bond Trustee are relying on the University with respect to them. Neither the Authority nor the Bond Trustee is aware of any facts or circumstances which would cause it to question the accuracy of the facts, circumstances, estimates or expectations of the University or the Lender and, to the best of the Authority's or the Bond Trustee's knowledge, those facts, circumstances, estimates and expectations are reasonable.

Section 5.5. Severability. If any provision in this Tax Agreement or in the Bonds is determined to be invalid, illegal or unenforceable, the validity, legality and enforceability of the remaining provisions will not be affected or impaired.

Section 5.6. Benefit of Agreement. This Tax Agreement is binding upon the Authority, the Bond Trustee and the University and their respective successors and assigns, and inures to the benefit of the parties to this Tax Agreement and the owners of the Bonds. Nothing in this Tax Agreement or in the Bond Indenture or the Bonds, express or implied, gives to any person, other than the parties to this Tax Agreement and their successors and assigns, and the owners of the Bonds, any benefit or any legal or equitable right, remedy or claim under this Tax Agreement. The certifications and representations made in this Tax Agreement and the expectations presented in this Tax Agreement are intended, and may be relied upon, as a certification of an officer of the Authority given in good faith described in Regulations § 1.148-2(b)(2). The University understands that its certifications in this Tax Agreement and in its Closing Certificate will be relied upon by the Authority in the issuance of the Bonds and execution of this Tax Agreement. The Authority and the University understand that such certifications will be relied upon by the law firm of Gilmore & Bell, P.C., in rendering its opinion as to the validity of the Bonds and the exclusion from federal gross income of the interest on the Bonds.

Section 5.7. Default, Breach and Enforcement. Any misrepresentation of a party contained herein or any breach of a covenant or agreement contained in this Tax Agreement is an event of default under this Tax Agreement. This Tax Agreement is defined as a "Transaction Document" in the Bond Indenture, and remedies for an event of default under this Tax Agreement may be pursued pursuant to the terms of the Bond Indenture, the Loan Agreement or any other document which references this Tax Agreement and gives remedies for an event of default thereunder, subject to all applicable notice, grace, and cure periods set forth therein.

Section 5.8. Execution in Counterparts. This Tax Agreement may be executed in any number of counterparts, each of which so executed will be deemed to be an original, but all such counterparts will together constitute the same instrument.

Section 5.9. Governing Law. This Tax Agreement will be governed by and construed in accordance with the laws of the State.

Section 5.10. Electronic Transactions. The parties agree that the transaction described in this Tax Agreement may be conducted, and related documents may be stored, by electronic means.

[Remainder of this page intentionally left blank.]

IN WITNESS WHEREOF, the parties to this Tax Agreement have caused this Tax Agreement to be duly executed by their duly authorized officers as of the Issue Date.

**HEALTH AND EDUCATIONAL FACILITIES
AUTHORITY OF THE STATE OF MISSOURI**

By: _____
Title: Executive Director

**U.S. BANK NATIONAL ASSOCIATION., as
Bond Trustee**

By: _____
Title: Vice President

MISSOURI STATE UNIVERSITY

By: _____
Title: Chief Financial Officer

EXHIBIT A

**DEBT SERVICE SCHEDULE, PROOF OF BOND YIELD
AND
CALCULATION OF WEIGHTED AVERAGE MATURITY**

EXHIBIT B

IRS FORM 8038-G

ATTACHMENT A TO FORM 8038-G:

**\$15,730,000
Educational Facilities Revenue Bonds
(Missouri State University)
Series 2019A**

PART II: Type of Issue

Line 11-18 Users of Bond Proceeds:

Form 8038-G Line Number	User Name	Employer Identification Number	Governmental or Nongovernmental Entity	Summary of Use
11	Missouri State University	44-6000308	Governmental	Educational Building

EXHIBIT C

COPY OF RESOLUTION OF OFFICIAL INTENT

EXHIBIT D

DESCRIPTION OF PROPERTY COMPRISING THE PROJECT

[See Spreadsheet]

EXHIBIT E

CERTIFICATE REGARDING ISSUE PRICE

\$15,730,000
Educational Facilities Revenue Bonds
(Missouri State University)
Series 2019A

The undersigned, on behalf of Capital Public Funding, LLC (the “Lender”), as the initial owner of the above-described bonds (the “Bonds”), being issued on the date of this Certificate by the Health and Educational Facilities Authority of the State of Missouri (the “Authority”), certifies and represents as follows:

1. Receipt of Bonds. The Lender acknowledges receipt on the date hereof of all of the Bonds, consisting of a single, fully registered Bond in authorized denominations in a form acceptable to the Lender.

2. Issue Price.

(a) *Purchase Price.* On the date of this Certificate, the Lender is acquiring the Bonds for the amount of \$15,730,000.00. The Lender is not acting as an Underwriter with respect to the Bonds. The Lender has no present intention to sell, reoffer, or otherwise dispose of the Bonds (or any portion of the Bonds or any interest in the Bonds). The Lender has not contracted with any person pursuant to a written agreement to have such person participate in the initial sale of the Bonds, and the Lender has not agreed with the Authority pursuant to a written agreement to sell the Bonds to persons other than the Lender or a Related Party to the Lender.

(b) *Defined Terms.*

(i) The term “Public” means any person (including an individual, trust, estate, partnership, association, company, or corporation) other than an Underwriter or a Related Party to an Underwriter.

(ii) The term “Related Party” is defined in U.S. Treasury Regulation § 1.150-1(b) which generally provides that the term related party means any two or more persons who have a greater than 50 percent common ownership, directly or indirectly.

(iii) The term “Underwriter” means (A) any person that agrees pursuant to a written contract with the Authority (or with the lead underwriter to form an underwriting syndicate) to participate in the initial sale of the Bonds to the Public, and (B) any person that agrees pursuant to a written contract directly or indirectly with a person described in clause (A) of this paragraph to participate in the initial sale of the Bonds to the Public (including a member of a selling group or a party to a retail distribution agreement participating in the initial sale of the Bonds to the Public).

Dated: January 23, 2019.

CAPITAL ONE PUBLIC FUNDING, LLC

By: _____

Name: _____

Title: _____

EXHIBIT F

SAMPLE ANNUAL COMPLIANCE CHECKLIST

Name of tax-exempt bonds (“Bonds”) financing	\$15,730,000 Educational Facilities Revenue
Financed Facility:	Bonds (Missouri State University), Series 2019A
Issue Date of Bonds:	January 23, 2019
Placed in service date of Project:	_____
Name of University Bond Compliance Officer:	_____
Period covered by request (“Annual Period”):	_____

Item	Question	Response
1 Ownership	Was the entire Project owned by the University during the entire Annual Period?	<input type="checkbox"/> Yes <input type="checkbox"/> No
	If answer above was “No,” was advice of legal counsel obtained prior to the transfer? If Yes, include description of the conclusions in the Tax-Exempt Bond File. If No, contact legal counsel and include description of resolution in the Tax-Exempt Bond File.	<input type="checkbox"/> Yes <input type="checkbox"/> No

Item	Question	Response
2 Leases & Other Rights to Possession	During the Annual Period, was any part of the Project leased at any time pursuant to a lease or similar agreement for more than 50 days?	<input type="checkbox"/> Yes <input type="checkbox"/> No
	If answer above was “Yes,” was advice of legal counsel obtained prior to entering into the lease or other arrangement? If Yes, include description of the conclusions in the Tax-Exempt Bond File. If No, contact legal counsel and include description of resolution in the Tax-Exempt Bond File.	<input type="checkbox"/> Yes <input type="checkbox"/> No

Item	Question	Response
3 Management or Service Agreements	During the Annual Period, has the management of all or any part of the operations of the Project (e.g., cafeteria, gift shop, etc.) been assumed by or transferred to another entity?	<input type="checkbox"/> Yes <input type="checkbox"/> No
	If answer above was “Yes,” was advice of legal counsel obtained prior to entering into the management agreement? If Yes, include description of the conclusions in the Tax-Exempt Bond File.	<input type="checkbox"/> Yes <input type="checkbox"/> No

Item	Question	Response
	If No, contact legal counsel and include description of resolution in the Tax-Exempt Bond File.	

Item	Question	Response
4 Other Use	Was any other agreement entered into with an individual or entity that grants special legal rights to the Project?	<input type="checkbox"/> Yes <input type="checkbox"/> No
	If answer above was "Yes," was advice of legal counsel obtained prior to entering into the agreement?	<input type="checkbox"/> Yes <input type="checkbox"/> No
	If Yes, include description of the conclusions in the Tax-Exempt Bond File. If No, contact legal counsel and include description of resolution in the Tax-Exempt Bond File.	

Item	Question	Response
5 Arbitrage & Rebate	Have all rebate and yield reduction calculations mandated in the Tax Compliance Agreement been prepared for the current year?	<input type="checkbox"/> Yes <input type="checkbox"/> No
	If No, contact Rebate Analyst and incorporate report or include description of resolution in the Tax-Exempt Bond File.	

University Bond Compliance Officer: _____

Date Completed: _____

EXHIBIT G

SAMPLE FINAL WRITTEN ALLOCATION

\$15,730,000

**Educational Facilities Revenue Bonds
(Missouri State University)
Series 2019A**

Final Written Allocation

The undersigned is the Bond Compliance Officer of Missouri State University (the “University”) and in that capacity is authorized to execute federal income tax returns required to be filed by the University and to make appropriate elections and designations regarding federal income tax matters on behalf of the University. This allocation of the proceeds of the bond issue referenced above (the “Bonds”) is necessary for the University to satisfy ongoing reporting and compliance requirements under federal income tax laws.

Purpose. This document, together with the schedules and records referred to below, is intended to memorialize allocations of Bond proceeds to expenditures for purposes of §§ 141 and 148 of the Internal Revenue Code (the “Code”). All allocations are or were previously made no later than 18 months following the date the expenditure was made by the University or, if later, the date the “project” was “placed in service” (both as defined below), and no later than 60 days following the 5th anniversary of the issue date of the Bonds.

Background. The Bonds were issued on January 23, 2019 (the “Issue Date”), by the Health and Educational Facilities Authority of the State of Missouri (the “Authority”). The Bonds were issued in order to provide funds for the acquisition, construction, renovation, equipping and improvement of various educational facilities of the University, including (i) acquisition of buildings currently leased by the University in the City of Springfield, Missouri and located in the core city area known as “Brick City”, and (ii) miscellaneous capital improvements to academic facilities on the Springfield campus (collectively, the “Project”). The Bonds were issued pursuant to a Bond Indenture of the Authority. Proceeds of the Bonds were deposited to the following accounts:

- Project Fund; and
- Cost of Issuance Fund

Sources Used to Fund Project Costs and Allocation of Proceeds to Project Costs. A portion of the costs of the Project was paid from sale proceeds of the Bonds and from earnings from the investment of sale proceeds of the bonds. The remaining portion of the costs of the Project was paid and from other money of the University. The total costs of the Project and the allocation of Bond proceeds to Project costs is shown on **Schedule 1** to this Final Written Allocation.

Identification of Financed Assets. The portions of the Project financed from Bond proceeds (i.e., the “Financed Facility” referenced in the Tax Compliance Agreement) are listed on page 1 of **Schedule 2** to this Final Written Allocation.

Identification and Timing of Expenditures for Arbitrage Purposes. For purposes of complying with the arbitrage rules, the University allocates the proceeds of the Bonds to the various expenditures described in the invoices, requisitions or other substantiation attached as **Schedule 2** to this Final Written Allocation. In each case, the cost requisitioned was either paid directly to a third party or reimbursed the University for

an amount it had previously paid or incurred. Amounts allocated to interest expense are treated as paid on the interest payment dates for the Bonds.

Placed In Service. The Project was “placed in service” on the date set out on **Schedule 2** to this Final Written Allocation. For this purpose, the assets are considered to be “placed in service” as of the date on which, based on all the facts and circumstances: (1) the constructing and equipping of the asset has reached a degree of completion which would permit its operation at substantially its design level; and (2) the asset is, in fact, in operation at that level.

This allocation has been prepared based on statutes and regulations existing as of this date. The University reserves the right to amend this allocation to the extent permitted by future Treasury Regulations or similar authorities.

MISSOURI STATE UNIVERSITY

By: _____
Title: _____

Dated: _____

Name of Legal Counsel/Law Firm Reviewing Final Written Allocation:

Date of Review: _____

**SCHEDULE 1
TO FINAL WRITTEN ALLOCATION**

ALLOCATION OF SOURCES AND USES

[Insert Spreadsheet]

**SCHEDULE 2
TO FINAL WRITTEN ALLOCATION**

**IDENTIFICATION OF FINANCED FACILITY
&
DETAILED LISTING OF EXPENDITURES**

[Insert Spreadsheet]

EXHIBIT H

COPY OF AUTHORITY TAX COMPLIANCE PROCEDURE

HEALTH AND EDUCATIONAL FACILITIES AUTHORITY
OF THE STATE OF MISSOURI

\$15,730,000
Educational Facilities Revenue Bonds
(Missouri State University)
Series 2019A

January 23, 2019

COMMITMENT AGREEMENT

Health and Educational Facilities
Authority of the State of Missouri
15450 South Outer Forty Road, Suite 230
Chesterfield, Missouri 63017

Missouri State University
901 South National Avenue
Springfield, Missouri 65897

Ladies and Gentlemen:

The undersigned, Capital One Public Funding, LLC (the "Lender"), hereby offers to enter into a loan transaction with the Health and Educational Facilities Authority of the State of Missouri (the "Authority"), a public instrumentality and body politic and corporate organized and existing under the laws of the State of Missouri, in the form of a \$15,730,000 principal amount of Educational Facilities Revenue Bonds (Missouri State University), Series 2019A (the "Bonds"), to be issued by the Authority under and pursuant to a Bond Trust Indenture, dated as of January 1, 2019 (the "Bond Indenture"), by and between the Authority and U.S. Bank National Association, as bond trustee (the "Bond Trustee"). The Bonds are to be issued by the Authority, pursuant to and in accordance with the provisions of the Missouri Health and Educational Facilities Authority Act, Chapter 360 of the Revised Statutes of Missouri, as amended from time to time (the "Act").

The proceeds of the Bonds will be loaned to the Missouri State University (the "University"), a state educational institution duly organized and existing under the Constitution and the laws of the State of Missouri (the "State"), by the Authority pursuant to a Loan Agreement by and between the Authority and the University, dated as of January 1, 2019 (the "Loan Agreement"). The University is obligated under the terms of the Loan Agreement to pay thereunder amounts sufficient to pay the principal of, redemption premium, if any, and interest on the Bonds.

The Bonds shall be secured by (1) the Bond Indenture and amounts held in certain funds established pursuant to the Bond Indenture (including proceeds of the issuance of the Bonds); and (2) a pledge and assignment of the right, title and interest of the Authority in the Loan Agreement (except its interest in fees and expenses payable to it, its indemnification rights and as otherwise expressly set forth in the Loan Agreement). The Bonds shall be special, limited obligations of the Authority payable solely from the sources specified in the immediately preceding sentence and as otherwise described in the Bond Indenture.

The proceeds of the Bonds shall be used for the purposes set forth in the Bond Indenture, which shall include providing funds to (1) finance the costs of acquiring certain "educational

facilities” of the University, all as described in the Bond Indenture, and (2) pay certain costs related to the issuance of the Bonds.

The Bonds shall be dated the date of issuance, shall become due on October 1, 2033 (subject to prior prepayment as provided in the Bond Indenture), and shall bear interest at the rate of 3.53% per annum. The terms and provisions of the Bonds have been approved by the University. In order to induce the Lender to enter into this Commitment Agreement and to extend credit in the form of the Bonds at the price set forth herein, the University has joined in this Commitment Agreement.

This offer is made subject to your acceptance of this Commitment Agreement on or before 5:00 p.m. central time, on January 23, 2019. Upon acceptance by you and the execution and delivery of this Commitment Agreement by the Authority and the University, this Commitment Agreement will be binding upon each of you and the Lender.

The words and terms used herein shall have the respective meanings ascribed to them in the Bond Indenture unless some other meaning is plainly indicated.

The words “Transaction Documents” when used herein shall mean, individually and collectively, the following: (a) the Bonds; (b) the Loan Agreement; (c) the Bond Indenture; (d) this Commitment Agreement; (e) the Tax Compliance Agreement, dated as of January 1, 2019, among the University, the Authority and the Bond Trustee (the “Tax Compliance Agreement”); and (f) any and all other documents or instruments which evidence or are a part of the transactions referred to herein or contemplated hereby, provided, however, that when the words “Transaction Documents” are used in the context of the authorization, execution, delivery, approval or performance of Transaction Documents by a party hereto, the same shall mean only those Transaction Documents that provide for or contemplate authorization, execution, delivery, approval or performance by such party.

1. Issuance of Bonds. Upon the terms and conditions herein and upon the basis of the respective representations, warranties and covenants hereinafter set forth and in the Transaction Documents, the Lender hereby agrees to acquire from the Authority for its own loan account, and the Authority hereby agrees to issue to the Lender for such purpose all (but not less than all) of the Bonds at a purchase price of \$15,730,000. At the Closing Time (as defined below), the Lender shall pay by wire transfer to the Bond Trustee the aggregate amount of \$15,730,000.

2. Direct Acquisition by the Lender. The Bonds are being directly issued to the Lender pursuant to this Commitment Agreement. The Lender is acquiring the Bonds for its own loan account and has no present intention of distributing or selling such Bonds or any portion thereof or any interest therein. In connection with the issuance of the Bonds, the Lender has executed and delivered a Lender Certificate substantially in the form of the Lender Certificate attached as Exhibit D to the Bond Indenture, which Lender Certificate includes representations by the Lender and limitations on the transfer of the Bonds, and any ownership interest in such Bonds (beneficial or otherwise) shall not be transferred unless the conditions to transfer set forth in such Lender Certificate and in the Bond Indenture are met.

3. Lender Representations and Warranties. The Lender agrees that the representations and warranties to be made by the Lender in the form of Lender Certificate attached as Exhibit D to the Bond Indenture are incorporated herein by reference and are deemed made as of the date of this Commitment Agreement.

4. Authority's Representations and Warranties. The Authority hereby represents and warrants to the Lender and to the University that:

(a) Status. The Authority is and will be at Closing (as defined below) a body politic and corporate and a public instrumentality of the State created and existing under the Act with the power and authority set forth in the Act.

(b) Authorization By Law. The Authority is authorized by the laws of the State, including particularly the Act, (i) to issue and deliver the Bonds for the purposes set forth in the opening paragraphs hereof, (ii) to enter into and perform its obligations under the Transaction Documents, and (iii) to pledge and assign to the Bond Trustee in accordance with the provisions of the Bond Indenture its interest in the Loan Agreement.

(c) Power and Authority. The Authority has full power and authority to consummate the transactions to be performed by it under the Transaction Documents.

(d) Necessary Action. Prior to the Closing, the Authority shall have taken all necessary action to be taken by it for: (i) the issuance and sale of the Bonds upon the terms set forth herein; (ii) the approval, execution, delivery and receipt by the Authority of the Transaction Documents; (iii) the pledge and assignment of the Loan Agreement to the Bond Trustee; and (iv) the loan of the proceeds of the Bonds to the University.

(e) Documents Binding. The Bonds when executed, issued, authenticated, delivered and paid for as herein and in the Bond Indenture provided, and the Transaction Documents, to which the Authority is a party, when executed will have been duly authorized and issued and will constitute legal, valid and binding obligations of the Authority, enforceable in accordance with their respective terms (subject as to enforcement to any applicable bankruptcy, reorganization, insolvency, moratorium or other law or laws affecting the enforcement of creditors' rights generally or against public instrumentalities such as the Authority from time to time in effect and further subject to the availability of equitable remedies).

(f) No Litigation. There is no action, suit, proceeding, inquiry or investigation at law or in equity or before or by any court, public board or body pending or, to the knowledge of the Authority, threatened against the Authority wherein an unfavorable decision, ruling or finding would materially adversely affect the (i) transactions contemplated hereby, (ii) the validity or enforceability in accordance with their respective terms of the Transaction Documents or any agreement or instrument to which the Authority is a party used or contemplated for use in the consummation of the transactions contemplated hereby, (iii) the tax-exempt status of the interest on the Bonds for federal income tax purposes, or (iv) the existence or powers of the Authority.

(g) No Conflict or Breach. The execution and delivery by the Authority of the Transaction Documents, and compliance with the provisions thereof, and the assignment of the Loan Agreement to the Bond Trustee, do not conflict with or constitute on the part of the Authority a breach of or a default under any existing law, court or administrative regulation, decree, order, agreement, indenture, mortgage or lease by which the Authority is or may be bound.

(h) Certificates. Any certificate signed by an authorized officer of the Authority and delivered to the Lender shall be deemed a representation and warranty by the Authority to the Lender as to the statements made therein.

(i) Representations and Warranties in Transaction Documents. The Authority's representations and warranties in the Transaction Documents are true and correct in all material respects and not misleading as of the date hereof, and are specifically incorporated herein by reference.

5. The University's Representations and Warranties. In order to induce the Lender to enter into this Commitment Agreement and in order to induce the Authority to enter into this Commitment Agreement, the Bond Indenture, the Loan Agreement and the Tax Compliance Agreement, and to issue the Bonds, with full realization and appreciation of the fact that the value of the Bonds and the ability of the Authority to issue and the Lender to acquire the Bonds are dependent at least in part upon the credit standing of the University, and in consideration of the foregoing and the execution and delivery of this Commitment Agreement, the University represents and warrants to and covenants with the Authority and the Lender as follows:

(a) The University's Status. The University is a state educational institution duly organized and existing under the Constitution and the laws of the State of Missouri, and is authorized by law to provide and operate educational facilities in the State. The University has all material licenses and permits required in order to carry on its business as currently conducted and has obtained all licenses and permits required to be obtained as of the date hereof in connection with the facilities financed or refinanced with the proceeds of the Bonds. The University shall preserve and keep in full force and effect its corporate or other separate legal existence. The University is not in material violation of and has not received any written notice of an alleged violation of or liability under any zoning, land use, environmental, pollution control, hazardous waste or similar laws or regulations that would have a material adverse effect on the operations or financial affairs of the University. The University has full right, power and authority to authorize, approve, enter into, execute and deliver the Transaction Documents to which it is a party and to perform such other acts and things as are provided for in the Transaction Documents.

(b) No Conflict or Breach. The execution, delivery, performance (where applicable) and approval by the University of the Transaction Documents, and full compliance with the provisions of the Transaction Documents, have been duly authorized by all necessary corporate action of the University and do not and will not conflict with or result in the breach of any of the terms, conditions or provisions of, or constitute a default under, any law, court or administrative regulation, decree or order, or any agreement, indenture, mortgage, lease or instrument to which the University is a party or by which it is or may be bound.

(c) Corporate Action. The University has duly authorized all necessary action to be taken by it for: (i) the issuance of the Bonds by the Authority upon the terms and conditions set forth herein and (ii) the execution, delivery and performance (where applicable) of the Transaction Documents to which it is a party and any and all such other agreements and documents as may be required to be executed, delivered and performed by the University in order to carry out, effectuate and consummate the transactions contemplated hereby and by such Transaction Documents.

(d) Financials. The audited financial statements of the University audited by BKD, LLP, independent auditors, for the fiscal years ended June 30, 2018 and June 30, 2017, present fairly the financial position of the University as of the dates indicated and the results of its operations for the periods specified, and such financial statements have been prepared in conformity with generally accepted accounting principles consistently applied in all material respects to the periods involved, except as otherwise noted therein.

The University has not, since June 30, 2018, incurred any liability or suffered any other occurrence which could be viewed as constituting a material adverse change in the financial condition or results of operation or the properties of the University.

(e) Tax Status of Bonds. The proceeds of the Bonds will be used (i) to finance a portion of the “costs” to acquire, construct, alter, improve and extend educational facilities on behalf of a state university, as contemplated in the Act, and (ii) to pay certain costs of issuance with respect to the Bonds. Said educational facilities shall be used in a manner which would not jeopardize the tax exempt status of interest on the Bonds under Section 103 of the Internal Revenue Code of 1986, as amended (the “Code”), as long as any of the Bonds are outstanding. The University will not take or omit to take any action which action or failure to act will in any way cause or result in the proceeds of the Bonds being applied in a manner other than as provided in the Transaction Documents.

(f) No Litigation. There is no action, suit, proceeding, inquiry or investigation at law or in equity or before or by any court, public board or body pending or, to the knowledge of the University, threatened against or affecting the University wherein an unfavorable decision, ruling or finding could have a material adverse effect on the financial condition or results of operations of the University or the operation by the University of its property or the transactions contemplated by the Transaction Documents or on the validity or enforceability in accordance with its terms of, or the performance by the University of its obligations under, any of the Transaction Documents or any other agreement or instrument to which the University is a party or by which it is or may be bound or would in any way contest the corporate existence or powers of the University or its authority to enter into and carry out the transactions described in or contemplated by the execution, delivery, validity or performance by the University of the terms and provision of any of the Transaction Documents to which it is a party.

(g) Documents Legal, Valid and Binding. The University shall, on or before the Closing, execute and deliver the applicable Transaction Documents and said Transaction Documents, when executed and delivered by the University and all of the other parties thereto, will be, and this Commitment Agreement is, the legal, valid and binding obligation of the University enforceable against it in accordance with its terms, subject, as to enforcement, to any applicable bankruptcy, reorganization, insolvency, moratorium or other laws affecting the enforcement of creditors’ rights generally and further subject to the availability of equitable remedies.

(h) Compliance With Laws and Regulations. The University shall conduct its affairs and carry on its business and operations in such manner as to comply in all material respects with any and all applicable laws of the United States of America and the several states thereof and to observe and conform in all material respects to all valid orders, regulations or requirements of any governmental authority applicable to the conduct of its business and operations and the ownership of its property.

(j) Certificates. Any certificate signed by an authorized officer or agent of the University and delivered to the Authority or the Lender shall be deemed a representation and warranty by the University to such parties as to the statements made therein.

(k) No Default Under Transaction Documents. No event has occurred and is continuing which with the lapse of time or the giving of notice, or both, would constitute, or could reasonably be expected to result in, a breach of or an event of default by the University under any of the Transaction Documents.

(l) Title. The University has sufficient title to its property to enable it to operate the same as an educational facility within the meaning of the Act.

(m) Environmental Compliance. In addition to all other representations, warranties and covenants contained in the Transaction Documents, the University expressly represents, warrants and covenants that the University has made due investigation as to current or past storage, release or disposal of any Hazardous Material on, from or under any of the University's property or otherwise by the University, and (other than any noncompliance that has been disclosed to the Lender that would not have a material adverse effect on the University's financial condition or results of operations), that the University is in compliance with all Environmental Laws, that the University has received no written notice of any violation or alleged violation of any Environmental Laws, and that the University will continue to comply in all material respects with all Environmental Laws. "Environmental Laws" means any federal, state or local law, statute, code, ordinance, regulation, requirement or rule relating to Hazardous Materials to which the University or any property of the University is subject. "Hazardous Materials" means dangerous, toxic or hazardous pollutants, contaminants, chemicals, waste, material or substances (as defined in Environmental Laws), and shall include any urea formaldehyde, polychlorinated biphenyls, asbestos, asbestos containing materials, nuclear fuel or waste, radioactive materials, explosives, carcinogens and petroleum products, or any other waste, materials, substance, pollutant or contaminant the improper storage, disposal or release of which would subject the person so storing, disposing or releasing (or the owner of the property on which such action occurs) to any damages, penalties or liabilities under any applicable law, regulation, requirement or rule.

(n) Payment of Taxes and Other Charges. The University shall pay or cause to be paid as they become due and payable all taxes, assessments and other governmental charges lawfully levied or assessed or imposed upon the University or its property or any part thereof or upon any income therefrom; provided, however, that the University shall not be required to pay and discharge or cause to be paid and discharged any such tax, assessment or governmental charge to the extent that the amount, applicability or validity thereof shall currently be contested in good faith by appropriate proceedings and the University shall have established and shall maintain adequate reserves on its books for the payment of the same.

(o) Licenses and Permits. The University shall procure and maintain all material licenses and permits necessary or desirable in the operation of its business and affairs and will maintain accreditation of its facilities by the appropriate accrediting body; provided, however, that the University shall not be required to procure or maintain in effect any right, license or accreditation that the governing board of the University shall have

determined in good faith is not in the best interests of the University and is no longer desirable in the conduct of its business and that lack of such compliance will not materially impair the ability of the University to pay or perform its obligations under the Transaction Documents.

(p) Employee Pension Benefit Plans. The University has not engaged in, and the consummation of the transactions provided for in the Transaction Documents and compliance by the University with the provisions of such documents will not involve, any prohibited transactions within the meaning of the Employee Retirement Income Security Act of 1974, as amended (“ERISA”), or Section 4975 of the Code. No “employee pension benefit plans,” as defined in ERISA, maintained by the University, nor any trusts created thereunder, have incurred, at the end of any plan year, an “accumulated funding deficiency” as defined in Section 302 of ERISA nor does the present value of all benefits vested under all such plans exceed, as of the last annual valuation date, the value of the assets of such plans allocable to such vested benefits.

(q) No Federal Guarantee. The Bonds are not federally guaranteed within the meaning of Section 149(b) of the Code.

(r) Representations and Warranties in Transaction Documents. The University’s representations and warranties in the Transaction Documents are true and correct in all material respects and not misleading as of the date hereof, and are specifically incorporated herein by reference.

6. Closing. At 10:00 a.m., central time, on January 23, 2019 or at such other time or such other date as shall have been mutually agreed upon by the Authority, the University and the Lender (the “Closing Time”), subject to the satisfaction of the conditions precedent referenced in Section 7 below, the Authority will deliver, or cause to be delivered, to the Lender, the Bonds, in definitive form duly executed and authenticated by the Bond Trustee together with the other documents hereinafter mentioned; and the Lender will accept such delivery and pay the purchase price for the Bonds by delivering to the Authority immediately available funds payable to the order of the Authority in an amount equal to the purchase price set forth in Section 1 hereof.

Payment and delivery of the Bonds shall be made in St. Louis, Missouri and is herein called the “Closing.” Payment for the Bonds shall be made in immediately available funds or such other arrangement as shall be mutually agreeable on or before the Closing Time.

7. Conditions to Closing. The obligations hereunder of each party hereto shall be subject (i) to the performance by the other parties of their respective obligations to be performed hereunder and under the Bond Indenture at and prior to the Closing Time, (ii) to the accuracy in all material respects of the representations and warranties herein of the other parties as of the date hereof and as of the Closing Time, and (iii) to the following conditions, including the delivery by the appropriate party or parties hereto or other entities of such documents as are enumerated herein:

(a) At the Closing Time, (i) the Transaction Documents shall have been authorized, executed and delivered, and shall not have been amended, modified or supplemented except as may have been agreed to in writing by the Lender, the University, Bond Trustee and the Authority, (ii) the proceeds of the Bonds shall have been deposited and applied as described in the Loan Agreement and the Bond Indenture, and (iii) the Authority and the University shall have duly adopted and there shall be in full force and

effect such resolutions as, in the opinion of Gilmore & Bell, P.C., Kansas City, Missouri (herein called "Bond Counsel") and counsel to the Lender, shall be necessary in connection with the transactions contemplated hereby.

(b) At or prior to the Closing Time, (i) the Authority shall have executed the Bonds and the Bond Trustee shall have authenticated the Bonds, (ii) the Authority and the University shall have entered into the Loan Agreement, (iii) the Authority and the Bond Trustee shall have entered into the Bond Indenture and (iv) all other Transaction Documents shall have been duly executed and delivered by the parties thereto;

(c) At or prior to the Closing Time, the Lender and the Authority shall have received counterparts, copies or certified copies (as appropriate) of the following documents in such number as shall be reasonably required:

(1) Bond Counsel Opinion. The unconditional approving opinion of Bond Counsel, dated the date of Closing, addressed to the Authority, the Bond Trustee and the Lender relating to the due authorization, execution and delivery of the Bonds, the tax exempt status of the interest on the Bonds for federal and State income tax purposes, and certain other matters, all as and to the effect substantially as set forth in Exhibit A hereto.

(2) University's Counsel Opinion. The opinion of counsel to the University, dated the date of Closing, addressed to the Authority, the Bond Trustee and the Lender, substantially in the form set forth in Exhibit B hereto

(3) Authority Counsel Opinion. The opinion of Thompson Coburn LLP, St. Louis, Missouri, counsel to the Authority, dated the date of Closing, addressed to the University, the Bond Trustee and the Lender, substantially in the form set forth in Exhibit C hereto.

(4) University's Certificate. A certificate of the University dated the date of the Closing, signed by its President, Vice President or another executive officer of the University, on behalf of the University, in form and substance reasonably satisfactory to the Authority, the Lender and Bond Counsel, including to the effect that (i) since June 30, 2018, no material adverse change has occurred in the financial position of the University or results of operations of the University except as disclosed in writing to the Lender, (ii) the University has not incurred any material liabilities other than as disclosed in writing to the Lender and the available audited financial statements of the University furnished to the Lender present fairly and accurately the financial position of the University as of the dates thereof and the results of its operations for the periods therein described, (iii) no litigation, proceeding or investigation is pending against the University or, to its knowledge, threatened which would (A) contest, affect, restrain or enjoin the issuance, validity, execution, delivery or performance of the Transaction Documents, (B) in any way contest the existence or powers of the University, or (C) in any way adversely affect the federal or State tax-exempt status of the interest on the Bonds or the amounts to be received by the Authority pursuant to the Loan Agreement, (iv) no litigation, proceeding or investigation is pending or, to the knowledge of the University, threatened against the University other than such litigation, proceedings or investigations that have been disclosed to the Lender and that could not have a

material adverse effect on the University's financial condition or results of operations, (v) the representations and warranties of the University herein and in the Transaction Documents were and are true and correct in all material respects and not misleading as of the date made and as of the date of the Closing, (vi) the University has no knowledge of any defect in the title to any of its property which could materially interfere with or impair the operation, or materially adversely affect the value of its facilities or prevent or limit the carrying out of the purpose for which the same was acquired or is held by the University, (vii) there has been no change or threatened change in the tax-exempt status of the University, (viii) at the date of the Closing, no Event of Default has occurred and is continuing and no event has occurred and is continuing which with the lapse of time or the giving of notice, or both, would constitute a breach of or an Event of Default under any of the Transaction Documents, (ix) the University has performed all of its obligations under the Transaction Documents which are to be performed by it on or before the Closing Time, (x) since June 30, 2017, the University has not entered into any direct or contingent bond debt, lease, installment purchase or loan obligations and (xi) such other matters as are reasonably requested by the other parties in connection with the issuance of the Bonds.

(5) Bonds. Specimen Bond.

(6) Bond Indenture. The Bond Indenture, duly executed by the parties thereto.

(7) Loan Agreement. The Loan Agreement, duly executed by the parties thereto.

(8) Tax Compliance Agreement. The Tax Compliance Agreement, duly executed by the parties thereto.

(9) University Resolutions. Resolution(s) of the University authorizing and approving, as appropriate, the execution and delivery of the Transaction Documents, together with a certificate dated the date of Closing to the effect that such resolution(s) have not been modified, amended or repealed.

(10) Certificates. Other certificates listed on a closing agenda to be approved by counsel to the Authority, Bond Counsel, counsel to the University and counsel to the Lender, including any certificates or representations of the University required in order for Bond Counsel to deliver the opinion referred to in Section 7(c)(1) of this Commitment Agreement.

(11) Authority Certificate. A certificate of the Authority, dated the date of the Closing in substantially the form set forth in Exhibit D hereto.

(12) Bond Trustee's Certificate. A certificate of the Bond Trustee to the effect that all moneys delivered to the Bond Trustee under and pursuant to the Bond Indenture have been duly deposited to the credit of the appropriate funds or accounts established under or in accordance with the Bond Indenture or otherwise applied as provided in the Bond Indenture and that the Bond Trustee has no knowledge of any Event of Default under the Bond Indenture.

(13) Form 8038. A completed form 8038 (Information Return for Tax-Exempt Private Activity Bond Issues).

(14) Financing Statements. Receipts or other evidence that financing statements have been filed for record with the Secretary of State with respect to the security interest granted or assigned by the Authority to the Bond Trustee pursuant to the Bond Indenture.

(15) Other Closing Materials. Such additional legal opinions, certificates, proceedings, instruments and other documents as Bond Counsel or counsel for the Lender, the University or the Authority may reasonably request to evidence compliance with all legal requirements, the truth and accuracy, as of the Closing, of the representations herein and the due performance or satisfaction of all agreements then to be performed and all conditions then to be satisfied.

If any party shall be unable to satisfy the above conditions (unless waived by the other parties hereto) to the obligations of such party to this Commitment Agreement, or if the obligations hereunder of any party shall be terminated for any reason permitted by this Commitment Agreement, this Commitment Agreement shall terminate and none of the parties hereto shall be under further obligation hereunder; except that the respective obligations to indemnify and pay expenses, as provided in Sections 10 and 11 hereof shall continue in full force and effect.

8. Conditions to Authority's and the University's Obligations. The respective obligations of the Authority and the University hereunder are subject to the performance by the Lender of its obligations hereunder.

9. Survival of Representations, Warranties and Agreements. All of the University's representations, warranties and agreements contained in this Commitment Agreement shall remain operative and in full force and effect, regardless of: (i) any investigations made by or on behalf of the Lender; and (ii) delivery of and payment for the Bonds pursuant to this Commitment Agreement. The agreements in Sections 10 and 11 hereof shall survive any termination of this Commitment Agreement.

10. Indemnity, Hold Harmless and Contribution.

(a) University. The University agrees to indemnify and hold harmless the Authority, the Lender, each parent or affiliate, director, member, officer or employee of the Authority or of the Lender and each person, if any, who has the power, directly or indirectly, to direct or cause the direction of the management and policies of the Authority pursuant to the Act, or of the Lender through the ownership of voting securities, by contract or otherwise (collectively in this subsection (a) called the "Indemnified Parties"), from and against any and all losses, claims, demands, damages, liabilities or expenses whatsoever caused by any breach of the undertakings or representations of the University contained herein.

In case a claim shall be made or any action shall be brought against one or more of the Indemnified Parties in respect of which indemnity can be sought against the University pursuant to the preceding paragraph, the Indemnified Parties shall promptly notify the University in writing, and the University shall promptly assume the defense thereof,

including, with the consent of the Lender and the Authority, which consents shall not be unreasonably withheld, the employment of counsel, the payment of all expenses and the right to negotiate and consent to settlement. Any one or more of the Indemnified Parties shall have the right to employ separate counsel with respect to any such claim or in any such action and to participate in the defense thereof, but the fees and expenses of such counsel shall be at the expense of such Indemnified Party or Indemnified Parties unless the employment of such counsel has been specifically authorized in writing by the University or there is a conflict of interest that would prevent counsel for the University from adequately representing both the University and the Indemnified Parties. The University shall not be liable for any settlement of any such action effected without its written consent, but if settled with the written consent of the University or if there be a final judgment for the plaintiff in any such action which the University is required hereunder to assume the defense of, the University agrees to indemnify and hold harmless the Indemnified Parties from and against any loss or liability by reason of such settlement or judgment.

(b) Lender. The Lender agrees to indemnify and hold harmless the Authority, each director, member, officer or employee of the Authority and each person, if any, who has the power, directly or indirectly, to direct or cause the direction of the management and policies of the Authority pursuant to the Act, or of the University, by contract or otherwise (collectively in this Subsection (b) called the "Indemnified Parties"), from and against any and all losses, claims, demands, damages, liabilities or reasonable expenses whatsoever solely caused by any violation by the Lender of federal or state securities laws or any rule of the Securities and Exchange Commission or the Municipal Securities Rulemaking Board in connection with the Bonds.

In case a claim shall be made or any action shall be brought against one or more of the Indemnified Parties in respect of which indemnity can be sought against the Lender as described above, the Indemnified Parties shall promptly notify the Lender in writing, and the Lender shall promptly assume the defense thereof, including, with the consent of the Authority and the University, which consents shall not be unreasonably withheld, the employment of counsel, the payment of all expenses and the right to negotiate and consent to settlement. Any one or more of the Indemnified Parties shall have the right to employ separate counsel with respect to any such claim or in any such action and to participate in the defense thereof, but the fees and expenses of such counsel shall be at the expense of such Indemnified Party or Indemnified Parties unless the employment of such counsel has been specifically authorized, in writing, by the Lender or there is a conflict of interest that would prevent counsel for the Lender from adequately representing both the Lender and the Indemnified Parties. The Lender shall not be liable for any settlement of any such action effected without its written consent, but if settled with the written consent of the Lender or if there be a final judgment for the plaintiff in any such action which the Lender is required hereunder to assume the defense of, the Lender agrees to indemnify and hold harmless the Indemnified Parties from and against any loss or liability by reason of such settlement or judgment.

(c) Survival. The covenants and agreements contained in this Section shall survive the delivery of the Bonds.

11. Expenses. If the Bonds are issued to the Lender by the Authority, the University shall pay or cause to be paid the following expenses incident to the performances of its obligations hereunder: (i) the cost of preparing, duplicating (or printing), mailing and delivering the

Transaction Documents; (ii) the cost of preparation and printing of the definitive Bonds; (iii) the fees and disbursements of Bond Counsel, the Bond Trustee, the Authority, counsel to the Authority, and the placement agent; (iv) the fees and disbursements of the University's accountant, if any; (v) the costs of any appraisals of collateral, flood checks, title premiums and survey charges; and (vi) all other fees and expenses reasonably incurred in connection with the preparation of (and, if applicable, the recordation of) the Transaction Documents and/or the issuance of the Bonds.

To the extent not paid pursuant to the foregoing paragraph, the University shall pay the Authority's fees and any expenses incident to the performance of the Authority's obligations hereunder (not included in the Authority's fees), and if the Bonds are not issued by the Authority to the Lender, the University shall pay the Authority's costs incurred in connection with the proposed issuance of the Bonds.

12. Third Party Beneficiaries. The University agrees that the Authority and the Lender are and shall be third party beneficiaries of any and all representations and warranties made by the University in the Transaction Documents, to the same effect as if the University had made such representations and warranties to the Authority and the Lender in this Commitment Agreement.

13. Authority's Obligations. Any other term or provision in this Commitment Agreement, in the Transaction Documents or elsewhere to the contrary notwithstanding:

(a) Any and all obligations (including without limitation, fees, claims, demands, payments, damages, liabilities, penalties, assessments and the like) of or imposed upon the Authority or its members, officers, agents, employees, representatives, advisors, or its successors or assigns, whether under this Commitment Agreement, in the Transaction Documents or elsewhere, and whether arising out of or based upon a claim or claims of tort, contract, misrepresentation, or any other or additional legal theory or theories whatsoever if any (collectively the "obligations"), shall in all events be absolutely limited obligations and liabilities, payable solely out of the following, if any, available at the time the obligation in question is asserted: (i) Bond proceeds and investment earnings thereon, if any; and (ii) payments derived from the Bonds, the Bond Indenture (including the Trust Estate to the extent provided in the Bond Indenture), the Loan Agreement (except for the fees and expenses of the Authority and the Authority's right to indemnification under this Commitment Agreement under certain circumstances), the foregoing provisions (i) and (ii) being collectively referred to as the "Exclusive Sources of the Obligations";

(b) The obligations shall not be deemed to constitute a debt or liability of the State or of any political subdivision thereof within the meaning of any State constitutional provision or statutory limitation and shall not constitute a pledge of the full faith and credit of the State or any political subdivision thereof or of the Authority, but shall be payable solely from and out of the Exclusive Sources of the Obligations and shall otherwise impose no liability whatsoever, primary or otherwise, upon the State or any charge upon its credit or taxing power; and

(c) In no event shall any member, officer, agent, employee, representative or advisor of the Authority, or any successor or assign of any such person or entity, be liable, personally or otherwise, for any obligation.

14. Notices. Any notice or other communication to be given to the Authority or the University under this Commitment Agreement may be given by delivering the same in writing at

their respective addresses set forth above, and any notice or other communications to be given to the Lender under this Commitment Agreement may be given by delivering the same in writing to the Lender at the following address:

Capital One Public Funding, LLC
1307 Walt Whitman Road, 3rd Floor
Melville, New York 11747

15. Successors. This Commitment Agreement is made for the benefit of the Authority, the University and the Lender (including the successors or assigns of the Lender and the Indemnified Parties and their successors and assigns) and no other person shall acquire or have any rights hereunder or by virtue hereof.

16. Governing Law. This Commitment Agreement shall be governed by and construed in accordance with the laws of the State.

17. Effectiveness. This Commitment Agreement shall become effective upon your acceptance hereof.

[The remainder of this page left blank intentionally]

18. Counterparts. This Commitment Agreement may be executed in any number of counterparts, each of which so executed and delivered shall constitute an original and all together shall constitute but one and the same instrument.

Very truly yours,

CAPITAL ONE PUBLIC FUNDING, LLC

By: _____

Name: _____

Title: _____

[The remainder of this page left blank intentionally]

Accepted and agreed to as of
the date first above written:

HEALTH AND EDUCATIONAL FACILITIES
AUTHORITY OF THE STATE OF MISSOURI

By _____
Authorized Officer

[The remainder of this page left blank intentionally]

Accepted and agreed to as of
the date first above written:

MISSOURI STATE UNIVERSITY

By _____
Authorized Officer

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EXHIBIT A
TO
COMMITMENT AGREEMENT

FORM OF OPINION OF BOND COUNSEL

EXHIBIT B
TO
COMMITMENT AGREEMENT

FORM OF OPINION OF UNIVERSITY'S COUNSEL

EXHIBIT C
TO
COMMITMENT AGREEMENT

FORM OF OPINION OF AUTHORITY'S COUNSEL

Capital One Public Funding, LLC, as Lender
Melville, New York

U.S. Bank National Association,
as Bond Trustee
St. Louis, Missouri

Missouri State University
Springfield, Missouri

Re: \$15,730,000 Health and Educational Facilities Authority of the State of Missouri
Revenue Bonds (Missouri State University), Series 2019A

Ladies and Gentlemen:

We are counsel for the Health and Educational Facilities Authority of the State of Missouri, a body politic and corporate and a public instrumentality of the State of Missouri (the "Authority"), in connection with the issuance and sale of the Authority's \$15,730,000 principal amount of Educational Facilities Revenue Bonds (Missouri State University), Series 2019A (the "Bonds"). We have represented the Authority in connection with the issuance of the Bonds including with respect to: (a) the execution by the Authority with U.S. Bank National Association, St. Louis, Missouri, as bond trustee (the "Bond Trustee"), of that certain Bond Trust Indenture, dated as of January 1, 2019 (the "Bond Indenture") creating and securing the issuance of the Bonds; (b) the execution by the Authority of that certain Loan Agreement dated as of January 1, 2019 (the "Loan Agreement"), with Missouri State University, a state educational institution duly organized and existing under the Constitution and the laws of the State of Missouri (the "University"); (c) the execution by the Authority with the University and Capital One Public Funding, LLC (the "Lender") of that certain Commitment Agreement, dated January 23, 2019 (the "Commitment Agreement"), providing for the issuance by the Authority and the acquisition by the Lender of the Bonds; and (d) the execution by the Authority with the University and the Bond Trustee of that certain Tax Compliance Agreement, dated as of January 1, 2019 (the "Tax Compliance Agreement").

In connection with the foregoing, we have examined executed counterparts or copies identified to our satisfaction of each of the following documents: (a) the Bond Indenture; (b) the Loan Agreement; (c) the Commitment Agreement; (d) the Tax Compliance Agreement (the Bond Indenture, the Loan Agreement, the Commitment Agreement and the Tax Compliance Agreement are collectively, the "Authority Agreements"); (e) the Bonds; (f) resolutions of the Authority authorizing, among other matters, the execution of the Authority Agreements; (g) a Certificate of the Authority, dated as of the date hereof; (h) the opinions of Gilmore & Bell, P.C., Kansas City, Missouri, dated of even date herewith, including but not limited to, the exclusion of interest on the Bonds from gross income for federal and State of Missouri income tax purposes; and (i) such other certificates, documents, instruments, laws and other matters as we have deemed necessary and appropriate in order to render this opinion.

Words and phrases which are defined in the Bond Indenture or the Commitment Agreement, when used in this opinion, shall have the same meaning as set forth in the Bond Indenture or the Commitment Agreement unless the context requires otherwise.

Based upon the foregoing and subject to the paragraphs hereafter, we are of the opinion that, as of the date hereof, and under existing law:

(1) The Authority is a duly organized and validly existing body politic and corporate and a public instrumentality of the State of Missouri.

(2) The Authority Agreements have been duly authorized, executed and delivered by, for and on behalf of the Authority. The Bonds have been duly authorized and executed by, for and on behalf of the Authority. The Authority Agreements and the Bonds constitute valid and binding agreements of the Authority enforceable against the Authority in accordance with their respective terms.

(3) There is no action, suit, proceeding or investigation at law or in equity before or by any court, public board or body, pending or, to our knowledge, threatened against the Authority, wherein an unfavorable decision, ruling or finding would adversely affect the validity or enforceability in accordance with their respective terms of the Bonds or the Authority Agreements or in any way affecting the existence of the Authority or the title of its officers to their respective offices, or seeking to enjoin the issuance or delivery of the Bonds, or the collection of revenues or assets pledged or to be pledged by the Authority to pay the Bonds.

(4) To our knowledge, the execution and delivery by the Authority of the Bonds and the Authority Agreements and compliance with the provisions thereof by the Authority, and the pledge and assignment of the Loan Agreement by the Authority to the Bond Trustee pursuant to the Bond Indenture, do not in any material respect conflict with or constitute a breach of or default under any law, regulation, court order or consent decree to which the Authority is subject.

In rendering the foregoing opinions, we have assumed the due authorization, execution and delivery of the Authority Agreements by the parties thereto other than the Authority and the due authentication and delivery of the Bonds by the Bond Trustee. We have also assumed the genuineness of all signatures other than those of the Authority, the authenticity of all documents submitted to us as originals and the conformity to the originals of all documents submitted to us as copies thereof.

As to various questions of fact relevant to the opinions set forth herein, we have relied upon and assumed the accuracy, completeness and veracity of: (a) written and oral statements of officers of the Authority and various officers' certificates delivered to us by the Authority; (b) the representations, certifications and warranties of the parties (including the Authority) to the Authority Agreements and in the other certificates and documents delivered in connection with the transactions contemplated by the Authority Agreements; and (c) such other documents and records as we have deemed relevant or necessary for such opinions. We have also assumed compliance with the covenants and agreements in the Authority Agreements by the parties thereto.

The Bonds, the Authority Agreements and all of our opinions herein are subject to the effect of and limitations imposed by any applicable bankruptcy, insolvency, fraudulent conveyance, fraudulent transfer, redemption, reorganization, moratorium and other laws affecting creditors' rights

generally or against municipalities or state agencies or state authorities such as the Authority, including, without limitation, (a) the United States Bankruptcy Code of 1978, as amended, and thus includes, among others, matters of turn-over, automatic stay, avoiding powers, fraudulent transfer, preference, discharge, conversion of a non-recourse obligation into a recourse claim, limitations on ipso facto and anti-assignment clauses and the coverage of pre-petition security agreements and other liens with respect to property acquired after a petition is filed, (b) all other federal, state and foreign bankruptcy, insolvency, reorganization, receivership, moratorium, arrangement and assignment for the benefit of creditors laws that affect the rights and remedies of creditors generally, (c) federal, state and foreign fraudulent transfer and conveyance laws, and (d) judicially developed doctrines relevant to any of the foregoing laws, such as substantive consolidation of entities.

In addition, all of our opinions are subject to (a) general principles of equity (regardless of whether enforcement is sought in a proceeding in equity or at law), bankruptcy, reorganization, insolvency, moratorium and other laws affecting creditors' rights or the relief of debtors generally and principles (i) governing the availability of specific performance, injunctive relief or other equitable remedies, which generally place the award of such remedies, subject to certain guidelines, in the discretion of the court to which application for such relief is made, (ii) affording equitable defenses (e.g., waiver, laches and estoppel) against a party seeking enforcement, (iii) requiring good faith and fair dealing in the performance and enforcement of a contract by the party seeking its enforcement, (iv) requiring reasonableness in the performance and enforcement of an agreement by the party seeking enforcement of the contract, (v) requiring consideration of materiality of a breach and the consequences of the breach to the party seeking enforcement, (vi) requiring consideration of the impracticability or impossibility of performance at the time of attempted enforcement and (vii) affording defenses based upon the unconscionability of the enforcing party's conduct after the parties have entered into the contract, and (b) limitations imposed by public policy under certain circumstances on the enforceability of provisions indemnifying a party against liability for its own wrongful or negligent acts.

We express no opinion concerning the enforceability of (a) waivers of any constitutional, statutory or common law rights, (b) any covenants or warranties regarding the exercise of rights without appropriate notice and hearing, (c) any non-judicial sales rights other than the power of sale, (d) any indemnification provisions, to the extent such provisions are deemed to be against public policy or federal or state securities laws, (e) provisions relating to submission to jurisdiction, (f) provisions to the effect that terms may not be waived or modified except in writing, (g) provisions relating to waiver of rights to trial by jury, (h) provisions exculpating or exempting a party, or requiring indemnification of a party for, liability for its own action or inaction, to the extent the action or inaction involves gross negligence, recklessness, willful misconduct or unlawful conduct, or (i) the enforceability of any agreement to arbitrate.

We express no opinion as to the existence of, or the rights, title or interest of any party in or to any collateral. We have not made, or undertaken to make, any investigation of title to any property, and we express no opinion with respect thereto, or the granting, creation, existence, perfection, effect of perfection or nonperfection or priority of any liens or security interests created under or by the Authority Agreements, except as expressly set forth herein.

We are members of the bar of the State of Missouri. We are opining herein as to the effect on the subject transaction only of, as in effect on the date hereof, the federal laws of the United States and

laws of the State of Missouri that, in our experience, are normally applicable to transactions of the type provided for in the Authority Agreements.

The opinions expressed herein are expressed as of the date hereof, and we assume no obligation to revise or supplement this opinion or to advise the addressees hereof of any facts or circumstances or changes concerning the above, whether or not deemed material, that may hereafter come to or be brought to our attention, including but not limited to, changes that could result from pending or future legislation, law or jurisprudence. This letter and the opinions herein are solely for the benefit of the addressees hereof and their respective successors and valid assignees and no other person is entitled to rely hereon. This opinion letter may not be quoted in whole or in part and may not be furnished to or relied upon by any other individual or entity for any purpose without our prior written consent. Our consent is hereby given to include a copy of this opinion letter in the transcript of proceedings relating to the Bonds. This opinion letter expresses our legal opinion as to the matters set forth above and is based upon our professional knowledge and judgment at this time; however, it is not to be construed as a guaranty, nor is it a warranty that a court considering such matters would not rule in a manner contrary to the opinions set forth herein. We express no opinion herein relative to compliance with federal or state securities laws or with respect to the exclusion from federal or state income taxation of the interest on the Bonds.

Very truly yours,

EXHIBIT D
TO
COMMITMENT AGREEMENT

FORM OF AUTHORITY CLOSING CERTIFICATE

**CERTIFICATE AND REQUEST TO AUTHENTICATE BONDS
OF THE HEALTH AND EDUCATIONAL FACILITIES
AUTHORITY OF THE STATE OF MISSOURI**

The words and terms used in this Certificate, unless the context requires otherwise, shall have the same meanings as set forth in the "Bond Indenture" or the "Commitment Agreement," both as defined in paragraph 4 hereof.

The Health and Educational Facilities Authority of the State of Missouri (the "Authority"), does hereby certify in connection with the issuance by the Authority of the \$15,730,000 principal amount of Educational Facilities Revenue Bonds (Missouri State University), Series 2019A (the "Bonds"), that it is a body politic and corporate and a public instrumentality duly organized, validly existing and in good standing under the laws of the State of Missouri and does further certify as follows:

1. Members and Officers. The following persons were and are the duly qualified and acting members and officers of the Authority since at least January 1, 2018 to and including the date hereof:

<u>Name</u>	<u>Title</u>
Joseph A. Cavato	Chair and Member
Jeffrey D. Byrne	Vice Chair and Member
Thomas E. George	Treasurer and Member
Sarah R. Maguffee	Member
Judith W. Scott	Member
Michael J. Stanard	Executive Director and Secretary
Vincent M. Loretta	Assistant Secretary

There are currently two vacancies on the Authority. The term of Judith W. Scott as a member of the Authority expired July 30, 2011. The term of Sarah R. Maguffee as a member of the Authority expired July 30, 2013. The term of Joseph A. Cavato as a member of the Authority expired July 30, 2013. The term of Thomas E. George expired July 30, 2015. Ms. Scott, Ms. Maguffee, Mr. Cavato and Mr. George continue to serve as members of the Authority until successors are appointed and qualified. Each member is a resident of the State of Missouri, and has been appointed by the Governor of the State of Missouri with the advice and consent of the Senate of the State of Missouri.

2. Meetings. At least twenty-four hours prior to the commencement of each of the meetings referred to in paragraph 3 hereof notice of the meeting was made available to any representative of the news media who requested it and was posted on a bulletin board or other prominent place that is easily accessible to the public and clearly designated for that purpose at the principal office of the Authority and at the site of the meeting. Said meetings were open to the

public and every reasonable effort was made to grant special access to said meeting to handicapped or disabled persons.

Notice of the meetings of the Authority at which the Resolutions (as defined below) were adopted was given in accordance with the Bylaws of the Authority, including the sending of such notices by mail to each member of the Authority, each of said notices being deposited in the United States mail ten days or more before the applicable meeting.

3. Resolutions. Attached hereto as Exhibit A are true, complete and correct copies (other than any attachments or exhibits thereto) of the preliminary intent resolution and the bond issuance resolution (collectively, the “Resolutions”) authorizing and approving the execution, issue and sale of the Bonds, which were duly adopted by the Authority at the meetings of the Authority held on November 7, 2018 and December 5, 2018, and, respectively. The Resolutions are in full force and effect and the Resolutions and the Authority Documents (as hereinafter defined) in the forms as originally adopted or executed, as the case may be, have not been altered, amended or repealed as of the date hereof.

4. Bond Documents. The following described instruments (including all schedules and exhibits attached hereto), as executed and delivered by the Chair or the Executive Director and the Secretary or the Assistant Secretary of the Authority, are in substantially the same form and text as the copies of such instruments which were before and approved by the Authority at its December 5, 2018 meeting referred to in paragraph 3 above, and such instruments as executed and delivered have not been modified, amended or repealed:

<u>Instrument</u>	<u>Date</u>	<u>Other Party or Parties</u>
Bond Trust Indenture relating to the Bonds (the “Bond Indenture”)	January 1, 2019	U.S. Bank National Association, as bond trustee (the “Bond Trustee”)
Commitment Agreement relating to the Bonds (the “Commitment Agreement”)	January 23, 2019	Capital One Public Funding, LLC (the “Lender”) and Missouri State University, (the “University”)
Loan Agreement relating to the Bonds (the “Loan Agreement”)	January 1, 2019	University
Tax Compliance Agreement (the “Tax Compliance Agreement”)	January 1, 2019	University and Bond Trustee
Series 2019 Bonds	January 23, 2019	In the name of Lender; authenticated by Bond Trustee

The Bond Indenture, the Bonds, the Commitment Agreement, the Loan Agreement and the Tax Compliance Agreement are sometimes collectively referred to herein as the “Authority Documents.”

5. Signatures. The signatures of the Chair, the Executive Director, the Secretary or the Assistant Secretary affixed to the Authority Documents are the true and correct signatures of such officers of the Authority. The manual signatures of the Chair, the Executive Director, the Secretary and the Assistant Secretary of the Authority have been duly filed in the Office of the Secretary of State of Missouri pursuant to the provisions of the Uniform Facsimile Signatures of Public Officials Law, Section 105.274 of the Revised Statutes of Missouri, as amended.

6. Execution of Documents. Joseph A. Cavato is the duly elected or appointed Chair, Michael J. Stanard is the duly elected or appointed Executive Director and Secretary, and Vincent M. Loretta is the duly elected or appointed Assistant Secretary of the Authority. As such officers, the Chair or Executive Director has manually executed and the Secretary or the Assistant Secretary of the Authority has attested, on behalf of the Authority, the Authority Documents, and said Executive Director and Assistant Secretary of the Authority have authorized the execution and attestation, by the imprinting of facsimile signatures upon the Bonds, having principal due in the amounts and on the dates, bearing interest at the rates, and having the form, details and specifications set forth in the Bond Indenture. They have also authorized the imprinting of the official corporate seal of the Authority, or a facsimile thereof, on each of the Bonds.

7. No Litigation. There is no litigation or proceeding pending (as to which service of process has been accomplished) or, to the Authority's knowledge, otherwise pending or threatened in any court or administrative body against the Authority contesting the due organization and valid existence of the Authority or the validity, due authorization and execution of the Authority Documents and the enforceability thereof in accordance with their respective terms, or attempting to limit, restrain, enjoin or otherwise restrict or prevent the issuance or delivery of the Bonds or the Authority from functioning and collecting payments under the Loan Agreement or the Bond Indenture or questioning or affecting the validity or enforceability of the Bonds or the Authority Documents or the proceedings or authority under which the Bonds are to be issued; to the Authority's knowledge, neither the corporate existence of the Authority, nor the titles of the officers of the Authority to their respective offices, are being contested; there are no actions at law or in equity pending or, to the Authority's knowledge, threatened against the Authority, and there are no proceedings of any kind or nature pending or, to the Authority's knowledge, threatened against the Authority by or before any federal, state or local government or administrative authority or agency affecting the right of the Authority to execute and deliver and perform its obligations under the Authority Documents and issue the Bonds.

8. Representations and Warranties. The representations and warranties of the Authority contained in Section 4 of the Commitment Agreement and Section 2.1 of the Loan Agreement are (subject to the limitations and qualifications specified in those representations and warranties, such as "to the Authority's knowledge") true and correct in all material respects as of the date hereof, and, to the Authority's knowledge, it has complied with all covenants and satisfied all conditions and terms of the Authority Documents required on its part to be performed or satisfied at or prior to the date hereof.

9. No Event of Default. To the Authority's knowledge, as of the date hereof, no event of default of the Authority specified in the Authority Documents, and no event which with the giving of notice or the lapse of time or both would become such an event of default of the Authority under the Authority Documents, has occurred.

10. All Necessary Action. The Authority has duly authorized, by all necessary action, the execution, issuance and delivery of the Bonds, and the execution, delivery, receipt and due performance of the Authority Documents and any and all such other agreements and documents as may be reasonably required to be executed, delivered and received by the Authority in order to carry out, give effect to and consummate the transactions contemplated by the Authority Documents and the Resolutions. The Authority Documents, as executed and delivered, and the Bonds, when properly executed, delivered, authenticated and issued, constitute legal, valid and binding obligations of the Authority enforceable against it in accordance with their respective terms (except insofar as the enforcement thereof may be limited by applicable bankruptcy, insolvency, reorganization, moratorium or other similar laws or equitable principles of general application affecting the rights and remedies of creditors and secured parties, and except as rights to indemnity under the Commitment Agreement may be limited by federal or state securities laws or by other principles of public policy).

11. Payments Pledged. The payments to be derived under the Loan Agreement and assigned under the Bond Indenture are not pledged or hypothecated by the Authority in any manner or to any extent except to the payment of the Bonds.

12. No Conflict. To the Authority's knowledge, no member of the Authority and no officer of the Authority has any pecuniary interest, directly or indirectly, in any contract, employment, purchase or sale made, or to be made, in connection with the proposed transaction contemplated by the Authority Documents.

13. Taxability. Subject to the requirements of the Authority Documents or any provision of Missouri law, or any applicable judgment, order, rule or regulation of any court or executive or agency having jurisdiction, the Authority has no present intent to engage in any activity which is likely to result in any loss of any exclusion of interest on the Bonds from the gross income of the recipient thereof under the federal income tax laws.

14. Open Meetings. All meetings of the Authority at which the Authority considered any matters related to the Authority Documents or the proposed transaction contemplated by the Authority Documents, including the meetings at which the Resolutions were adopted, have been open to the public and held in accordance with the procedures adopted by the Authority and Sections 610.010-610.030 of the Revised Statutes of Missouri, as amended, and all laws amendatory thereof and supplementary thereto.

15. No Violation of Law or Agreements. To the Authority's knowledge, the execution and delivery by the Authority of the Authority Documents, the performance of the terms thereof by the Authority, the issuance, sale and delivery of the Bonds by the Authority and the pledge and assignment of the Loan Agreement (except its rights to payment of its fees and expenses and to indemnification as set forth therein), will not violate any provision of Missouri law, or any resolution or ordinance of the Authority, or any applicable judgment, order, rule or regulation of any court or of any public or governmental agency or authority, and will not conflict with, violate or result in the breach of any of the provisions of, or constitute a default under, any indenture, mortgage, deed of trust or other agreement or instrument to which the Authority is a party, or by which it or its properties are bound.

16. Approvals. All approvals, consents, authorizations and orders required to be obtained by the Authority in connection with the issuance, sale and delivery of the Bonds and the

execution and delivery of the Authority Documents and the performance of the terms thereof by the Authority have been duly obtained.

17. Authority Representative. The following persons are hereby designated as the authorized Authority representatives under the Authority Documents and the signatures set forth opposite their respective names are true and correct specimens of their genuine signatures:

<u>Position</u>	<u>Name</u>	<u>Signature</u>
Authority Representative	Michael J. Stanard	_____
Alternate Authority Representative	Vincent M. Loretta	_____

18. Seal. The seal printed on the Bonds, is the legally adopted, proper and only official corporate seal of the Authority.

19. Authentication. Pursuant to the Bond Indenture, the Bond Trustee is hereby requested and authorized by us on behalf of the Authority to authenticate the Bonds and to deliver the Bonds to the respective Lender upon payment to the Bond Trustee, for the account of the Authority, of the purchase price, including accrued interest to the date of delivery of the Bonds, if any, as set forth in the respective Commitment Agreement.

[Remainder of page intentionally left blank]

IN WITNESS WHEREOF, the Authority has caused this Certificate to be executed as of this 23rd day of January, 2019.

HEALTH AND EDUCATIONAL FACILITIES
AUTHORITY OF THE STATE OF MISSOURI

By _____
Michael J. Stanard
Executive Director and Secretary

By _____
Vincent M. Loretta
Assistant Secretary

BOND TRUST INDENTURE

Dated as of January 1, 2019

Between

**HEALTH AND EDUCATIONAL FACILITIES AUTHORITY OF
THE STATE OF MISSOURI**

And

**U.S. BANK NATIONAL ASSOCIATION,
as Bond Trustee**

Relating to:

**\$15,730,000
EDUCATIONAL FACILITIES REVENUE BONDS
(MISSOURI STATE UNIVERSITY)
SERIES 2019A**

BOND TRUST INDENTURE

TABLE OF CONTENTS

	<u>Page</u>
Parties	1
Recitals	1
Granting Clauses	1

ARTICLE I

DEFINITIONS AND RULES OF CONSTRUCTION

Section 101.	Definitions of Words and Terms	2
Section 102.	Rules of Construction	7

ARTICLE II

THE BONDS

Section 201.	Authorization of Bonds	8
Section 202.	Method and Place of Payment	9
Section 203.	Form, Denomination and Numbering	10
Section 204.	Execution and Authentication	11
Section 205.	Registration, Transfer and Exchange	11
Section 206.	Mutilated, Destroyed, Lost and Stolen Bonds	12
Section 207.	Cancellation of Bonds	13
Section 208.	Private Placement with Lender; Restrictions on Transfer	13

ARTICLE III

PREPAYMENT OF BONDS

Section 301.	Optional Prepayment of Bonds	13
Section 303.	Election to Prepay; Notice to Bond Trustee	14
Section 304.	Notice of Prepayment	14
Section 306.	Deposit of Prepayment Price	15
Section 307.	Bonds Payable on Prepayment Date	15

ARTICLE IV

**FUNDS AND ACCOUNTS AND APPLICATION OF BOND
PROCEEDS AND OTHER MONEYS**

Section 401.	Creation of Funds and Accounts	15
Section 402.	Deposit of Bond Proceeds and Other Moneys	16
Section 403.	Cost of Issuance Fund	16
Section 404.	Project Fund	16
Section 405.	Debt Service Fund	16
Section 406.	Rebate Fund.....	17
Section 407.	Payments Due on Saturdays, Sundays and Holidays	18
Section 408.	Nonpresentment of Bonds	18
Section 409.	Moneys to be Held in Trust.....	18
Section 410.	Investment of Moneys.....	19
Section 411.	Records and Reports of Bond Trustee.....	19

ARTICLE V

GENERAL COVENANTS AND PROVISIONS

Section 501.	Authority to Issue Bonds and Execute Bond Indenture	20
Section 502.	Limited Obligations.....	20
Section 503.	Payment of Bonds	20
Section 504.	Performance of Covenants	20
Section 505.	Inspection of Books.....	20
Section 506.	Enforcement of Rights.....	21
Section 507.	Amendments to the Loan Agreement.....	21
Section 508.	Tax Covenants.....	21
Section 509.	Information and Opinions to Be Provided to Authority.....	22
Section 510.	Continuing Disclosure.....	22

ARTICLE VI

DEFAULT AND REMEDIES

Section 601.	Events of Default.....	22
Section 602.	Acceleration of Maturity; Rescission and Annulment	23
Section 603.	Exercise of Remedies by the Bond Trustee.....	23
Section 604.	Bond Trustee May File Proofs of Claim	24
Section 605.	Limitation on Suits by Bondowners	25
Section 606.	Control of Proceedings by Bondowners.....	26
Section 607.	Application of Moneys Collected.....	26
Section 608.	Rights and Remedies Cumulative	27
Section 609.	Delay or Omission Not Waiver.....	27
Section 610.	Waiver of Past Defaults.....	27

ARTICLE VII

THE BOND TRUSTEE

Section 701. Acceptance of Trusts; Certain Duties and Responsibilities 28
Section 702. Certain Rights of Bond Trustee..... 29
Section 703. Notice of Defaults 30
Section 704. Compensation and Reimbursement..... 30
Section 705. Corporate Bond Trustee Required; Eligibility 31
Section 706. Resignation and Removal of Bond Trustee..... 31
Section 707. Appointment of Successor Bond Trustee..... 32
Section 708. Acceptance of Appointment by Successor 33
Section 709. Merger, Consolidation and Succession to Business..... 33
Section 710. Co-Bond Trustees and Separate Bond Trustees 33
Section 711. Designation of Paying Agents..... 35
Section 712. Advances by Bond Trustee..... 35

ARTICLE VIII

SUPPLEMENTAL BOND INDENTURES

Section 801. Supplemental Bond Indentures without Consent of Bondowners..... 35
Section 802. Supplemental Bond Indentures with Consent of Bondowners..... 36
Section 803. Execution of Supplemental Bond Indentures..... 36
Section 804. Effect of Supplemental Bond Indentures 36
Section 805. Reference in Bonds to Supplemental Bond Indentures..... 36
Section 806. University's Consent to Supplemental Bond Indentures 37
Section 807. Notice and Consent to Supplemental Bond Indentures by Lender37

ARTICLE IX

SATISFACTION AND DISCHARGE

Section 901. Payment, Discharge and Defeasance of Bonds 37
Section 902. Satisfaction and Discharge of Bond Indenture..... 38
Section 903. Rights Retained After Discharge..... 38

ARTICLE X

NOTICES, CONSENTS AND OTHER ACTS

Section 1001. Notices..... 39
Section 1002. Acts of Bondowners 40
Section 1003. Form and Contents of Documents Delivered to Bond Trustee 41

ARTICLE XI

MISCELLANEOUS PROVISIONS

Section 1101.	Further Assurances	42
Section 1102.	Immunity of Officers, Employees and Members of Authority	42
Section 1103.	Limitation on Authority Obligations	42
Section 1104.	Benefit of Bond Indenture	43
Section 1105.	Severability	43
Section 1106.	Execution in Counterparts	43
Section 1107.	Electronic Transactions	43
Section 1108.	Governing Law	43

Signatures..... S-1

Exhibit A - The Project

Exhibit B - Form of Bond

Exhibit C - Form of Disbursement Request - Costs of Issuance

Exhibit D - Form of Lender Certificate

Exhibit E - Form of Transferee Certificate

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BOND TRUST INDENTURE

THIS BOND TRUST INDENTURE (the “Bond Indenture”), entered into as of January 1, 2019, between the **HEALTH AND EDUCATIONAL FACILITIES AUTHORITY OF THE STATE OF MISSOURI**, a body politic and corporate and a public instrumentality duly organized and existing under the laws of the State of Missouri (the “Authority”), and **U.S. BANK NATIONAL ASSOCIATION**, a national banking association duly organized and existing and authorized to accept and execute trusts of the character herein set out under the laws of the United States of America, and having a principal corporate trust office located in the City of St. Louis, Missouri, as trustee (the “Bond Trustee”);

RECITALS

1. The Authority is authorized by the Missouri Health and Educational Facilities Authority Act, Chapter 360 of the Revised Statutes of Missouri, as amended (the “Act”), to issue revenue bonds for the purpose of making loans to certain “health institutions” and “educational institutions”, as defined in the Act, to provide funds (a) to pay the costs of acquiring, constructing, reconstructing, repairing, altering, improving and extending “health facilities” and “educational facilities”, as defined in the Act, (b) to refinance outstanding obligations, mortgages or advances of health institutions and educational institutions, and (c) for the purpose of refunding any issue of bonds of the Authority theretofore issued for such purpose, said revenue bonds to be payable solely out of the revenues of the Authority pledged in favor of the owners of said bonds.

2. Pursuant to the Act and a resolution duly adopted by the Authority, the Authority is authorized to issue \$15,730,000 principal amount of Educational Facilities Revenue Bonds (Missouri State University), Series 2019A, (the “Bonds”), under this Bond Indenture for the purpose of making a loan (the “Loan”) to Missouri State University, a state educational institution organized and existing under the laws of the State of Missouri and an “educational institution” as defined in the Act (the “University”), under a Loan Agreement of even date herewith (the “Loan Agreement”) between the Authority and the University, to provide funds to (a) finance, refinance and reimburse certain “educational facilities” of the University described in **Exhibit A** hereto (the “Project”) and (b) pay certain costs related to the issuance of the Bonds, all as more fully described herein and in the Loan Agreement.

3. All things necessary to make the Bonds, when authenticated by the Bond Trustee and issued as provided in this Bond Indenture, the valid, legal and binding special, limited obligations of the Authority, and to constitute this Bond Indenture a valid, legal and binding pledge and assignment of the property, rights, interests and revenues made herein for the security of the payment of the Bonds, have been done and performed, and the execution and delivery of this Bond Indenture and the execution and issuance of the Bonds, subject to the terms of this Bond Indenture, have in all respects been duly authorized.

GRANTING CLAUSES

To declare the terms and conditions upon which the Bonds are to be authenticated, issued and delivered and to secure the payment of all of the Bonds issued and Outstanding under this Bond Indenture from time to time according to their tenor and effect and to secure the performance and observance by the Authority of all the covenants, agreements and conditions contained in this Bond Indenture and in the Bonds, and in consideration of the premises, the acceptance by the Bond Trustee of the trusts created by

this Bond Indenture, the purchase and acceptance of the Bonds by the owners thereof, the Authority hereby transfers in trust, pledges and assigns to the Bond Trustee, and hereby grants a security interest to the Bond Trustee in, the property described in paragraphs (a) and (b) below (said property referred to herein as the "Trust Estate"):

- (a) All rights, title and interest of the Authority (including, but not limited to, the right to enforce any of the terms thereof) in, to and under (1) the Loan Agreement, including, without limitation, all Loan Payments and other payments to be received by the Authority and paid by the University under and pursuant to and subject to the provisions of the Loan Agreement (except the Authority's rights to payment of its fees and expenses and to indemnification as set forth in the Loan Agreement and as otherwise expressly set forth therein), and (2) all financing statements or other instruments or documents evidencing, securing or otherwise relating to the loan of the proceeds of the Bonds; and
- (b) All moneys and securities from time to time held by the Bond Trustee under the terms of this Bond Indenture, and any and all other property (real, personal or mixed) of every kind and nature from time to time, by delivery or by writing of any kind, pledged, assigned or transferred as and for additional security under this Bond Indenture by the Authority or by anyone in its behalf or with its written consent, to the Bond Trustee, which is hereby authorized to receive any and all such property at any and all times and to hold and apply the same subject to the terms hereof.

The Bond Trustee shall hold in trust and administer the Trust Estate, upon the terms and conditions set forth in this Bond Indenture for the equal and pro rata benefit and security of each and every owner of Bonds, without preference, priority or distinction as to participation in the lien, benefit and protection of this Bond Indenture of one Bond over or from the others, except as otherwise expressly provided herein.

NOW, THEREFORE, the Authority covenants and agrees with the Bond Trustee, for the equal and proportionate benefit of the respective owners of the Bonds, that all Bonds are to be issued, authenticated and delivered and the Trust Estate is to be held and applied by the Bond Trustee, subject to the further covenants, conditions and trusts hereinafter set forth, as follows:

ARTICLE I

DEFINITIONS AND RULES OF CONSTRUCTION

Section 101. Definitions of Words and Terms. For all purposes of this Bond Indenture, except as otherwise provided or unless the context otherwise requires, the following words and terms used in this Bond Indenture shall have the following meanings:

"Act" means the Missouri Health and Educational Facilities Authority Act, Chapter 360 of the Revised Statutes of Missouri, as from time to time amended.

"Additional Payments" means those payments required to be made by the University pursuant to **Section 4.3** of the Loan Agreement.

“Authority” means the Health and Educational Facilities Authority of the State of Missouri created by the Act, and its successors and assigns or any body, agency or instrumentality of the State of Missouri succeeding to or charged with the powers, duties and functions of the Authority.

“Authority Representative” means the Chairman, Vice Chairman or Executive Director of the Authority, and such other person or persons at the time designated to act on behalf of the Authority in matters relating to this Bond Indenture and the Loan Agreement as evidenced by a written certificate furnished to the University and the Bond Trustee containing the specimen signature of such person or persons and signed on behalf of the Authority by its Chairman, Vice Chairman or Executive Director. Such certificate may designate an alternate or alternates, each of whom shall be entitled to perform all duties of the Authority Representative.

“Bond” or **“Bonds”** means the Authority’s Educational Facilities Revenue Bonds (Missouri State University), Series 2019A in the principal amount of \$15,730,000, authenticated and delivered under and pursuant to this Bond Indenture.

“Bond Indenture” means this Bond Trust Indenture as originally executed by the Authority and the Bond Trustee, as from time to time amended and supplemented by Supplemental Bond Indentures in accordance with the provisions of **Article VIII** of this Bond Indenture.

“Bond Interest is Taxable” means that interest paid or to be paid on a Bond is or will be includable for federal income tax purposes in the gross income of the Lender or any other owner thereof, but excluding the inclusion of interest on such Bond as an item of tax preference for purposes of the calculation of an alternative minimum tax imposed on the Lender or such other owner.

“Bond Trustee” means U.S. Bank National Association, and its successor or successors and any other corporation or association which at any time may be substituted in its place pursuant to and at the time serving as trustee under this Bond Indenture.

“Business Day” means a day on which the Bond Trustee or any Paying Agent shall be scheduled in the normal course of its operations to be open to the public for conduct of its banking operations.

“Commitment Agreement” means the Commitment Agreement dated the date of issuance of the Bonds among the Authority, the University and the Lender.

“Cost of Issuance Fund” means the fund by that name created by **Section 401** of this Bond Indenture.

“Debt Service Fund” means the fund by that name created by **Section 401** of this Bond Indenture.

“Defeasance Obligations” means direct obligations of the United States of America (including obligations issued or held in book-entry form on the books of the Department of the Treasury, and CATS and TIGRS) or obligations the principal of and interest on which are unconditionally guaranteed by the United States of America.

“Determination of Taxability” means (a) any determination, decision, decree or advisement by the Commissioner of Internal Revenue, or any District Director of Internal Revenue or any court of competent jurisdiction to the effect that Bond Interest is Taxable, or (b) the delivery to the Lender, any

owner or the Bond Trustee of a written Opinion of Bond Counsel to the effect that Bond Interest is Taxable. A Determination of Taxability also shall be deemed to have occurred on the first to occur of the following:

(i) the date when the University files any statement, supplemental statement, or other tax schedule, return or document that discloses that Bond Interest is Taxable;

(ii) the effective date of any federal legislation enacted or federal rule or regulation promulgated after the date of this Bond Indenture that has the effect that Bond Interest is Taxable; or

(iii) if upon sale, lease or other deliberate action within the meaning of Treas. Reg. § 1.141-2(d), the failure to receive an unqualified Opinion of Bond Counsel to the effect that such action will not cause interest on the Bonds to become includable in the gross income of the recipient.

“**Event of Default**” has the meaning given that term in **Section 601**.

“**Government Obligations**” means the following:

(a) bonds, notes, certificates of indebtedness, treasury bills or other securities constituting direct obligations of, or obligations the principal of and interest on which are fully and unconditionally guaranteed by, the United States of America; and

(b) evidences of direct ownership of a proportionate or individual interest in future interest or principal payments on specified direct obligations of, or obligations for which the full and timely payment of the principal and interest is unconditionally guaranteed by, the United States of America, which obligations are held by a bank or trust company organized and existing under the laws of the United States of America or any state thereof in the capacity of custodian in form and substance satisfactory to the Bond Trustee.

“**Internal Revenue Code**” means the Internal Revenue Code of 1986, as amended, and, when appropriate, any statutory predecessor or successor thereto, and all applicable regulations (whether proposed, temporary or final) thereunder and any applicable official rulings, announcements, notices, procedures and judicial determinations relating to the foregoing.

“**Lender**” means initially, **Capital One Public Funding, LLC**, and its successors and assigns, and, unless otherwise set forth herein, in the event Capital One Public Funding, LLC no longer holds all Bonds Outstanding, the Person that then holds all principal amount of Bonds Outstanding.

“**Loan**” means the loan by the Authority to the University of the proceeds of the Bonds.

“**Loan Agreement**” means the Loan Agreement of even date herewith, between the Authority and the University as from time to time amended by Supplemental Loan Agreements in accordance with the provisions of **Article VII** of the Loan Agreement and of **Section 507** of this Bond Indenture.

“**Loan Payments**” means the payments of principal and interest on the Loan referred to in **Section 4.1** of the Loan Agreement.

“Opinion of Bond Counsel” means a written opinion addressed to the Authority, the Lender and the Bond Trustee of any legal counsel acceptable to the Authority, who shall be nationally recognized as expert in matters pertaining to the validity of obligations of governmental issuers and the exemption from federal and state income taxation of interest on such obligations.

“Opinion of Counsel” means a written opinion of any legal counsel acceptable to the University, the Lender and the Bond Trustee and, to the extent the Authority is asked to take action in reliance thereon, the Authority, who may be an employee of or counsel to the University.

“Outstanding” means, as of the date of determination, all Bonds theretofore authenticated and delivered under this Bond Indenture, except:

- (a) Bonds theretofore cancelled by the Bond Trustee or delivered to the Bond Trustee for cancellation as provided in **Section 207** of this Bond Indenture;
- (b) Bonds for whose payment or prepayment money or Government Obligations in the necessary amount has been deposited with the Bond Trustee or any Paying Agent in trust for the owners of such Bonds as provided in **Section 901** of this Bond Indenture, provided that, if such Bonds are to be prepaid, notice of such prepayment has been duly given pursuant to this Bond Indenture or provision therefor satisfactory to the Bond Trustee has been made;
- (c) Bonds in exchange for or in lieu of which other Bonds have been authenticated and delivered under this Bond Indenture; and
- (d) Bonds alleged to have been destroyed, lost or stolen which have been paid as provided in **Section 206** of this Bond Indenture.

“Paying Agent” means the Bond Trustee and any other commercial bank or trust institution organized under the laws of any state of the United States of America or any national banking association designated pursuant to this Bond Indenture or any Supplemental Bond Indenture as paying agent for the Bonds at which the principal of, prepayment premium, if any, and interest on such Bonds shall be payable.

“Permitted Investments” means, if and to the extent the same are at the time legal for investment of funds held under this Bond Indenture, the following:

- (a) Government Obligations;
- (b) bonds, notes or other obligations of any state of the United States or any political subdivision of any state, which at the time of their purchase are rated in either of the 2 highest rating categories by a nationally recognized rating service;
- (c) certificates of deposit or time or demand deposits constituting direct obligations of any bank, bank holding company, savings and loan association, trust company or other financial institution organized under the laws of the United States or any state thereof (including the Bond Trustee or any of its affiliates), except that investments may be made only in certificates of deposit or time or demand deposits which are:

- (1) insured by the Bank Insurance Fund or the Savings Association Insurance Fund of the Federal Deposit Insurance Corporation, or any other similar United States Government deposit insurance program then in existence;
 - (2) continuously and fully secured by Government Obligations, which have a market value, exclusive of accrued interest, at all times at least equal to the principal amount of such certificates of deposit or time or demand deposits; or
 - (3) issued by a bank, bank holding company, savings and loan association, trust company or other financial institution organized under the laws of the United States or any state thereof (including the Bond Trustee or any of its affiliates) whose outstanding unsecured long-term debt is rated at the time of issuance in either of the **two** highest rating categories by a nationally recognized rating service;
- (d) repurchase agreements with any bank, bank holding company, savings and loan association, trust company or other financial institution organized under the laws of the United States or any state thereof (including the Bond Trustee or any of its affiliates), that are continuously and fully secured by Government Obligations and which have a market value, exclusive of accrued interest, at all times at least equal to the principal amount of such repurchase agreements, provided that each such repurchase agreement conforms to current industry standards as to form and time, is in commercially reasonable form, is for a commercially reasonable period, results in transfer of legal title to identified Government Obligations which are segregated in a custodial or trust account for the benefit of the Bond Trustee, and further provided that Government Obligations acquired pursuant to such repurchase agreements shall be valued at the lower of the then current market value thereof or the repurchase price thereof set forth in the applicable repurchase agreement;
- (e) investment agreements constituting an obligation of a bank, bank holding company, savings and loan association, trust company, insurance company or other financial institution whose outstanding unsecured long-term debt is rated at the time of such agreement in either of the **two** highest rating categories by a nationally recognized rating service; and
- (f) short term discount obligations of the Federal National Mortgage Association and the Government National Mortgage Association.
- (g) money market mutual funds (1) that invest in Government Obligations or that are registered with the federal Securities and Exchange Commission (SEC), meeting the requirements of Rule 2a-7 under the Investment Company Act of 1940, and (2) that are rated in either of the 2 highest categories by a nationally recognized rating service, including those for which the Bond Trustee or an affiliate performs services for a fee, whether as a custodian, transfer agent, investment advisor or otherwise.

“Person” means any natural person, firm, association, corporation, partnership, joint stock company, a joint venture, trust, unincorporated organization or firm, or a government or any agency or political subdivision thereof or other public body.

“Project” means the facilities of the University described on **Exhibit A** hereto, the costs of which will be paid in whole or in part, from the proceeds of the sale of the Bonds, and which constitute “educational facilities,” as defined in the Act.

“Project Fund” means the fund by that name created by **Section 401** of this Bond Indenture.

“Record Date” means the 15th day (whether or not a Business Day) of the calendar month next preceding the month in which an interest payment on any Bond is to be made.

“Supplemental Bond Indenture” means any indenture supplemental or amendatory to this Bond Indenture entered into by the Authority and the Bond Trustee pursuant to **Article VIII** of this Bond Indenture.

“Supplemental Loan Agreement” means any agreement supplemental or amendatory to the Loan Agreement entered into by the Authority and the University pursuant to **Article VII** of the Loan Agreement and **Section 507** of this Bond Indenture.

“Tax Compliance Agreement” means the Tax Compliance Agreement with respect to the Bonds of even date herewith, among the Authority, the University and the Bond Trustee, as from time to time amended in accordance with the provisions thereof.

“Taxable Date” means the date on which interest on the Bonds is first includable in gross income of an owner of the Bonds (including, without limitation, any previous owner of the Bonds) thereof as a result of a Determination of Taxability.

“Taxable Rate” means, for any date of determination, the rate of interest per annum equal to the product of the interest rate on the Bonds then in effect multiplied by 1.40.

“Transaction Documents” means, collectively, this Bond Indenture, the Bonds, the Loan Agreement, the Commitment Agreement, the Tax Compliance Agreement, and any and all future renewals and extensions or restatements of, or amendments or supplements to, any of the foregoing; provided, however, that when the words “Transaction Documents” are used in the context of the authorization, execution, delivery, approval or performance of Transaction Documents by a particular party, the same shall mean only those Transaction Documents that provide for or contemplate authorization, execution, delivery, approval or performance by such party.

“Trust Estate” means the Trust Estate described in the Granting Clauses of this Bond Indenture.

“University” means Missouri State University, a state educational institution organized and existing under the laws of the State of Missouri, and its successors and assigns.

“University Representative” means the Chair, Vice Chair, Secretary or Treasurer of the Board of Governors of the University, the President or the Chief Financial Officer of the University, and such other person or persons at the time designated to act on behalf of the University in matters relating to this Bond Indenture and the Loan Agreement as evidenced by a written certificate furnished to the Authority and the Bond Trustee containing the specimen signature of such person or persons and signed on behalf of the University by its Chair, Vice Chair, President, Secretary, Treasurer, President, or Chief Financial Officer. Such certificate may designate an alternate or alternates each of whom shall be entitled to perform all duties of the University Representative, and any other duly authorized officer of the

University whose authority to execute any particular instrument or take a particular action under this Bond Indenture or the Loan Agreement shall be evidenced to the satisfaction of the Bond Trustee.

Section 102. Rules of Construction. For all purposes of this Bond Indenture, except as otherwise expressly provided or unless the context otherwise requires, the following rules of construction apply in construing the provisions of this Bond Indenture:

- (a) The terms defined in this Article include the plural as well as the singular.
- (b) All accounting terms not otherwise defined herein shall have the meanings assigned to them, and all computations herein provided for shall be made, in accordance with generally accepted accounting principles.
- (c) All references herein to “generally accepted accounting principles” refer to accounting principles generally accepted in the United States of America in effect on the date of the determination, certification, computation or other action to be taken hereunder using or involving such terms.
- (d) All references in this instrument to designated “Articles,” “Sections” and other subdivisions are to be the designated Articles, Sections and other subdivisions of this instrument as originally executed.
- (e) The words “herein,” “hereof” and “hereunder” and other words of similar import refer to this Bond Indenture as a whole and not to any particular Article, Section or other subdivision.
- (f) The Article and section headings herein and in the Table of Contents are for convenience only and shall not affect the construction hereof.

ARTICLE II

THE BONDS

Section 201. Authorization of Bonds. No Bonds may be issued under this Bond Indenture except in accordance with the provisions of this Article. There shall be issued and secured by this Bond Indenture \$15,730,000 Educational Facilities Revenue Bonds (Missouri State University), Series 2019A (the “Bonds”), for the purpose of providing funds to make a loan to the University to (a) finance Project costs, and (b) pay certain costs of issuance of the Bonds.

The Bonds shall be dated the date of issuance, shall become due on October 1, 2033 (subject to prior prepayment as provided herein), and shall bear interest at the rate of 3.53% per annum. From and after any Taxable Date, the interest rate on the Bonds shall be established at a rate equal to the Taxable Rate. The Bonds shall bear interest (computed on the basis of a 360-day year of twelve 30-day months) from their date or from the most recent interest payment date to which interest has been paid or duly provided for, payable on April 1 and October 1 of each year, beginning on April 1, 2019 (each, an “Interest Payment Date”).

The Bonds are subject to mandatory prepayment prior to maturity on **October 1** in each of the years set forth below, at **100%** of the principal amount thereof plus accrued interest to the prepayment date, without premium:

<u>Year</u>	<u>Principal Amount</u>
2019	\$ 810,000
2020	840,000
2021	870,000
2022	900,000
2023	935,000
2024	965,000
2025	1,000,000
2026	1,035,000
2027	1,075,000
2028	1,115,000
2029	1,150,000
2030	1,195,000
2031	1,235,000
2032	1,280,000
2033*	1,325,000

* Final Maturity

The Bonds shall be executed in the manner set forth herein and delivered to the Bond Trustee for authentication, but prior to or simultaneously with the authentication and delivery of the Bonds by the Bond Trustee the following documents shall be filed with the Bond Trustee:

- (a) A copy, certified by the Secretary or Assistant Secretary of the Authority, of the resolution adopted by the Authority authorizing the issuance of the Bonds and the execution of this Bond Indenture, the Loan Agreement and any other Transaction Documents to which it is a party.
- (b) A copy, certified by the Secretary or an Assistant Secretary of the Board of Governors of the University, of the resolutions adopted by the Board of Governors authorizing the execution and delivery of the Loan Agreement and any other Transaction Documents to which it is a party, and approving this Bond Indenture and the issuance and sale of the Bonds.
- (c) An original executed counterpart of this Bond Indenture and the Loan Agreement.
- (d) A request and authorization to the Bond Trustee on behalf of the Authority, executed by an Authority Representative, to authenticate the Bonds and deliver said Bonds to the Lender upon payment to the Bond Trustee, for the account of the Authority, of the principal amount of the Bonds.
- (e) An Opinion of Bond Counsel, dated the date of original issuance of the Bonds, in form and substance acceptable to the Authority, the Bond Trustee and the Lender.

- (f) A supplemental Opinion of Bond Counsel to the effect that the Bonds are exempt from registration under the Securities Act of 1933, as amended, and the Bond Indenture is exempt from qualification under the Trust Indenture Act of 1939, as amended.
- (g) Such other certificates, statements, receipts and documents required by any of the Transaction Documents or as the Bond Trustee shall reasonably require for the delivery of the Bonds.

When the documents specified above have been filed with the Bond Trustee, and when the Bonds shall have been executed and authenticated as required by this Bond Indenture, the Bond Trustee shall deliver the Bonds to the Lender, but only upon payment to the Bond Trustee of the principal amount of the Bonds. The proceeds of the Bonds shall be immediately paid over to the Bond Trustee, and the Bond Trustee shall deposit and apply such proceeds as provided in **Article IV** hereof.

Section 202. Method and Place of Payment. The principal of, prepayment premium, if any, and interest on the Bonds shall be payable in any coin or currency of the United States of America which on the respective dates of payment thereof is legal tender for the payment of public and private debts.

The principal of and the prepayment premium, if any, on all Bonds shall be payable at maturity or upon earlier prepayment to the Persons in whose names such Bonds are registered on the bond register maintained by the Bond Trustee at the maturity or prepayment date thereof, upon the presentation and surrender of such Bonds at a principal corporate trust office of the Bond Trustee or of any Paying Agent named in the Bonds. The interest payable on each Bond on any Interest Payment Date shall be paid by the Bond Trustee to the registered owner of such Bond as shown on the bond register at the close of business on the Record Date for such interest.

Principal of, prepayment premium, if any, and interest on the Bonds shall be payable to the Lender by electronic transfer to such owner upon written notice to the Bond Trustee from such owner containing the electronic transfer instructions (which shall be in the continental United States) to which such owner wishes to have such transfer directed and such written notice is given by such owner to the Bond Trustee not less than **15** days prior to the Record Date. Any such written notice for electronic transfer shall be signed by such owner and shall include the name of the bank, its address, its ABA routing number and the name, number and contact name related to such owner's account at such bank to which the payment is to be credited. Notwithstanding anything herein to the contrary, the Bond need not be presented for payment of principal except upon final maturity or payment in full.

Interest on any Bond that is due and payable but not paid on the date due ("Defaulted Interest") shall cease to be payable to the owner of such Bond on the relevant Record Date and shall be payable to the owner in whose name such Bond is registered at the close of business on a special record date (the "Special Record Date") for the payment of such Defaulted Interest, which Special Record Date shall be fixed in the following manner. The University shall notify the Bond Trustee in writing of the amount of Defaulted Interest proposed to be paid on each Bond and the date of the proposed payment (which date shall be such as will enable the Bond Trustee to comply with the next sentence hereof), and shall deposit with the Bond Trustee at the time of such notice an amount of money equal to the aggregate amount proposed to be paid in respect of such Defaulted Interest or shall make arrangements satisfactory to the Bond Trustee for such deposit prior to the date of the proposed payment; money deposited with the Bond Trustee shall be held in trust for the benefit of the owners of the Bonds entitled to such Defaulted Interest as provided in this Section. Following receipt of such funds the Bond Trustee shall fix the Special Record Date for the payment of such Defaulted Interest which shall be not more than **15** nor less than **10** days

prior to the date of the proposed payment and not less than **10** days after the receipt by the Bond Trustee of the notice of the proposed payment. The Bond Trustee shall promptly notify the University of such Special Record Date and, in the name and at the expense of the University, shall cause notice of the proposed payment of such Defaulted Interest and the Special Record Date therefor to be mailed, first-class postage prepaid, to each owner of a Bond entitled to such notice at the address of such owner as it appears on the bond register not less than **10** days prior to such Special Record Date.

Subject to the foregoing provisions of this Section, each Bond delivered under this Bond Indenture upon transfer of or in exchange for or in lieu of any other Bond shall carry all the rights to interest accrued and unpaid, and to accrue, which were carried by such other Bond and each such Bond shall bear interest from such date, that neither gain nor loss in interest shall result from such transfer, exchange or substitution.

Section 203. Form, Denomination and Numbering. The Bonds issued under this Bond Indenture shall be issuable as one physical full registered bond without coupons in a single denomination in substantially the form set forth in **Exhibit B** attached to this Bond Indenture, with such necessary or appropriate variations, omissions and insertions as are permitted or required by this Bond Indenture. The Bonds may have endorsed thereon such legends or text as may be necessary or appropriate to conform to any applicable rules and regulations of any governmental authority or any custom, usage or requirement of law with respect thereto.

The Bonds shall be numbered from **R-1** consecutively upward in order of issuance or in such other manner as the Bond Trustee shall designate.

The Bonds shall be evidenced by one physical Bond certificate registered in the name of the Lender.

Section 204. Execution and Authentication. The Bonds shall be executed on behalf of the Authority by the manual or facsimile signature of its Chairman, Vice Chairman or Executive Director and attested by the manual or facsimile signature of its Secretary or an Assistant Secretary, and shall have the corporate seal of the Authority affixed thereto or imprinted thereon. If any officer whose manual or facsimile signature appears on any Bonds shall cease to hold such office before the authentication and delivery of such Bonds, such signature shall nevertheless be valid and sufficient for all purposes, the same as if such person had remained in office until delivery. Any Bond may be signed by such persons as at the actual time of the execution of such Bond shall be the proper officers to sign such Bond although at the date of authentication of such Bond such persons may not have been such officers.

No Bond shall be secured by, or be entitled to any lien, right or benefit under, this Bond Indenture or be valid or obligatory for any purpose, unless there appears on such Bond a certificate of authentication substantially in the form provided for in **Exhibit B** hereto, executed by the Bond Trustee by manual signature of an authorized officer or signatory of the Bond Trustee, and such certificate upon any Bond shall be conclusive evidence, and the only evidence, that such Bond has been duly authenticated and delivered hereunder. At any time and from time to time after the execution and delivery of this Bond Indenture, the Authority may deliver Bonds executed by the Authority to the Bond Trustee for authentication and the Bond Trustee shall authenticate and deliver such Bonds as in this Bond Indenture provided and not otherwise.

Section 205. Registration, Transfer and Exchange. The Bond Trustee shall cause to be kept at a principal corporate trust office a register (referred to herein as the **“bond register”**) in which, subject

to such reasonable regulations as it may prescribe, the Bond Trustee shall provide for the registration, transfer and exchange of Bonds as herein provided. The Bond Trustee is hereby appointed “**bond registrar**” for the purpose of registering Bonds and transfers of Bonds as herein provided.

The Bonds may be transferred or exchanged in whole, but not in part, only upon the bond register maintained by the Bond Trustee as provided in this Section. Upon surrender for transfer or exchange of the Bonds at a principal corporate trust office of the Bond Trustee, the Authority shall execute, and the Bond Trustee shall authenticate and deliver, in the name of the designated transferee or transferees, a new Bond in the aggregate principal amount then outstanding. The Bonds may be only transferred to (a) affiliates of the Lender or (b) one or more banks, insurance companies or other financial institutions.

Every Bond presented or surrendered for transfer or exchange shall (if so required by the Authority or the Bond Trustee, as bond registrar) be duly endorsed, or be accompanied by a written instrument of transfer in form satisfactory to the Authority and the Bond Trustee, as bond registrar, duly executed by the owner thereof or his attorney or legal representative duly authorized in writing.

All Bonds surrendered upon any exchange or transfer provided for in this Bond Indenture shall be promptly cancelled by the Bond Trustee and thereafter disposed of in accordance with the customary practices of the Bond Trustee.

All Bonds issued upon any transfer or exchange of Bonds shall be the valid special, limited obligations of the Authority, evidencing the same debt, and entitled to the same security and benefits under this Bond Indenture, as the Bonds surrendered upon such transfer or exchange.

No service charge shall be made for any registration, transfer or exchange of Bonds, but the Bond Trustee or the Authority may require payment of a sum sufficient to cover any tax or other governmental charge that may be imposed in connection with any transfer or exchange of Bonds, and such charge shall be paid before any such new Bond shall be delivered. The fees and charges of the Bond Trustee or Authority for making any transfer or exchange and the expense of any bond printing necessary to effect any such transfer or exchange shall be paid by the University. In the event any registered owner fails to provide a correct taxpayer identification number to the Bond Trustee, the Bond Trustee may impose a charge against such registered owner sufficient to pay any governmental charge required to be paid as a result of such failure. In compliance with Section 3406 of the Internal Revenue Code, such amount may be deducted by the Bond Trustee from amounts otherwise payable to such registered owner hereunder or under the Bonds.

The Authority, the University, the Bond Trustee and any agent of the Authority, the University or the Bond Trustee may treat the Person in whose name any Bond is registered as the owner of such Bond for the purpose of receiving payment of principal of (and premium, if any), and interest on, such Bond and for all other purposes whatsoever, except as otherwise provided in this Bond Indenture, whether or not such Bond is overdue, and, to the extent permitted by law, neither the Authority, the University, the Bond Trustee nor any such agent shall be affected by notice to the contrary.

The Person in whose name any Bond shall be registered on the bond register shall be deemed and regarded as the absolute owner thereof for all purposes, except as otherwise provided in this Bond Indenture, and payment of or on account of the principal of and premium, if any, and interest on any such Bond shall be made only to or upon the order of the registered owner thereof or his legal representative, but such registration may be changed as herein provided. All such payments shall be valid and effectual to satisfy and discharge the liability upon such Bond to the extent of the sum or sums so paid.

The Bond Trustee will keep on file at its principal corporate trust office a list of the name and address of the last known owner of all Bonds and the serial numbers of such Bonds held by such owner. At reasonable times and under reasonable regulations established by the Bond Trustee, the list may be inspected and copied by the Authority, the University, or the owner of the Bonds or the authorized representative thereof, provided that the ownership of such owner and the authority of any such designated representative shall be evidenced to the satisfaction of the Bond Trustee.

Section 206. Mutilated, Destroyed, Lost and Stolen Bonds. If (i) any mutilated Bond is surrendered to the Bond Trustee, or the Authority and the Bond Trustee receive evidence to their satisfaction of the destruction, loss or theft of any Bond, and (ii) there is delivered to the Authority and the Bond Trustee such security or indemnity as may be required by them to save each of them harmless, then, in the absence of notice to the Authority or the Bond Trustee that such Bond has been acquired by a bona fide purchaser, the Authority or the University shall execute and upon its request the Bond Trustee shall authenticate and deliver, in exchange for or in lieu of any such mutilated, destroyed, lost or stolen Bond, a new Bond of the same maturity and of like tenor and principal amount, bearing a number not contemporaneously outstanding.

In case any such mutilated, destroyed, lost or stolen Bond has become or is about to become due and payable, the Authority in its discretion may, instead of issuing a new Bond, pay such Bond.

Upon the issuance of any new Bond under this Section, the Authority and the Bond Trustee may require the payment of a sum sufficient to cover any tax or other governmental charge that may be imposed in relation thereto and any other expenses connected therewith.

Every new Bond issued pursuant to this Section in lieu of any destroyed, lost or stolen Bond, shall constitute an original additional contractual obligation of the Authority, whether or not the destroyed, lost or stolen Bond shall be at any time enforceable by anyone, and shall be entitled to all the security and benefits of this Bond Indenture.

The provisions of this Section are exclusive and shall preclude (to the extent lawful) all other rights and remedies with respect to the replacement or payment of mutilated, destroyed, lost or stolen Bonds.

Section 207. Cancellation of Bonds. All Bonds surrendered for payment, prepayment, transfer, exchange or replacement, if surrendered to the Bond Trustee, shall be promptly cancelled by the Bond Trustee, and, if surrendered to any Paying Agent other than the Bond Trustee, shall be delivered to the Bond Trustee and, if not already cancelled, shall be promptly cancelled by the Bond Trustee. The Authority or the University may at any time deliver to the Bond Trustee for cancellation any Bonds previously authenticated and delivered hereunder, which the Authority or the University may have acquired in any manner whatsoever, and all Bonds so delivered shall be promptly cancelled by the Bond Trustee. No Bond shall be authenticated in lieu of or in exchange for any Bond cancelled as provided in this Section, except as expressly provided by this Bond Indenture. The Bond Trustee shall execute and deliver to the Authority and the University a certificate describing the Bonds so cancelled. All cancelled Bonds held by the Bond Trustee shall be disposed of as directed by the Authority.

Section 208. Private Placement with Lender; Restrictions on Transfer.

The Bonds are being privately placed with the Lender pursuant to the Commitment Agreement. In connection with the issuance of the Bonds, the Lender has executed and delivered a Lender Certificate in substantially the form attached hereto as **Exhibit D**, which Lender Certificate includes representations by the Lender and limitations on the transfer of the Bonds, and any beneficial ownership interest in such Bonds shall not be transferred unless the conditions to transfer set forth in such Lender Certificate and this Bond Indenture are met.

Each Person who is or who becomes a beneficial owner of a Bond shall be deemed by the acceptance or acquisition of such beneficial ownership interest to have agreed to be bound by the provisions of this Section. No Bond may be transferred, unless the proposed transfer conforms to any restrictions set forth in the Transferee Certificate and the proposed transferee shall have delivered to the Authority and the Bond Trustee an express agreement substantially in the form of the Transferee Certificate attached as **Exhibit E** hereto with only such variations from that form as are acceptable to the Authority and the University.

ARTICLE III

PREPAYMENT OF BONDS

Section 301. Optional Prepayment of Bonds. The Bonds are subject to prepayment and payment prior to maturity, at the option of the Authority, which shall be exercised upon written direction from the University, in whole but not in part on any Interest Payment Date on or after October 1, 2026, at a prepayment price equal to **100%** of the principal amount thereof, plus accrued interest thereon to the prepayment date.

Section 302. Election to Prepay; Notice to Bond Trustee. The Authority shall elect to prepay Bonds subject to optional prepayment upon receipt of a written direction of the University. In case of any prepayment at the election of the Authority, the Authority shall, at least **35** days prior to the prepayment date fixed by the Authority (unless a shorter notice shall be satisfactory to the Bond Trustee) give written notice to the Bond Trustee directing the Bond Trustee to call Bonds for prepayment and give notice of prepayment and specifying the prepayment date, the principal amount and maturities of Bonds to be called for prepayment, the applicable prepayment price or prices and the provision or provisions of this Bond Indenture pursuant to which such Bonds are to be called for prepayment.

The foregoing provisions of this Section shall not apply in the case of any mandatory prepayment of Bonds under this Bond Indenture, and the Bond Trustee shall call Bonds for prepayment and shall give notice of prepayment pursuant to such mandatory prepayment requirements without the necessity of any action by the Authority or the University and whether or not the Bond Trustee shall hold in the Debt Service Fund moneys available and sufficient to effect the required prepayment.

Section 303. Notice of Prepayment. Unless waived by any owner of Bonds to be prepaid, official notice of any such prepayment shall be given by the Bond Trustee on behalf of the Authority by mailing a copy of an official prepayment notice by registered, certified or first class mail, at least **20** days prior to the prepayment date to each registered owner of the Bonds to be prepaid at the address shown on the bond register or at such other address as is furnished in writing by such registered owner to the Bond Trustee.

All official notices of prepayment shall be dated and shall state:

- (a) the prepayment date;
- (b) the prepayment price;
- (c) the principal amount of Bonds to be prepaid;
- (d) that on the prepayment date the prepayment price will become due and payable upon each such Bond or portion thereof called for prepayment, and that interest thereon shall cease to accrue from and after said date; and
- (e) the place where the Bonds to be prepaid are to be surrendered for payment of the prepayment price, which place of payment shall be a principal corporate trust office of the Bond Trustee or other Paying Agent.

With respect to optional prepayments, such notice may be conditioned upon moneys being on deposit with the Bond Trustee on or prior to the prepayment date in an amount sufficient to pay the prepayment price on the prepayment date. If such notice is conditional and moneys are not received, such notice shall be of no force and effect, the Bond Trustee shall not prepay such Bonds and the Bond Trustee shall give notice, in the same manner in which the notice of prepayment was given, that such moneys were not so received and that such Bonds will not be prepaid.

Section 304. Deposit of Prepayment Price. On or prior to any prepayment date, the Authority shall deposit with the Bond Trustee or with a Paying Agent, from moneys provided by the University, an amount of money sufficient to pay the prepayment price of all the Bonds which are to be prepaid on that date. Such money shall be held in trust for the benefit of the Persons entitled to such prepayment price and shall not be deemed to be part of the Trust Estate.

Section 305. Bonds Payable on Prepayment Date. Notice of prepayment having been given as aforesaid, the Bonds so to be prepaid shall, on the prepayment date, become due and payable at the prepayment price therein specified and from and after such date (unless the Authority shall default in the payment of the prepayment price) such Bonds shall cease to bear interest. Upon surrender of any such Bond for prepayment in accordance with said notice, such Bond shall be paid by the Authority at the prepayment price. Installments of interest with a due date on or prior to the prepayment date shall be payable to the owners of the Bonds registered as such on the relevant Record Dates according to the terms of such Bonds and the provisions of **Section 202**.

If any Bond called for prepayment shall not be so paid upon surrender thereof for prepayment, the principal (and premium, if any) shall, until paid, bear interest from the prepayment date at the rate prescribed therefor in the Bond.

ARTICLE IV

FUNDS AND ACCOUNTS AND APPLICATION OF BOND PROCEEDS AND OTHER MONEYS

Section 401. Creation of Funds and Accounts.

- (a) *Cost of Issuance Fund.* There is hereby created and ordered to be established in the custody of the Treasurer of the University the following special trust fund in the name of the University to be designated as follows:

“Missouri State University Cost of Issuance Fund, Series 2019A” (the “Cost of Issuance Fund”).

- (b) *Project Fund.* There is hereby created and ordered to be established in the custody of the Treasurer of the University the following special trust fund in the name of the University to be designated as follows:

“Missouri State University Project Fund, Series 2019A” (the “Project Fund”).

- (c) *Debt Service Fund.* There is hereby created and ordered to be established in the custody of the Bond Trustee the following special trust fund in the name of the Authority to be designated as follows:

“Health and Educational Facilities Authority of the State of Missouri – Missouri State University Debt Service Fund, Series 2019A” (the “Debt Service Fund”).

- (d) *Rebate Fund.* There is hereby created and ordered to be established in the custody of the Bond Trustee the following special trust fund in the name of the Authority to be designated as follows:

“Health and Educational Facilities Authority of the State of Missouri -- Missouri State University Rebate Fund, Series 2019A” (the “Rebate Fund”).

Section 402. Deposit of Bond Proceeds and Other Moneys. The proceeds of the Bonds in the amount of \$15,730,000 shall be paid by wire transfer by the Lender to the Bond Trustee in accordance with the Commitment Agreement and credited as follows:

- (a) The sum of \$129,000.00 shall be paid to the Treasurer of the University for deposit to the credit of the Cost of Issuance Fund, which deposit shall be disbursed by the Treasurer of the University for the purposes and in the manner set forth in **Section 403** of this Bond Indenture.
- (b) The sum of \$15,601,000.00, representing the balance of the proceeds of the Bonds, shall be paid, at the request and direct of the Treasurer of the University, to Preferred Title of Missouri, Inc., as escrow agent, for disbursement in accordance with the closing settlement memorandum for the purchase of the Project by the University.

Section 403. Cost of Issuance Fund. Moneys in the Cost of Issuance Fund shall be used as provided in this Section solely for the purpose of paying the costs and expenses incident to the issuance of the Bonds.

The Treasurer of the University shall pay out of the Cost of Issuance Fund upon written disbursement requests of the University, in substantially the form of **Exhibit C** hereto, signed by the University Representative, amounts equal to the amount of costs of issuance of the Bonds certified in such written requests to be paid or reimbursed.

If the Authority so requests, a copy of each written disbursement request submitted for payment under this Section shall be promptly provided by the Treasurer to the Authority. The Treasurer shall keep and maintain adequate records pertaining to the Cost of Issuance Fund and all disbursements therefrom, and shall file periodic statements of activity regarding the Cost of Issuance Fund with the University.

Upon payment of all costs of issuance as hereinbefore provided, but not later than **6** months following the date of issuance of the Bonds, any surplus moneys remaining in the Cost of Issuance Fund and not required for the payment of unpaid costs thereof, shall be transferred by the Treasurer of the University to the Debt Service Fund.

Section 404. Project Fund. Moneys in the Project Fund shall be fully disbursed on the date of issuance of the Bonds to fund a portion of the purchase price for the Project.

Section 405. Debt Service Fund. The Bond Trustee shall deposit and credit to the Debt Service Fund, as and when received, as follows:

- (a) All Loan Payments made by the University pursuant to **Section 4.1** of the Loan Agreement.
- (b) Any amount required to be transferred by the Treasurer of the University from the Costs of Issuance Fund to the Bond Trustee for deposit to the Debt Service Fund pursuant to **Section 403** hereof.
- (c) Interest earnings and other income on Permitted Investments required to be deposited in the Debt Service Fund pursuant to **Section 410** hereof.
- (d) All other moneys received by the Bond Trustee under and pursuant to any of the provisions of this Bond Indenture or the Loan Agreement, when accompanied by directions from the person depositing such moneys that such moneys are to be paid into the Debt Service Fund.

The moneys in the Debt Service Fund shall be held in trust and shall be applied solely in accordance with the provisions of this Bond Indenture to pay the principal of and prepayment premium, if any, and interest on the Bonds as the same become due and payable. Except as otherwise provided herein, moneys in the Debt Service Fund shall be expended solely as follows: (a) to pay interest on the Bonds as the same becomes due; (b) to pay principal of the Bonds as the same mature or become due and upon mandatory prepayment thereof; and (c) to pay principal of and prepayment premium, if any, on the Bonds as the same become due upon prepayment (other than mandatory prepayment) prior to maturity.

The Bond Trustee is authorized and directed to withdraw sufficient funds from the Debt Service Fund to pay principal of, prepayment premium, if any, and interest on the Bonds as the same become due and payable at maturity or upon prepayment and to make said funds so withdrawn available to the Bond Trustee and any Paying Agent for the purpose of paying said principal, prepayment premium, if any, and interest.

The Bond Trustee, upon the written instructions from the Authority given pursuant to written direction of the University, shall use excess moneys in the Debt Service Fund to prepay all or part of the Bonds Outstanding and to pay interest to accrue thereon prior to such prepayment and prepayment premium, if any, on the next succeeding prepayment date for which the required prepayment notice may be given or on such later prepayment date as may be specified by the University, in accordance with the provisions of **Article III** hereof, so long as the University is not in default with respect to any payments under the Loan Agreement and to the extent said moneys are in excess of the amount required for payment of Bonds theretofore matured or called for prepayment and past due interest in all cases when such Bonds have not been presented for payment. The University may cause such excess money in the Debt Service Fund or such part thereof or other moneys of the University, as the University may direct, to be applied by the Bond Trustee upon the appropriate instruction of the University and to the extent practical for the purchase of Bonds in the open market for the purpose of cancellation at prices not exceeding the principal amount thereof plus accrued interest thereon to the date of such purchase.

After payment in full of the principal of, prepayment premium, if any, and interest on the Bonds (or after provision has been made for the payment thereof as provided in this Bond Indenture), all rebatable arbitrage to the United States and the fees, charges and expenses of the Bond Trustee, any Paying Agents and the Authority, and any other amounts required to be paid under this Bond Indenture and the Loan Agreement, all amounts remaining in the Debt Service Fund shall be paid to the University upon the expiration or sooner termination of the Loan Agreement.

Section 406. Rebate Fund.

There shall be deposited in the Rebate Fund such amounts as are required to be deposited therein pursuant to the Tax Compliance Agreement.

All amounts on deposit at any time in the Rebate Fund shall be held by the Bond Trustee in trust to the extent required to pay rebatable arbitrage to the United States of America, and neither the University, the Authority nor the Owner of any Bonds shall have any rights in or claim to such money.

The Bond Trustee shall remit from moneys in the Rebate Fund all rebate installments and a final rebate payment to the United States required by the Tax Compliance Agreement, at the direction of the University. Neither the Bond Trustee nor the Authority shall have any obligation to pay any amounts required to be rebated pursuant to this Section and the Tax Compliance Agreement, other than from moneys held in the Rebate Fund created under this Bond Indenture as provided in this Bond Indenture or from other moneys provided to it by the University. Any moneys remaining in the Rebate Fund after payment of all of the Bonds and payment and satisfaction of any rebatable arbitrage shall be withdrawn and paid to the University.

The obligation to pay arbitrage rebate to the United States and to comply with all other requirements of this Section and the Tax Compliance Agreement shall survive the defeasance or payment in full of the Bonds until all rebatable arbitrage shall have been paid.

Section 407. Payments Due on Saturdays, Sundays and Holidays. In any case where the date of maturity of principal of, prepayment premium, if any, or interest on the Bonds or the date fixed for prepayment of any Bonds shall be a day other than a Business Day, then payment of principal, prepayment premium, if any, or interest need not be made on such date but may be made on the next succeeding Business Day with the same force and effect as if made on the date of maturity or the date fixed for prepayment, and no interest shall accrue for the period after such date.

Section 408. Nonpresentment of Bonds. In the event any Bond shall not be presented for payment when the principal thereof becomes due, either at maturity or otherwise, or at the date fixed for prepayment thereof, if funds sufficient to pay such Bond shall have been made available to the Bond Trustee, all liability of the Authority to the owner thereof for the payment of such Bond, shall forthwith cease, determine and be completely discharged, and thereupon it shall be the duty of the Bond Trustee to hold such funds in trust in a separate trust account, without liability for interest thereon, for the benefit of the owner of such Bond, who shall thereafter be restricted exclusively to such funds for any claim of whatever nature on his part under this Bond Indenture or on or with respect to said Bond. If any Bond shall not be presented for payment within four years following the date when such Bond becomes due, whether by maturity or otherwise, the Bond Trustee shall repay to the University the funds theretofore held by it for payment of such Bond, and such Bond shall, subject to the defense of any applicable statute of limitation, thereafter be an unsecured obligation of the University, and the owner thereof shall be entitled to look only to the University for payment, and then only to the extent of the amount so repaid, and the University shall not be liable for any interest thereon and shall not be regarded as a trustee of such money.

Section 409. Moneys to be Held in Trust. All moneys deposited with or paid to the Bond Trustee for the funds and accounts held under this Bond Indenture, and all moneys deposited with or paid to any Paying Agent under any provision of this Bond Indenture shall be held by the Bond Trustee or Paying Agent in trust and shall be applied only in accordance with the provisions of this Bond Indenture and the Loan Agreement, and, until used or applied as herein provided, and except as provided in **Section 901** hereof, shall constitute part of the Trust Estate and be subject to the lien, terms and provisions hereof and shall not be commingled with any other funds of the Authority or the University except as provided under **Section 410** hereof for investment purposes. Neither the Bond Trustee nor any Paying Agent shall be under any liability for interest on any moneys received hereunder except such as may be agreed upon.

Section 410. Investment of Moneys. Moneys held in the Cost of Issuance Fund and the Project Fund shall be invested by the University and moneys held in the Debt Service Fund shall be invested by the Bond Trustee, pursuant to written directions of the University Representative, in accordance with the provisions of this Bond Indenture and the Tax Compliance Agreement in Permitted Investments which mature or are subject to prepayment by the owner thereof prior to the date such funds are expected to be needed. If the Bond Trustee does not receive written investment directions from the University Representative, the moneys held in the Debt Service Fund shall be held uninvested. The Bond Trustee shall be entitled to rely on any written investment directions of the University Representative as to the suitability and legality of the directed investment. Any such Permitted Investments shall be held by or under the control of the Bond Trustee or the University and shall be deemed at all times a part of the fund or account in which such moneys are originally held. The Bond Trustee may make any investments permitted by the provisions of this Section through its own bond department or short-term investment department and may pool moneys for investment purposes, except moneys held in any fund or account that are required to be yield restricted in accordance with the Tax Compliance Agreement, which shall be invested separately. Any such Permitted Investments shall be held by or under the control of the Bond Trustee or the University and shall be deemed at all times a part of the fund or account in which such

moneys are originally held. Except as expressly provided in the Tax Compliance Agreement, the Bond Trustee shall have no obligation to confirm that any written investment direction provided by the University conforms to the requirements of the Tax Compliance Agreement, including any restrictions on yield. The interest accruing on each fund or account and any profit realized from such Permitted Investments shall be credited to such fund or account, and any loss resulting from such Permitted Investments shall be charged to such fund or account. The Bond Trustee or the University shall sell or present for prepayment and reduce to cash a sufficient amount of such Permitted Investments whenever it shall be necessary to provide moneys in any fund or account for the purposes of such fund or account and the Bond Trustee shall not be liable for any loss resulting from such investments.

The Authority and the University acknowledge that regulations of the Comptroller of the Currency grant the Authority and the University the right to receive brokerage confirmations of security transactions as they occur. The Authority and the University specifically waive such right to notification to the extent permitted by law and acknowledge that they will receive periodic transaction statements that will detail all investment transactions.

Section 411. Records and Reports of Bond Trustee. The Bond Trustee agrees to maintain such records with respect to any and all moneys or investments held by the Bond Trustee pursuant to the provisions of this Bond Indenture. The Bond Trustee and the University shall each render an annual accounting for each calendar year ending December 31 to the Authority and any bondowner requesting the same, showing in reasonable detail all financial transactions relating to the Trust Estate during the accounting period, including investment earnings and the balance in any funds or accounts held by the Bond Trustee or the University, respectively, under this Bond Indenture as of the beginning and close of such accounting period. On or before January 31 of each calendar year, the Bond Trustee shall provide to the Authority and to the Authority's independent auditor representations as to the accuracy of the facts contained in the financial reports that were delivered by the Bond Trustee with respect to the calendar year ending the previous December 31. The Authority is under no obligation to review the information provided to it pursuant to this Section.

ARTICLE V

GENERAL COVENANTS AND PROVISIONS

Section 501. Authority to Issue Bonds and Execute Bond Indenture. The Authority covenants that it is duly authorized under the Constitution and laws of the State of Missouri to execute this Bond Indenture, to issue the Bonds and to pledge and assign the Trust Estate in the manner and to the extent herein set forth; that all action on its part for the execution and delivery of this Bond Indenture and the issuance of the Bonds have been duly and effectively taken; and that the Bonds in the hands of the owners thereof are and will be valid and enforceable obligations of the Authority according to the import thereof, subject to bankruptcy, insolvency, reorganization, moratorium and other similar laws affecting creditors' rights to the extent applicable and their enforcement may be subject to the exercise of judicial discretion in appropriate cases.

Section 502. Limited Obligations. The Bonds and the interest thereon shall be special, limited obligations of the Authority payable (except to the extent paid out of Bond proceeds or the income from the temporary investment thereof and under certain circumstances from insurance proceeds and condemnation awards) solely out of the Loan Payments and other payments derived by the Authority under the Loan Agreement (except for fees and expenses payable to the Authority, the Authority's right to indemnification as set forth in the Loan Agreement and as otherwise expressly set forth therein), and are

secured by a transfer, pledge and assignment of and a grant of a security interest in the Trust Estate to the Bond Trustee and in favor of the owners of the Bonds, as provided in this Bond Indenture. The Bonds and interest thereon shall not be deemed to constitute a debt or liability of the State of Missouri or of any political subdivision thereof and shall not constitute a pledge of the full faith and credit of the State of Missouri or of any political subdivision thereof, but shall be payable solely from the funds provided for in the Loan Agreement and in this Bond Indenture. Neither the issuance of the Bonds nor anything contained in the Transaction Documents shall directly, indirectly or contingently, obligate the State of Missouri or any political subdivision thereof to levy any form of taxation therefor or to make any appropriation for their payment. The State of Missouri shall not in any event be liable for the payment of the principal of, prepayment premium, if any, or interest on the Bonds or for the performance of any pledge, mortgage, obligation or agreement of any kind whatsoever which may be undertaken by the Authority. No breach by the Authority of any such pledge, mortgage, obligation or agreement may impose any liability, pecuniary or otherwise, upon the State of Missouri or any charge upon its general credit or against its taxing power. The Authority has no power to tax.

Section 503. Payment of Bonds. The Authority shall duly and punctually pay, but solely from the sources specified in this Bond Indenture, the principal of, prepayment premium, if any, and interest on the Bonds in accordance with the terms of the Bonds and this Bond Indenture.

Section 504. Performance of Covenants. The Authority shall (to the extent within its control) faithfully perform at all times any and all covenants, undertakings, stipulations and provisions contained in this Bond Indenture, in the Bonds and in all proceedings pertaining thereto.

Section 505. Inspection of Books. The Authority covenants and agrees that all books and documents in its possession relating to the Bonds, this Bond Indenture and the Loan Agreement, and the transactions relating thereto shall at all reasonable times be open to inspection by such accountants or other agencies as the Bond Trustee may from time to time designate. The Bond Trustee covenants and agrees that all books and documents in its possession relating to the Bonds, this Bond Indenture and the Loan Agreement, and the transactions relating thereto, including financial statements of the University, shall be open to inspection by the Authority during business hours upon reasonable notice.

Section 506. Enforcement of Rights. The Authority agrees that the Bond Trustee, as assignee, transferee, pledgee, and owner of a security interest under this Bond Indenture in its name or in the name of the Authority may enforce all rights of the Authority and the Bond Trustee and all obligations of the University under and pursuant to the Loan Agreement and any other Transaction Documents for and on behalf of the bondowners, whether or not the Authority is in default hereunder. The Loan Agreement shall be delivered to and held by the Bond Trustee.

Section 507. Amendments to the Loan Agreement. Subject to **Section 502** hereof, the Loan Agreement may be supplemented or amended by Supplemental Loan Agreements executed by the Authority and the University as provided in **Article VII** of the Loan Agreement; provided that subsequent to the issuance of any Bonds and prior to their payment in full (or provision thereof having been made in accordance with the provisions of this Bond Indenture), the Loan Agreement may not be amended, changed, modified, altered or terminated without the written consent of the Bond Trustee and the Lender. The Lender shall be provided with written notice of any proposed Supplemental Loan Agreement and shall be provided a copy of any executed Supplemental Loan Agreement.

Section 508. Tax Covenants.

(a) The Authority shall not (to the extent within its power or direction) use or permit the use of any proceeds of Bonds or any other funds of the Authority, directly or indirectly, in any manner, and shall not (to the extent within its power or direction) take or permit to be taken any other action or actions, which would cause the interest on the Bonds to be included in gross income for federal income tax purposes.

(b) The Authority agrees that so long as any of the Bonds remain Outstanding, it will not (to the extent within its power or direction) use any money on deposit in any fund or account maintained in connection with the Bonds, whether or not such money was derived from the proceeds of the sale of the Bonds or from any other source, in a manner that would cause the Bonds to be “arbitrage bonds,” within the meaning of Section 148 of the Internal Revenue Code. In the event the Authority is made aware that it is necessary to restrict or limit the yield on the investment of moneys held by the Bond Trustee pursuant to this Bond Indenture, or to use such moneys in any certain manner to avoid the Bonds being considered “arbitrage bonds,” the Authority shall (to the extent within its power or discretion to direct such investments) deliver to the Bond Trustee a written certificate of the Authority Representative to such effect and appropriate instructions specifying the investments to be made.

(c) The Bond Trustee agrees to comply with its duties as expressly set forth in the provisions of the Tax Compliance Agreement, and upon receipt of the Tax Compliance Agreement and any other written letter or Opinion of Bond Counsel which sets forth such requirements, to comply with any statute, regulation or ruling that may apply to it as Bond Trustee hereunder and relating to reporting requirements or other requirements necessary to preserve the exclusion from federal gross income of the interest on the Bonds. At the request of the Authority and the University, the Bond Trustee from time to time may cause a firm of attorneys, consultants or independent accountants or an investment banking firm to supply the University, Bond Trustee, and the Authority, with such information as the University or the Authority, may request in order to determine all matters relating to (a) the actuarial yields on the Bonds as the same may relate to any data or conclusions necessary to verify that the Bonds are not “arbitrage bonds” within the meaning of Section 148 of the Internal Revenue Code, and (b) compliance with rebate requirements of Section 148(f) of the Internal Revenue Code. Payment for costs and expenses incurred in connection with supplying the foregoing information shall be Additional Payments and shall be paid by the University.

(d) The foregoing covenants of this Section shall remain in full force and effect notwithstanding the defeasance of the Bonds pursuant to **Article IX** of this Bond Indenture or any other provision of this Bond Indenture, until the final maturity date of all Bonds Outstanding and payment thereof.

Section 509. Information and Opinions To Be Provided To Authority. The Bond Trustee shall provide to the Authority, promptly upon receipt by the Bond Trustee of a request by the Authority, copies of the financial statements and other data as presently required by **Section 5.6(a)** and **(b)** of the Loan Agreement. The Authority is under no obligation to request, review or act upon any information which is the subject of this Section. Each opinion of Bond Counsel required to be addressed and delivered to the Bond Trustee under any provision of this Bond Indenture shall also be addressed and delivered to the Authority.

Section 510. Continuing Disclosure. The University has advised the Authority that the University is exempt from any continuing disclosure undertaking requirements with respect to the Bonds under SEC Rule 15c2-12.

ARTICLE VI

DEFAULT AND REMEDIES

Section 601. Events of Default. The term “**Event of Default,**” wherever used in this Bond Indenture, means any one of the following events (whatever the reason for such event and whether it shall be voluntary or involuntary or be effected by operation of law or pursuant to any judgment, decree or order of any court or any order, rule or regulation of any administrative or governmental body):

- (a) default in the payment of any interest on any Bond when such interest becomes due and payable; or
- (b) default in the payment of the principal of (or premium, if any, on) any Bond when the same becomes due and payable (whether at maturity, upon proceedings for prepayment, by acceleration or otherwise); or
- (c) default in the performance, or breach, of any covenant or agreement of the Authority in this Bond Indenture (other than a covenant or agreement a default in the performance or breach of which is specifically dealt with elsewhere in this Section), and continuance of such default or breach for a period of **30** days after there has been given to the Authority and the University by the Bond Trustee or to the Authority, the University and the Bond Trustee by the owner of the Bonds Outstanding, a written notice specifying such default or breach and requiring it to be remedied; provided, that if such default cannot be fully remedied within such **30**-day period, but can reasonably be expected to be fully remedied, such default shall not constitute an Event of Default if the Authority shall promptly upon receipt of such notice commence the curing of such default and shall thereafter prosecute and complete the same with due diligence and dispatch; or
- (d) any Event of Default under the Loan Agreement shall occur and is continuing and has not been waived.

With regard to any alleged default concerning which notice is given to the University under the provisions of this Section, the Authority hereby grants the University full authority for the account of the Authority to perform any covenant or obligation, the nonperformance of which is alleged in said notice to constitute a default, in the name and stead of the Authority, with full power to do any and all things and acts to the same extent that the Authority could do and perform any such things and acts in order to remedy such default.

Section 602. Acceleration of Maturity; Rescission and Annulment. If an Event of Default occurs and is continuing, the Bond Trustee may, and if requested by the owner of the Bonds shall, by written notice to the Authority and the University, declare the principal of all Bonds Outstanding and the interest accrued thereon to be due and payable, and upon any such declaration such principal and interest shall become immediately due and payable.

At any time after such a declaration of acceleration has been made, but before any judgment or decree for payment of money due on any Bonds has been obtained by the Bond Trustee as provided in this Article, the owner of the Bonds may, by written notice to the Authority, the University and the Bond Trustee, rescind and annul such declaration and its consequences if

- (a) the Authority has deposited with the Bond Trustee a sum sufficient to pay
 - (1) all overdue installments of interest on all Bonds,
 - (2) the principal of (and premium, if any, on) any Bonds which have become due otherwise than by such declaration of acceleration and interest thereon at the rate or rates prescribed therefor in such Bonds,
 - (3) interest upon overdue installments of interest at the rate or rates prescribed therefor in the Bonds, and
 - (4) all sums paid or advanced by the Bond Trustee hereunder and the reasonable compensation, expenses, disbursements and advances of the Bond Trustee, its agents and counsel; and
- (b) all events of default, other than the non-payment of the principal of Bonds which have become due solely by such declaration of acceleration, have been cured or have been waived as provided in **Section 610** of this Bond Indenture.

No such rescission and annulment shall affect any subsequent default or impair any right consequent thereon.

Section 603. Exercise of Remedies by the Bond Trustee. Upon the occurrence and continuance of any Event of Default under this Bond Indenture, unless the same is waived as provided in this Bond Indenture, the Bond Trustee shall have the following rights and remedies, in addition to any other rights and remedies provided under this Bond Indenture or by law:

- (a) *Right to Bring Suit, Etc.* The Bond Trustee may pursue any available remedy at law or in equity by suit, action, mandamus or other proceeding to enforce the payment of the principal of, premium, if any, and interest on the Bonds Outstanding, including interest on overdue principal (and premium, if any) and on overdue installments of interest, and any other sums due under this Bond Indenture, to realize on or to foreclose any of its interests or liens under this Bond Indenture or any other Transaction Document, to enforce and compel the performance of the duties and obligations of the Authority as set forth in this Bond Indenture and to enforce or preserve any other rights or interests of the Bond Trustee under this Bond Indenture with respect to any of the Trust Estate or otherwise existing at law or in equity.
- (b) *Exercise of Remedies at Direction of Bondowners.* If requested in writing to do so by the owner of the Bonds and if indemnified as provided in **Section 702(e)** of this Bond Indenture, the Bond Trustee shall be obligated to exercise such one or more of the rights and remedies conferred by this Article as the Bond Trustee shall deem most expedient in the interests of the bondowners.
- (c) *Appointment of Receiver.* Upon the filing of a suit or other commencement of judicial proceedings to enforce the rights of the Bond Trustee and of the bondowners under this Bond Indenture, the Bond Trustee shall be entitled, as a matter of right, to the

appointment of a receiver or receivers of the Trust Estate, pending such proceedings, with such powers as the court making such appointment shall confer.

- (d) *Enforcement Without Possession of Bonds.* All rights of action under this Bond Indenture or any of the Bonds may be enforced and prosecuted by the Bond Trustee without the possession of any of the Bonds or the production thereof in any suit or other proceeding relating thereto, and any such suit or proceeding instituted by the Bond Trustee shall be brought in its own name as trustee of an express trust. Any recovery of judgment shall, after provision for the payment of the reasonable compensation, expenses, disbursements and advances of the Bond Trustee, its agents and counsel, and subject to the provisions of **Section 607** hereof, be for the equal and ratable benefit of the owners of the Bonds in respect of which such judgment has been recovered.
- (e) *Restoration of Positions.* If the Bond Trustee or any bondowner has instituted any proceeding to enforce any right or remedy under this Bond Indenture by suit, foreclosure, the appointment of a receiver, or otherwise, and such proceeding has been discontinued or abandoned for any reason, or has been determined adversely to the Bond Trustee or to such bondowner, then and in every case the Authority, the Bond Trustee and the bondowners shall, subject to any determination in such proceeding, be restored to their former positions and rights under this Bond Indenture, and thereafter all rights and remedies of the Bond Trustee and the bondowners shall continue as though no such proceeding had been instituted.

Section 604. Bond Trustee May File Proofs of Claim. In case of the pendency of any receivership, insolvency, liquidation, bankruptcy, reorganization, arrangement, adjustment, composition or other judicial proceeding relative to the Authority or any other obligor upon the Bonds or of such other obligor or their creditors, the Bond Trustee (irrespective of whether the principal of the Bonds shall then be due and payable, as therein expressed or by declaration or otherwise, and irrespective of whether the Bond Trustee shall have made any demand on the Authority for the payment of overdue principal, premium or interest) shall be entitled and empowered, by intervention in such proceeding or otherwise,

- (a) to file and prove a claim for the whole amount of principal (and premium, if any) and interest owing and unpaid in respect of the Outstanding Bonds and to file such other papers or documents as may be necessary or advisable in order to have the claims of the Bond Trustee (including any claim for the reasonable compensation, expenses, disbursements and advances of the Bond Trustee, its agents and counsel) and of the bondowners allowed in such judicial proceeding, and
- (b) to collect and receive any moneys payable or deliverable on any such claims and to distribute the same;

and any custodian, receiver, assignee, trustee, liquidator, sequestrator or other similar official in any such judicial proceeding is hereby authorized by each bondowner to make such payments to the Bond Trustee, and in the event that the Bond Trustee shall consent to the making of such payments directly to the bondowners, to pay to the Bond Trustee any amount due to it for the reasonable compensation, expenses, disbursements and advances of the Bond Trustee, its agents and counsel, and any other amounts due the Bond Trustee under **Section 704**.

Nothing herein contained shall be deemed to authorize the Bond Trustee to authorize or consent to or accept or adopt on behalf of any bondowner any plan of reorganization, arrangement, adjustment or composition affecting the Bonds or the rights of any owner thereof, or to authorize the Bond Trustee to vote in respect of the claim of any bondowner in any such proceeding.

Section 605. Limitation on Suits by Bondowners. No owner of any Bond shall have any right to institute any proceeding, judicial or otherwise, under or with respect to this Bond Indenture, or for the appointment of a receiver or trustee or for any other remedy under this Bond Indenture, unless

- (a) such owner has previously given written notice to the Bond Trustee of a continuing Event of Default;
- (b) the owner of the Bonds shall have made written request to the Bond Trustee to institute proceedings in respect of such Event of Default in its own name as Bond Trustee under this Bond Indenture;
- (c) such owner has offered to the Bond Trustee indemnity as provided in **Section 702(e)** and **Section 704** of this Bond Indenture against the costs, expenses and liabilities to be incurred in compliance with such request;
- (d) the Bond Trustee for **60** days after its receipt of such notice, request and offer of indemnity has failed to institute any such proceeding; and
- (e) no direction inconsistent with such written request has been given to the Bond Trustee during such **60**-day period by the owner of the Outstanding Bonds;

it being understood and intended that no one or more owners of Bonds shall have any right in any manner whatever by virtue of, or by availing of, any provision of this Bond Indenture to affect, disturb or prejudice the lien of this Bond Indenture or the rights of any other owners of Bonds, or to obtain or to seek to obtain priority or preference over any other owners or to enforce any right under this Bond Indenture, except in the manner herein provided and for the equal and ratable benefit of all Outstanding Bonds.

Notwithstanding the foregoing or any other provision in this Bond Indenture, however, the owner of the Bonds shall have the right which is absolute and unconditional to receive payment of the principal of (and premium, if any) and interest on such Bond on the respective stated maturities expressed in such Bond (or, in the case of prepayment, on the prepayment date) and nothing contained in this Bond Indenture shall affect or impair the right of any owner to institute suit for the enforcement of any such payment.

Notwithstanding **Section 605** or any other provisions of this Bond Indenture, upon the occurrence of an Event of Default under this Bond Indenture or the Loan Agreement, the Lender shall be entitled to institute a suit action or proceeding in equity or at law upon or under or with respect to the Bond Indenture and the Loan Agreement seeking any remedy provided under the Bond Indenture or Loan Agreement if the Bond Trustee shall have neglected or refused to institute any such action, suit or proceeding after receipt from the Lender of the written notice otherwise required of owner of all the Bonds Outstanding.

Section 606. Control of Proceedings by Bondowners. The owner of the Bonds shall have the right, during the continuance of an Event of Default,

- (a) to require the Bond Trustee to proceed to enforce this Bond Indenture, either by judicial proceedings for the enforcement of the payment of the Bonds and the foreclosure of this Bond Indenture, or otherwise; and
- (b) to direct the time, method and place of conducting any proceeding for any remedy available to the Bond Trustee, or exercising any trust or power conferred upon the Bond Trustee under this Bond Indenture, provided that
 - (1) such direction shall not be in conflict with any rule of law or this Bond Indenture,
 - (2) the Bond Trustee may take any other action deemed proper by the Bond Trustee which is not inconsistent with such direction, and
 - (3) the Bond Trustee shall not determine that the action so directed would be unjustly prejudicial to the owners not taking part in such direction.

Section 607. Application of Moneys Collected. Any moneys collected by the Bond Trustee pursuant to this Article (after the deductions for payment of costs and expenses of proceedings resulting in the collection of such moneys) together with any other sums then held by the Bond Trustee as part of the Trust Estate, shall be applied in the following order, at the date or dates fixed by the Bond Trustee and, in case of the distribution of such money on account of principal (or premium, if any) or interest, upon presentation of the Bonds and the notation thereon of the payment if only partially paid and upon surrender thereof if fully paid:

- (a) **First:** To the payment of all undeducted amounts due the Bond Trustee under **Section 704** of this Bond Indenture;
- (b) **Second:** To the payment of the whole amount then due and unpaid upon the Outstanding Bonds for principal (and premium, if any) and interest, in respect of which or for the benefit of which such money has been collected, with interest (to the extent that such interest has been collected by the Bond Trustee or a sum sufficient therefor has been so collected and payment thereof is legally enforceable at the respective rate or rates prescribed therefor in the Bonds) on overdue principal (and premium, if any) and on overdue installments of interest; and in case such proceeds shall be insufficient to pay in full the whole amount so due and unpaid upon such Bonds, then to the payment of such principal and interest, without any preference or priority, ratably according to the aggregate amount so due; and
- (c) **Third:** To the payment of the remainder, if any, to the Authority or to whosoever may be lawfully entitled to receive the same or as a court of competent jurisdiction may direct.

Whenever moneys are to be applied by the Bond Trustee pursuant to the provisions of this Section, such moneys shall be applied by it at such times, and from time to time, as the Bond Trustee shall determine, having due regard for the amount of such moneys available for application and the likelihood of additional moneys becoming available for such application in the future. Whenever the Bond Trustee shall apply such moneys, it shall fix the date (which shall be an Interest Payment Date

unless it shall deem another date more suitable) upon which such application is to be made and upon such date interest on the amounts of principal to be paid on such date shall cease to accrue. The Bond Trustee shall give such notice as it may deem appropriate of the deposit with it of any such moneys and of the fixing of any such date, and shall not be required to make payment to the owner of any unpaid Bond until such Bond shall be presented to the Bond Trustee for appropriate endorsement or for cancellation if fully paid.

Section 608. Rights and Remedies Cumulative. No right or remedy herein conferred upon or reserved to the Bond Trustee or to the bondowners is intended to be exclusive of any other right or remedy, and every right and remedy shall, to the extent permitted by law, be cumulative and in addition to every other right and remedy given hereunder or now or hereafter existing at law or in equity or otherwise. The assertion or employment of any right or remedy hereunder, or otherwise, shall not prevent the concurrent assertion or employment of any other appropriate right or remedy.

Section 609. Delay or Omission Not Waiver. No delay or omission of the Bond Trustee or of any owner of any Bond to exercise any right or remedy accruing upon an Event of Default shall impair any such right or remedy or constitute a waiver of any such Event of Default or an acquiescence therein. Every right and remedy given by this Article or by law to the Bond Trustee or to the bondowners may be exercised from time to time, and as often as may be deemed expedient, by the Bond Trustee or by the bondowners, as the case may be.

Section 610. Waiver of Past Defaults. Before any judgment or decree for payment of money due has been obtained by the Bond Trustee as provided in this Article, the owner of the Bonds Outstanding may, by written notice delivered to the Bond Trustee and the Authority, on behalf of the owner of the Bonds waive any past default hereunder and its consequences, except a default

- (a) in the payment of the principal of (or premium, if any) or interest on any Bond, or
- (b) in respect of a covenant or provision hereof which under **Article VIII** cannot be modified or amended without the consent of the owner of each Outstanding Bond affected.

Upon any such waiver, such default shall cease to exist, and any Event of Default arising therefrom shall be deemed to have been cured, for every purpose of this Bond Indenture; but no such waiver shall extend to or affect any subsequent or other default or impair any right or remedy consequent thereon.

ARTICLE VII

THE BOND TRUSTEE

Section 701. Acceptance of Trusts; Certain Duties and Responsibilities. The Bond Trustee accepts and agrees to execute the trusts imposed upon it by this Bond Indenture, but only upon the following terms and conditions:

- (a) Except during the continuance of an Event of Default,
 - (1) the Bond Trustee undertakes to perform such duties and only such duties as are specifically set forth in this Bond Indenture, and no implied covenants or obligations shall be read into this Bond Indenture against the Bond Trustee; and

- (2) in the absence of bad faith on its part, the Bond Trustee may conclusively rely, as to the truth of the statements and the correctness of the opinions expressed therein, upon certificates or opinions furnished to the Bond Trustee and conforming to the requirements of this Bond Indenture.
- (b) If an Event of Default has occurred and is continuing, the Bond Trustee shall exercise such of the rights and powers vested in it by this Bond Indenture, and use the same degree of care and skill in their exercise, as a prudent person would exercise or use under the circumstances in the conduct of its own affairs.
- (c) No provision of this Bond Indenture shall be construed to relieve the Bond Trustee from liability for its own negligent action, its own negligent failure to act, or its own willful misconduct, **except** that
 - (1) this Subsection shall not be construed to limit the effect of Subsection (a) of this Section;
 - (2) the Bond Trustee shall not be liable for any error of judgment made in good faith by an authorized officer of the Bond Trustee, unless it shall be proved that the Bond Trustee was negligent in ascertaining the pertinent facts;
 - (3) the Bond Trustee shall not be liable with respect to any action taken or omitted to be taken by it in good faith in accordance with the direction of the owner of the Outstanding Bonds relating to the time, method and place of conducting any proceeding for any remedy available to the Bond Trustee, or exercising any trust or power conferred upon the Bond Trustee, under this Bond Indenture; and
 - (4) no provision of this Bond Indenture shall require the Bond Trustee to expend or risk its own funds or otherwise incur any financial liability in the performance of any of its duties hereunder, or in the exercise of any of its rights or powers, if it shall have reasonable grounds for believing that repayment of such funds or adequate indemnity against such risk or liability is not reasonably assured to it.
- (d) Whether or not therein expressly so provided, every provision of this Bond Indenture relating to the conduct or affecting the liability of or affording protection to the Bond Trustee shall be subject to the provisions of this Section.

Section 702. Certain Rights of Bond Trustee. Except as otherwise provided in **Section 701** of this Bond Indenture:

- (a) The Bond Trustee may rely and shall be protected in acting or refraining from acting upon any resolution, certificate, statement, instrument, opinion, report, notice, request, direction, consent, order, bond, debenture, or other paper or document believed by it to be genuine and to have been signed or presented by the proper party or parties.
- (b) The Bond Trustee shall be entitled to rely upon a written certificate of the Authority Representative or the University Representative as to the sufficiency of any request or direction of the University mentioned herein, the existence or non-existence of any fact or

the sufficiency or validity of any instrument, paper or proceeding, or that a resolution in the form therein set forth has been adopted by the governing board of the Authority or of University has been duly adopted, and is in full force and effect.

- (c) Whenever in the administration of this Bond Indenture the Bond Trustee shall deem it desirable that a matter be proved or established prior to taking, suffering or omitting any action hereunder, the Bond Trustee (unless other evidence be herein specifically prescribed) may, in the absence of bad faith on its part, rely upon a written certificate of the University Representative or the Authority Representative.
- (d) The Bond Trustee may consult with counsel, and the written advice of such counsel or any Opinion of Counsel shall be full and complete authorization and protection in respect of any action taken, suffered or omitted by the Bond Trustee hereunder in good faith and in reliance thereon.
- (e) The Bond Trustee shall be under no obligation to exercise any of the rights or powers vested in it by this Bond Indenture at the request or direction of any of the bondowners pursuant to this Bond Indenture, unless such bondowners shall have offered to the Bond Trustee reasonable security or indemnity against the costs, expenses and liabilities (except as may result from the Bond Trustee's own negligence or wilful misconduct) which might be incurred by it in compliance with such request or direction, provided, however, that the Bond Trustee shall not be required to take any action which it shall in good faith and upon the advice of counsel concludes could result in personal liability to the Bond Trustee.
- (f) The Bond Trustee shall not be bound to make any investigation into the facts or matters stated in any resolution, certificate, statement, instrument, opinion, report, notice, request, direction, consent, order, bond, debenture, or other paper or document, but the Bond Trustee, in its discretion, may make such further inquiry or investigation into such facts or matters as it may see fit, and, if the Bond Trustee shall determine to make such further inquiry or investigation, it shall be entitled to examine the books, records and premises of the Authority, personally or by agent or attorney.
- (g) The Bond Trustee assumes no responsibility for the correctness of the recitals contained in this Bond Indenture and in the Bonds, except the certificate of authentication on the Bonds. The Bond Trustee makes no representations to the value or condition of the Trust Estate or any part thereof, or as to the title thereto or as to the security afforded thereby or hereby, or as to the validity or sufficiency of this Bond Indenture or of the Bonds. The Bond Trustee shall not be accountable for the use or application by the Authority or the University of any of the Bonds or the proceeds thereof or of any money paid to or upon the order of the Authority or the University under any provision of this Bond Indenture.
- (h) The Bond Trustee, in its individual or any other capacity, may become the owner or pledgee of Bonds and may otherwise deal with the Authority or the University with the same rights it would have if it were not Bond Trustee.
- (i) All money received by the Bond Trustee shall, until used or applied or invested as herein provided, be held in trust for the purposes for which they were received. Money held by the Bond Trustee in trust hereunder need not be segregated from other funds except to the

extent required by law or by this Bond Indenture. The Bond Trustee shall be under no liability for interest on any money received by it hereunder except as otherwise agreed with the Authority or the University.

- (j) The Bond Trustee may execute any of the trusts or powers hereunder or perform any duties hereunder either directly or by or through agents or attorneys and the Bond Trustee shall not be responsible for any misconduct or negligence on the part of any agent or attorney appointed with due care by it hereunder.

Section 703. Notice of Defaults. The Bond Trustee shall not be required to take notice or be deemed to have notice of any default hereunder except failure by the Authority to cause to be made any of the payments to the Bond Trustee required to be made by **Article IV** of this Bond Indenture, unless the Bond Trustee shall be specifically notified in writing of such default by the Authority, the University, or the owner of all Bonds Outstanding, and in the absence of such notice so delivered, the Bond Trustee may conclusively assume there is no default except as aforesaid. Within **30** days after the occurrence of any default hereunder of which the Bond Trustee is required to take notice or has received notice as provided in this Section, the Bond Trustee shall give written notice of such default by mail to all owners of Bonds as shown on the bond register maintained by the Authority, the University and the Bond Trustee, unless such default shall have been cured or waived; provided, however, that, except in the case of a default in the payment of the principal of (or premium, if any) or interest on any Bond, the Bond Trustee shall be protected in withholding such notice if and so long as the Bond Trustee in good faith determines that the withholding of such notice is in the interests of the bondowners. For the purpose of this Section, the term **“default”** means any event which is, or after notice or lapse of time or both would become, an Event of Default.

Section 704. Compensation and Reimbursement. The Bond Trustee shall be entitled to payment of and/or reimbursement by the University or as otherwise provided herein for any reasonable fees, expenses, disbursements and advances incurred or made by the Bond Trustee in accordance with any provision of this Bond Indenture, including agent and counsel fees and other ordinary expenses reasonably and necessarily made or incurred by the Bond Trustee in the performance of its duties hereunder, and should it become necessary to perform extraordinary services, additional compensation therefor and reimbursement of reasonable extraordinary or out-of-pocket expenses, except any such fees, expenses, disbursements or advances as may be attributable to the Bond Trustee’s negligence or bad faith.

Pursuant to the provisions of the Loan Agreement, the University has agreed to pay to the Bond Trustee as Additional Payments all reasonable fees, charges, advances and expenses of the Bond Trustee, and the Bond Trustee agrees to look only to the University for the payment of all reasonable fees, charges, advances and expenses of the Bond Trustee and any Paying Agent as provided in the Loan Agreement. The Bond Trustee agrees that the Authority shall have no liability for any fees, charges and expenses of, or for any indemnification of, the Bond Trustee and the Bond Trustee agrees to look only to the University for the payment of all fees, charges and expenses of, or any indemnification of, the Bond Trustee as provided in the Loan Agreement. Upon the occurrence of an Event of Default and during its continuance, the Bond Trustee shall have a lien with right of payment prior to payment on account of principal of, prepayment premium, if any, or interest on any Bond, upon all moneys in its possession under any provisions hereof for the foregoing advances, fees, charges and expenses incurred.

Section 705. Corporate Bond Trustee Required; Eligibility. There shall at all times be a Bond Trustee hereunder which shall be a commercial bank or trust company organized under the laws of the United States or the State of Missouri and doing business under the laws of the State of Missouri, with

a principal trust office in Missouri, authorized under such laws to exercise corporate trust powers, subject to supervision or examination by federal or state authority, and having a combined capital and surplus or consolidated net worth of at least **\$50,000,000**, or must provide a guaranty of the full and prompt performance by the Bond Trustee of its obligations under this Bond Indenture and any other agreements made in connection with the Bonds, on terms satisfactory to the Authority and the Lender, by a guarantor with such combined capital and surplus or consolidated net worth. If such corporation publishes reports of condition at least annually, pursuant to law or to the requirements of such supervising or examining authority, then for the purposes of this Section, the combined capital and surplus of such corporation shall be deemed to be its combined capital and surplus as set forth in its most recent report of condition so published. If at any time the Bond Trustee shall cease to be eligible in accordance with the provisions of this Section, it shall resign immediately in the manner and with the effect specified in this Article.

Section 706. Resignation and Removal of Bond Trustee.

- (a) The Bond Trustee may resign at any time by giving written notice thereof to the Authority, the University and the owner of Bonds Outstanding as shown by the list of bondowners required by this Bond Indenture to be kept at the office of the Bond Trustee. If an instrument of acceptance by a successor Bond Trustee shall not have been delivered to the Bond Trustee within **30** days after the giving of such notice of resignation, the resigning Bond Trustee may petition any court of competent jurisdiction for the appointment of a successor Bond Trustee.
- (b) If the Bond Trustee has or shall acquire any conflicting interest, as defined in the Trust Indenture Act of 1939, as amended, it shall, within **90** days after ascertaining that it has a conflicting interest, or within **30** days after receiving written notice from the Authority or the University (so long as the University is not in default under this Bond Indenture or Loan Agreement) that it has a conflicting interest, either eliminate such conflicting interest or resign in the manner and with the effect specified in Subsection (a).
- (c) The Bond Trustee may be removed at any time by an instrument or concurrent instruments in writing signed by the owner of the Outstanding Bonds, delivered to the Authority and the Bond Trustee. The Authority or any bondowner may at any time petition any court of competent jurisdiction for the removal for cause of the Bond Trustee.
- (d) If at any time:
 - (1) the Bond Trustee shall fail to comply with Subsection (b) after written request therefor by the Authority or by any bondowner, or
 - (2) the Bond Trustee shall cease to be eligible under **Section 705** and shall fail to resign after written request therefor by the Authority or by any such bondowner, or
 - (3) the Bond Trustee shall become incapable of acting or shall be adjudged a bankrupt or insolvent or a receiver of the Bond Trustee or of its property shall be appointed or any public officer shall take charge or control of the Bond Trustee or of its property or affairs for the purpose of rehabilitation, conservation or liquidation,

then, in any such case, (a) the Authority may remove the Bond Trustee, or (b) any bondowner may petition any court of competent jurisdiction for the removal of the Bond Trustee and the appointment of a successor Bond Trustee.

- (e) The Bond Trustee shall give notice of each resignation and each removal of the Bond Trustee and each appointment of a successor Bond Trustee by mailing written notice of such event by first-class mail, postage prepaid, to the registered owners of Bonds as their names and addresses appear in the bond register maintained by the Bond Trustee. Each notice shall include the name of the successor Bond Trustee and the address of its principal corporate trust office.
- (f) No resignation or removal of the Bond Trustee and no appointment of a successor Bond Trustee pursuant to this Article shall become effective until the acceptance of appointment by the successor Bond Trustee under **Section 707**.

Section 707. Appointment of Successor Bond Trustee. If the Bond Trustee shall resign, be removed or become incapable of acting, or if a vacancy shall occur in the office of Bond Trustee for any cause, the Authority, with the Lender's written consent and the University's written consent (so long as the University is not in default hereunder), or the owner of the Bonds Outstanding (if the University is in default hereunder), by an instrument or concurrent instruments in writing delivered to the Authority and the retiring Bond Trustee, shall promptly appoint a successor Bond Trustee. In case all or substantially all of the Trust Estate shall be in the possession of a receiver or trustee lawfully appointed, such receiver or trustee, by written instrument, may similarly appoint a successor to fill such vacancy until a new Bond Trustee shall be so appointed by the bondowners. If, within **30** days after such resignation, removal or incapability or the occurrence of such vacancy, a successor Bond Trustee shall be appointed in the manner herein provided, the successor Bond Trustee so appointed shall, forthwith upon its acceptance of such appointment, become the successor Bond Trustee and supersede the successor Bond Trustee appointed by the Authority or by such receiver or trustee. If no successor Bond Trustee shall have been so appointed and accepted appointment in the manner herein provided, any bondowner or the resigning or removed Bond Trustee may petition any court of competent jurisdiction for the appointment of a successor Bond Trustee, until a successor shall have been appointed as above provided. The successor so appointed by such court shall immediately and without further act be superseded by any successor appointed as above provided. Every such successor Bond Trustee appointed pursuant to the provisions of this Section shall be a bank or trust company in good standing under the law of the jurisdiction in which it was created and by which it exists, meeting the eligibility requirements of this Article.

Section 708. Acceptance of Appointment by Successor. Every successor Bond Trustee appointed hereunder shall execute, acknowledge and deliver to the Authority and to the retiring Bond Trustee an instrument accepting such appointment, and thereupon the resignation or removal of the retiring Bond Trustee shall become effective and such successor Bond Trustee, without any further act, deed or conveyance, shall become vested with all the estates, properties, rights, powers, trusts and duties of the retiring Bond Trustee; but, on request of the Authority or the successor Bond Trustee, such retiring Bond Trustee shall, upon payment of its charges, execute and deliver an instrument conveying and transferring to such successor Bond Trustee upon the trusts herein expressed all the estates, properties, rights, powers and trusts of the retiring Bond Trustee, and shall duly assign, transfer and deliver to such successor Bond Trustee all property and money held by such retiring Bond Trustee hereunder, subject nevertheless to its lien, if any, provided for in **Section 704**. Upon request of any such successor Bond

Trustee, the Authority shall execute any and all instruments for more fully and certainly vesting in and confirming to such successor Bond Trustee all such estates, properties, rights, powers and trusts.

No successor Bond Trustee shall accept its appointment unless at the time of such acceptance such successor Bond Trustee shall be qualified and eligible under this Article.

Section 709. Merger, Consolidation and Succession to Business. Any corporation or association into which the Bond Trustee may be merged or with which it may be consolidated, or any corporation or association resulting from any merger or consolidation to which the Bond Trustee shall be a party, or any corporation or association succeeding to all or substantially all of the corporate trust business of the Bond Trustee, shall be the successor of the Bond Trustee hereunder, provided such corporation or association shall be otherwise qualified and eligible under this Article, and shall be vested with all of the title to the whole property or Trust Estate and all the trusts, powers, discretions, immunities, privileges and all other matters as was its predecessor, without the execution or filing of any paper or any further act on the part of any of the parties hereto. In case any Bonds shall have been authenticated, but not delivered, by the Bond Trustee then in office, any successor by merger or consolidation to such authenticating Bond Trustee may adopt such authentication and deliver the Bonds so authenticated with the same effect as if such successor Bond Trustee had itself authenticated such Bonds.

Section 710. Co-Bond Trustees and Separate Bond Trustees. At any time or times, for the purpose of meeting the legal requirements of any jurisdiction in which any of the Trust Estate may at the time be located, or in the enforcement of any default or the exercise any of the powers, rights or remedies herein granted to the Bond Trustee, or any other action which may be desirable or necessary in connection therewith, the Bond Trustee shall have power to appoint, and, upon the written request of the Bond Trustee or of the owner of the Bonds Outstanding, the Authority shall for such purpose join with the Bond Trustee in the execution, delivery and performance of all instruments and agreements necessary or proper to appoint, one or more Persons approved by the Bond Trustee either to act as co-trustee, jointly with the Bond Trustee, of all or any part of the Trust Estate, or to act as separate trustee of any such property, in either case with such powers as may be provided in the instrument of appointment, and to vest in such person or persons in the capacity aforesaid, any property, title, right or power deemed necessary or desirable, subject to the other provisions of this Section. If the Authority does not join in such appointment within **15** days after the receipt by it of a request so to do, or in case an Event of Default has occurred and is continuing, the Bond Trustee alone shall have power to make such appointment.

Should any written instrument from the Authority be required by any co-trustee or separate trustee so appointed for more fully confirming to such co-trustee or separate trustee such property, title, right or power, any and all such instruments shall, on request, be executed, acknowledged and delivered by the Authority.

Every co-trustee or separate trustee shall, to the extent permitted by law, but to such extent only, be appointed subject to the following terms, namely:

- (a) The Bonds shall be authenticated and delivered, and all rights, powers, duties and obligations hereunder in respect of the custody of securities, cash and other personal property held by, or required to be deposited or pledged with, the Bond Trustee hereunder, shall be exercised solely, by the Bond Trustee.

- (b) The rights, powers, duties and obligations hereby conferred or imposed upon the Bond Trustee in respect of any property covered by such appointment shall be conferred or imposed upon and exercised or performed by the Bond Trustee or by the Bond Trustee and such co-trustee or separate trustee jointly, as shall be provided in the instrument appointing such co-trustee or separate trustee, except to the extent that under any law of any jurisdiction in which any particular act is to be performed, the Bond Trustee shall be incompetent or unqualified to perform such act, in which event such rights, powers, duties and obligations shall be exercised and performed by such co-trustee or separate trustee.
- (c) The Bond Trustee at any time, by an instrument in writing executed by it, with the concurrence of the Authority evidenced by a resolution, may accept the resignation of or remove any co-trustee or separate trustee appointed under this Section, and, in case an Event of Default has occurred and is continuing, the Bond Trustee shall have power to accept the resignation of, or remove, any such co-trustee or separate trustee without the concurrence of the Authority. Upon the written request of the Bond Trustee, the Authority shall join with the Bond Trustee in the execution, delivery and performance of all instruments and agreements necessary or proper to effectuate such resignation or removal. A successor to any co-trustee or separate trustee so resigned or removed may be appointed in the manner provided in this Section.
- (d) No co-trustee or separate trustee hereunder shall be personally liable by reason of any act or omission of the Bond Trustee, or any other such trustee hereunder.
- (e) Any request, demand, authorization, direction, notice, consent, waiver or other act of bondowners delivered to the Bond Trustee shall be deemed to have been delivered to each such co-trustee and separate trustee.

Section 711. Designation of Paying Agents. The Bond Trustee is hereby designated and agrees to act as principal Paying Agent for and in respect to the Bonds. The Authority may, in its discretion, cause the necessary arrangements to be made through the Bond Trustee and to be thereafter continued for the designation of alternate Paying Agents, if any, and for the making available of funds hereunder for the payment of the principal of, premium, if any, and interest on the Bonds, or at the principal corporate trust office of said alternate Paying Agents. In the event of a change in the office of Bond Trustee, the predecessor Bond Trustee which has resigned or been removed shall cease to be trustee of any funds provided hereunder and Paying Agent for principal of, premium, if any, and interest on the Bonds, and the successor Bond Trustee shall become such Bond Trustee and Paying Agent unless a separate Paying Agent or Agents are appointed by the Authority in connection with the appointment of any successor Bond Trustee.

Section 712. Advances by Bond Trustee. If the University shall fail to make any payment or perform any of its covenants in this Loan Agreement, the Bond Trustee may, but shall not be required, at any time and from time to time, use and apply any moneys held by it under the Bond Indenture, or make advances, to effect payment or performance of any such covenant on behalf of the University. All moneys so used or advanced by the Bond Trustee, together with interest at the Bond Trustee's announced prime rate per annum, shall be repaid by the University upon demand and such advances shall be secured under the Bond Indenture prior to the Bonds. For the repayment of all such advances the Bond Trustee shall have the right to use and apply any moneys at any time held by it under the Bond Indenture, but no such use of moneys or advance shall relieve the University from any default hereunder.

ARTICLE VIII

SUPPLEMENTAL BOND INDENTURES

Section 801. Supplemental Bond Indentures without Consent of Bondowners. Without the consent of the owners of any Bonds, the Authority and the Bond Trustee may from time to time enter into one or more Supplemental Bond Indentures for any of the following purposes:

- (a) to correct or amplify the description of any property at any time subject to the lien of this Bond Indenture, or better to assure, convey and confirm unto the Bond Trustee any property subject or required to be subjected to the lien of this Bond Indenture, or to subject to the lien of this Bond Indenture additional property; or
- (b) to add to the conditions, limitations and restrictions on the authorized amount, terms or purposes of issue, authentication and delivery of Bonds, as herein set forth, additional conditions, limitations and restrictions thereafter to be observed; or
- (c) to evidence the appointment of a separate trustee or the succession of a new trustee under this Bond Indenture; or
- (d) to add to the covenants of the Authority or to the rights, powers and remedies of the Bond Trustee for the benefit of the owners of all Bonds or to surrender any right or power herein conferred upon the Authority; or
- (e) to cure any ambiguity, to correct or supplement any provision in this Bond Indenture which may be inconsistent with any other provision herein or to make any other change, with respect to matters or questions arising under this Bond Indenture, which shall not be inconsistent with the provisions of this Bond Indenture, provided such action shall not materially adversely affect the interests of the owners of the Bonds; or
- (f) to modify, eliminate or add to the provisions of this Bond Indenture to such extent as shall be necessary to effect the qualification of this Bond Indenture under the Trust Indenture Act of 1939, as amended, or under any similar federal statute hereafter enacted, or to permit the qualification of the Bonds for sale under the securities laws of the United States or any state of the United States.

Section 802. Supplemental Bond Indentures with Consent of Bondowners. With the consent of the owner of all the Bonds then Outstanding, the Authority and the Bond Trustee may enter into one or more Supplemental Bond Indentures for the purpose of adding any provisions to or changing in any manner or eliminating any of the provisions of this Bond Indenture or of modifying in any manner the rights of the owners of the Bonds under this Bond Indenture.

Section 803. Execution of Supplemental Bond Indentures. In executing, or accepting the additional trusts created by, any Supplemental Bond Indenture permitted by this Article or the modification thereby of the trusts created by this Bond Indenture, the Bond Trustee and the Authority shall be entitled to receive, and, subject to **Section 701**, shall be fully protected in relying upon, an Opinion of Counsel stating that the execution of such Supplemental Bond Indenture is authorized or permitted by this Bond Indenture. The Bond Trustee may, but shall not, except to the extent required in

the case of any Supplemental Bond Indenture entered into under **Section 801(f)**, be obligated to, enter into any such Supplemental Bond Indenture which affects the Bond Trustee's own rights, duties or immunities under this Bond Indenture or otherwise.

Section 804. Effect of Supplemental Bond Indentures. Upon the execution of any Supplemental Bond Indenture under this Article, this Bond Indenture shall be modified in accordance therewith and such Supplemental Bond Indenture shall form a part of this Bond Indenture for all purposes; and every owner of Bonds theretofore or thereafter authenticated and delivered hereunder shall be bound thereby.

Section 805. Reference in Bonds to Supplemental Bond Indentures. Bonds authenticated and delivered after the execution of any Supplemental Bond Indenture pursuant to this Article may, and if required by the Bond Trustee shall, bear a notation in form approved by the Bond Trustee as to any matter provided for in such Supplemental Bond Indenture. If the Authority shall so determine, new Bonds so modified as to conform, in the opinion of the Bond Trustee and the Authority, to any such Supplemental Bond Indenture may be prepared and executed by the Authority and authenticated and delivered by the Bond Trustee in exchange for Outstanding Bonds.

Section 806. University's Consent to Supplemental Bond Indentures. So long as the University is not in default under the Loan Agreement, a Supplemental Bond Indenture under this Article which affects any rights of the University will not become effective unless and until the University consents in writing to the execution and delivery of such Supplemental Bond Indenture.

Section 807. Notice and Consent to Supplemental Bond Indentures by Lender. Written notice of any Supplemental Bond Indentures to be entered into hereunder shall be provided by the University to the Lender at least **30** days prior to the entry by the Bond Trustee and the Authority into any such Supplemental Bond Indenture. The University shall promptly provide the Lender with a copy of all Supplemental Bond Indentures entered into hereunder.

ARTICLE IX

SATISFACTION AND DISCHARGE

Section 901. Payment, Discharge and Defeasance of Bonds. Bonds will be deemed to be paid and discharged and no longer Outstanding under this Bond Indenture and will cease to be entitled to any lien, benefit or security of this Bond Indenture if the Authority shall pay or provide for the payment of such Bonds in any one or more of the following ways:

- (a) by paying or causing to be paid the principal of (including prepayment premium, if any) and interest on such Bonds, as and when the same become due and payable;
- (b) by delivering such Bonds to the Bond Trustee for cancellation; or
- (c) by depositing in trust with the Bond Trustee or other Paying Agent moneys and Defeasance Obligations in an amount, together with the income or increment to accrue thereon, without consideration of any reinvestment thereof, sufficient to pay or prepay (when permitted) and discharge the indebtedness on such Bonds at or before their respective maturity or prepayment dates (including the payment of the principal of, premium, if any, and interest payable on such Bonds to the maturity or prepayment date

thereof); provided that, if any such Bonds are to be prepaid prior to the maturity thereof, notice of such prepayment is given in accordance with the requirements of this Bond Indenture or provision satisfactory to the Bond Trustee is made for the giving of such notice.

The Bonds may be defeased in advance of their maturity or prepayment dates only with cash or Defeasance Obligations pursuant to subsection (c) above, subject to receipt by the Bond Trustee and the Authority of (a) a verification report prepared by independent certified public accountants, or other verification agent, satisfactory to the Authority, and (b) an Opinion of Bond Counsel addressed and delivered to the Bond Trustee and the Authority to the effect that the payment of the principal of and prepayment premium, if any, and interest on all of the Bonds then Outstanding and any and all other amounts required to be paid under the provisions of this Bond Indenture has been provided for in the manner set forth in this Bond Indenture and to the effect that so providing for the payment of any Bonds will not cause the interest on any tax-exempt Bonds to be included in gross income for federal income tax purposes, notwithstanding the satisfaction and discharge of this Bond Indenture.

The foregoing notwithstanding, the liability of the Authority in respect of such Bonds shall continue, but the owners thereof shall thereafter be entitled to payment only out of the moneys and Defeasance Obligations deposited with the Bond Trustee as aforesaid.

Moneys and Defeasance Obligations so deposited with the Bond Trustee pursuant to this Section shall not be a part of the Trust Estate but shall constitute a separate trust fund for the benefit of the Persons entitled thereto. Such moneys and Defeasance Obligations shall be applied by the Bond Trustee to the payment (either directly or through any Paying Agent, as the Bond Trustee may determine) to the Persons entitled thereto, of the principal (and premium, if any) and interest for whose payment such moneys and Defeasance Obligations have been deposited with the Bond Trustee.

Section 902. Satisfaction and Discharge of Bond Indenture. This Bond Indenture and the lien, rights and interests created by this Bond Indenture shall cease, determine and become null and void (except as to any surviving rights of transfer or exchange of Bonds herein provided for) if the following conditions are met:

- (a) the principal of, premium, if any, and interest on all Bonds has been paid or is deemed to be paid and discharged by meeting the conditions of **Section 901**;
- (b) all other sums payable under this Bond Indenture with respect to the Bonds are paid or provision satisfactory to the Bond Trustee is made for such payment;
- (c) the Bond Trustee receives an Opinion of Bond Counsel (which may be based upon a ruling or rulings of the Internal Revenue Service) to the effect that so providing for the payment of any Bonds will not cause the interest on the Bonds to be included in gross income for federal income tax purposes, notwithstanding the satisfaction and discharge of this Bond Indenture; and
- (d) the Bond Trustee receives an Opinion of Counsel to the effect that all conditions precedent in this Section to the satisfaction and discharge of this Bond Indenture have been complied with.

Thereupon, the Bond Trustee shall execute and deliver to the Authority a termination statement and such instruments of satisfaction and discharge of this Bond Indenture as may be necessary and shall pay, assign, transfer and deliver to the Authority, or other Persons entitled thereto, all moneys, securities and other property then held by it under this Bond Indenture as a part of the Trust Estate, other than moneys or Permitted Investments held in trust by the Bond Trustee as herein provided for the payment of the principal of, premium, if any, and interest on the Bonds.

Section 903. Rights Retained After Discharge. Notwithstanding the satisfaction and discharge of this Bond Indenture, the Bond Trustee shall retain such rights, powers and duties under this Bond Indenture as may be necessary and convenient for the payment of amounts due or to become due on the Bonds and the registration, transfer and exchange of Bonds as provided herein. In addition, the provisions of **Sections 1102 and 1103** hereof and **Section 8.1** of the Loan Agreement shall survive the satisfaction and discharge of this Bond Indenture. Nevertheless, any moneys held by the Bond Trustee or any Paying Agent for the payment of the principal of, prepayment premium, if any, or interest on any Bond remaining unclaimed for six years after the principal of all Bonds has become due and payable, whether at maturity or upon proceedings for prepayment or by declaration as provided herein, shall then be paid to the University, and the owners of any Bonds not theretofore presented for payment shall thereafter be entitled to look only to the University for payment thereof and all liability of the Bond Trustee or any Paying Agent or the Authority with respect to such moneys shall thereupon cease. The right of the Bond Trustee to compensation and reimbursement pursuant to **Section 704** shall survive termination and discharge of this Bond Indenture.

ARTICLE X

NOTICES, CONSENTS AND OTHER ACTS

Section 1001. Notices. Except as otherwise provided herein, it shall be sufficient service of any notice, request, demand, authorization, direction, consent, waiver or other paper required or permitted by this Bond Indenture to be made, given or furnished to or filed with the following Persons, if the same shall be delivered in person or duly mailed by first class mail, postage prepaid, at the following addresses:

(a) To the Authority at:

Health and Educational Facilities Authority of the State of Missouri
15450 South Outer Forty Road
Suite 230
Chesterfield, Missouri 63017
Attention: Executive Director

(b) To the Bond Trustee at:

U.S. Bank National Association
One U.S. Bank Plaza
St. Louis, Missouri 63101
Attention: Corporate Trust Department
Telephone: (314) 418-1225

(c) To the University at:

Missouri State University
901 South National Avenue
Springfield, Missouri 65897
Attention: Chief Financial Officer
Telephone: (417) 836-4563

(d) To the Bondowners:

At the addresses of the bondowners as shown on the bond register maintained by the Bond Trustee under this Bond Indenture.

(e) To the Lender at:

Capital One Public Funding, LLC
1307 Walt Whitman Road, 3rd Floor
Melville, New York 11747
Attention: Jonathan A. Lewis, President
Telephone: (631) 531-2824
Telecopy: (866) 722-4390
Email: jonathan.lewis@capitalone.com

Wire Instructions for the Lender:

Capital One Public Funding, LLC
Melville, New York
ABA _____
BNF: _____
Acct: # _____
Ref: Missouri State University

If, because of the temporary or permanent suspension of mail service or for any other reason, it is impossible or impractical to mail any notice in the manner herein provided, then such delivery of notice in lieu thereof as shall be made with the approval of the Bond Trustee shall constitute a sufficient notice.

If notice to bondowners is given by mail, neither the failure to mail such notice, nor any defect in any notice so mailed, to any particular bondowner shall affect the sufficiency of such notice with respect to other bondowners. Where this Bond Indenture provides for notice in any manner, such notice may be waived in writing by the Person entitled to receive such notice, either before or after the event, and such waiver shall be the equivalent of such notice. Waivers of notice by bondowners shall be filed with the Bond Trustee, but such filing shall not be a condition precedent to the validity of any action taken in reliance upon such waiver.

Section 1002. Acts of Bondowners. Any notice, request, demand, authorization, direction, consent, waiver or other action provided by this Bond Indenture to be given or taken by bondowners may be embodied in and evidenced by one or more substantially concurrent instruments of similar tenor signed by such bondowners in person or by an agent duly appointed in writing. Except as herein otherwise expressly provided, such action shall become effective when such instrument or instruments are delivered to the Bond Trustee, and, where it is hereby expressly required, to the Authority or the University. Proof

of execution of any such instrument or of a writing appointing any such agent, or of the ownership of Bonds, shall be sufficient for any purpose of this Bond Indenture and conclusive in favor of the Authority and the Bond Trustee, if made in the following manner:

- (a) The fact and date of the execution by any Person of any such instrument or writing may be proved by the certificate of any notary public or other officer authorized by law to take acknowledgments of deeds, certifying that the individual signing such instrument or writing acknowledged to him the execution thereof, or by the affidavit of a witness of such execution. Whenever such execution is by an officer of a corporation or a member of a partnership on behalf of such corporation or partnership, such certificate or affidavit shall also constitute sufficient proof of his authority.
- (b) The fact and date of execution of any such instrument or writing and the authority of any Person executing the same may also be proved in any other manner which the Bond Trustee deems sufficient; and the Bond Trustee may in any instance require further proof with respect to any of the matters referred to in this Section.
- (c) The ownership of Bonds and the amount or amounts, numbers and other identification of such Bonds, and the date of holding the same, shall be proved by the bond register maintained by the Bond Trustee.

In determining whether the owners of the requisite principal amount of Bonds Outstanding have given any request, demand, authorization, direction, notice, consent or waiver hereunder, Bonds owned by the Authority or the University shall be disregarded and deemed not to be Outstanding, except that, in determining whether the Bond Trustee shall be protected in relying upon any such request, demand, authorization, direction, notice, consent or waiver, only Bonds which the Bond Trustee knows to be so owned shall be so disregarded.

Any notice, request, demand, authorization, direction, consent, waiver or other action by the owner of any Bond shall bind every future owner of the same Bond and the owner of every Bond issued upon the transfer thereof or in exchange therefor or in lieu thereof, in respect of anything done or suffered to be done by the Bond Trustee or the Authority in reliance thereon, whether or not notation of such action is made upon such Bond.

Section 1003. Form and Contents of Documents Delivered to Bond Trustee. Whenever several matters are required to be certified by, or covered by an opinion of, any specified Person, it is not necessary that all such matters be certified by, or covered by the opinion of, only one such Person, or that they be so certified or covered by only one document, but one such Person may certify or give an opinion with respect to some matters and one or more other such Persons as to the other matters, and any such Person may certify or give an opinion as to such matters in one or several documents.

Any certificate or opinion of an officer of the Authority may be based, insofar as it relates to legal matters, upon a certificate or opinion of, or representations by, counsel, unless such officer knows, or in the exercise of reasonable care should know, that the certificate or opinion or representations with respect to the matters upon which his certificate or opinion is based are erroneous. Any Opinion of Counsel may be based, insofar as it relates to factual matters, upon a certificate or opinion of, or representations by, an officer or officers of the Authority stating that the information with respect to such factual matters is in the possession of the Authority, unless such counsel knows, or in the exercise of

reasonable care should know, that the certificate or opinion or representations with respect to such matters are erroneous.

Whenever any Person is required to make, give or execute two or more applications, requests, consents, certificates, statements, opinions or other instruments under this Bond Indenture, they may, but need not, be consolidated and form one instrument.

Wherever in this Bond Indenture, in connection with any application or certificate or report to the Bond Trustee, it is provided that the Authority shall deliver any document as a condition of the granting of such application, or as evidence of the Authority's compliance with any term hereof, it is intended that the truth and accuracy, at the time of the granting of such application or at the effective date of such certificate or report (as the case may be), of the facts and opinions stated in such document shall in such case be conditions precedent to the right of the Authority to have such application granted or to the sufficiency of such certificate or report.

ARTICLE XI

MISCELLANEOUS PROVISIONS

Section 1101. Further Assurances. The Authority shall do, execute, acknowledge and deliver such Supplemental Bond Indentures and such further acts, instruments, financing statements and assurances as the Bond Trustee may reasonably require for accomplishing the purposes of this Bond Indenture.

Section 1102. Immunity of Officers, Employees and Members of Authority. No recourse shall be had for the payment of the principal of or prepayment premium, if any, or interest on any of the Bonds or for any claim based thereon or upon any obligation, covenant or agreement contained in this Bond Indenture against any past, present or future officer, director, member, employee or agent of the Authority, or of any successor public corporation, either directly or through the Authority or any successor public corporation, under any rule of law or equity, statute or constitution, or by the enforcement of any assessment or penalty or otherwise, and all such liability of any such officers, directors, members, employees or agents as such is hereby expressly waived and released as a condition of and consideration for the execution of this Bond Indenture and the issuance of Bonds. The provisions of this Section shall survive the payment of the Bonds and the satisfaction and discharge of this Bond Indenture.

Section 1103. Limitation on Authority Obligations. Any other term or provision in this Bond Indenture or in any other Transaction Documents or elsewhere to the contrary notwithstanding:

- (a) Any and all obligations (including without limitation, fees, claims, demands, payments, damages, liabilities, penalties, assessments and the like) of or imposed upon the Authority or its members, officers, agents, employees, representatives, advisors or assigns, whether under this Bond Indenture or any of the other Transaction Documents or elsewhere and whether arising out of or based upon a claim or claims of tort, contract, misrepresentation, or any other or additional legal theory or theories whatsoever (collectively the "Obligations"), shall in all events be absolutely limited obligations and liabilities, payable solely out of the following, if any, available at the time the Obligation in question is asserted:

- (1) Bond proceeds and investments therefrom; and
- (2) Payments derived from the Bonds, this Bond Indenture (including the Trust Estate to the extent provided in this Bond Indenture) and the Loan Agreement (except for the fees and expenses of the Authority and the Authority's right to indemnification under the Loan Agreement under certain circumstances and as otherwise expressly set forth therein);

(the above provisions (1) and (2) being collectively referred to as the "exclusive sources of the Obligations").

- (b) The Obligations shall not be deemed to constitute a debt or liability of the State of Missouri or of any political subdivision thereof within the meaning of any state constitutional provision or statutory limitation and shall not constitute a pledge of the full faith and credit of the State of Missouri or of any political subdivision thereof or of the Authority, but shall be payable solely from and out of the exclusive sources of the Obligations and shall otherwise impose no liability whatsoever, primary or otherwise, upon the State of Missouri or any political subdivision thereof or any charge upon their general credit or taxing power.
- (c) In no event shall any member, officer, director, agent, employee, representative or advisor of the Authority, or any successor or assign of any such person or entity, be liable, personally or otherwise, for any Obligation.
- (d) In no event shall this Bond Indenture be construed as:
 - (1) depriving the Authority of any right or privilege; or
 - (2) requiring the Authority or any member, officer, director, agent, employee, representative or advisor of the Authority to take or omit to take, or to permit or suffer the taking of, any action by itself or by anyone else;

which deprivation or requirement would violate or result in the Authority's being in violation of the Act or any other applicable state or federal law.

The provisions of this Section shall survive the payment of the Bonds and the satisfaction and discharge of this Bond Indenture.

Section 1104. Benefit of Bond Indenture. This Bond Indenture shall inure to the benefit of and shall be binding upon the Authority and the Bond Trustee and their respective successors and assigns, subject, however, to the limitations contained herein. With the exception of rights expressly conferred in this Bond Indenture, nothing in this Bond Indenture or in the Bonds, express or implied, shall give to any Person, other than the parties hereto and their successors and assigns hereunder, any separate trustee or co-trustee appointed under **Section 710** and the owners of Outstanding Bonds, any benefit or any legal or equitable right, remedy or claim under this Bond Indenture.

Section 1105. Severability. If any provision in this Bond Indenture or in the Bonds shall be invalid, illegal or unenforceable, the validity, legality and enforceability of the remaining provisions shall not in any way be affected or impaired thereby.

Section 1106. Execution in Counterparts. This Bond Indenture may be executed in any number of counterparts, each of which so executed shall be deemed to be an original, but all such counterparts shall together constitute but one and the same instrument.

Section 1107. Electronic Transactions. The transaction described herein may be conducted and this Bond Indenture and related documents may be stored by electronic means. Copies, telecopies, facsimiles, electronic files and other reproductions of original executed documents shall be deemed to be authentic and valid counterparts of such original documents for all purposes, including the filing of any claim, action or suit in the appropriate court of law.

Section 1108. Governing Law. This Bond Indenture shall be governed by and construed in accordance with the laws of the State of Missouri.

[Remainder of this page intentionally left blank]

IN WITNESS WHEREOF, the Authority and the Bond Trustee have caused this Bond Indenture to be duly executed by their duly authorized officers, as of the day and year first above written.

**HEALTH AND EDUCATIONAL
FACILITIES AUTHORITY OF THE
STATE OF MISSOURI**

By: _____
Title: Executive Director

ATTEST:

By: _____
Title: Assistant Secretary

**U.S. BANK NATIONAL ASSOCIATION, as
Bond Trustee**

By: _____
Title: Vice President

ATTEST:

By: _____
Title: Vice President

**EXHIBIT A
TO BOND TRUST INDENTURE**

The Project

The proceeds of the Bonds will be used to fund a portion of the purchase price for Building 1, Building 3, Building 4, and Building 5 in the area known as Brick City in Springfield, Missouri, which purchase by the University will occur on the date of issuance of the Bonds.

**EXHIBIT B
TO BOND TRUST INDENTURE**

(FORM OF BONDS)

EACH PERSON WHO IS OR WHO BECOMES THE REGISTERED OWNER OR A BENEFICIAL OWNER OF A BOND SHALL BE DEEMED BY THE ACCEPTANCE OR ACQUISITION OF SUCH BENEFICIAL OWNERSHIP INTEREST TO HAVE AGREED TO BE BOUND BY THE PROVISIONS OF THE BOND INDENTURE, WHICH PLACES LIMITATIONS ON THE TRANSFER OF THE BONDS. NEITHER THIS BOND NOR ANY BENEFICIAL OWNERSHIP INTEREST IN THIS BOND MAY BE TRANSFERRED, UNLESS THE PROPOSED TRANSFEREE SHALL HAVE DELIVERED TO THE AUTHORITY, THE UNIVERSITY AND THE BOND TRUSTEE AN EXPRESS AGREEMENT SUBSTANTIALLY IN THE FORM OF THE TRANSFEREE CERTIFICATE ATTACHED AS EXHIBIT E TO THE BOND INDENTURE BY THE PROPOSED TRANSFEREE WITH ONLY SUCH VARIATIONS FROM THAT FORM AS ARE ACCEPTABLE TO THE AUTHORITY.

UNITED STATES OF AMERICA

STATE OF MISSOURI

**Registered
No. R-1**

**Registered
\$15,730,000**

**HEALTH AND EDUCATIONAL FACILITIES AUTHORITY OF
THE STATE OF MISSOURI**

**EDUCATIONAL FACILITIES REVENUE BOND
(MISSOURI STATE UNIVERSITY)
SERIES 2019A**

Interest Rate
3.53%

Maturity Date
October 1, 2033

Date of Bonds
January __, 2019

Registered Owner: CAPITAL ONE PUBLIC FUNDING, LLC

**Principal Amount: FIFTEEN MILLION SEVEN HUNDRED THIRTY
THOUSAND DOLLARS**

THE HEALTH AND EDUCATIONAL FACILITIES AUTHORITY OF THE STATE OF MISSOURI, a body politic and corporate and a public instrumentality (the "Authority"), for value

received, promises to pay, but solely from the sources herein specified to the registered owner named above, or registered assigns, the principal amount stated above on the maturity date stated above, except as the provisions herein set forth with respect to prepayment prior to maturity may become applicable hereto, and in like manner to pay interest on said principal amount at the interest rate per annum stated above (computed on the basis of a **360**-day year of twelve **30**-day months) from the date of Bonds stated above or from the most recent Interest Payment Date to which interest has been paid or duly provided for, payable semiannually on April 1 and October 1 in each year beginning on April 1, 2019 (each, an “Interest Payment Date”), until said principal amount is paid.

Method and Place of Payment. The principal of and interest on this Bond shall be payable in any coin or currency of the United States of America which on the respective dates of payment thereof is legal tender for the payment of public and private debts. The principal of and prepayment premium, if any, on this Bond shall be payable to the registered owner at the maturity or prepayment date upon presentation and surrender of this Bond at the principal corporate trust office of **U.S. BANK, NATIONAL ASSOCIATION**, in the City of St. Louis, Missouri (the “Bond Trustee”). The interest payable on this Bond on any Interest Payment Date shall be paid by the Bond Trustee to the registered owner of this Bond appearing on the bond register maintained by the Bond Trustee at the close of business on the Record Date for such interest, which shall be the 15th day (whether or not a business day) of the calendar month next preceding such Interest Payment Date. Principal of, prepayment premium, if any, and interest on the Bonds shall be payable (1) by check or draft of the Bond Trustee mailed to such registered owner at his address as it appears on such bond register or at such other address furnished in writing by such registered owner to the Bond Trustee, or (2) at the signed written request addressed to the Bond Trustee by any registered owner of Bonds, by electronic transfer to the bank for credit to the ABA routing number and account number filed with the Bond Trustee not less than 15 days prior to the Record Date. Notwithstanding anything herein to the contrary, the Bond need not be presented for payment of principal or prepayment premium, if any, except upon final maturity or payment in full.

Authorization of Bonds. This Bond is one of a duly authorized series of bonds of the Authority designated “Educational Facilities Revenue Bonds (Missouri State University), Series 2019A” in the aggregate principal amount of \$15,730,000 (the “Bonds”), issued pursuant to the authority of and in full compliance with the Constitution and statutes of the State of Missouri, including particularly Chapter 360 of the Revised Statutes of Missouri, as amended, and pursuant to proceedings duly had by the Authority. The Bonds are issued under and are equally and ratably secured and entitled to the protection given by a Bond Trust Indenture, dated as of January 1, 2019 (said Bond Trust Indenture, as amended and supplemented from time to time in accordance with the provisions thereof, herein called the “Bond Indenture”), between the Authority and the Bond Trustee, for the purpose of making a loan to Missouri State University, a state educational institution (the “University”), to provide funds for the purposes described in the Bond Indenture. The loan will be made pursuant to a Loan Agreement, dated as of January 1, 2019 (said Loan Agreement, as amended and supplemented from time to time in accordance with the provisions thereof, herein called the “Loan Agreement”), between the Authority and the University. Under the Bond Indenture, the Authority has pledged and assigned certain of its rights under the Loan Agreement, including the right to receive all Loan Payments thereunder, to the Bond Trustee as security for the Bonds. Reference is hereby made to the Bond Indenture for a description of the property pledged and assigned thereunder, and the provisions, among others, with respect to the nature and extent of the security for the Bonds, and the rights, duties and obligations of the Authority, the Bond Trustee and the registered owners of the Bonds, and a description of the terms upon which the Bonds are issued and secured, upon which provision for payment of the Bonds or portions thereof and defeasance of the lien of the Bond Indenture with respect thereto may be made and upon which the Bond Indenture may be deemed satisfied and discharged prior to payment of the Bonds.

Prepayment Prior to Maturity. The Bonds are subject to prepayment prior to maturity as follows:

Optional Prepayment. The Bonds are subject to prepayment and payment prior to maturity, at the option of the Authority, which shall be exercised upon written direction from the University, in whole but not in part on any Interest Payment Date on or after October 1, 2026, at a prepayment price equal to **100%** of the principal amount prepaid, plus accrued interest thereon to the prepayment date.

Mandatory Prepayment. The Bonds are subject to mandatory sinking fund prepayment and payment prior to maturity on October 1 in each of the years set forth in the Bond Indenture, at **100%** of the principal amount thereof set forth for such date in the Bond Indenture plus accrued interest to the prepayment date, without premium.

Notice of Prepayment. Notice of prepayment, unless waived, is to be given by the Bond Trustee by mailing an official prepayment notice by registered, certified or first class mail at least 20 days prior to the date fixed for prepayment to the registered owner of the Bond or Bonds to be prepaid at the address shown on the bond register maintained by the Bond Trustee. Notice of prepayment having been given as aforesaid, the Bonds or portions of Bonds to be prepaid shall, on the prepayment date, become due and payable at the prepayment price therein specified and from and after such date (unless the Authority shall default in the payment of the prepayment price) such Bonds or portions of Bonds shall cease to bear interest.

Transfer and Exchange. This Bond may be transferred or exchanged in whole but not in part, as provided in the Bond Indenture, only upon the bond register maintained by the Bond Trustee at the above-mentioned office of the Bond Trustee by the registered owner hereof in person or by his duly authorized attorney, upon surrender of this Bond together with a written instrument of transfer satisfactory to the Bond Trustee duly executed by the registered owner or his duly authorized attorney, and thereupon a new Bond or Bonds of the same maturity and in the same aggregate principal amount, shall be issued to the transferee in exchange therefor as provided in the Bond Indenture, and upon payment of the charges therein prescribed. The Authority, the Bond Trustee and any Paying Agent may deem and treat the person in whose name this Bond is registered as the absolute owner hereof for the purpose of receiving payment of, or on account of, the principal or prepayment price hereof and interest due hereon and for all other purposes.

Restrictions on Transfer. No Bond or any beneficial ownership interest therein may be transferred, except in accordance with the terms of the Bond Indenture unless the proposed transferee shall have delivered to the Authority and the Bond Trustee an express agreement substantially in the form of the Transferee Certificate attached as **Exhibit E** to the Bond Indenture with only such variations from that form as are acceptable to the Authority. This Bond may be only transferred to (a) affiliates of the Lender or (b) one or more banks, insurance companies or other financial institutions.

Limitation on Rights. The registered owner of this Bond shall have no right to enforce the provisions of the Bond Indenture or to institute action to enforce the covenants therein, or to take any action with respect to any Event of Default under the Bond Indenture, or to institute, appear in or defend any suit or other proceeding with respect thereto, except as provided in the Bond Indenture. In certain events, on the conditions, in the manner and with the effect set forth in the Bond Indenture, the principal of all the Bonds issued under the Bond Indenture and then outstanding may become or may be declared due and payable before the stated maturity thereof, together with interest accrued thereon. The Bonds or

the Bond Indenture may be modified, amended or supplemented only to the extent and in the circumstances permitted by the Bond Indenture.

Limited Obligations. The Bonds and the interest thereon are special, limited obligations of the Authority payable solely out of Loan Payments (except for fees and expenses payable to the Authority, and the Authority's right to indemnification as set forth in the Loan Agreement and otherwise as expressly set forth therein) derived by the Authority under the Loan Agreement and are secured by a pledge and assignment of such Loan Payments and other funds as provided in the Bond Indenture. The Bonds shall not be deemed to constitute a debt or liability of the State of Missouri or of any political subdivision thereof within the meaning of any state constitutional provision or statutory limitation and shall not constitute a pledge of the full faith and credit of the State of Missouri or of any political subdivision thereof, but shall be payable solely from the funds provided for in the Loan Agreement and in the Bond Indenture. The issuance of the Bonds shall not, directly, indirectly or contingently, obligate the State of Missouri or any political subdivision thereof to levy any form of taxation therefor or to make any appropriation for their payment. The State of Missouri shall not in any event be liable for the payment of the principal of, premium, if any, or interest on the Bonds or for the performance of any pledge, mortgage, obligation or agreement of any kind whatsoever which may be undertaken by the Authority. No breach by the Authority of any such pledge, mortgage, obligation or agreement may impose any liability, pecuniary or otherwise, upon the State of Missouri or any charge upon its general credit or its taxing power. The Authority has no power to tax.

Authentication. This Bond shall not be valid or become obligatory for any purpose or be entitled to any security or benefit under the Bond Indenture until the Certificate of Authentication hereon shall have been executed by the Bond Trustee.

IT IS HEREBY CERTIFIED AND DECLARED that all acts, conditions and things required to exist, happen and be performed precedent to and in the execution and delivery of the Bond Indenture and the issuance of this Bond do exist, have happened and have been performed in due time, form and manner as required by law.

IN WITNESS WHEREOF, the HEALTH AND EDUCATIONAL FACILITIES AUTHORITY OF THE STATE OF MISSOURI has caused this Bond to be executed in its name by the manual or facsimile signature of its chair, vice chair or executive director and attested by the manual or facsimile signature of its secretary or an assistant secretary and its corporate seal to be affixed or imprinted hereon, all as of the Date of Bonds specified above.

**HEALTH AND EDUCATIONAL
FACILITIES AUTHORITY OF THE
STATE OF MISSOURI**

By: _____
Title: Executive Director

[SEAL]

ATTEST:

By: _____
Title: Assistant Secretary

CERTIFICATE OF AUTHENTICATION

This Bond is one of the Bonds described in the within mentioned Bond Indenture.

Date of Authentication: _____.

U.S. BANK NATIONAL ASSOCIATION,
Bond Trustee

By: _____
Title: Authorized Signature

ASSIGNMENT

FOR VALUE RECEIVED the undersigned hereby sells, assigns and transfers unto

(Please Print or Typewrite Name, Address and Social Security Number or Taxpayer Identification
Number of Transferee)

the within Bond and all rights thereunder, and hereby irrevocably constitutes and appoints

Attorney

to transfer the within Bond on the books kept for registration thereof, with full power of substitution in the premises.

Dated: _____, _____, _____

NOTICE: The signature to this assignment must correspond with the name as it appears upon the face of the within Bond in every particular, without alteration or enlargement or any change whatever.

Signature Guaranteed By:

(Name of Eligible Guarantor Institution as defined by SEC Rule 17 Ad-15 (17 CFR 240.17 Ad-15))

By: _____

Title: _____

**EXHIBIT C
TO BOND TRUST INDENTURE**

Request No: _____
Date: _____

DISBURSEMENT REQUEST

(§ 403 - COSTS OF ISSUANCE)

To: Treasurer
Missouri State University
Springfield, Missouri 65897

Re: \$15,730,000 Health and Educational Facilities Authority of the State of Missouri,
Educational Facilities Revenue Bonds (Missouri State University), Series 2019A

You are hereby requested and directed pursuant to **Section 403** of the Bond Trust Indenture dated as of January 1, 2019 (the "Bond Indenture"), between the Health and Educational Facilities Authority of the State of Missouri and U.S. Bank National Association, as Bond Trustee, to pay from moneys in the Cost of Issuance Fund, to the following payees the following amounts for the following costs incurred in connection with the issuance of the Bonds under the Bond Indenture:

<u>Payee</u>	<u>Amount</u>	<u>Description of Costs of Issuance</u>
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The undersigned University Representative hereby states and certifies that each item listed above is a proper costs of issuance that was incurred in connection with the issuance of the above-referenced Bonds, and the amount of this request is justly due and owing and has not been the subject of another requisition which was paid.

MISSOURI STATE UNIVERSITY

By: _____
Title: University Representative

EXHIBIT D
TO BOND TRUST INDENTURE
FORM OF LENDER CERTIFICATE

January 23, 2019

Health and Educational Facilities Authority of the State of Missouri
15450 South Outer Forty Road, Suite 230
Chesterfield, Missouri 63017

Missouri State University
901 South National Avenue
Springfield, Missouri 65897

U.S. Bank National Association, as Bond Trustee
One U.S. Bank Plaza
St. Louis, Missouri 63101

Re: \$15,730,000 principal amount Health and Educational Facilities Authority of the State of Missouri Educational Facilities Revenue Bonds (Missouri State University), Series 2019A

Ladies and Gentlemen:

Capital One Public Funding, LLC (the “Lender”), is purchasing the entire principal amount of the above-referenced Bonds (the “Loan Obligation”) issued by the Health and Educational Facilities Authority of the State of Missouri (the “Authority”) pursuant to that certain Bond Trust Indenture dated as of January 1, 2019 (the “Bond Indenture”), between the Authority and U.S. Bank National Association, as bond trustee (the “Bond Trustee”) and the Commitment Agreement dated the date hereof among the Authority, the Lender and Missouri State University (the “University”). The Loan Obligation is issued under the Bond Indenture for the purpose of providing funds to the University pursuant to terms contained in the Loan Agreement dated as of January 1, 2019 (the “Loan Agreement”), between the Authority and the University. Capitalized terms used herein and not otherwise defined shall have the respective meanings ascribed to them in the Bond Indenture.

Lender hereby certifies and agrees as follows with the express understanding that the truth and accuracy of the representations and warranties will be relied upon by the Authority, the University, and the Bond Trustee:

1. The Lender has full power and authority to carry on its business as now conducted, to deliver this Certificate and make the representations and certifications contained herein.
2. The Lender is a lender that regularly extends credit to state and local governments by making loans and repayment obligations which are evidenced by obligations such as the Loan Obligation;

has knowledge and experience in financial and business matters that make it capable of evaluating the University, the Loan Obligation and the risks associated with the extension of credit evidenced by the Loan Obligation; has the ability to bear the economic risk of extending the credit evidenced by the Loan Obligation; and is a limited liability company controlled by a bank, and engaged in the primary business of extending credit and making loans to state and local governments and non-profit entities and has total assets in excess of \$1 billion. The Lender is not acting as a broker, dealer, municipal securities underwriter, municipal advisor or fiduciary in connection with its extension of credit evidenced by the Loan Obligation.

3. The Lender has conducted its own investigation of the financial condition of the University, the purpose for which the Loan Obligation is being executed and delivered and of the security for the payment of the principal of and interest on the Loan Obligation, and has obtained such information regarding the Loan Obligation and the University and its operations, financial condition and financial prospects as the Lender deems necessary to make an informed lending decision with respect to its extension of credit evidenced by the Loan Obligation. The Lender has reviewed with the Lender's own tax advisors the federal, state and local tax consequences of the purchase of the Loan Obligation, where applicable, and the transactions contemplated by the Bond Indenture. The Lender understands that the Lender (and not the Authority or the University) shall be responsible for the Lender's own tax liability that may arise as a result of the Loan Obligation.

4. The Lender is extending credit to the University evidenced by the Loan Obligation as a vehicle for making a commercial loan for its own loan account with the present intention of holding the Loan Obligation to maturity or earlier prepayment, provided that the Lender retains the right at any time to dispose of the Loan Obligation or any interest therein or portion thereof, but agrees that any such sale, transfer or distribution by the Lender shall be made in accordance with applicable law and the provisions of the Loan Obligation and related documents to (a) an affiliate of the Lender or (b) one or more banks, insurance companies or other financial institutions.

5. The Lender understands that (i) the Loan Obligation is a special, limited obligation of the Authority payable solely by the University from amounts to be deposited in the funds in the custody of the Bond Trustee pursuant to the Bond Indenture, (ii) under no circumstances shall the Authority be obligated for payment of the Loan Obligation, and (iii) the Loan Obligation does not constitute a debt of the Authority and shall not be deemed to constitute a debt or liability of the State or any political subdivision thereof within the meaning of any State constitutional provision or statutory limitation, and shall not constitute a pledge of the full faith and credit of the State or of any political subdivision thereof, but shall be payable solely from the funds provided for in the Bond Indenture. The issuance of the Loan Obligation shall not, directly, indirectly, or contingently, obligate the State or any political subdivision thereof to levy any form of taxation therefor or to make any appropriation for their payment. The State shall not in any event be liable for the payment of the principal of, premium, if any, or interest on the Loan Obligation or for the performance of any pledge, security interest, obligation, or agreement of any kind whatsoever which may be undertaken by the Authority. No breach by the Authority of any such pledge, security interest, obligation, or agreement may impose any liability, pecuniary or otherwise, upon the State or any charge upon its general credit or its taxing power. The Authority has no taxing power.

6. The Lender acknowledges that the Authority has not made any representation or warranty concerning the accuracy or completeness of any information furnished in connection with the extension of credit by the Lender through the purchase of the Loan Obligation. Accordingly, the Lender has not relied upon the Authority as to the accuracy or completeness of any information. The Lender has made its own decision to extend credit to the University through the Loan Obligation based solely upon its own inquiry

and analysis. In so extending credit, the Lender is not relying on any representations of the Authority with respect to the financial quality of the Loan Obligation. The Lender is relying solely on statements and representations of the University, on the information and documentation described in Section 3 of this Certificate, and on the Lender's own knowledge and investigation of the facts and circumstances relating to the Loan Obligation.

7. The Lender acknowledges that the Loan Obligation (a) has not been registered under the Securities Act of 1933, as amended, and has not been registered or otherwise qualified for sale under the securities laws of any state, (b) will not be listed on any securities exchange and (c) there is no established market for the Loan Obligation and that none is likely to develop. The Lender understands and acknowledges that (i) its extension of credit evidenced by the Loan Obligation is not intended to be subject to the requirements of Rule 15c2-12 promulgated under the Securities Exchange Act of 1934, as amended and (ii) in connection with its extension of credit evidenced by the Loan Obligation, the University has not prepared or caused to be prepared, any official statement, private placement memorandum or other offering document.

8. The Lender agrees that the Lender is bound by and will abide by the provisions of the Bond Indenture related to the transfer and sale of the Loan Obligation, the restrictions on transferability noted on the face of the Loan Obligation and this Certificate. The Lender will comply with all applicable federal and state securities laws, rules and regulations by which the Lender is bound in connection with any resale or transfer of the Loan Obligation by the Lender. If the Lender sells or transfers any of the Loan Obligation, at the time of such sale or transfer, the Lender or its agent will obtain from any subsequent purchaser, and cause to be delivered to the addressees named in this Certificate, a Transferee Certificate in the form set forth in the Bond Indenture. The Lender acknowledges that any proposed assignee of a beneficial ownership interest in the Loan Obligation will be deemed under the Bond Indenture to have made agreements and representations substantially similar to those set forth above. The Lender understands that the Loan Obligation will bear a legend restricting transfer of the Loan Obligation.

9. The Lender agrees to indemnify and hold harmless the Authority from any and all claims, judgments, attorney's fees and expenses of whatsoever nature, whether relating to litigation or otherwise, resulting from any attempted or effected sale, offer for sale, pledge, transfer, conveyance, hypothecation, mortgage or disposition of the Loan Obligation by the Lender in violation of the Bond Indenture or this Certificate.

10. The Lender is acting solely for its own loan account and not as a fiduciary for the University or the Authority or in the capacity of broker, dealer, placement agent, municipal securities underwriter, municipal advisor or fiduciary. It has not provided, and will not provide, financial, legal (including securities law), tax, accounting or other advice to or on behalf of the University or the Authority (including to any financial advisor or any placement agent engaged by the University) with respect to the structuring or delivery of the Loan Obligation. The Lender has no fiduciary duty pursuant to Section 15B of the Securities Exchange Act of 1934 to the University with respect to the transactions relating to the structuring or delivery of the Loan Obligation and the discussions, undertakings and procedures leading thereto. Each of the University, its financial advisor and its placement agent has sought and shall seek and obtain financial, legal (including securities law), tax, accounting and other advice (including as it relates to structure, timing, terms and similar matters and compliance with legal requirements applicable to such parties) with respect to the Loan Obligation from its own financial, legal, tax and other advisors (and not from the undersigned or its affiliates) to the extent that the University, its financial advisor or its placement agent desires, should or needs to obtain such advice. The undersigned expresses no view regarding the legal sufficiency of its representations for purposes of compliance with

any legal requirements applicable to any other party, including but not limited to the University's financial advisor or placement agent, or the correctness of any legal interpretation made by counsel to any other party, including but not limited to counsel to the University's financial advisor or placement agent, with respect to any such matters. The transactions between the University and the Lender are arm's length, commercial transactions in which the Lender is acting and has acted solely as a principal and for its own interest and the Lender has not made recommendations to the University with respect to the transactions relating to the Loan Obligation.

11. The Lender acknowledges that the Loan Obligation shall not be (i) assigned a separate rating by any municipal securities rating agency, (ii) registered with The Depository Trust Company or any other securities depository, or (iii) assigned a CUSIP number by Standard & Poor's CUSIP Service.

CAPITAL ONE PUBLIC FUNDING, LLC

By: _____
Name: _____
Title: _____

**EXHIBIT E
TO BOND TRUST INDENTURE**

FORM OF TRANSFEREE CERTIFICATE

THIS TRANSFEREE CERTIFICATE, OR A FACSIMILE COPY HEREOF, WILL BE DELIVERED TO THE ABOVE ADDRESSEES NO LATER THAN THE DATE OF PURCHASE OF THE BONDS.

[Date of Purchase]

Health and Educational Facilities Authority of the State of Missouri
15450 South Outer Forty Road, Suite 230
Chesterfield, Missouri 63017

Missouri State University
901 South National Avenue
Springfield, Missouri 65897

U.S. Bank National Association, as Bond Trustee
One U.S. Bank Plaza
St. Louis, Missouri 63101

Re: Health and Educational Facilities Authority of the State of Missouri Educational Facilities Revenue Bonds (Missouri State University), Series 2019A

Ladies and Gentlemen:

[Transferee Name] (the “Transferee”), intends to purchase pursuant to this Transferee Certificate the entire principal amount of the above-referenced Bonds (the “Loan Obligation”) issued by the Health and Educational Facilities Authority of the State of Missouri (the “Authority”) pursuant to that certain Bond Trust Indenture dated as of January 1, 2019 (the “Bond Indenture”), between the Authority and U.S. Bank, National Association, as bond trustee (the “Bond Trustee”). The Loan Obligation is issued under the Bond Indenture for the purpose of making a loan to Missouri State University (the “University”) pursuant to terms contained in the Loan Agreement dated as of January 1, 2019 (the “Loan Agreement”), between the Authority and the University. Capitalized terms used herein and not otherwise defined shall have the respective meanings ascribed to them in the Bond Indenture.

In connection with the purchase of the Loan Obligation, the Transferee hereby certifies and agrees as follows with the express understanding that the truth and accuracy of the representations and warranties will be relied upon by the Authority, the University, and the Bond Trustee:

1. The Transferee has full power and authority to carry on its business as now conducted, to deliver this Certificate and make the representations and certifications contained herein.
2. The Transferee is a lender that regularly extends credit to state and local governments by making loans and repayment obligations which are evidenced by obligations such as the Loan Obligation; has knowledge and experience in financial and business matters that make it capable of evaluating the

University, the Loan Obligation and the risks associated with the extension of credit evidenced by the Loan Obligation; has the ability to bear the economic risk of extending the credit evidenced by the Loan Obligation; and is a limited liability company controlled by a bank, and engaged in the primary business of extending credit and making loans to state and local governments and non-profit entities and has total assets in excess of \$100 million. The Transferee is not acting as a broker, dealer, municipal securities underwriter, municipal advisor or fiduciary in connection with its extension of credit evidenced by the Loan Obligation.

3. The Transferee has conducted its own investigation of the financial condition of the University, the purpose for which the Loan Obligation is being executed and delivered and of the security for the payment of the principal of and interest on the Loan Obligation, and has obtained such information regarding the Loan Obligation and the University and its operations, financial condition and financial prospects as the Transferee deems necessary to make an informed lending decision with respect to its extension of credit evidenced by the Loan Obligation. The Transferee has reviewed with the Transferee's own tax advisors the federal, state and local tax consequences of the purchase of the Loan Obligation, where applicable, and the transactions contemplated by the Bond Indenture. The Transferee understands that the Transferee (and not the Authority or the University) shall be responsible for the Transferee's own tax liability that may arise as a result of the Loan Obligation.

4. The Transferee presently intends to hold the Loan Obligation to maturity or earlier prepayment, provided that the Transferee retains the right at any time to dispose of the Loan Obligation or any interest therein or portion thereof, but agrees that any such sale, transfer or distribution by the Transferee shall be made in accordance with applicable law and the provisions of the Loan Obligation and related documents to (a) an affiliate of the Transferee or (b) one or more banks, insurance companies or other financial institutions.

5. The Transferee understands that (i) the Loan Obligation is a special, limited obligation of the Authority payable solely by the University from amounts to be deposited in the funds in the custody of the Bond Trustee pursuant to the Bond Indenture, (ii) under no circumstances shall the Authority be obligated for payment of the Loan Obligation, and (iii) the Loan Obligation does not constitute a debt of the Authority and shall not be deemed to constitute a debt or liability of the State or any political subdivision thereof within the meaning of any State constitutional provision or statutory limitation, and shall not constitute a pledge of the full faith and credit of the State or of any political subdivision thereof, but shall be payable solely from the funds provided for in the Bond Indenture. The issuance of the Loan Obligation shall not, directly, indirectly, or contingently, obligate the State or any political subdivision thereof to levy any form of taxation therefor or to make any appropriation for their payment. The State shall not in any event be liable for the payment of the principal of, premium, if any, or interest on the Loan Obligation or for the performance of any pledge, security interest, obligation, or agreement of any kind whatsoever which may be undertaken by the Authority. No breach by the Authority of any such pledge, security interest, obligation, or agreement may impose any liability, pecuniary or otherwise, upon the State or any charge upon its general credit or its taxing power. The Authority has no taxing power.

6. The Transferee acknowledges that the Authority has not made any representation or warranty concerning the accuracy or completeness of any information furnished in connection with the extension of credit by the Transferee through the purchase of the Loan Obligation. Accordingly, the Transferee has not relied upon the Authority as to the accuracy or completeness of any information. The Transferee has made its own decision to purchase the Loan Obligation from the holder thereof based solely upon its own inquiry and analysis. In doing so, the Transferee is not relying on any representations of the Authority with respect to the financial quality of the Loan Obligation. The Transferee is relying

solely on the information and documentation described in Section 3 of this Certificate, and on the Transferee's own knowledge and investigation of the facts and circumstances relating to the Loan Obligation.

7. The Transferee acknowledges that the Loan Obligation (a) has not been registered under the Securities Act of 1933, as amended, and has not been registered or otherwise qualified for sale under the securities laws of any state, (b) will not be listed on any securities exchange and (c) there is no established market for the Loan Obligation and that none is likely to develop. The Transferee understands and acknowledges that (i) its extension of credit evidenced by the Loan Obligation is not intended to be subject to the requirements of Rule 15c2-12 promulgated under the Securities Exchange Act of 1934, as amended and (ii) in connection with its extension of credit evidenced by the Loan Obligation, the University has not prepared or caused to be prepared, any official statement, private placement memorandum or other offering document in connection with the initial issuance of the Loan Obligation.

8. The Transferee agrees that the Transferee is bound by and will abide by the provisions of the Bond Indenture related to the transfer and sale of the Loan Obligation, the restrictions on transferability noted on the face of the Loan Obligation and this Certificate. The Transferee will comply with all applicable federal and state securities laws, rules and regulations by which the Transferee is bound in connection with any resale or transfer of the Loan Obligation by the Transferee. If the Transferee sells or transfers any of the Loan Obligation, at the time of such sale or transfer, the Transferee or its agent will obtain from any subsequent purchaser, and cause to be delivered to the addressees named in this Certificate, a Transferee Certificate in the form set forth in the Bond Indenture. The Transferee acknowledges that any proposed assignee of a beneficial ownership interest in the Loan Obligation will be deemed under the Bond Indenture to have made agreements and representations substantially similar to those set forth above. The Transferee understands that the Loan Obligation will bear a legend restricting transfer of the Loan Obligation.

9. The Transferee agrees to indemnify and hold harmless the Authority from any and all claims, judgments, attorney's fees and expenses of whatsoever nature, whether relating to litigation or otherwise, resulting from any attempted or effected sale, offer for sale, pledge, transfer, conveyance, hypothecation, mortgage or disposition of the Loan Obligation by the Transferee in violation of the Bond Indenture or this Certificate.

10. Check applicable section (at least one of the following must be checked):

The Transferee is an affiliate of Capital One Public Funding, LLC.

The Transferee is a bank, an insurance company or other financial institution with more than \$100 million in assets.

[TRANSFEREE NAME]

By: _____
Name: _____
Title: _____

MarCom updates since the October 19, 2018 meeting

Fall Semester

All areas have been working on projects supporting admissions, Minds Eye and the academic units.

Website Refresh

In response to admitted student feedback indicating gaps in communication of the strengths of the university, we have undertaken a web refresh project in partnership with Ologie (the agency we have worked with on the university brand refresh and the Foundation sub-brand) focusing on the home, admissions and how-to-apply pages. By redesigning within the current architecture, we plan to create an experience that empowers users to guide and control their journey, engage with the brand, and easily find what they're looking for. The project is expected to be completed with Ologie by the end of January and will be implemented by the Web Strategy and Development team.

Web Strategy and Development

The team continues to update academic and administrative websites. They are currently updating the Defense and Strategic Studies department website to align with the university and focus on areas of expertise to increase enrollment in their masters program. Having completed the full cycle of academic departments, the team is now working with the provost and the deans to prioritize the next phase of department website updates.

Additionally, the team is heavily involved with the push to ensure accessibility across the university website – this includes training web editors across campus and in the near future, scanning critical sites to identify and repair accessibility failures that may exist.

University Communications

The team has been busy drafting media releases for the many noteworthy events that have been taking place on campus, promoting the university via social media, as well as responding to student questions via Twitter.

They continue to actively promote professors 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. A recent success is arranging an interview for President Smart by The Chronicle of Higher Education to be featured in the publication.

Visual Media

The team recently completed the “What’s New” video highlighting accomplishments across the university from the prior year. This year’s video has already been successfully used in promoting Missouri State with partner universities in Brazil. The team has also been very busy supporting athletics via the photographic and video coverage of the many fall sports and is transitioning to winter sports.

Editorial and Design Services

The team continues to be very busy partnering with Admissions on variable data pieces, CRM related pieces and much more as recruiting moves into full swing. They are working with Safety and Transportation on a rebranding project.

XVI.B.

Strategic Marketing in a Digital World Executive Summary

As we examine marketing trends in a digital world, it becomes clear that reaching target markets in higher education requires a strategic focus. GenZ and Millennials are digital natives and gather most of their information in this format. However, digital marketing is an expensive commitment that doesn't leave much room for experimentation in the context of most marketing budgets in higher education.

One way Missouri State can compete is by focusing on its website to create an experience that empowers users to guide and control their journey, engage with the brand, and easily find what they're looking for.

Additionally we can work closely with departments that offer programs with revenue generation potential to ensure advertising budgets are invested strategically to ensure the messaging reaches their target market.

XVII.A.

RECOMMENDED ACTION – Approval of Appointment of the 2019 Executive Committee of the Board of Governors.

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

WHEREAS, the Bylaws of the Board of Governors requires the chair-elect of the Board to appoint committees of the Board; and

WHEREAS, the Bylaws require the appointment of the Executive Committee to be approved by the full Board of Governors.

NOW, THEREFORE, BE IT RESOLVED that the 2019 Executive Committee of the Board of Governors consist of Chair Gabriel Gore, Vice Chair Craig Frazier, Beverly Miller and Carrie Tergin.

VOTE: **AYE** _____

NAY _____

COMMENTS:

Membership in the other committees fall 2019 as appointed by Chair Gore shall be as follows:

1. Finance and Facilities Committee: All members of the Board of Governors (Chair Amy Counts);
2. Programs and Planning Committee: All members of the Board of Governors (Chair Carol Silvey);
3. Risk Management and Audit Committee: Craig Frazier (chair), Greg Spears, Carrie Tergin, and Gabriel Gore (ex-officio); and
4. Board Representative to the Missouri State University Foundation: Beverly Miller.

XVIII.

RECOMMENDED ACTION - Resolution authorizing closed meeting

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

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

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

VOTE: ___ AYE

___ NAY