



**Board of Governors' Meeting**  
**Room 313, Robert W. Plaster Student Union**  
**Thursday, 12/15/2016**  
**1:00 - 5:00 PM CT**

**I. Roll Call**

**II. Approval of Minutes**

*II.A. Approval of Minutes of Open and Closed Meetings of October 14, 2016 - Page 3*

**III. Consent Agenda**

**A. President**

*III.A.1. Approval of Athletics Employment Agreement for Melissa Goodman as an Assistant Administrator - Page 9*

**B. West Plains Campus**

*III.B.1. Approval of Activity Report - Page 12*

*III.B.2. Approval of Actions Concerning Academic Employees - Page 14*

*III.B.3. Approval of Actions Concerning Non-academic Employees - Page 17*

**C. Procurement and Financial**

*III.C.1. Approval of Procurement Activity Report - Page 19*

**D. Facilities and Equipment**

*III.D.1. Approval of Activity Report for the Month of September 2016 - Page 25*

*III.D.2. Approval of Activity Report for the Month of October 2016 - Page 31*

*III.D.3. Approval of Consultant and Authority to Enter into an Agreement for Professional Services in Conjunction with the Bathroom Renovation in Shannon Tower of Blair-Shannon House - Page 38*

**E. Human Resources**

*III.E.1. Approval of Actions Concerning Academic Employees - Page 39*

*III.E.2. Approval of Actions Concerning Non-academic Employees - Page 53*

*III.E.3. Approval of Actions Concerning Exempt Employees - Page 66*

*III.E.4. Approval of Actions Concerning Non-academic Salary Adjustments - Page 68*

**IV. President's Report**

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

*IV.A. Presidents Report - Page 70*

**1. Approval of Resolution to Acknowledge the Board of Governors' Citizen Scholar Award Recipients "Making our Missouri Statement"**

*Citizen Scholar Award Resolution - Page 71*

**2. Update on China Trip**

**3. Approval of Resolution of Recognition for Governor Peter W. Hofherr**

*Hofherr Resolution.2016 - Page 72*

**4. Approval of Resolution of Recognition for Governor Stephen "Steve" Hoven**

*Hoven Resolution.2016 - Page 73*

**V. West Plains Campus**

**A. Chancellor's Report – In addition to a written report, Chancellor Drew Bennett will provide a report to the Board of Governors regarding activities at the West Plains Campus:**

*Chancellor's Report - Page 74*

**1. Approval of the West Plains Campus 2017-2022 Long-Range Plan**

*WP LRP Resolution - Page 75*

**VI. Academic Affairs**

**A. Faculty Senate Report**

*Faculty Senate Report - Page 91*

**1. Approval of Resolution for Honorary Doctorate (resolution to be distributed at meeting)**

**B. Report from the Provost – Provost Frank Einhellig's report will include updates and comments regarding Academic Affairs:**

**1. Update on Performance Measures**

**2. Approval of Resolution Establishing the William H. Darr College of Agriculture**

*Agriculture Name Change - Page 92*

**VII. 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 Programs**

*Research and Economic Development Report - Page 96*

**VIII. 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 100*

**IX. Student Affairs**

**A. Report from the Student Body President**

*Student Body President Report - Page 106*

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

*Student Affairs Report - Page 107*

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

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

*MarCom Report - Page 109*

**XI. Staff Senate**

*XI.A. Staff Senate Report - Page 110*

**XII. 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 111*

**XIII. New Business**

**A. Approval of the 2017 Executive Committee of the Board**

**B. Announcement of Board Committee Appointments**

**XIV. Resolution Authorizing Closed Meeting, Pursuant to Sections 610.021(1), (2), (3), (6), (9), (11), (12), (13), (14), (17), (18), (19), (20), and/or (21) of the Revised Statutes of Missouri**

*Closed Meeting Resolution - Page 115*

**XV. Adjournment**

**XVI. Date of Next Meeting: Friday, February 3, 2017, 1 p.m., Room 313, Robert W. Plaster Student Union.**

MINUTES OF THE BOARD OF GOVERNORS  
MISSOURI STATE UNIVERSITY  
OCTOBER 14, 2016 1:00 P.M.

**1. Roll Call**

Present- Mr. Joe Carmichael, Vice Chair  
Mr. Tyree Davis, Student Governor  
Ms. Virginia Fry, Governor  
Mr. Gabriel Gore, Governor  
Dr. Peter Hofherr, Chair  
Mr. Stephen B. Hoven, Governor  
Ms. Beverly Miller, Governor  
Mr. Kendall Seal, Governor  
Mr. Gregory Spears, Governor  
Ms. Carrie Tergin, Governor

Also

Present- Clifton Smart III, President  
Jim Baker, Vice President for Research and Economic Development & International Programs  
Drew Bennett, Chancellor of the West Plains Campus  
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  
Kyle Moats, Director of Athletics  
Matt Morris, Vice President for Administrative Services  
Jeff Morrissey, Chief Information Officer  
Wes Pratt, Chief Diversity Officer  
Suzanne Shaw, Vice President for Marketing & Communications  
Dee Siscoe, Vice President for Student Affairs  
Kristan Gochenauer, Secretary of the Board

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

**3. Approval of Board of Governors' Meeting Minutes** – Dr. Hofherr mentioned that the first item of business was the approval of the minutes for the open and closed meetings of July 28, 2016. Ms. Virginia Fry so moved, receiving the second of Mr. Steve Hoven.

Motion passed 9-0.

4. **Consent Agenda** – Dr. Hofherr 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 Revision to G1.03 Officers of the University Policy (Policies & Procedures No. 137-16)

Approval of Athletics Employment Agreement for Matthew D. Bolger as Operations Assistant for Women’s Basketball (Human Resources No. 1534-16).

West Plains Campus

Approval of actions concerning West Plains Campus academic employees (West Plains Campus Personnel No. 398-16).

Approval of actions concerning West Plains Campus non-academic employees (West Plains Campus Personnel No. 399-16).

Springfield Campus Purchases/Contracts

Approval of Procurement Activity Report for the period July 13, 2016, through September 28, 2016 (Purchasing Activity Report No. 445-16).

Facilities and Equipment

Approval of Activity Report for the month of July 2016 (Activity Report No. 284-16).

Approval of Activity Report for the month of August 2016 (Activity Report No. 285-16).

Human Resources Items

Actions concerning academic employees (Human Resources No. 1535-16).

Actions concerning non-academic employees (Human Resources No. 1536-16).

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

Motion passed 9-0.

5. **President’s Report** – President Clif Smart welcomed everyone to Homecoming weekend at Missouri State. He then introduced Our Missouri Statement Moment presenter Ms. Amy Blansit, a faculty member in the Kinesiology department. She runs the Fairbanks in northwest Springfield, which is connected to a \$1.3-million-dollar grant Missouri State University is leading from the Community Foundation of the Ozarks. Ms. Blansit stated that the grant is for a five-year pilot project, starting in the Grant Beach neighborhood, to help individuals get out of poverty through reciprocity. This involves ten pivotal assets including education, parenting, certification, and finances. Future plans include launching this project

in additional neighborhoods to include Robberson in the spring, a combined project in Woodland Heights by May, and in part of the west side by the end of summer. If all goes well, there is a potential for a future grant with the Missouri Foundation for Health to launch the project in the Tom Watkins neighborhood.

President Smart then gave an update on fall enrollment numbers. On the Springfield campus, we are up 1,282 students since last year; going over 24,000 students for the first time. We are over 26,000 for the system as a whole with a 5% increase in credit hours on the Springfield campus and a 4% increase on the West Plains campus.

President Smart shared the names of the five retirees who have been selected for the Wall of Fame. These individuals are: Don Aripoli, Lawrence Banks, Wayne Bartee, William Daggett, and Michael Smith.

President Smart presented the resolution (Awards No. 70-16) approving the presentation of the Bronze Bear Award to Mr. Bobby Allison for his philanthropic service to and support of Missouri State University. He also presented the resolution (Awards No. 71-16) approving the presentation of the Government Excellence Award to Dr. Michael Nietzel for his extraordinary work as senior policy advisor to Governor Nixon and outstanding support of Missouri State University. A motion was made by Mr. Joe Carmichael and seconded by Mr. Gabriel Gore.

Motion passed 9-0.

6. **West Plains** – Dr. Drew Bennett, Chancellor of the West Plains Campus, reported that the West Plains campus is planning to hold a Legislative Summit, with plans to invite legislators from seven surrounding counties. This is scheduled for December 12, 2016.
7. **Academic Affairs:**
  - a. **Faculty Senate Report** – Mr. Micheal Foster, Chairperson of the Faculty Senate, thanked the board for supporting Missouri State University. The Faculty Senate’s most important charge this year is tasking the Council on General Education and Intercollegiate Programs (CGEIP) to investigate current general education programs to ensure all students are exposed to meaningful diversity content. CGEIP has been asked to present their report no later than the April 2017 session. In addition, Faculty Senate leadership has asked College Council chairs to engage in conversations and gage interest regarding graduate retention rates; noting the importance of aligning with the Complete College America’s 15 to Finish initiative.
8. **Student Affairs:**
  - a. **Report from Student Body President** – Mr. Adam Coffman, Student Body President, welcomed the Board “home” in conjunction with this year’s homecoming theme. The West Plains student government is working on growing their leadership and had a good turnout for the Springfield campus Fall Showcase Day in September. On the Springfield campus, student government attendance has increased and work continues on giving students a voice. They are currently working on two initiatives. These include updates to

the Wyrick Student Project Fund and an amendment to the Constitution of the Student Government to include inclusive language. Both initiatives are up for student approval.

9. **Staff Senate** – Mr. Ryan Wilson, Staff Senate Chair, shared that Staff Senate has made updates to their internal bylaws, created operating manuals for future leadership transitions, and are increasing interaction with faculty senate. These changes meet three of the five goals that were outlined at the West Plains meeting in June. He then thanked administration for the Shared Leave Policy updates as well as the work on the Fair Labor Standards Act and its provisions.

10. **Financial:**

a. **Approval of Auxiliary Enterprise System Revenue Bond** – Mr. Steve Foucart, Chief Financial Officer, presented a resolution for the approval of the Auxiliary Enterprise System Revenue Bond for the issuance of bonds, series 2016A, not to exceed \$14,000,000 principal amount (Finance No. 1057-16). Moved and seconded, respectively, by Mr. Hoven and Ms. Miller.

Motion passed 9-0.

11. **Facilities and Equipment** – Mr. Matt Morris, Vice President for Administrative Services, presented a resolution for approval of consultant and authority to enter into an agreement for the professional services in conjunction with the renovation of Hill Hall (Agreement No. 382-16) with Helix; fees not to exceed \$916,900. Mr. Carmichael made a motion, seconded by Ms. Tergin.

Motion passed 9-0.

Mr. Morris then recommended the approval of bids and award of a contract for the phase II improvement to the district chilled water system (Bid and Quotations No. 1534-16). DeWitt & Associates, Inc. was the low bidder on this project. The resolution approves a base bid of \$1,925,400 plus alternates 1, 2, 3, 4, 5, and 6 for a total project budget of \$2,105,000. Moved by Ms. Fry and seconded by Mr. Hoven.

Motion passed 9-0.

Mr. Morris recommended the approval of amendments to the Employee Handbook for Administrative, Professional and Support Staff employees and related policies (Policies & Procedures No. 138-16). Revisions are necessary due to changes in the Fair Labor Standards Act (FLSA), effective December 1, 2016, and overall changes to the handbook to include sections 3.14; 4.4; and 7.1.2. A motion was made by Mr. Gregory Spears, seconded by Mr. Carmichael.

Motion passed 9-0.

12. **New Business:**

- a. Election of Board Officers for Calendar Year 2017** – Dr. Hofherr commented that the officer slate for next year has previously been discussed. Mr. Hoven moved that Mr. Joe Carmichael be nominated as Chair; Mr. Gore seconded the motion. Mr. Carmichael then moved that Ms. Virginia Fry be nominated as Vice-Chair. Ms. Tergin seconded the motion.

Nominations passed unanimously.

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

BE IT RESOLVED by the Board of Governors for Missouri State University that a closed meeting with closed records and closed vote, be held during a recess of this October 14, 2016 meeting of the Board of Governors to consider items of business pursuant to:

- A. R.S.Mo. 610.021(1). “Legal actions, causes of action, or litigation involving a public governmental body...”
- B. R.S.Mo. 610.021(17). “Confidential or privileged communications between a public governmental body and its auditor,...”
- C. R.S.Mo. 610.021(18). “Operational guidelines, policies and specific response plans developed, adopted, or maintained by a public agency responsible for law enforcement, public safety, first response, or public health...”
- D. R.S.Mo. 610.021(19). “Existing or proposed security systems and structural plans of real property owned or leased by a public governmental body...”
- E. R.S.Mo. 610.021(20). “The portion of the record that identifies security system or access codes or authorization codes for the security systems of real property;...” and
- F. R.S.Mo. 610.021(21). “Records that identify the configuration of components or the operation of a computer, computer system, computer network, or telecommunications network, and would allow unauthorized access to or unlawful disruption...”

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


A roll call vote on the motion was as follows: those voting in favor – Governors Carmichael, Fry, Gore, Hofherr, Hoven, Miller, Seal, Spears, and Tergin; those voting against – none.

Dr. Hofherr declared the resolution passed unanimously. The open meeting was recessed at 2:03 p.m. to go into closed session.

The open meeting was reconvened at 4:07 p.m.

**Date of Next Meeting** – The date of the next regularly scheduled meeting was set for Thursday, December 15, 2016, at 1:00 p.m. on the Springfield Campus.

- 13. Adjournment** – Dr. Hofherr adjourned the meeting at 4:09 p.m., on the motion of Mr. Carmichael, the second of Ms. Fry, and the unanimous vote of the Board.

  
Kristan Gochenauer  
Secretary



III.A.1.

**RECOMMENDED ACTION – Approval of Athletics Employment Agreement –  
Melissa Goodman as an Assistant Administrator.**

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

**WHEREAS**, the University desires to employ Melissa Goodman as Missouri State University’s Assistant Athletics Director for Business Administration as set forth in the Athletics Employment Agreement attached hereto as Exhibit A; and

**WHEREAS**, Melissa Goodman has read and agreed to the Athletics Employment Agreement Terms and Conditions – Administrator (3/18/2013), which document is attached hereto as Exhibit B.

**NOW, THEREFORE, BE IT RESOLVED** that the Board of Governors of Missouri State University hereby approves the attached Employment Agreement for Melissa Goodman and authorizes the President of the University to execute the Agreement on behalf of the Board of Governors.

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

**COMMENT:** Attached are the following:

- Athletics Employment Agreement –Assistant Administrator for Melissa Goodman as Exhibit A; and
- Athletics Employment Agreement Terms and Conditions – Administrator (2/28/2013) as Exhibit B.

**Annual Salary:** \$47,476.00

**Achievement payments:**

\$700.00 Regular Season Championship in football, Volleyball, Men’s or Women’s Basketball,  
or  
\$400.00 Regular Season Championship on Co-Championship in any other men’s or women’s  
sports, and  
\$400.00 For each men’s and women’s team that advances to NCAA post season (Excludes  
NIT/WNIT)

The above referenced Agreement expires June 30, 2017.



# Missouri State UNIVERSITY

## ATHLETICS EMPLOYMENT AGREEMENT – ADMINISTRATOR

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

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

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

**Name of Administrator: Melissa Goodman**

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

**Term: October 14, 2016 – June 30, 2017**

**Compensation: \$47,476 Annually**

**Achievement Payments:**

**\$700 Regular Season Championship in Football, Volleyball, Men’s or Women’s Basketball, or  
\$400 Regular Season Championship or Co-Championship in any other men’s or women’s sports, and  
\$400 For each men’s and women’s team that advances to NCAA post season (excludes NIT/WNIT)**

**Other Benefits and Incentives:**

ADMINISTRATOR

MISSOURI STATE UNIVERSITY

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

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

10-14-2016  
\_\_\_\_\_  
Date

\_\_\_\_\_  
Date

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

## ATHLETICS EMPLOYMENT AGREEMENT TERMS AND CONDITIONS – ADMINISTRATOR

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

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

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

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

**2. Duties.** Administrator’s duties are set forth in the job description (as maintained by the University’s Office of Human Resources) associated with the position identified in this Agreement. Such job description is incorporated herein by this reference. Administrator will be treated as an exempt employee for purposes of applicable wage and hour laws because Administrator’s duties primarily involve organizing and administering athletics programs, supervising sports programs, and supervising personnel associated with sports programs. Administrator will have a great deal of independent discretion and judgment as to the manner and method of such duties. Administrator shall faithfully serve the University; perform the aforementioned duties; at all times devote his or her whole time, attention, and energies to his or her duties to the University; and do and perform all services, act, and things the Director of Athletics directs.

**3. Use of Automobile.** *This section applies only if this Agreement states that Administrator will have use of an automobile as an additional benefit and incentive.* If this Agreement so states, Administrator shall be furnished with an automobile, pursuant to a lease agreement with the University, for Administrator’s business and personal use as long as the University and/or Foundation receives sufficient automobiles (via trade-out with automobile dealers in relation to memberships in The Bears Fund) to fulfill all of the University’s commitments to provide automobiles to employees. If insufficient automobiles are available, the University has sole discretion to determine which employees will receive automobiles. The terms of the lease agreement shall control the use, maintenance, and insurance requirements applicable to such automobile; and Administrator will be responsible for ensuring compliance with all such requirements. Without limitation to the foregoing, Administrator understands and agrees that Administrator (and not the University) is individually responsible for maintaining insurance for the automobile.

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

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

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

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

III.B.1.

**RECOMMENDED ACTION** - Approval of 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 dated December 15, 2016, as presented by Business and Support Services, be accepted and approved.

**VOTE:**      **AYE** \_\_\_\_\_

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

**COMMENTS:**

This report lists all activities of Business and Support Services with respect to bids received, notices to proceed, change orders, and provides the current status of projects.

It is recommended that the attached report be approved.

**ACTIVITY REPORT  
MISSOURI STATE UNIVERSITY  
WEST PLAINS CAMPUS**

**December 15, 2016**

This report documents activities managed by Business and Support Services. The projects listed here may be for a budget level that does not require formal action by the Board of Governors. Any and all projects bid, notices to proceed, and change orders approved are listed on this activity report.

**Create New Offices in Room 210  
Lybyer Enhanced Technology Center**

**Project Budget  
\$11,512.75**

A notice to proceed was issued to Feller Construction, Inc. in the amount of \$11,512.75. This project was issued under the FY16 Job Order Contract Services agreement. This project consists of expenses for creating two new offices inside a large meeting room in Lybyer room 210. The project budget has been established as follows:

| <b>Project Budget</b>            |                     |
|----------------------------------|---------------------|
| Consulting Fees                  | \$ 0.00             |
| Construction Contracts           | \$ 11,512.75        |
| Project Administration           | 0.00                |
| Construction Contingency         | 0.00                |
| Furniture, Fixtures, & Equipment | 0.00                |
| Telecommunications               | 0.00                |
| Relocation Costs                 | 0.00                |
| <b>Total Project Budget</b>      | <b>\$ 11,512.75</b> |

This project is being funded through the West Plains Campus Allied Health Plus-up Designated Budget.

III.B.2.

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

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

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

**RANKED FACULTY APPOINTMENT:**

| <u>Name</u> | <u>Position/Department</u>                 | <u>Salary</u>        | <u>Effective</u>      |
|-------------|--|----------------------|-----------------------|
| Alex Pinnon | Instructor of Honors<br>West Plains Campus | \$19,000<br>Semester | 1/9/2017<br>5/26/2017 |

(See Addendum A for Supplemental Payments for the fall 2016 semester)

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

**ADDENDUM A**

**Supplemental payments for the fall 2016 semester:**

| <u>Name</u>      | <u>Department</u> | <u>Salary</u> |
|------------------|-------------------|---------------|
| Thora Broyles    | IDS               | \$1,187       |
| Alexandra Graham | ENG/IDS           | \$3,117       |
| Mary Kellum      | IDS               | \$2,255       |
| Renee Moore      | CFD/Internships   | \$6,658       |

**Comments:**

Alex Pinnon

BA from Missouri State University  
MA from Missouri State University

August 2013 – Present Lecturer of the William and Virginia Darr Honors Program at Missouri State University-  
West Plains  
June 2013-Aug. 2013 English Per Course Faculty at Missouri State University-Springfield  
2011-2013 Graduate Teaching Assistant at Missouri State University-Springfield



III.B.3.

**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> |
|---------------|----------------------------------|--------------|----------------------|------------------|
| Brian M. Hite | Custodian I<br>WP Physical Plant | 21           | \$20,800<br>Annually | 10/06/2016       |

**CHANGE OF STATUS:**

| <u>Name</u>        | <u>Position-Department</u>   | <u>Action</u>       | <u>Effective</u> |
|--------------------|--|---------------------|------------------|
| Jennifer D. Walker | Financial Aid Counselor<br>WP Financial Aid<br>From: Financial Aid Counselor<br>Annual Salary: \$33,560 (\$16.13/hr)<br>To: Financial Aid Counselor / Interim Coordinator of Financial Aid<br>Annual Salary: \$49,212 (\$23.66/hr) | Change of<br>Status | 11/16/2016       |

**RESIGNATION:**

| <u>Name</u>      | <u>Position-Department</u>                       | <u>Effective</u> |
|------------------|--|------------------|
| Geoffrey T. Ping | Coordinator of Financial Aid<br>WP Financial Aid | 10/25/2016       |
| Kerri B. Jones   | Academic Advisor<br>WP AACCESS                   | 11/11/2016       |

**RETIREMENT:**

| <u>Name</u>      | <u>Position-Department</u>   | <u>Effective</u> |
|------------------|--|------------------|
| Janet D. Surface | Academic Administrative Assistant II<br>WP Nursing & Allied Health | 01/01/2017       |

**VOTE:**     **AYE** \_\_\_\_\_

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

III.C.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 September 28, 2016 through November 30, 2016 be approved.

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

**FOR APPROVAL**

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

**Reinsurance (Stop-Loss) for Employee Group Medical Plan** **\$1,112,891.52**  
**Human Resources** **(Estimated)**

Optum Unimerica Insurance Company's current University Contract C6108-1 for reinsurance (stop-loss) allows the University to renew up to four (4) times. To date, the first three (3) renewals have been exercised. A renewal quote for renewal period four (4) of four (4) has been received from Optum.

The renewal quote was reviewed and compared to what is currently available in the market by Med Pay, the University's health benefits consultant. The response from Optum is in the amount of \$1,112,891.52, with a specific deductible of \$275,000.00, and an aggregating specific deductible of \$300,000.00.

Recommend acceptance of the quotation from Optum to provide reinsurance (stop-loss) coverage for the University's employee group medical plan. The contract period is January 1, 2017 through December 31, 2017.

**Note: Funding to be from the FY17 operational budget.**

**Extend contract for the purchase of goods and services estimated < \$25,000**

**Background Investigation Services** **\$4,000.00**  
**Human Resources** **(Estimated)**

Recommend approval to extend Contract C5503-1 with AccuSource, Incorporated by three (3) months from January 1, 2017 through March 31, 2017 in order to accommodate the re-procurement process. Pricing will remain unchanged during the extension period.

**Note: Funding to be from the FY17 operational budget.**

September 28, 2016 through November 30, 2016

**ACTIVITY REPORT  
PAGE TWO**

**FOR INFORMATIONAL PURPOSES ONLY**

**Single Feasible Source > \$25,000 < \$100,000**

**Advertising – Sponsorship Fee** **\$29,000.00**  
**Bookstore**

Pursuant to University policy, which addresses justification for making awards on a single feasible source basis, the University has issued payment to Missouri State Sports Properties through Learfield Communications, Incorporated for a sponsorship fee for FY17 University Athletics events.

**Subject to need and ongoing satisfactory performance, the University will continue to make payment to the contractor on an annual basis.**

**Note: Funding to be from the FY17 operational budget.**

**Single Feasible Source > \$25,000 < \$100,000**

**Public Safety Records Management System Software Maintenance** **\$33,980.00**  
**Safety and Transportation**

Payment processed to the contract vendor, Tyler Technologies, for annual software maintenance for the records management system for the period December 1, 2016 through November 30, 2017. The records management system contract was competitively bid and approved by the Board in October, 2009.

**Subject to need and ongoing satisfactory performance, the University will continue to make payment to the contractor on an annual basis.**

**Note: Funding to be from the FY17 operational budget.**

September 28, 2016 through November 30, 2016

**ACTIVITY REPORT  
PAGE THREE**

**Single purchase > \$25,000 < \$100,000 that was not competitively bid**

**Men's Basketball Game Guarantee \$40,000.00  
Intercollegiate Athletics**

Payment issued to Jacksonville State University, Jacksonville, Alabama, for the November 13, 2016 basketball game guarantee.

Fees for Intercollegiate Athletics, such as conference membership dues and game guarantees, are considered to be impossible to compete, and thus are considered to be a single feasible source per University policy.

**Note: Funding to be from the FY17 operational budget.**

**Single Feasible Source > \$25,000 < \$100,000**

**Veterinary Services and Medicine \$40,000.00  
Agriculture – Journagan Ranch (Estimated)**

Pursuant to University policy, which addresses justification for making awards on a single feasible source basis, a purchase order has been issued to Whetstone Veterinary Services, LLC to provide veterinary services and medicine for Journagan Ranch on an as needed basis for the period January 1, 2017 thru December 31, 2017.

**Subject to need and ongoing satisfactory performance, the University will continue to award this service to the contractor on an annual basis.**

Whetstone is the only multi-veterinarian staffed clinic in the area surrounding Journagan Ranch. The clinic also provides 24-hour on-call service.

**Note: Funding to be from the FY17 operational budget.**

September 28, 2016 through November 30, 2016

**ACTIVITY REPORT  
PAGE FOUR**

**Single Feasible Source > \$25,000 < \$100,000**

**Grant Evaluation Services \$45,500.00  
Geography, Geology, and Planning**

A project entitled *Science and Technology for Elementary Educators: A Literacy, Engineering and Environmental Approach*, from the Missouri Department of Higher Education, will receive a grant award of \$208,123.48. Of this amount, at least \$45,500.00 must be set aside for external evaluation services provided by M. A. Henry Consulting, LLC, as described in the external evaluation agreement.

The start date for this grant was February 18, 2016, and the end date for the last approved project director activities is November 30, 2017.

Because M. A. Henry Consulting was named by the grantor as an evaluator, a solicitation does not apply. Payment of \$18,998.00 has been issued to M. A. Henry Consulting, LLC for services to date.

**Note: Funding to be from a grant from the Missouri Department of Higher Education.**

**Single Feasible Source > \$25,000 < \$100,000**

**Grant Evaluation Services \$45,500.00  
Childhood Education & Family Studies (CEFS) and Mathematics**

A project entitled *Getting it W.R.I.T.E. in Mathematics*, from the Missouri Department of Higher Education, will receive a grant award of \$179,941.78. Of this amount, at least \$45,500.00 must be set aside for external evaluation services provided by the M. A. Henry Consulting, LLC, as described in the agreement.

The start date for this grant was February 18, 2016, and the end date for project activities is November 30, 2017.

Because M. A. Henry Consulting was named by the grantor as an evaluator, a solicitation does not apply. Payment of \$9,499.00 has been issued to M.A. Henry Consulting, LLC for services to date.

**Note: Funding to be from a grant from the Missouri Department of Higher Education.**

September 28, 2016 through November 30, 2016

**ACTIVITY REPORT  
PAGE FIVE**

**Single purchase > \$25,000 < \$100,000 that was not competitively bid**

|  |                    |
|--|--------------------|
| <b>Men's Basketball Game Guarantee<br/>Intercollegiate Athletics</b> | <b>\$60,000.00</b> |
|--|--------------------|

Payment issued to Alabama A & M University, Huntsville, Alabama, for the November 11, 2016 basketball game guarantee.

Fees for Intercollegiate Athletics, such as conference membership dues and game guarantees, are considered to be impossible to compete, and thus are considered to be a single feasible source per University policy.

**Note: Funding to be from the FY17 operational budget.**



III.D.1.

**RECOMMENDED ACTION** - Approval of Activity Report for the month of September 2016.

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 month of September 2016, as presented by Planning, Design & Construction, be accepted and approved.

**VOTE:**        **AYE** \_\_\_\_\_

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

**COMMENTS:**

This report lists all activities of Planning, Design & Construction with respect to bids received, notices to proceed, change orders, and activity on consultant contracts.

It is recommended that the attached report be accepted.

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

**September 2016**

This report documents activities managed by Planning, Design & Construction for the month of September 2016. The projects listed here may be for a budget level that does not require formal action by the Board of Governors. Any and all project bids, notices to proceed, approved change orders, and activity on consultant contracts are listed on this monthly activity report.

**September 6, 2016**

**Re-Roof Section A  
Professional Building**

**Project Budget  
\$350,000.00**

A change order was signed with Tremco Incorporated (WTI) for extension of the contract completion date by four calendar days. This is the first change order on this project. This change order revises the completion date due to inclement weather. The contract amount will remain unchanged at \$276,559.45. This project is being funded by the Professional Building Roof budget.

**September 13, 2016**

**Asbestos Removal, Bathroom Renovation  
Blair House**

**Project Budget  
\$7,500.00**

A work order was issued to Gerken Environmental Enterprise, Inc. in the amount of \$7,191.63. This work order was issued under the FY17 on-call asbestos abatement contract. Work under this project includes asbestos tile and mastic removal in bathrooms and laundry rooms.

The project budget has been established as follows:

|                                    |                   |
|------------------------------------|-------------------|
| <b>Project Budget</b>              |                   |
| Consulting Fees                    | \$ 0.00           |
| Construction Contracts             | 7,191.63          |
| Project Administration             | 0.00              |
| Construction Contingency           | 308.37            |
| Furniture, Fixtures, and Equipment | 0.00              |
| Telecommunications                 | 0.00              |
| Relocation Costs                   | <u>0.00</u>       |
| <b>Total Project Budget</b>        | <b>\$7,500.00</b> |

This project is being funded by the Blair House Bathroom Renovation budget.

**Relocate Bus Stop Shelter  
Glass Hall**

**Project Budget  
\$66,000.00**

A change order was signed with DeWitt & Associates, Inc. in the amount of \$3,411.00. This is the third change order on this project. Work added under this change order provides new stainless steel wall mounted seat brackets. The contract amount will be increased to \$58,340.46. This project is being funded by the Transit System budget.

September 15, 2016

**Install Advertising Sign on Scoreboard  
Robert W. Plaster Stadium**

**Project Budget  
\$570.00**

A notice to proceed was issued to Kenmar Construction, Inc. in the amount of \$568.29. This project was issued under the FY17 job order contracting services agreement. Work under this project installs an advertising sign on the scoreboard.

The project budget has been established as follows:

| <b>Project Budget</b>              |                 |
|------------------------------------|-----------------|
| Consulting Fees                    | \$ 0.00         |
| Construction Contracts             | 568.29          |
| Project Administration             | 1.71            |
| Construction Contingency           | 0.00            |
| Furniture, Fixtures, and Equipment | 0.00            |
| Telecommunications                 | 0.00            |
| Relocation Costs                   | <u>0.00</u>     |
| <b>Total Project Budget</b>        | <b>\$570.00</b> |

This project is being funded by the Plaster Stadium Administration budget.

**Restore Fire Lane  
Campus Utilities**

**Project Budget  
\$15,000.00**

A notice to proceed was issued to Kenmar Construction, Inc. in the amount of \$13,278.73. This project was issued under the FY17 job order contracting services agreement. Work under this project restores the fire lane that was removed to install the district chilled water system piping on the east side of Strong Hall.

The project budget has been established as follows:

| <b>Project Budget</b>              |                    |
|------------------------------------|--------------------|
| Consulting Fees                    | \$ 0.00            |
| Construction Contracts             | 13,278.73          |
| Project Administration             | 500.00             |
| Construction Contingency           | 1,221.27           |
| Furniture, Fixtures, and Equipment | 0.00               |
| Telecommunications                 | 0.00               |
| Relocation Costs                   | <u>0.00</u>        |
| <b>Total Project Budget</b>        | <b>\$15,000.00</b> |

This project is being funded by the District Chilled Water Improvements budget.

September 19, 2016

**Repair Elevator Hydraulic Piping  
Bear Park North**

**Project Budget  
\$89,500.00**

A bid was received for the repair and replacement of hydraulic piping. A notice to proceed was issued to Kenmar Construction in the amount of \$77,365.00.

The bid received on this project is as follows:

| <b>Contractor</b>         | <b>Base Bid</b> | <b>Alt. 1</b> | <b>Total</b> |
|---------------------------|-----------------|---------------|--------------|
| Kenmar Construction, Inc. | \$52,715.00     | \$24,650.00   | \$77,365.00  |

The project budget has been established as follows:

| <b>Project Budget</b>              |                    |
|------------------------------------|--------------------|
| Consulting Fees                    | \$ 0.00            |
| Construction Contracts             | 77,365.00          |
| Project Administration             | 535.00             |
| Construction Contingency           | 11,600.00          |
| Furniture, Fixtures, and Equipment | 0.00               |
| Telecommunications                 | 0.00               |
| Relocation Costs                   | <u>0.00</u>        |
| <b>Total Project Budget</b>        | <b>\$89,500.00</b> |

This project is being funded by the Physical Plant – Parking Lots budget.

|   |  |
|---|--|
| <b>Bathroom Renovation, Blair House<br/>Blair-Shannon House</b> | <b>Project Budget<br/>\$1,616,750.00</b> |
|---|--|

A change order was signed with Carson-Mitchell, Inc. in the amount of \$13,362.17. This is the second change order on this project. Work added under this change order adds electrical panels to accommodate additional circuit breakers. The contract amount will be increased to \$1,371,566.84. This project is being funded by the Blair House Bathroom Renovation budget.

|   |  |
|---|--|
| <b>Floor Cracking in Weight Room<br/>Hammons Student Center</b> | <b>Project Budget<br/>\$145,000.00</b> |
|---|--|

A contract was signed with J&M Engineering, LLC for services in conjunction with the damage of the existing concrete floor and structure. The hourly not-to-exceed fee for the consultant's work is \$6,500.00. This project is being funded by the Hammons Student Center Administration budget.

**September 20, 2016**

**Renovation of Suite 314  
Carrington Hall**

A contract was signed with nForm Architecture, LLC for services in conjunction with the renovation of the previous Veteran Student Services offices in suite 314 to accommodate Title IX offices. The hourly not-to-exceed fee for the consultant's work is \$7,400.00. This project is being funded by the Renovate Title IX budget.

**September 21, 2016**

|  |   |
|--|---|
| <b>Construction<br/>Health and Wellness Center</b> | <b>Project Budget<br/>\$13,000,000.00</b> |
|--|---|

Bids were received on September 8, 2016 to construct a new health and wellness center on the Springfield campus. Following the September Board of Governors' Executive Committee meeting, a notice to proceed was issued to K&S Associates, Inc. in the amount of \$10,181,000.00. This project is being funded by the Health and Wellness Center budget.

**September 23, 2016**

**New Elevator Installation  
Kentwood Hall**

**Project Budget  
\$2,043,395.00**

A change order was signed with Carson-Mitchell, Inc. in the amount of \$11,859.89. This is the first change order on this project. Work added under this change order revises the underground utilities beneath the area of the new stair tower. The contract amount will be increased to \$1,677,534.89. This project is being funded by the Kentwood Elevator Renovation budget.

**Renovation and Addition  
Glass Hall**

**Project Budget  
\$33,840,165.00**

A change order was signed with Dewitt & Associates, Inc. in the amount of \$151,088.00. This is the seventh change order on this project. Work added under this change order relocates multiple heat pumps, electrical systems, and plumbing systems outside of fixed, drywall ceilings in order to provide better access and easier maintenance. The contract amount will be increased to \$26,631,242.00. This project is being funded by the Glass Hall Renovation and Addition budget.

**September 26, 2016**

**Construction  
Health and Wellness Center**

**Project Budget  
\$13,000,000.00**

Additional services were approved with Hastings + Chivetta for services in conjunction with the new health and wellness center. The University requested an additional scope of work to develop the women's clinic and counseling offices. The additional services amount is \$15,000.00. The new contract amount is \$752,729.00. This project is being funded by the Health and Wellness Center budget.

**September 27, 2016**

**Burrito Bowl Modifications  
Robert W. Plaster Student Union**

A change order was signed with Mechanical Services, Inc. in the amount of \$16,801.23. This is the first change order on this project. This change order includes materials for the cabinets and counter tops. The contract amount will be increased to \$122,061.23 and sixteen calendar days will be added to the contract completion date. The previously approved project budget of \$227,000.00 was exceeded upon acceptance of this change order. It is recommended that the project budget be increased to \$240,000.00. This requested increase will be funded by the Chartwells Building Improvement budget.

**September 28, 2016**

**Material Testing and Special Inspections  
Ellis Hall**

**Project Budget  
\$14,328,230.00**

A contract was signed with Palmerton & Parrish, Inc. for services in conjunction with the material testing and special inspections required for the renovation of Ellis Hall. The hourly not-to-exceed fee for the consultant's work is \$30,015.00. This project is being funded by the Ellis Hall Renovation budget.

**September 29, 2016**

**Tornado Community Safe Room  
Sunvilla West**

**Project Budget  
\$1,859,750.00**

A change order was signed with DeWitt & Associates, Inc. in the amount of \$29,000.00. This is the fifth change order on this project. This change order revises the exterior doors to fit larger openings and adds wireless access controls. The contract amount will be increased to \$1,555,334.87. This project is being funded by the Residence Life – Hazard Mitigation Grant Program Safe Room budget.

III.D.2.

**RECOMMENDED ACTION** - Approval of Activity Report for the month of October 2016.

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 month of October 2016, as presented by Planning, Design & Construction, be accepted and approved.

**VOTE:**        **AYE** \_\_\_\_\_

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

**COMMENTS:**

This report lists all activities of Planning, Design & Construction with respect to bids received, notices to proceed, change orders, and activity on consultant contracts.

It is recommended that the attached report be accepted.

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

**October 2016**

This report documents activities managed by Planning, Design & Construction for the month of October 2016. The projects listed here may be for a budget level that does not require formal action by the Board of Governors. Any and all project bids, notices to proceed, approved change orders, and activity on consultant contracts are listed on this monthly activity report.

**October 5, 2016**

**Replace Air Handling Units  
Hutchens House**

**Project Budget  
\$275,000.00**

A change order was signed with Hovey Homes, LLC for a deduct in the amount of \$12,750.00. This is the third change order on this project. This change order includes the assessment of fifty-one days of liquidated damages due to the contractor not meeting the contract completion date. The contract amount will be decreased to \$236,846.86. This project is being funded by the Hutchens – Air Handling budget.

**Relocate Taylor Health and Wellness to  
the Monroe Apartments**

**Project Budget  
\$120,000.00**

A change order was signed with Bales Construction Company, Inc. in the amount of \$7,646.96. This is the first change order on this project. This change order upgrades the electrical supply for new x-ray equipment. The contract amount will be increased to \$100,646.96. This project is being funded by the Relocate Taylor Health budget.

**Renovation  
Ellis Hall**

**Project Budget  
\$14,328,230.00**

Bids were received on July 21, 2016 for the renovation of Ellis Hall. Following the July Board of Governors' meeting, a partial notice to proceed was issued to Carson-Mitchell, Inc. in the amount of \$4,000,000.00. The partial notice to proceed allowed mobilization and demolition to occur while anticipated reductions were being considered. On October 5, 2016, a complete notice to proceed was issued to Carson-Mitchell, Inc. in the amount of \$11,900,704.00. This project is being funded by the Ellis Hall Renovation budget.

**October 6, 2016**

**Modify East Entrance, Gate, and Curb  
Sunvilla Tower**

**Project Budget  
\$74,000.00**

Bids were received for modification to the east entrance, gate, and curb. A notice to proceed was issued to Rio Contracting, LLC in the amount of \$63,595.00.

The bids received on this project are as follows:



|                           |                 |
|---------------------------|-----------------|
| <b>Contractor</b>         | <b>Base Bid</b> |
| Rio Contracting, LLC      | \$63,595.00     |
| Kenmar Construction, Inc. | \$89,990.00     |

The project budget has been established as follows:

|                                    |                    |
|------------------------------------|--------------------|
| <b>Project Budget</b>              |                    |
| Consulting Fees                    | \$ 0.00            |
| Construction Contracts             | 63,595.00          |
| Project Administration             | 1,105.00           |
| Construction Contingency           | 9,300.00           |
| Furniture, Fixtures, and Equipment | 0.00               |
| Telecommunications                 | 0.00               |
| Relocation Costs                   | <u>0.00</u>        |
| <b>Total Project Budget</b>        | <b>\$74,000.00</b> |

This project is being funded by the Residence Life Refurbishing budget.

|                         |                       |
|-------------------------|-----------------------|
| <b>Asbestos Removal</b> | <b>Project Budget</b> |
| <b>Ellis Hall</b>       | <b>\$26,000.00</b>    |

A work order was issued to Gerken Environmental Enterprise, Inc. in the amount of \$10,548.88. This work order was issued under the FY17 on-call asbestos abatement contract. Work under this project includes asbestos tile and mastic removal in Ellis Hall.

The project budget has been established as follows:

|                                    |                    |
|------------------------------------|--------------------|
| <b>Project Budget</b>              |                    |
| Consulting Fees                    | \$ 0.00            |
| Construction Contracts             | 10,548.88          |
| Project Administration             | 1,000.00           |
| Construction Contingency           | 14,451.12          |
| Furniture, Fixtures, and Equipment | 0.00               |
| Telecommunications                 | 0.00               |
| Relocation Costs                   | <u>0.00</u>        |
| <b>Total Project Budget</b>        | <b>\$26,000.00</b> |

This project is being funded by the Ellis Hall Renovation budget.

**October 7, 2016**

**Drive and Parking Lot Improvements  
Mountain Grove Campus**

A contract was signed with CJW Transportation Consultants, LLC for services in conjunction with the drive and parking lot improvements. The hourly not-to-exceed fee for the consultant's work is \$17,385.00. This project is being funded by the Agriculture – Springfield Campus – Non Operating budget.

**October 12, 2016**

**Renovate Existing Elevator  
Baker Bookstore**

**Project Budget  
\$120,000.00**

A change order was signed with Thyssenkrupp Elevator Corporation in the amount of \$258.75. This is the first change order on this project. This change order includes additional electrical work necessary to support code compliant conduit paths for phone service to the new elevator controller. The contract amount will be increased to \$94,499.75, and three calendar days will be added to the contract completion date. This project is being funded by the Bookstore budget.

**Asbestos Removal, Rooms 165 and 165A  
Cheek Hall**

**Project Budget  
\$2,000.00**

A work order was issued to Gerken Environmental Enterprise, Inc. in the amount of \$968.81. This work order was issued under the FY17 on-call asbestos abatement contract. Work under this project includes asbestos tile and mastic removal in rooms 165 and 165A.

The project budget has been established as follows:

|                                    |                   |
|------------------------------------|-------------------|
| <b>Project Budget</b>              |                   |
| Consulting Fees                    | \$ 0.00           |
| Construction Contracts             | 968.81            |
| Project Administration             | 0.00              |
| Construction Contingency           | 1,031.19          |
| Furniture, Fixtures, and Equipment | 0.00              |
| Telecommunications                 | 0.00              |
| Relocation Costs                   | <u>0.00</u>       |
| <b>Total Project Budget</b>        | <b>\$2,000.00</b> |

This project is being funded by the Computer Services Administrative – Operating budget.

**October 13, 2016**

**Paint Ceiling, Room 416  
Woods House**

**Project Budget  
\$1,710.00**

A notice to proceed was issued to Kenmar Construction, Inc. in the amount of \$1,304.17. This project was issued under the FY17 job order contracting services agreement. Work under this project will scrape and paint the ceiling in room 416.

The project budget has been established as follows:

|                                    |                   |
|------------------------------------|-------------------|
| <b>Project Budget</b>              |                   |
| Consulting Fees                    | \$ 0.00           |
| Construction Contracts             | 1,304.17          |
| Project Administration             | 150.00            |
| Construction Contingency           | 255.83            |
| Furniture, Fixtures, and Equipment | 0.00              |
| Telecommunications                 | 0.00              |
| Relocation Costs                   | <u>0.00</u>       |
| <b>Total Project Budget</b>        | <b>\$1,710.00</b> |

This project is being funded by the Residence Life Refurbishing budget.

**October 14, 2016**

**Improve District Chilled Water System, Phase II  
Campus Utilities**

**Project Budget  
\$2,105,000.00**

Bids were received on October 6, 2016 for the phase II improvement to the district chilled water system. Following the October Board of Governors' meeting, a notice to proceed was issued to DeWitt & Associates, Inc. in the amount of \$1,925,400.00. This project is being funded by the District Chilled Water Improvement budget.

**October 18, 2016**

**Relocation of Veterans Lounge  
Meyer Library**

**Project Budget  
\$850,700.00**

A change order was signed with Bales Construction Company, Inc. in the amount of \$6,214.00. This is the first change order on this project. Work added under this change order includes additional light fixtures and welded water taps. The contract amount will be increased to \$463,214.00. This project is being funded by the Meyer Library – Master Renovation budget.

**October 19, 2016**

**Electrical Modifications, Cogger Theatre  
Craig Hall**

**Project Budget  
\$21,500.00**

A notice to proceed was issued to Kenmar Construction, Inc. in the amount of \$12,539.59. This project was issued under the FY17 job order contracting services agreement. Work under this project upgrades wiring and equipment in Cogger Theatre.

The project budget has been established as follows:

| <b>Project Budget</b>              |                    |
|------------------------------------|--------------------|
| Consulting Fees                    | \$ 6,000.00        |
| Construction Contracts             | 12,539.59          |
| Project Administration             | 1,200.00           |
| Construction Contingency           | 1,760.41           |
| Furniture, Fixtures, and Equipment | 0.00               |
| Telecommunications                 | 0.00               |
| Relocation Costs                   | <u>0.00</u>        |
| <b>Total Project Budget</b>        | <b>\$21,500.00</b> |

This project is being funded by the College of Arts and Letters Operating and Theatre and Dance budgets.

October 25, 2016

**Outside Plant Wiring Contract  
Networking and Telecommunications**

**Project Budget  
\$150,000.00**

A notice was issued to L&B Services, LLC for renewal of the outside plant wiring contract for the Networking and Telecommunications department on the Springfield, Mountain Grove, and West Plains campuses, as well as at other outlying properties owned by the University. This contract provides voice and data wiring, as well as on-site installation services on a unit price basis. The renewal period shall become effective November 1, 2016 and shall remain in force until October 31, 2017. The cumulative total of this contract may not exceed \$150,000.00 during the renewal period. This is the second renewal of four available renewals for this contract.

**Broadcast Tower Maintenance  
Ozark Public Television**

**Project Budget  
\$177,000.00**

A change order was signed with Precision Communications, Inc. in the amount of \$1,420.00. This is the first change order on this project. This change order provides twenty additional cable safety guides to replace missing or damaged guides. The contract amount will be increased to \$159,820.00. This project is being funded by the Ozark Public Television Tower Maintenance budget.

October 27, 2016

**Renovate ROTC Reception Area  
Freudenberger House**

**Project Budget  
\$74,000.00**

A change order was signed with Hovey Homes, LLC in the amount of \$6,750.21. This is the first change order on this project. Work added under this change order includes polished concrete at the front entrance lobby. The contract amount will be increased to \$64,440.21, and eleven calendar days will be added to the contract completion date. This project is being funded by the Military Science budget.

**Repair Wood Flooring  
Bill R. and Family Foster Recreation Center**

**Project Budget  
\$1,000.00**

A notice to proceed was issued to Kenmar Construction, Inc. in the amount of \$922.56. This project was issued under the FY17 job order contracting services agreement. Work under this project repairs the wood floor in the two eastern most basketball courts.

The project budget has been established as follows:

| <b>Project Budget</b>              |                   |
|------------------------------------|-------------------|
| Consulting Fees                    | \$ 0.00           |
| Construction Contracts             | 922.56            |
| Project Administration             | 0.00              |
| Construction Contingency           | 77.44             |
| Furniture, Fixtures, and Equipment | 0.00              |
| Telecommunications                 | 0.00              |
| Relocation Costs                   | <u>0.00</u>       |
| <b>Total Project Budget</b>        | <b>\$1,000.00</b> |

This project is being funded by the Foster Recreation Center – Maintenance and Custodial budget.

**October 28, 2016**

**South Wall Exterior Repairs  
Jim D. Morris Center**

**Project Budget  
\$650,000.00**

A change order was signed with Weatherproofing Technologies, Inc. in the amount of \$2,230.10. This is the first change order on this project. Work added under this change order removes and cleans rust from the reinforcing bars. The contract amount will be increased to \$586,874.72. This project is being funded by the Morris Center South Wall budget.

**South Wall Exterior Repairs  
Jim D. Morris Center**

**Project Budget  
\$650,000.00**

A change order was signed with Weatherproofing Technologies, Inc. in the amount of \$2,841.31. This is the second change order on this project. Work added under this change order removes the deteriorated lightweight deck down to the structural concrete deck. The contract amount will be increased to \$589,716.03. This project is being funded by the Morris Center South Wall budget.

III.D.3.

**RECOMMENDED ACTION** - Approval of consultant and authority to enter into an agreement for professional services in conjunction with the bathroom renovation in Shannon Tower of Blair-Shannon House.

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

**BE IT RESOLVED** by the Board of Governors of Missouri State University that the professional services of TreanorHL in conjunction with the bathroom renovation in Shannon Tower of Blair-Shannon House be accepted, approved, and awarded.

**BE IT FURTHER RESOLVED** that TreanorHL perform this work for a fixed fee of One Hundred Twenty-seven Thousand Five Hundred and 00/100ths dollars (\$127,500.00) plus reimbursable expenses.

**BE IT FURTHER RESOLVED** that this be funded from the Residence Life – Refurbishing budget.

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

**VOTE:**        **AYE** \_\_\_\_\_

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

**COMMENTS:**

The University is interested in renovating the bathrooms in Shannon Tower of the Blair-Shannon House complex during the summer of 2017. During the summer of 2016 the bathrooms of Blair Tower were renovated and the project was successful. Residence Life would now like to renovate the bathrooms in Shannon Tower, similar to what was done in Blair Tower. As part of this renovation, sixty-four student suite bathrooms will receive updated lighting, conveniently located outlets, improved bathroom ventilation, new plumbing fixtures, new finishes for all surfaces including walls, ceilings, and floors. In addition, work shall include the renovation of eight tub rooms and stand-alone roll-in showers with new lighting, finishes and increased ventilation.

The University worked with TreanorHL on the Blair Tower bathroom renovation and were well served by the consultant. Due to this past experience and success, a proposal was requested for the renovation of the bathrooms in Shannon Tower of the Blair-Shannon House complex.

This project will be funded by the Residence Life Refurbishing (\$127,500.00) budget.

MISSOURI STATE UNIVERSITY

III.E.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> |
|---------------------|--|-----------------------|------------------|
| Lori Peterson       | Assistant Professor<br>Management          | \$115,000<br>annually | 01/09/17         |
| Barbara J. Skibiski | Assistant Professor<br>Biomedical Sciences | \$97,500<br>annually  | 01/09/17         |

**UNRANKED APPOINTMENT:**

| <u>Name</u> | <u>Position-Department</u>                          | <u>Salary</u>        | <u>Effective</u>     |
|-------------|---|----------------------|----------------------|
| Nathan Fent | Instructor<br>Agriculture<br>(10-month appointment) | \$45,000<br>annually | 01/09/17<br>07/31/17 |

(See Addendum A for Per Course Faculty Appointments)

(See Addendum B for Summer Appointments)

(See Addendum C for Supplemental Payments)

**RESIGNATIONS:**

| <u>Name</u>     | <u>Position-Department</u>               | <u>Effective</u> |
|-----------------|--|------------------|
| Patrick Beach   | Instructor<br>Philosophy                 | 12/16/16         |
| Timothy Haglund | Visiting Instructor<br>Political Science | 12/16/16         |

**RETIREMENTS:**

| <u>Name</u>       | <u>Position-Department</u>  | <u>Effective</u> |
|-------------------|---|------------------|
| Candace Fairbairn | Clinical Assistant Professor<br>Childhood Education & Family Studies                    | 10/31/16         |
| Dimitri Ioannides | Professor<br>Geography, Geology & Planning<br>12-month appointment                      | 12/31/16         |
| Gloria Galanes    | Dean<br>College of Arts & Letters<br>Professor<br>Communication<br>12-month appointment | 06/30/17         |

**LEAVE WITH PAY:**

| <u>Name</u>     | <u>Position-Department</u>               | <u>Effective</u>     |
|-----------------|--|----------------------|
| Hillary Roberts | Senior Instructor<br>Biomedical Sciences | 10/03/16<br>12/05/16 |

**SABBATICALS:**

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

|             |  |
|-------------|--|
| Wenping Qiu | Research Professor<br>School of Agriculture<br>Sabbatical originally presented for Spring 2017 has been delayed until Spring 2018. |
|-------------|--|

**CHANGE OF STATUS:**

| <u>Name</u>      | <u>Position-Department</u>   | <u>Action</u>          | <u>Effective</u> |
|------------------|--|------------------------|------------------|
| Mary Jill Oswalt | From: Clinical Professor<br>Communication Sciences &<br>Disorders<br>To: Faculty Emeritus<br>Communication Sciences &<br>Disorders | Change<br>of<br>Status | 10/01/16         |



Academic Personnel Board Actions, cont'd.

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|-------------------|---|------------------------|----------|
| Candace Fairbairn | From: Clinical Assistant Professor<br>Childhood Education & Family<br>Studies<br>To: Faculty Emeritus<br>Childhood Education & Family<br>Studies  | Change<br>of<br>Status | 11/01/16 |
| Rhea F. Felicilda | From: Associate Professor<br>School of Nursing<br>\$81,395 annually<br>(12-month appointment)<br>To: Director<br>School of Nursing<br>Associate Professor<br>\$102,995 annually<br>(12-month appointment) | Change<br>of<br>Status | 01/01/17 |
| Dimitri Ioannides | From: Professor<br>Geography, Geology & Planning<br>To: Faculty Emeritus<br>Geography, Geology & Planning   | Change<br>of<br>Status | 01/01/17 |
| Gloria Galanes    | From: Dean<br>College of Arts & Letters<br>Professor<br>Communication<br>To: Faculty Emeritus<br>Communication  | Change<br>of<br>Status | 07/01/17 |

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

**COMMENTS:**

**Lori T. Peterson, Assistant Professor, Management**

Ph.D. Texas Tech University, 2009

MBA University of Dallas, 1999

B.S. University of Denver, 1994

Experience: 2015 – present, Visiting Instructor, Louisiana State University, Baton Rouge, Louisiana; 2009 – 2015, Assistant Professor, Cleveland State University, Cleveland, Ohio; 2013 – 2014, Interim Associate Director, Cleveland State University, Cleveland, Ohio; 2003 – 2009, Research Associate, Grant Coordinator, Grant Services Coordinator & Research Assistant, Texas Tech University, Lubbock, Texas; 1998 to 2003, Director, Center for Professional Development, University of Dallas, Irving, Texas; 1998 – 1999, Sr. Graduate Assistant, Dallas Graduate School of Management, University of Dallas, Irving, Texas.

**Barbara J. Skibiski, Assistant Professor, Biomedical Sciences**

MHA Missouri State University, 2014

BSN Murray State University, 1979

Experience: 2014 – present, Staff Nurse Anesthetist, Mercy Orthopedic Hospital, Ozark, Missouri; 2014 – present, Adjunct Faculty, Missouri State University, Springfield, Missouri; 1987 – 2014, Staff Nurse Anesthetist, Mercy (Formerly St. John's Regional Health Center), Springfield, Missouri; 1992 – 2011, Locum Tenens Nurse Anesthetist, St. John Medical Center, Joplin, Missouri; 1987 – 2009, Nurse Anesthesia Didactic Instructor, St. John's School of Anesthesia at Missouri State, Springfield, Missouri; 1998 – 2004, Clinical Education Specialist, Aspect Medical, Boston, Massachusetts.

**ADDENDUM A**

**The following have been appointed as Per Course Faculty for the fall semester: August 22, 2016 through December 16, 2016.**

| <u>Name</u>          | <u>Department</u>              | <u>Salary</u> |
|----------------------|--------------------------------|---------------|
| Aldrich, Donna       | Reading Foundations & Tech     | \$935.00      |
| Ampleman, James      | Marketing                      | \$1,760.00    |
| Baltes, Jennifer     | Psychology                     | \$1,485.00    |
| Barnett, Helen       | Sociology & Anthropology       | \$2,805.00    |
| Bishop, Rhonda       | Childhood Ed. & Family Studies | \$2,750.00    |
| Bradley, Karla       | Biomedical Sciences            | \$4,540.00    |
| Brocaille, Nicole    | Psychology                     | \$3,080.00    |
| Brown, Gina          | Childhood Ed. & Family Studies | \$1,375.00    |
| Bruce, Richard       | Tech & Construction Mgmt       | \$1,320.00    |
| Burgler, Melanie     | Psychology                     | \$3,465.00    |
| Christell, Todd      | Computer Information Systems   | \$2,750.00    |
| Collins, Christopher | Communication                  | \$1,320.00    |
| Cook, Heather        | English                        | \$1,045.00    |
| Cover, Joseph        | English                        | \$990.00      |
| Dempsey, Christina   | Nursing                        | \$1,540.00    |
| Dixon, Stephanie     | Psychology                     | \$3,300.00    |
| Dorman, Chelsea      | Reading Foundations & Tech     | \$1,650.00    |
| Dunn, Joanne         | Missouri State Outreach        | \$2,448.00    |
| Elliott, W. Anson    | Agriculture                    | \$2,090.00    |
| Fogle, Elizabeth     | Sociology & Anthropology       | \$2,448.00    |
| Ford, Tiffany        | Computer Information Systems   | \$1,760.00    |
| Foster, Jeffrey      | Psychology                     | \$1,430.00    |
| Foster, Lyle         | Sociology & Anthropology       | \$3,575.00    |
| Frietze, Joseph      | Graduate College               | \$1,540.00    |
|                      | Psychology                     | \$1,430.00    |
| Garton, Mark         | Computer Information Systems   | \$1,210.00    |
| Gheriani, Hala       | Modern & Classical Languages   | \$2,448.00    |
| Gibson, Melissa      | Childhood Ed. & Family Studies | \$1,595.00    |
| Gratton, Andrew      | Tech & Construction Mgmt       | \$1,760.00    |
| Groves, Jeffrey      | Graduate College               | \$1,045.00    |
| Groves, Penni        | Counseling, Lead & Spc Ed.     | \$1,000.00    |
| Happel, Rachel       | Psychology                     | \$1,485.00    |
| Harrison, Glenda     | Sociology & Anthropology       | \$2,640.00    |
| Herring, Sean        | English                        | \$2,200.00    |
| Hisle, Melissa       | English                        | \$1,430.00    |

Academic Personnel Board Actions, cont'd.

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|                     |                                |            |
|---------------------|--------------------------------|------------|
| Hooker, Tristin     | English                        | \$990.00   |
| Hoovens, James      | Marketing                      | \$1,760.00 |
| Johnson, Laura      | Childhood Ed. & Family Studies | \$1,375.00 |
| Jones, Elaine       | Tech & Construction Mgmt       | \$825.00   |
| Kageyama, Yoshimasa | Hospitality Leadership         | \$1,150.00 |
| Kennell, Everett    | Media Journalism & Film        | \$3,201.00 |
| Kitchin, Jonathan   | English                        | \$1,100.00 |
| Kopp, Kevin         | Counseling, Lead & Spc Ed.     | \$1,830.00 |
| Krumme, Gregg       | Biomedical Sciences            | \$2,585.00 |
| Lakin, Brenda       | Counseling, Lead & Spc Ed.     | \$1,540.00 |
| Langill, Carolyn    | Childhood Ed. & Family Studies | \$550.00   |
| Manley, Heather     | Psychology                     | \$1,705.00 |
| Marler, William     | Religious Studies              | \$2,448.00 |
| Massey, Dallas      | Biomedical Sciences            | \$2,805.00 |
| Mattson, JoAnn      | First Year Programs            | \$880.00   |
| McClure, Scott      | Management                     | \$1,705.00 |
| McCraken, Ramey     | English                        | \$1,100.00 |
| McDonald, Scott     | Finance & General Business     | \$2,145.00 |
| McIntire, Carolyn   | Childhood Ed. & Family Studies | \$1,540.00 |
| Miller, Arden       | Psychology                     | \$1,595.00 |
| Miller, Myra        | Management                     | \$2,970.00 |
| Mossman, Jason      | Childhood Ed. & Family Studies | \$935.00   |
| Moyer, James        | Honors College                 | \$3,200.00 |
| Murphy, Lindsey     | Childhood Ed. & Family Studies | \$2,585.00 |
| Newman, Kenneth     | Computer Information Systems   | \$550.00   |
| Niekamp, Melissa    | Nursing                        | \$1,705.00 |
| Nord, Sarah         | English                        | \$1,100.00 |
| Oberdiear, Louis    | Psychology                     | \$971.00   |
| Orchard, Patricia   | Childhood Ed. & Family Studies | \$2,035.00 |
| Owen, Carla         | Childhood Ed. & Family Studies | \$2,274.00 |
| Parker, Lane        | Tech & Construction Mgmt       | \$1,650.00 |
| Patterson, Jane     | Finance & General Business     | \$3,190.00 |
| Pettijohn, James    | Finance & General Business     | \$4,235.00 |
| Pettus, Julie       | Computer Information Systems   | \$2,035.00 |
| Prosono, Marvin     | Sociology & Anthropology       | \$2,420.00 |
| Qualls, Lisa        | Music                          | \$5,775.00 |
| Quirk, Brady        | Counseling, Lead & Spc Ed.     | \$1,110.00 |
| Rice, Judith        | History                        | \$7,319.00 |
| Rideout, Jennifer   | Sociology & Anthropology       | \$2,200.00 |
| Robbins, Linda      | Counseling, Lead & Spc Ed.     | \$1,705.00 |
| Roberts, Minnie     | Psychology                     | \$1,254.00 |

Academic Personnel Board Actions, cont'd.

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|                     |                                |            |
|---------------------|--------------------------------|------------|
| Scales, Megan       | Sociology & Anthropology       | \$8,635.00 |
| Schmitt, Vicki      | Reading Foundations & Tech     | \$1,705.00 |
| Sim-Giddens, Susan  | Nursing                        | \$1,430.00 |
| Slattery, Dianne    | Tech & Construction Mgmt       | \$1,210.00 |
| Slone, Allison      | Comm. Sciences & Disorders     | \$5,170.00 |
| Sly, James          | Psychology                     | \$3,465.00 |
| Smith, Sean         | Tech & Construction Mgmt       | \$1,320.00 |
| Smith, Susan        | Political Science              | \$5,170.00 |
| Speckman, Cynthia   | Graduate College               | \$605.00   |
|                     | Communication                  | \$1,210.00 |
| Stacy, William      | Music                          | \$5,280.00 |
| Starnes, David      | Theatre & Dance                | \$1,705.00 |
| Stewart, Kim        | Psychology                     | \$1,375.00 |
| Stockburger, David  | Psychology                     | \$1,045.00 |
| Stowe, Leah         | English                        | \$935.00   |
| Sutherland, Kelly   | Childhood Ed. & Family Studies | \$1,265.00 |
| Sutliff, Jackson    | English                        | \$2,090.00 |
| Sutliff, Jennifer   | English                        | \$2,035.00 |
| Sutliff, Kristene   | English                        | \$275.00   |
| Sutton, Kim         | Childhood Ed. & Family Studies | \$3,135.00 |
| Tintocalis, Stacy   | English                        | \$1,925.00 |
| Townseley, Megan    | English                        | \$1,045.00 |
| Turner, Melissa     | Management                     | \$1,485.00 |
| Turpin, Barbara     | Psychology                     | \$1,925.00 |
| Walker, Kristen     | Music                          | \$1,925.00 |
| Wallenburg, Roger   | Finance & General Business     | \$2,365.00 |
| Zhou, QiongQiong    | Biomedical Sciences            | \$770.00   |
| Zinselmeier, Daniel | Accountancy                    | \$605.00   |

**The following have been appointed as Per Course Faculty for the spring semester: January 17, 2017 through May 19, 2017.**

| <u>Name</u>      | <u>Department</u>            | <u>Salary</u> |
|------------------|------------------------------|---------------|
| Boyer, Mark      | Religious Studies            | \$918.00      |
| Cagle, Michael   | Mathematics                  | \$2,445.00    |
| Christell, Todd  | Computer Information Systems | \$6,000.00    |
| Daehn, James     | Computer Science             | \$2,280.00    |
| Embree, David    | Religious Studies            | \$4,896.00    |
| Ford, Tiffany    | Computer Information Systems | \$6,000.00    |
| Funk, Scott      | Management                   | \$6,000.00    |
| Goodale, Deborah | Marketing                    | \$3,300.00    |

Academic Personnel Board Actions, cont'd.

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|                   |                              |            |
|-------------------|------------------------------|------------|
| Huffman, Steven   | Management                   | \$6,000.00 |
| Kock, Stacia      | College of Hum & Pub Affairs | \$2,499.00 |
| Long, Jessica     | Management                   | \$6,000.00 |
| Newman, Kenneth   | Computer Information Systems | \$3,000.00 |
| Osredker, Michael | Management                   | \$3,000.00 |
| Pettus, Julie     | Computer Information Systems | \$3,000.00 |
| Quigley, Roger    | Mathematics                  | \$2,445.00 |
| Rogers, Valorie   | Management                   | \$6,000.00 |
| Snider, Philip    | Religious Studies            | \$5,508.00 |
| Turner, Melissa   | Management                   | \$3,000.00 |

**ADDENDUM B**

**The following have been appointed as Summer Faculty for the summer semester: June 6, 2016 through July 29, 2016**

| <u>Name</u>             | <u>Department</u>            | <u>Salary</u> |
|-------------------------|------------------------------|---------------|
| Hill, Pamela            | Outreach                     | \$2,000.00    |
| Hulme, Amy              | Biomedical Sciences          | \$3,000.00    |
| Klem, Michael           | Study Away                   | \$675.00      |
| Korang-Okrah, Rose      | Social Work                  | \$300.00      |
| Onyango, Benjamin       | Agriculture                  | \$4,923.00    |
| Pavolowsky, Robert      | Geography Geology & Planning | \$8,927.00    |
| Rimal, Arbindra         | Agriculture                  | \$5,704.00    |
| Schaefer, Weirong Yan   | Study Away                   | \$3,713.00    |
| Sudbrock, Christine     | Study Away                   | \$1,350.00    |
| Sukovaty, Lacy          | Study Away                   | \$675.00      |
| Worman, Frederick Scott | Study Away                   | \$7,905.00    |

**The following have been appointed as Summer Faculty for the summer semester: June 12, 2017 through August 4, 2017**

| <u>Name</u>       | <u>Department</u>   | <u>Salary</u> |
|-------------------|---------------------|---------------|
| Baldwin, Julie    | Criminology         | \$23,121.00   |
| Crain, Susan      | College of Business | \$9,500.00    |
| Gebken, Richard   | College of Business | \$9,500.00    |
| Moses, Duane      | College of Business | \$9,500.00    |
| Pace, Glenn       | College of Business | \$9,500.00    |
| Peterson, Dane    | College of Business | \$9,500.00    |
| Schaefer, Allen   | College of Business | \$9,500.00    |
| Zhang, Ying Jenny | College of Business | \$9,500.00    |

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

| <u>Name</u>          | <u>Department</u>              | <u>Salary</u> |
|----------------------|--------------------------------|---------------|
| Abidogun, Jamaine    | History                        | \$5,027.00    |
| Adams, Kathryn       | Nursing                        | \$1,026.00    |
| Adamson, Reesha      | Counseling, Lead & Spc Ed.     | \$2,365.00    |
| Ajuwon, Paul         | Counseling, Lead & Spc Ed.     | \$2,530.00    |
| Anderson, Wayne      | Finance & General Business     | \$1,412.00    |
| Arthaud, Tamara      | Counseling, Lead & Spc Ed.     | \$495.00      |
| Atwell, Jan          | Nursing                        | \$697.00      |
| Barrier, Tonya       | Computer Information Systems   | \$1,870.00    |
| Behzadan, Amir       | Tech & Construction Mgmt       | \$1,760.00    |
| Bloom, Scott         | Economics                      | \$1,155.00    |
| Bourhis, John        | Graduate College               | \$1,595.00    |
| Boyd, Carmen         | Biomedical Sciences            | \$2,457.00    |
| Brown, David         | Childhood Ed. & Family Studies | \$715.00      |
| Buchanan, Erin       | Psychology                     | \$1,925.00    |
|                      | Honors College                 | \$2,400.00    |
| Burge, Sara          | English                        | \$1,100.00    |
| Buyurgan, Nebil      | Tech & Construction Mgmt       | \$2,640.00    |
| Byrd, Sandra         | Graduate College               | \$2,365.00    |
|                      | Accountancy                    | \$5,335.00    |
| Cadle, Lanette       | English                        | \$5,604.00    |
| Callahan, Richard    | Tech & Construction Mgmt       | \$1,870.00    |
| Camp, Deanne         | Reading Foundations & Tech     | \$7,388.00    |
| Chang, Chih-Cheng E. | College of Business            | \$9,500.00    |
| Chang, Ching-Wen     | Reading Foundations & Tech     | \$3,080.00    |
| Chenoweth, Amelia    | Counseling, Lead & Spc Ed.     | \$1,705.00    |
| Cline, Andrew        | Media Journalism & Film        | \$3,538.00    |
| Cobb, Barry          | College of Business            | \$9,500.00    |
| Correll, Pamela      | Reading Foundations & Tech     | \$825.00      |
| Crain, Susan         | Finance & General Business     | \$1,540.00    |
| Dallas, Melissa      | Hospitality Leadership         | \$770.00      |
| Dalton, Tracy        | English                        | \$2,280.00    |
| Dattero, Ronald      | Computer Information Systems   | \$5,555.00    |
| Davis, Joshua        | Computer Information Systems   | \$220.00      |
| DeBode, Jason        | Management                     | \$2,035.00    |
| DePaepe, Paris       | Counseling, Lead & Spc Ed.     | \$1,320.00    |
| Dicke, Thomas        | History                        | \$5,390.00    |



Academic Personnel Board Actions, cont'd.

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|                         |                                |             |
|-------------------------|--------------------------------|-------------|
| Dollar, Susan           | Social Work                    | \$2,585.00  |
| Dubinsky, Julie         | Finance & General Business     | \$2,200.00  |
| Dyer, Samuel            | Honors College                 | \$2,800.00  |
| Echols, Leslie          | Psychology                     | \$1,320.00  |
| Engler, Karen           | Comm. Sciences & Disorders     | \$275.00    |
| Felicilda, Rhea         | Nursing                        | \$2,328.00  |
| Frederick, Dana         | Management                     | \$3,905.00  |
| Gallaway, Terrel        | Economics                      | \$3,465.00  |
| Garg, Vinay             | College of Business            | \$9,500.00  |
| Gebken, Richard         | Tech & Construction Mgmt       | \$12,846.00 |
| Geiger, Lacey           | Computer Information Systems   | \$1,760.00  |
| Goodwin, David          | Reading Foundations & Tech     | \$935.00    |
| Greene, Janice          | Biology                        | \$3,818.00  |
| Haggard, Dana           | Management                     | \$3,300.00  |
| Haggard, Kelly          | Finance & General Business     | \$2,420.00  |
|                         | College of Business            | \$9,500.00  |
| Hail, Cynthia           | Childhood Ed. & Family Studies | \$3,245.00  |
| Hammond, Michael        | Accountancy                    | \$4,620.00  |
| Hart, James             | Computer Information Systems   | \$385.00    |
| Hass, Aida              | Criminology                    | \$1,907.00  |
| Hein, Stephanie         | Hospitality Leadership         | \$385.00    |
| Heitger, Lester         | Accountancy                    | \$605.00    |
| Hermans, Charles        | Marketing                      | \$2,365.00  |
| Hines, Christopher      | Accountancy                    | \$1,760.00  |
| Hooper, Madeleine       | Modern & Classical Languages   | \$3,078.00  |
| Hornsby-Gutting, Angela | History                        | \$5,225.00  |
| Horton III, Leonard     | Media Journalism & Film        | \$2,238.00  |
| Hubbard, Kevin          | Tech & Construction Mgmt       | \$605.00    |
| Hunter, Anne Marie      | Biomedical Sciences            | \$605.00    |
| Hurst, Beth             | Reading Foundations & Tech     | \$3,300.00  |
| Jean-Charles, Alex      | Reading Foundations & Tech     | \$330.00    |
| Johnson, David          | Political Science              | \$5,119.00  |
| Johnson, Richard        | Computer Information Systems   | \$7,205.00  |
| Jones, Jeffrey          | Finance & General Business     | \$1,870.00  |
|                         | College of Business            | \$9,500.00  |
| Jones, Martin           | Tech & Construction Mgmt       | \$2,310.00  |
| Joswick, David          | Tech & Construction Mgmt       | \$5,640.00  |
| Kaf, Wafaa              | Comm. Sciences & Disorders     | \$2,164.00  |
| Kane, Thomas            | Psychology                     | \$37.00     |
| Kaula, Rajeev           | Computer Information Systems   | \$5,335.00  |
| Kirkland-Ives, Mitzi    | Art & Design                   | \$4,257.00  |

Academic Personnel Board Actions, cont'd.

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|                           |                                |             |
|---------------------------|--------------------------------|-------------|
| Kwon, Sockju              | Biomedical Sciences            | \$990.00    |
| Lancaster, Sarah          | Agriculture                    | \$18.33     |
| Larson, Deborah           | Media Journalism & Film        | \$4,560.00  |
| Leamy, Diane              | Criminology                    | \$1,595.00  |
| Leasure, Stanley          | Finance & General Business     | \$6,930.00  |
| Lewis, Kayla              | Reading Foundations & Tech     | \$55.00     |
| Loge, Jana                | Reading Foundations & Tech     | \$1,650.00  |
| Masterson, Gerald         | Graduate College               | \$1,100.00  |
| Mayes, Hillary            | College of Hlth & Human Svcs   | \$880.00    |
| McCarthy, Bernard         | Honors College                 | \$3,200.00  |
| McLean, Annice            | Reading Foundations & Tech     | \$8,030.00  |
| Meek, Russell             | Finance & General Business     | \$2,475.00  |
| Metcalf, Holly            | Comm. Sciences & Disorders     | \$440.00    |
| Miller, F. Thornton       | History                        | \$3,740.00  |
| Moser, Linda              | English                        | \$2,255.00  |
| Nelson, Eric              | History                        | \$3,465.00  |
| Nelson, Walt              | Finance & General Business     | \$12,114.00 |
| Nixon, Sarah              | Reading Foundations & Tech     | \$1,870.00  |
| Nordyke, Kathy            | Biomedical Sciences            | \$2,200.00  |
| Odneal, Marilyn           | Agriculture                    | \$2,970.00  |
| Oetting, Tara             | Comm. Sciences & Disorders     | \$385.00    |
| Olsen, Reed               | Economics                      | \$1,045.00  |
|                           | Nursing                        | \$385.00    |
| Olsen, Stevan             | College of Business            | \$9,500.00  |
| Onyango, Benjamin         | Agriculture                    | \$55.00     |
| Parker, Richard           | College of Business            | \$9,500.00  |
| Pearman, Cathy            | Reading Foundations & Tech     | \$3,630.00  |
| Penkalski, Melissa        | Nursing                        | \$1,925.00  |
| Peterson, Dane            | Computer Information Systems   | \$1,815.00  |
|                           | College of Business            | \$9,500.00  |
| Philpot, James            | Finance & General Business     | \$4,125.00  |
| Price, Debra              | Childhood Ed. & Family Studies | \$4,400.00  |
| Pursley, Jennifer         | Mathematics                    | \$2,475.00  |
| Qiao, Yuhua               | Graduate College               | \$880.00    |
| Rabon, John               | Economics                      | \$3,388.00  |
| Ragan, Kent               | Finance & General Business     | \$5,115.00  |
| Rector, Paula             | Criminology                    | \$1,189.00  |
| Rimal, Arbindra           | Agriculture                    | \$3,850.00  |
| Roam, Kimberly            | Childhood Ed. & Family Studies | \$3,447.00  |
| Rogers, Lori              | English                        | \$1,155.00  |
| Rojas-McWhinney, Jennifer | Childhood Ed. & Family Studies | \$1,100.00  |

Academic Personnel Board Actions, cont'd.

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|                           |                                |            |
|---------------------------|--------------------------------|------------|
| Rowe, Roberta             | Communication                  | \$422.00   |
| Salinas, Patti            | Criminology                    | \$2,295.00 |
| Satterfield, Michelle     | Childhood Ed. & Family Studies | \$55.00    |
| Saunders, Georgianna      | Biology                        | \$2,750.00 |
| Saxon, Caryn              | Criminology                    | \$1,085.00 |
| Schotthofer, Melissa      | Childhood Ed. & Family Studies | \$4,418.00 |
| Scott, James              | Finance & General Business     | \$1,375.00 |
| Scott, Shari              | Counseling, Lead & Spc Ed.     | \$2,750.00 |
| Scroggins, Wesley         | College of Business            | \$9,500.00 |
| Self, Sharmistha          | Economics                      | \$2,420.00 |
| Sells, Patrick            | Computer Information Systems   | \$2,200.00 |
| Sexton, Randall           | College of Business            | \$9,500.00 |
| Sheffield, Eric           | Reading Foundations & Tech     | \$1,760.00 |
| Sherman, Dana             | Master of Public Health        | \$1,430.00 |
| Simmers, Christine        | Marketing                      | \$3,465.00 |
|                           | College of Business            | \$9,500.00 |
| Smith, Cara               | Childhood Ed. & Family Studies | \$2,420.00 |
| Smith, Lucretia           | Nursing                        | \$733.00   |
| Stafford, Gary            | Mathematics                    | \$2,860.00 |
| Stowe, Michael            | English                        | \$1,100.00 |
| Stulce, Tara              | Biomedical Sciences            | \$1,815.00 |
| Suttmoeller, Michael      | Criminology                    | \$1,609.00 |
| Test, Joan                | Childhood Ed. & Family Studies | \$3,850.00 |
| Thompson, Kip             | Master of Public Health        | \$4,475.00 |
| Tinsley, Tonia            | Modern & Classical Languages   | \$2,066.00 |
| Tivener, Kristen          | Biomedical Sciences            | \$660.00   |
| Turner, John              | English                        | \$2,310.00 |
| Turner, Valerie           | English                        | \$1,045.00 |
| Uribe-Zarain, Ximena      | Counseling, Lead & Spc Ed.     | \$220.00   |
| Utley, Rose               | Nursing                        | \$1,925.00 |
| Van Landuyt, Cathryn      | Computer Information Systems   | \$5,830.00 |
| Walter, Heather           | Communication                  | \$4,675.00 |
| Wang, Weiyan              | Media Journalism & Film        | \$2,988.00 |
| Webb, Gary                | Agriculture                    | \$880.00   |
| White, Timothy            | Media Journalism & Film        | \$1,513.00 |
| White-Van Ornum, Kimberly | Mathematics                    | \$3,245.00 |
| Winkler, Danny            | Computer Information Systems   | \$1,595.00 |
| Witte, Hugh               | Finance & General Business     | \$2,145.00 |
|                           | College of Business            | \$9,500.00 |
| Wittenberg, Brittany      | Childhood Ed. & Family Studies | \$385.00   |
| Wooden, Shannon           | English                        | \$1,100.00 |

Academic Personnel Board Actions, cont'd.

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|                    |             |            |
|--------------------|-------------|------------|
| Yadon, Carly       | Psychology  | \$2,420.00 |
| Yarckow-Brown, Ivy | Criminology | \$1,151.00 |
| Young-Jones, Adena | Psychology  | \$770.00   |

MISSOURI STATE UNIVERSITY

III.E.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> |
|--------------------|---|--------------|----------------------|------------------|
| Craig E. Baird     | Electronics Technician II<br>Natural & Applied Sciences                           | 33           | \$54,000<br>annually | 06/29/16         |
| Pamela D. Bigham   | Food Service Coordinator<br>Child Development Center                              | 21           | \$20,800<br>annually | 09/21/16         |
| Sean Flannery      | Centralized User Support<br>Specialist<br>Computer Services                       | 33           | \$41,059<br>annually | 09/26/16         |
| Kaitlyn R. Seery   | Academic Advisor/Retention<br>Specialist<br>College of Business                   | 42           | \$33,000<br>annually | 09/26/16         |
| Nicole J. Warden   | Centralized User Support<br>Specialist<br>Computer Services                       | 33           | \$41,059<br>annually | 09/26/16         |
| Kerry D. Dickerson | Senior Director of Athletics<br>Development<br>Athletics Development              | 45           | \$76,000<br>annually | 09/28/16         |
| Gene Brewer        | Bookstore Shipping & Receiving<br>Supervisor/PawPrints Supervisor<br>Bookstore    | 25           | \$36,504<br>annually | 10/03/16         |
| Aubrey E. Larimore | Technology Training Specialist<br>Computer Services                               | 33           | \$41,059<br>annually | 10/03/16         |
| Charles Whitaker   | Project Coordinator – Media &<br>Communications<br>Citizenship & Service Learning | 42           | \$34,320<br>annually | 10/03/16         |

Non-academic Personnel Board Actions, cont'd.

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|                       |  |    |                      |          |
|-----------------------|--|----|----------------------|----------|
| Cody Garcia-Pusateri  | Administrative Assistant-Residence Life<br>Residence Life, Housing & Dining Services             | 15 | \$25,000<br>annually | 10/10/16 |
| De'Angelo Thomas      | Academic Advisor/1 <sup>st</sup> year Experience Coordinator<br>TRIO                             | 42 | \$34,500<br>annually | 10/10/16 |
| Jessica M. Nandi      | Graphic Designer, Student Affairs<br>Residence Life, Housing & Dining Services                   | 42 | \$38,168<br>annually | 10/17/16 |
| Karla S. Ferguson     | Assistant Coordinator Educational Field Experience & Assessment<br>Educational Field Experiences | 42 | \$43,680<br>annually | 10/17/16 |
| Lindsay Bein          | Administrative Specialist II<br>Taylor Health & Wellness Center                                  | 12 | \$27,040<br>annually | 10/31/16 |
| Matthew Banks         | Coordinator, Multicultural Programs/<br>LGBT Student Services<br>Multicultural Services          | 41 | \$32,510<br>annually | 10/31/16 |
| Sreekanth Acharya     | Database Analyst-Reporting<br>Computer Services  | 35 | \$53,750<br>annually | 11/07/16 |
| Ellen Riley           | Academic Advisor/Retention Specialist<br>College of Business                                     | 42 | \$32,989<br>annually | 11/14/16 |
| Sylvia M. Petersen    | Research Specialist II<br>Agriculture  | 42 | \$31,928<br>annually | 11/16/16 |
| Deborah A. Underwood  | Senior Accountant – Analyst<br>Financial Services  | 44 | \$48,000<br>annually | 11/21/16 |
| Elizabeth Anne Sivill | Coordinator Graduate Programs Office<br>College of Business                                      | 45 | \$61,500<br>annually | 01/05/17 |

**RESIGNATIONS:**

| <u>Name</u>        | <u>Position-Department</u>   | <u>Effective</u> |
|--------------------|--|------------------|
| David B. Faucett   | Community Planner<br>Center for Resource Planning & Management                     | 09/15/16         |
| Stuart J. Shepherd | Stores Clerk<br>Facilities Management  | 09/16/16         |
| Larry Burney       | Custodian I<br>Residence Life, Housing & Dining Services                           | 09/30/16         |
| Jill A. Wiggins    | Director<br>Career Center  | 10/14/16         |
| Richard L. Sisco   | Workflow Systems Analyst<br>Computer Services                                      | 10/19/16         |
| Margaret Ellison   | Custodian I<br>Custodial Services  | 10/21/16         |
| Hannah Wingo       | Corporate Support Representative & Special Event Coordinator<br>Broadcast Services | 10/21/16         |
| Lisa Ware          | Health Information Assistant<br>Taylor Health & Wellness Center                    | 10/21/16         |
| Jonathan Faith     | HVAC Mechanic<br>Facilities Maintenance  | 10/27/16         |
| Jason De Jager     | Public Safety Officer<br>Safety & Transportation                                   | 10/30/16         |
| Karen Smith        | Executive Assistant II<br>College of Arts & Letters                                | 11/04/16         |
| Spencer Orr        | Residence Hall Director<br>Residence Life, Housing & Dining Services               | 11/09/16         |
| Cassandra A. Henne | Clinical Education Coordinator<br>Southwest Missouri Area Health Education Center  | 11/14/16         |

Non-academic Personnel Board Actions, cont'd.

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|                 |  |          |
|-----------------|--|----------|
| Trysta Herzog   | Strategic Communications Specialist<br>College of Arts & Letters | 11/18/16 |
| Lindsey Seevers | Community Engagement & External Support Coordinator<br>Library   | 11/30/16 |
| Donald Joe Wolf | Maintenance General Mechanic<br>Facilities Maintenance           | 12/07/16 |
| April J. Wood   | Administrative Assistant II<br>Office of the Registrar           | 01/13/17 |

**RETIREMENTS:**

| <u>Name</u>          | <u>Position-Department</u>  | <u>Effective</u> |
|----------------------|---|------------------|
| James H. McTavish    | University Engineer/Associate Director<br>Planning, Design & Construction | 10/31/16         |
| Linda K. Vaught      | Research Coordinator<br>Physician Assistant Studies                       | 10/31/16         |
| Lisa Gibson          | Associate Director of International Services<br>International Services    | 11/30/16         |
| Patrick Day          | Coordinator of Operations & Systems<br>Computer Services                  | 12/31/16         |
| Marceda Harris       | Academic Records Specialist<br>Office of the Registrar                    | 12/31/16         |
| Kenneth Myhan        | Custodian I<br>Custodial Services   | 12/31/16         |
| Judith Pickering     | Professional Education Advisor<br>College of Education                    | 12/31/16         |
| Kandi Miller         | Custodian I<br>Residence Life, Housing & Dining Services                  | 01/31/17         |
| Dorothy L. Singleton | Accounting Specialist<br>Residence Life, Housing & Dining Services        | 01/31/17         |



|                |  |          |
|----------------|--|----------|
| Nancy G. Myers | Accounting Manager<br>Financial Services | 02/28/17 |
|----------------|--|----------|

**SEPARATION FROM EMPLOYMENT:**

| <u>Name</u> | <u>Position-Department</u>             | <u>Effective</u> |
|-------------|--|------------------|
| Carl Sartin | Distance Learning Engineer<br>Outreach | 10/27/16         |

**CHANGE OF STATUS:**

| <u>Name</u>            | <u>Position-Department</u>   | <u>Action</u>                                     | <u>Effective</u> |
|------------------------|--|---|------------------|
| Kimberly L. Dubree     | Coordinator of Educational Field<br>Experiences<br>Educational Field Experiences<br>From: GR 43, \$43,860 annually<br>To: GR 44, \$47,500 annually   | Reclassification<br>&<br>Salary<br>Adjustment     | 09/15/16         |
| Melissa D. Blankenship | From: Assistant Director JQH Arena,<br>Hammons Student Center &<br>Plaster Sports Complex<br>HSC/JQH Administration<br>GR 42, \$36,441 annually<br>To: Associate Director Athletic &<br>Entertainment Facilities<br>HSC/JQH Administration<br>GR 44, \$50,000 annually | Reclassification<br>&<br>Salary<br>Administration | 10/01/16         |
| Debbie Ewert           | From: Telecommunications Service<br>Coordinator<br>Networking & Telecommunications<br>To: Telecommunications Service<br>Administrator<br>Networking & Telecommunications   | Title<br>Change                                   | 10/01/16         |

Non-academic Personnel Board Actions, cont'd.

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|                 |   |   |          |
|-----------------|---|---|----------|
| Hunter Klie     | From: Sponsored Programs<br>Coordinator<br>International Leadership &<br>Training Center<br><br>To: China Programs Specialist<br>International Leadership &<br>Training Center  | Title<br>Change                               | 10/01/16 |
| Juli Ann Panza  | From: Professional Education Advisor<br>College of Education<br>GR 42, \$44,927 annually<br><br>To: Coordinator, Professional<br>Education Advisement<br>College of Education<br>GR 45, \$50,000 annually   | Reclassification<br>&<br>Salary<br>Adjustment | 10/01/16 |
| Jack C. Wheeler | From: Events Coordinator, Hammons<br>Hall for Performing Arts<br>Juanita K. Hammons Hall<br>For Performing Arts<br>GR 43, \$40,608 annually<br><br>To: Associate Director, Athletic &<br>Entertainment Facilities<br>Juanita K. Hammons Hall for<br>Performing Arts<br>GR 44, \$50,000 annually | Reclassification<br>&<br>Salary<br>Adjustment | 10/01/16 |
| Jon H. Crockett | From: Maintenance Carpenter<br>Facilities Management<br>GR 25, \$31,121 annually<br><br>To: Construction Foreman<br>Facilities Management<br>GR 27, \$42,182 annually   | Promotion                                     | 10/03/16 |
| Melissa Goodman | From: Financial Aid Counselor<br>Financial Aid<br>GR 42, \$35,114 annually<br><br>To: Assistant Athletic Director for<br>Business Administration<br>Intercollegiate Athletics<br>GR 44, \$47,476 annually   | Promotion                                     | 10/14/16 |

Non-academic Personnel Board Actions, cont'd.

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|                  |   |                        |          |
|------------------|---|------------------------|----------|
| Lynda A. Jochims | <p>From: Accounting Specialist<br/>Small Business Technical<br/>Development Center<br/>GR 13, \$30,705 annually</p> <p>To: Accountant<br/>Financial Services<br/>GR 42, \$36,000 annually</p>   | Promotion              | 10/16/16 |
| Amanda M. Byrd   | <p>Assistant Coordinator of Educational<br/>Field Experience &amp; Assessment<br/>Educational Field Experience</p> <p>From: GR 42, \$34,319 annually</p> <p>To: GR 42, \$43,680 annually</p>  | Salary<br>Adjustment   | 10/17/16 |
| Delores J. Joyce | <p>Project Coordinator<br/>Ozarks Public Health Institute</p> <p>From: GR 42, \$43,231 annually<br/>(93.10 FTE)</p> <p>To: GR 42, \$46,231 annually<br/>(100% FTE)</p>  | Change<br>of<br>Status | 10/17/16 |
| Kelly Rapp       | <p>From: Associate Director-Operations &amp;<br/>Assessment<br/>Career Center<br/>GR 43, \$48,000 annually</p> <p>To: Interim Director<br/>Career Center<br/>Associate Director-Operations &amp;<br/>Assessment<br/>Career Center<br/>GR 43, \$48,000 annually<br/>(\$1,000 monthly supplemental)</p> | Change<br>of<br>Status | 10/17/16 |
| John Reinert     | <p>Assistant Coordinator of Educational<br/>Field Experience &amp; Assessment<br/>Educational Field Experience</p> <p>From: GR 42, \$27,413 annually<br/>(75% FTE)</p> <p>To: GR 42, \$32,760 annually<br/>(75% FTE)</p>  | Salary<br>Adjustment   | 10/17/16 |

Non-academic Personnel Board Actions, cont'd.

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|                  |  |   |          |
|------------------|--|---|----------|
| Dustin Wadley    | From: Groundskeeper<br>Grounds Services<br>GR 22, \$22,316 annually<br>To: Groundskeeper/Arborist<br>Grounds Services<br>GR 23, \$25,002 annually  | Promotion   | 10/17/16 |
| Olujimi G. Sode  | From: Admission Coordinator-Diversity<br>Outreach & Recruitment<br>Office of Admissions<br>GR 42, \$40,800 annually<br>To: Assistant Director of Admissions<br>for Diversity Outreach &<br>Recruitment<br>Office of Admissions<br>GR 42, \$47,476 annually | Change<br>of<br>Status<br>&<br>Salary<br>Adjustment | 10/24/16 |
| Bart Tibbs       | From: Assistant Director of Admissions-<br>Freshman Coordinator<br>Office of Admissions<br>To: Assistant Director of Admissions-<br>Transfer Outreach & Recruitment<br>Office of Admissions  | Title<br>Change                                     | 10/24/16 |
| Monica Cataldo   | From: Traffic Coordinator<br>Broadcast Services<br>To: Television Traffic Coordinator, OPT<br>Broadcast Services   | Title<br>Change                                     | 11/01/16 |
| Crystal Dettmers | From: Administrative Specialist II<br>Office of Human Resources<br>To: Administrative Assistant II<br>Office of Human Resources  | Title<br>Change                                     | 11/01/16 |

Non-academic Personnel Board Actions, cont'd.

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|                     |   |   |          |
|---------------------|---|---|----------|
| Michel K. Hackworth | <p>From: Manager, Grants &amp; Capital<br/>Projects Accounts<br/>Financial Services<br/>GR 45, \$59,371 annually</p> <p>To: Assistant Director – Grants &amp;<br/>Capital Projects<br/>Financial Services<br/>GR 46, \$66,495 annually</p>              | <p>Reclassification<br/>&amp;<br/>Salary<br/>Adjustment</p> | 11/01/16 |
| Katherine Haring    | <p>From: Enrollment &amp; Recruitment<br/>Manager<br/>College of Business<br/>GR 42, \$41,534 annually</p> <p>To: Coordinator of Accreditation,<br/>Assessment &amp; Enrollment<br/>Management<br/>College of Business<br/>GR 44, \$50,000 annually</p> | Promotion   | 11/01/16 |
| Jeff Sly            | <p>From: Custodian Apprentice<br/>Residence Life, Housing &amp;<br/>Dining Services<br/>GR 20, \$18,907 annually</p> <p>To: Custodian I<br/>Residence Life, Housing &amp;<br/>Dining Services<br/>GR 21, \$20,800 annually</p>                          | Promotion   | 11/01/16 |
| Ryan Wilson         | <p>From: Centralized User Support<br/>Specialist<br/>Computer Services<br/>GR 33, \$42,085 annually</p> <p>To: Systems Analyst<br/>Computer Services<br/>GR 35, \$52,470 annually</p>   | Promotion   | 11/01/16 |

Non-academic Personnel Board Actions, cont'd.

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|                    |   |   |          |
|--------------------|---|---|----------|
| Andrew Englert     | <p>From: Interim Assistant Director<br/>Patrol Lieutenant<br/>Safety &amp; Transportation<br/>GR 44, \$47,476 annually</p> <p>To: Associate Director<br/>Safety &amp; Transportation<br/>GR 46, \$68,000 annually</p>       | Promotion   | 11/07/16 |
| Kimberly Dixon     | <p>From: Administrative Assistant II<br/>Facilities Management<br/>GR 12, \$27,058 annually</p> <p>To: Accounting Specialist<br/>Student Engagement<br/>GR 13, \$28,600 annually</p>  | Promotion   | 11/16/16 |
| Debra M. Donnellan | <p>From: Executive Assistant IV<br/>Administrative Services<br/>GR 17, \$51,953 annually</p> <p>To: Coordinator, Organizational &amp;<br/>Talent Development<br/>Office of Human Resources<br/>GR 43, \$55,148 annually</p> | Reclassification,<br>Transfer &<br>Salary<br>Adjustment | 11/16/16 |
| Addie Douglas      | <p>From: Custodial I<br/>Campus Recreation<br/>GR 21, \$31,519 annually</p> <p>To: Custodial Foreman<br/>Campus Recreation<br/>GR 23, \$35,298 annually</p>   | Promotion   | 11/16/16 |
| Susan Martindale   | <p>From: Academic Advisor<br/>Academic Advisement Center</p> <p>To: Senior Academic Advisor<br/>Academic Advisement Center</p>  | Title<br>Change   | 11/16/16 |

Non-academic Personnel Board Actions, cont'd.

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|                 |  |                        |          |
|-----------------|--|------------------------|----------|
| John C. Nagle   | <p>From: Videographer/Editor-<br/>Marketing &amp; Communications<br/>Photographic Services<br/>GR 42</p> <p>To: Assistant Director Photographic<br/>Services-Videography<br/>Photographic Services<br/>GR 43</p> | Reclassification       | 11/16/16 |
| Johnna Pedersen | <p>From: Junior Research Scientist<br/>Center for Applied Science &amp;<br/>Engineering<br/>GR 42</p> <p>To: Senior Research Scientist<br/>Center for Applied Science &amp;<br/>Engineering<br/>GR 45</p>        | Reclassification       | 11/16/16 |
| Darren Wienberg | <p>From: Academic Advisor<br/>Academic Advisement Center</p> <p>To: Senior Academic Advisor<br/>Academic Advisement Center</p>   | Title<br>Change        | 11/16/16 |
| Kevin White     | <p>From: Senior Photographer<br/>Photographic Services<br/>GR 42</p> <p>To: Assistant Director Photographic<br/>Services-Photography<br/>Photographic Services<br/>GR 43</p>                                     | Reclassification       | 11/16/16 |
| Sheila McGowne  | <p>From: Administrative Assistant II<br/>Alumni Relations</p> <p>To: Administrative Specialist II<br/>Advancement Services</p>   | Change<br>of<br>Status | 11/21/16 |

Non-academic Personnel Board Actions, cont'd.

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|                   |   |   |          |
|-------------------|---|---|----------|
| Lacy John         | From: Administrative Assistant II<br>Planning, Design & Construction<br>GR 12, \$27,876 annually<br>To: Administrative Assistant III<br>Office of Development<br>GR 13, \$31,200 annually                     | Promotion   | 11/28/16 |
| Brenda Stewart    | From: Administrative Assistant III<br>Institutional Equity & Compliance<br>GR 13, \$33,227 annually<br>To: Executive Assistant II<br>College of Arts & Letters<br>GR 13, \$33,904 annually                    | Change<br>of<br>Status<br>&<br>Salary<br>Adjustment | 11/28/16 |
| Peggy Kahre       | From: Residence Hall Receptionist<br>Residence Life, Housing &<br>Dining Services<br>GR 10, \$21,852 annually<br>To: Accounting Specialist<br>Management Development<br>Institute<br>GR 13, \$29,848 annually | Promotion   | 12/12/16 |
| Jessica Robertson | Professional Education Advisor<br>College of Education<br>From: GR 42, \$35,534 annually<br>(9-month position)<br>To: GR 42, \$47,379 annually<br>(12-month position)   | Change<br>of<br>Status                              | 12/16/16 |
| Marceda W. Harris | From: Academic Records Specialist<br>Office of the Registrar<br>To: Staff Emeritus<br>Office of the Registrar   | Change<br>of<br>Status                              | 01/01/17 |
| Nancy G. Myers    | From: Accounting Manager<br>Financial Services<br>To: Staff Emeritus<br>Financial Services  | Change<br>of<br>Status                              | 03/01/17 |



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

MISSOURI STATE UNIVERSITY

III.E.3.

BE IT RESOLVED by the Board of Governors for Missouri State University that the salary increases be made effective December 1, 2016.

| <u>Name</u>              | <u>Job Title</u>                         | <u>Department</u>                       | <u>Old Salary</u> | <u>New Salary</u> |
|--------------------------|--|---|-------------------|-------------------|
| Abney, Julie A.          | Budget Officer                           | College of Health and Human Services    | \$45,169          | \$48,000          |
| Adamson, Benjamin T.     | Asst Director, Athletics Communications  | Athletics Communications                | \$37,593          | \$47,476          |
| Adkins, Gilbert G.       | On-Site Outreach Coordinator             | Lebanon Center                          | \$35,307          | \$40,000          |
| Anderson, Rachel M.      | Entrepreneurial Specialist               | VP Research and Economic Development    | \$46,726          | \$47,476          |
| Avery, Leora A.          | Asst Director, Financial Aid             | Financial Aid                           | \$42,840          | \$47,476          |
| Ballard, Sheri L.        | Sr Accountant-Analyst                    | Financial Services                      | \$45,900          | \$48,000          |
| Bennett, Jessica L.      | Assistant Professor                      | Library                                 | \$42,573          | \$47,600          |
| Bilyeu, Kristin M.       | Sr Accountant-Analyst                    | Financial Services                      | \$45,900          | \$48,000          |
| Blades, Heather L.       | Assoc Dir, Center for Dispute Resolution | Communication                           | \$39,802          | \$48,000          |
| Braden, Steven D.        | Custodial Services Coordinator           | Residence Life, Housing and Dining Serv | \$46,929          | \$47,476          |
| Brewington, Cody H.      | Non-Credit Program Coordinator           | Community Outreach                      | \$36,570          | \$40,000          |
| Cassidy, Alyssa M.       | VESTA Missouri Coordinator               | Agriculture                             | \$35,700          | \$40,000          |
| Cates, Jared L.          | Coordinator, Student Life & Development  | West Plains Student Life                | \$40,800          | \$47,476          |
| Childress, Priscilla     | Asst Dir, New Student & Family Programs  | New Student and Family Programs         | \$45,169          | \$47,476          |
| Collins, Daisy           | Coordinator, Abstinence-based Education  | Social Work                             | \$44,177          | \$47,500          |
| Combs, Cheryl R.         | Assistant Director, Financial Aid        | Student Employment Service              | \$42,840          | \$47,476          |
| Depriest, Christopher S. | Technical Director                       | Theatre and Dance                       | \$44,513          | \$50,513          |
| Doennig, Eric R.         | Asst Director, Athletics Communications  | Athletics Communications                | \$38,058          | \$47,476          |
| Donnelson, Nicki L.      | Asst Director, University Communications | University Communications               | \$44,880          | \$47,500          |
| Elrod, Keri L.           | Coordinator, Fitness & Athletic Training | West Plains Aquatics-Wellness           | \$44,909          | \$47,476          |
| Fan, Jinzi               | China Programs Specialist                | International Programs                  | \$35,000          | \$40,000          |
| Farris, Robin E.         | Clinic Director, Center City Counseling  | Counseling, Leadership and Special Educ | \$47,202          | \$47,476          |
| Gavel, Michelle N.       | Assistant Director, TRIO Upward Bound    | TRIO                                    | \$39,500          | \$40,000          |
| Geiger, Lacey J.         | Open Course Coordinator                  | I-Courses                               | \$38,953          | \$40,000          |
| Gong, Xiao'ou            | China Programs Specialist                | College of Business                     | \$43,860          | \$48,000          |
| Hall, John A.            | Acad Advisor-Marketing, Rec & Reten Spc  | Adult Student Services                  | \$38,687          | \$40,000          |
| Haynes, Tabitha J.       | Marketing and Data Communications Spc    | VP Diversity and Inclusion              | \$46,479          | \$47,476          |
| Herring, Ann J.          | Director Registration Services           | Outreach Registration                   | \$46,778          | \$47,476          |

|                       |   |  |          |          |
|-----------------------|---|--|----------|----------|
| Hoener, Jeff D.       | IT Support Administrator                  | Computer Services                        | \$46,530 | \$47,476 |
| Holt, Shannon B.      | Asst Registrar, Records and Registration  | Registrar                                | \$43,611 | \$47,476 |
| Hubbell, Melody J.    | Asst Director of Development              | West Plains Director of Development      | \$40,049 | \$47,476 |
| Jett, Melissa J.      | Coordinator of Admissions                 | West Plains Admissions                   | \$45,958 | \$47,476 |
| Johnson, Alex B.      | Dir Community Involvement and Service     | Citizenship and Service Learning         | \$39,421 | \$40,000 |
| Kentish, Shamika      | Assistant Director, Athletics Compliance  | Intercollegiate Athletics                | \$46,920 | \$47,476 |
| Klie, Hunter D.       | Sponsored Programs Coordinator            | International Programs                   | \$35,700 | \$40,000 |
| McDonough, Matt B.    | Assistant Director, Athletics Development | Development Office                       | \$35,700 | \$47,476 |
| McIntyre, Dawn M.     | Budget Officer                            | College of Arts and Letters              | \$44,370 | \$48,000 |
| Metzger, Benjamin P.  | Asst Dir, Admissions, Office Operations   | Admissions                               | \$46,726 | \$47,476 |
| Muse, Amanda R.       | Department Academic Advisor               | Criminology                              | \$35,429 | \$40,000 |
| Nagle, John C.        | Videographer/Editor                       | Photo Services                           | \$39,836 | \$47,500 |
| Nichols, Larry W.     | On-Site Outreach Coordinator              | Joplin Center                            | \$35,813 | \$40,000 |
| Overmyer, Allison E.  | Manager, Animal Research Facilities       | VP Research and Economic Development     | \$42,509 | \$47,476 |
| Pearson, Belinda A.   | Non-Credit Program Coordinator            | Community Outreach                       | \$39,492 | \$40,000 |
| Reed, Jerilyn J.      | Wellness Educator-Students                | Taylor Health Center                     | \$45,932 | \$47,476 |
| Robertson, Jessica R. | Professional Education Advisor            | College of Education                     | \$35,534 | \$35,607 |
| Ross, Jaime M.        | Acad Advisor-Marketing, Rec & Reten Spc   | Adult Student Services                   | \$39,383 | \$40,000 |
| Ryan, Ashley D.       | Study Away Advisor                        | Study Away                               | \$38,622 | \$40,000 |
| Schlinder, Kelly A.   | Coordinator, Foreign Language Institute   | Foreign Language Institute               | \$36,343 | \$40,000 |
| Schuldt, Amy L.       | Assistant Director, Publications          | Publications                             | \$44,770 | \$47,500 |
| Smith, Deanna M.      | On-Site Outreach Coord                    | West Plains Center                       | \$35,615 | \$40,000 |
| Sode, Olujimi G.      | Asst Dir, Admissions-Diversity Outreach   | Admissions                               | \$40,800 | \$47,476 |
| Steele, Teresa A.     | Budget Officer                            | College of Education                     | \$45,169 | \$47,476 |
| Steen, Carrie         | Asst Coordinator, IR-Effectiveness        | West Plains Student Advisement & Acad    | \$47,000 | \$47,476 |
| Stipp, Timothy L.     | Budget Officer                            | College of Humanities and Public Affairs | \$45,169 | \$47,476 |
| Swindell, Lori L.     | Sr Accountant-Analyst                     | Financial Services                       | \$45,900 | \$48,000 |
| Trewatha-Bach, Stacey | Crđ, Public Affairs Special Projects      | Office of Public Affairs                 | \$33,243 | \$47,476 |
| Vaughan, Julie A.     | Budget Officer                            | College of Natural and Applied Sciences  | \$44,649 | \$48,000 |
| Wall, Laurie          | Registrar WP                              | WP Registration & Records                | \$43,804 | \$47,476 |
| White, Kevin T.       | Sr Photographer                           | Photo Services                           | \$40,843 | \$47,500 |
| Whitmire, Laura       | Assoc Dir Student Engagement              | Plaster Student Union-Student Engagement | \$47,430 | \$47,476 |
| Wolf, Candice         | Assistant Director, Alumni Activities     | Alumni Relations                         | \$42,158 | \$47,476 |
| Zhang, Peng           | Business Instruction Specialist           | VP Research and Economic Development     | \$46,920 | \$47,490 |

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

MISSOURI STATE UNIVERSITY

III.E.4.

BE IT RESOLVED by the Board of Governors for Missouri State University that the cost center funded equity increases indicated for Non-academic employees, as itemized below, are effective January 1, 2017.

| <u>Name</u>             | <u>Job Title</u>                         | <u>Department</u>                       | <u>Old Salary</u> | <u>New Salary</u> |
|-------------------------|--|---|-------------------|-------------------|
| Agee, Kevin             | New Media Specialist                     | University Communications               | \$35,306.00       | \$36,645.00       |
| Ailor, Shannon          | Research Administration Specialist       | Research Administration                 | \$32,493.00       | \$36,392.16       |
| Akers, Leslie           | Administrative Assistant II              | Agriculture-Mt Grove                    | \$26,686.00       | \$28,287.00       |
| Anderson-Ituarte, Julie | Blindness Skills Specialist              | SW Regional Professional Development Ct | \$55,858.00       | \$57,166.00       |
| Barker, Angela          | Instructional Tech Support Specialist    | College of Arts & Letters               | \$58,148.00       | \$60,148.00       |
| Beuerlein, Jennifer     | Special Education Compliance Consultant  | SW Regional Professional Development Ct | \$45,900.00       | \$50,900.00       |
| Bowen, Tami             | Payroll Specialist                       | Financial Services                      | \$37,902.00       | \$38,652.00       |
| Butcher, Darla          | Blindness Skills Specialist              | SW Regional Professional Development Ct | \$52,020.00       | \$53,328.00       |
| Cabrea Hurado, Kelly    | Crd, International Leadership & Training | International Programs                  | \$41,315.00       | \$43,381.00       |
| Clouse, Nick            | Media Systems Technician                 | Faculty Ctr for Teaching & Learning     | \$37,840.00       | \$38,840.00       |
| Cornelius, Sherri       | Executive Assistant II                   | College of Business                     | \$32,164.00       | \$34,164.00       |
| Cox, Ronda              | Administrative Specialist I              | Greenwood Laboratory School             | \$24,387.00       | \$28,000.00       |
| Cozort, Carol           | Professional Developer                   | SW Regional Professional Development Ct | \$45,900.00       | \$49,150.00       |
| Deckard, Shelly         | Executive Assistant III                  | Research and Economic Development       | \$38,660.00       | \$40,593.00       |
| Eddy, Glenda            | Executive Assistant I                    | Research and Economic Development       | \$32,431.00       | \$34,053.00       |
| Eisman, Karen           | Academic Administrative Assistant II     | Computer Information Systems            | \$27,539.00       | \$28,039.00       |
| Fisher, Michael         | Production Manager                       | Faculty Ctr for Teaching & Learning     | \$45,994.00       | \$46,994.00       |
| Franks, Claudia         | Instructional Specialist                 | SW Regional Professional Development Ct | \$49,017.00       | \$54,017.00       |
| Furtak, Emily           | Library Associate II                     | Library                                 | \$32,978.00       | \$33,128.00       |
| Germann, Julie          | Professional Developer                   | SW Regional Professional Development Ct | \$45,000.00       | \$50,000.00       |
| Gross, Tracy            | Professional Developer                   | SW Regional Professional Development Ct | \$45,900.00       | \$50,900.00       |
| Hale, Beth              | Sr Accountant/Analyst                    | Financial Services                      | \$47,940.00       | \$48,690.00       |
| Hartzler, Nathan        | Distributed User Support Specialist      | Media, Journalism and Film              | \$42,505.00       | \$44,505.00       |
| Henderson, Tabitha      | Academic Administrative Assistant II     | Management                              | \$27,539.00       | \$28,039.00       |
| Jones, Lois             | Positive Behavior Support Consultant     | SW Regional Professional Development Ct | \$37,370.00       | \$41,370.00       |
| Jones, Nadine           | Academic Administrative Assistant II     | Technology and Construction Mgmt        | \$30,165.00       | \$31,165.00       |

|                     |  |   |             |             |
|---------------------|--|---|-------------|-------------|
| Kincaid, Brian      | Director, Business Incubator             | Research and Economic Development       | \$60,445.00 | \$66,000.00 |
| Knight, Rachel      | Asst General Manager, KSMU & OPT         | OPT                                     | \$76,308.00 | \$82,412.64 |
| Leas, Brian         | Classroom Technology Support Admin       | Faculty Ctr for Teaching & Learning     | \$41,878.00 | \$45,878.00 |
| Lindsay, Teresa     | Payroll Manager                          | Financial Services                      | \$69,276.00 | \$70,776.00 |
| Loge, Jana          | PLC Project Coordinator                  | SW Regional Professional Development Ct | \$68,351.00 | \$70,101.00 |
| Martin, Robert      | Information Security Analyst             | Information Security                    | \$56,921.00 | \$59,921.00 |
| Morris, Sue         | Accounting Specialist                    | Agriculture                             | \$33,781.00 | \$35,807.00 |
| O'Connor, Rhonda    | Library Associate II                     | Library                                 | \$34,008.00 | \$34,158.00 |
| Oetting, Kristi     | Tech Training & Documentation Admin.     | Computer Services                       | \$48,871.00 | \$50,817.00 |
| Petr, Jeffrey       | Database Analyst                         | Computer Services                       | \$55,644.00 | \$58,644.00 |
| Pettus, David       | Distributed User Support Specialist      | College of Arts & Letters               | \$55,189.00 | \$58,189.00 |
| Piekarski, Margaret | Administrative Specialist III            | College of Business                     | \$29,836.00 | \$30,336.00 |
| Piercy, Kevin       | Coordinator, User Support Services       | Computer Services                       | \$78,202.00 | \$82,201.00 |
| Prewitt, Victor     | Telecommunications Technician            | Networking and Telecommunications       | \$42,444.00 | \$43,943.00 |
| Proctor, Janene     | Research Administration Specialist       | Research Administration                 | \$43,275.00 | \$47,169.75 |
| Rockney, Andrea     | Positive Behavior Support Consultant     | SW Regional Professional Development Ct | \$48,050.00 | \$53,050.00 |
| Ryan, Ashley        | Study Away Advisor                       | Study Away                              | \$40,000.00 | \$43,800.00 |
| Slater, Lori        | Positive Behavior Support Consultant     | SW Regional Professional Development Ct | \$48,050.00 | \$53,050.00 |
| Street, Lori        | Membership Manager-Radio and TV          | KSMU                                    | \$30,744.00 | \$33,805.00 |
| Titus, Christy      | Academic Administrative Assistant I      | Sociology and Anthropology              | \$19,757.00 | \$20,757.00 |
| Tracy, Corey        | Media Systems Technician                 | Faculty Ctr for Teaching & Learning     | \$37,225.00 | \$38,225.00 |
| Trotter, Alisa      | Assistant Director, Business Advisement  | College of Business                     | \$44,782.00 | \$45,282.00 |
| Wall, Laurie        | Registrar                                | West Plains Registration and Records    | \$43,804.00 | \$47,476.00 |
| Webb, Joseph        | Farm Operator                            | Agriculture                             | \$25,198.00 | \$26,709.88 |
| Wrinkle, Cheryl     | Special Education Improvement Consultant | SW Regional Professional Development Ct | \$48,050.00 | \$53,050.00 |
| Zhuang, Yuan        | Language Specialist                      | International Programs                  | \$40,248.00 | \$42,260.00 |

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

IV.A.

**PRESIDENT'S REPORT**

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

1. Approval of a Resolution to Acknowledge the Board of Governors' Citizen Scholar Award Recipients "Making our Missouri Statement"
2. Update on China Trip
3. Approval of Resolution of Recognition for Governor Peter W. Hofherr
4. Approval of Resolution of Recognition for Governor Stephen "Steve" Hoven

IV.A.1.

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; and

**NOW THEREFORE, BE IT RESOLVED** that the following students be approved as Citizen Scholars for 2016-2017 and that their names be added to the Citizen Scholar Wall.

- Jaggar Deeds
- Kimberleigh Eng
- Caroline Finnell
- Alexis Jemes
- Michelle Pellegrino
- Victoria York

**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 6, 2016 and are recommended for approval by the Board of Governors at the December 15, 2016 meeting. These individuals were selected from a pool of twenty-one (21) nominees.

# RESOLUTION

**WHEREAS**, Dr. Peter W. Hofherr was named to the Board of Governors on October 31, 2011; and

**WHEREAS**, Governor Hofherr served as Vice Chair of the Board from January 1, 2015 to December 31, 2015 and served as Chair of the Board from January 1, 2016 to December 31, 2016; and

**WHEREAS**, Governor Hofherr was a member of the Board who hired Clifton M. Smart III as the 11<sup>th</sup> President of Missouri State University in October of 2012; and

**WHEREAS**, During Governor Hofherr'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 post-season athletic events; adding new 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 Center Free Enterprise Center, Brick City, Bill R. Foster and Family Recreation Center, Robert W. Plaster Stadium, Betty and Bobby Allison South Stadium – Soccer and Track, Betty and Bobby Allison North Stadium – Field Hockey and Lacrosse, Betty and Bobby Allison Sand Volleyball Stadium, Jim D. Morris Basketball Complex, Dr. Mary Jo Wynn Academic Achievement Center, Pummill Hall, Kentwood Hall, Sunvilla Tower, Duane G. Meyer Library, Jim D. Morris Center, O'Reilly Clinical Health Sciences Center, Davis-Harrington Welcome Center, Glass Hall, Ellis Hall, Hill Hall and the Health and Wellness Center); constructing and renovating multiple facilities on the West Plains campus (including Gohn Hall and Hass-Darr Hall); celebrating the 50<sup>th</sup> anniversary of the West Plains Campus; and setting records with regard to the University's private support, grants and sponsored contracts, and state appropriations.

**WHEREAS**, As a leader in the state of Missouri and the St. James area, Governor Hofherr played a critical role in raising the University's profile throughout the state and particularly in the St. James area; and

**WHEREAS**, As a former civil servant and as the owner of a business in the agriculture industry, Governor Hofherr provided meaningful advice on government operations and advocacy on the University's agricultural programs and projects.

**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 Peter Hofherr for his tireless and excellent work on behalf of the University as a member of the Board of Governors.

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Clifton M. Smart III  
President  
Missouri State University  
Presented December 15, 2016



# RESOLUTION

**WHEREAS**, Stephen B. “Steve” Hoven, a 1978 alumna of Missouri State University, was named to the Board of Governors on October 31, 2011; and

**WHEREAS**, Governor Hoven served as Vice Chair of the Board from January 1, 2014 to December 31, 2014 and served as Chair of the Board from January 1, 2015 to December 31, 2015; and

**WHEREAS**, Governor Hoven was a member of the Board who hired Clifton M. Smart III as the 11<sup>th</sup> President of Missouri State University in October of 2012; and

**WHEREAS**, During Governor Hoven’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 post-season athletic events; adding new 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 Center Free Enterprise Center, Brick City, Bill R. Foster and Family Recreation Center, Robert W. Plaster Stadium, Betty and Bobby Allison South Stadium – Soccer and Track, Betty and Bobby Allison North Stadium – Field Hockey and Lacrosse, Betty and Bobby Allison Sand Volleyball Stadium, Jim D. Morris Basketball Complex, Dr. Mary Jo Wynn Academic Achievement Center, Pummill Hall, Kentwood Hall, Sunvilla Tower, Duane G. Meyer Library, Jim D. Morris Center, O’Reilly Clinical Health Sciences Center, Davis-Harrington Welcome Center, Glass Hall, Ellis Hall, Hill Hall and the Health and Wellness Center); constructing and renovating multiple facilities on the West Plains campus (including Gohn Hall and Hass-Darr Hall); celebrating the 50<sup>th</sup> anniversary of the West Plains Campus; and setting records with regard to the University’s private support, grants and sponsored contracts, and state appropriations.

**WHEREAS**, With his professional experience in the health care industry and in local, state and federal civic affairs, Governor Hoven provided critical input on the University’s health and business programs and activities, and on the University’s advocacy efforts; and

**WHEREAS**, Governor Hoven represented the University at numerous events in the St. Louis area and throughout the state of Missouri, and his influence was critical in the University’s efforts to establish relationships and expand its profile in the St. Louis area.

**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 Steve Hoven for his tireless and excellent work on behalf of the University as a member of the Board of Governors.

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Clifton M. Smart III  
President  
Missouri State University  
Presented December 15, 2016

V.A.

**Missouri State University Board of Governors  
December 15, 2016 meeting**

**Report by Dr. Drew Bennett  
Chancellor, West Plains Campus**

**China LNU Branch Campus:** Student Government Association (SGA) President Sydney McBride and I were among the Missouri State University group that visited the university's branch campus at Liaoning Normal University (LNU) in Dalian, China, in October. We currently have six interns participating in the [Study Abroad intern program](#) at LNU. Sydney and I were able to visit with the interns, and they were all greatly appreciative of this outstanding opportunity and reaffirmed the value of this unique program.

**CAAP Scores:** For more than 10 years, students at Missouri State-West Plains scored above the national average in all categories of the Collegiate Assessment of Academic Proficiency (CAAP) examination. Graduates have scored at or above the national average in all five subject areas for 21 consecutive years. Results of the test, which is administered nationwide to graduates of two-year degree programs, show Missouri State-West Plains students scored above the national mean score in all five categories of the examination. Those categories include writing skills, mathematics, reading, critical thinking and science reasoning.

**SBTDC annual report**

This past year, the Small Business and Technology Development Center (SBTDC) staff served a total of 127 local entrepreneurs from October 2015 through September 2016. The assistance provided by SBTDC staff led to the start-up of 13 new businesses, the creation of 56 new jobs, the investment of \$1.1 million in the area, and increased sales totaling \$2.3 million in the community. The West Plains SBTDC serves entrepreneurs in Douglas, Howell, Oregon, Ozark, Shannon, Texas and Wright counties.

**Ag students win awards:** Nineteen students from the Agriculture Department at Missouri State University-West Plains recently placed in competitions at the 2016 Missouri Postsecondary Agriculture Student (PAS) Organization's annual conference and competition November 9-11 in West Plains. Hosted by the university's Agriculture Department, the conference brought together 156 students and advisers from seven community colleges in Missouri to learn about the agriculture industry and compete in 54 different contests that focused on activities designed to give students experience in career planning, employment application preparation, and writing resumés and letters of application.

V.A.1.

**RECOMMENDED ACTION** – Approval of the West Plains Campus 2017-2022 Long-Range Plan

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

**WHEREAS**, Missouri State University-West Plains regularly engages in a long-range planning process; and

**WHEREAS**, the current long-range plan “Putting Students First” served the period 2012-2016; and

**WHEREAS**, last year Missouri State University-West Plains participated in the University System’s visioning project “Missouri State Vision: Our Passion for Excellence”; and

**WHEREAS**, Missouri State University-West Plains formed a twenty-member steering committee with broad representation from academic and non-academic units throughout campus to develop the West Plains Campus’ 2017-2022 Long-Range Plan; and

**WHEREAS**, the steering committee solicited input from internal and external audiences through stakeholder meetings, public comment, and comments solicited through internal and external communications; and

**WHEREAS**, throughout the past year the steering committee drafted multiple versions of the plan, evaluated feedback received, made revisions to drafts based on such feedback, and developed the final version of the 2017-2022 Long-Range Plan, a copy of which immediately follows this resolution; and

**WHEREAS**, the new long-range plan is ready for implementation beginning January 1, 2017.

**NOW, THEREFORE, BE IT RESOLVED** by the Board of Governors of Missouri State University that the attached 2017-2022 Long-Range Plan be approved and implemented beginning January 1, 2017 and concluding June 30, 2022 to guide the Missouri State University-West Plains campus in its priorities for the next five years.

**BE IT FURTHER RESOLVED** that the Board of Governors authorizes the President to make any necessary adjustments and updates to the details of the plan as it is implemented over the next five years, and report significant changes to the Board of Governors.

**VOTE:**        **AYE**\_\_\_\_\_

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

# Missouri State University-West Plains, Long Range Plan, 2017-2022

## Introduction

Located amidst the lush hills and spring-fed rivers of the Missouri Ozarks, Missouri State University-West Plains has provided an island of opportunity in an area with among the lowest education attainment levels in the nation. As the only open admissions, public institution of higher education in the region, it provides higher education access to counties with 22.1-28.3% poverty rates. Statistics show that families living below the poverty threshold in the region are comparable to inner city populations such as those found in Chicago (22.7%) and St. Louis (28.8%) *US Census Bureau 2015 Update*. Although the poverty of the region is often not apparent to those passing through, it is persistent and pernicious, eating away at the potential of residents to achieve their life goals.

In addressing the needs of our service region, we understand that attaining a higher education is key. Research shows that the attainment of a college degree increases lifetime earnings of graduates significantly, and those benefits percolate out to the wider region.

We have achieved measurable successes in the past 53 years. Our students consistently score above the national average on nationally-normed Collegiate Assessment of Academic Proficiency (CAAP) tests that measure math, English, reading, science reasoning, and critical thinking skills. When our graduates go on to baccalaureate institutions, they are often more successful than students who start at those institutions as freshmen. Our students are eager to learn, eager to be successful and our campus has been instrumental in opening the doors to occupations ranging from nursing to neurology from agriculture to veterinary medicine from accounting to entrepreneurship. We, and the Missouri State University system, have been critical to the economic life of the region. But, there is more to do and there are new challenges that must be addressed as we continue to meet our vision and mission.

The Missouri State University-West Plains Long Range Plan, 2017-2022, takes a sober look at what our institution has accomplished in the past, the challenges it faces today and lays out a strategic plan that creates pathways to where we must go in order to better serve the citizens of our region and state.

The Plan was crafted through a yearlong process of data collection, analysis and input from all parts of the campus and the community. It re-crafts our mission and vision in light of careful analysis of the strengths, weaknesses, opportunities and threats that challenge our institution and lays out a series of measurable goals and the strategies to achieve those goals.

The Plan is based on a fundamental understanding of our unique student body and the challenges they face in acquiring a college education. As an open admission campus, like many two-year institutions in Missouri, 75% of our students require at least one developmental education course in math, reading and/or English. In our area, most of our students have jobs in addition to attending school, and many have families. Our region lacks reliable internet service. Thirty percent of students surveyed in Spring 2016 responded that they lack reliable internet service in

their homes sufficient to support taking an online class. Sixty percent of students indicated that if we were not located in this region, they would have no hope of gaining a college education. This makes our physical location in the region critical to higher educational access and the economic future of the region. These obstacles to student success make it incumbent on our institution to be proactive in recognizing challenges that arise to educational access and watchful for hidden barriers to student success. Many of our students are first generation college students who swim against a tide of adverse economic conditions. Their education can be stopped by a car accident, a sick child, a lost job.

We recognize that without the ongoing support of statewide institutions, we could not succeed in our mission. Our region lacks deep pockets. The West Plains campus receives 53% of its funding from the state, compared to 35% for the Springfield campus. Our campus does not have nor can it afford a local tax base.

This Long Range Plan exhibits the determination of the West Plains campus to successfully negotiate the road ahead and to do a better job in the next five years of meeting the needs of our region and our students. It carefully and realistically examines the challenges we face and proposes a series of strategies that will allow us to be more effective in positively impacting this high-poverty, isolated rural region.

In carrying out this Long Range Plan, we will successfully fulfill our own mission and vision by extending quality and accessible higher education opportunities to our area. In so doing, we are also serving the Public Service mission of the University system as a whole.

By increasing diversity in our region, we will increase cultural competence. By careful planning, husbanding of resources and increasing student learning outcomes, we will provide ethical leadership. By working within our communities to meet the current and anticipated future needs of the population, we will enhance community engagement. In achieving the strategic goals of the Plan, we serve not only those in our region and our own mission but also the public service mission of the University system as a whole, which has been called “the heart of the university.”

### **Planning Assumptions**

Missouri State University-West Plains began initial development of its Long Range Plan, 2017-2022, through participation in the yearlong visioning process conducted on the Missouri State-Springfield campus during the 2015-16 academic year. Representatives from West Plains’ faculty, staff, and administration served on each of the visioning committees, returning to the campus community to discuss the research and topics considered in the visioning process. As a result, a broader understanding of the state of the University, its challenges and its vision helped to not only shape discussions about the role and future plans for Missouri State-West Plains but to also bring a greater sense of unity between the West Plains and Springfield campus communities toward a shared future.

Following completion of the visioning process, the Long Range Plan Steering Committee first considered the Missouri State-West Plains’ success in meeting the goals of the previous plan, its most recent evaluation by the Higher Learning Commission, and the current realities of the

institution through an analysis of its strengths, weaknesses, opportunities, and threats. The committee also viewed the campus' probable immediate future through a set of assumptions about higher education in general, the students, families, and communities we seek to serve, and the probable interest and influences of its many stakeholders. These assumptions—many reflective of those identified in the Springfield Campus Plan—are generalized in the following statements:

- ***State appropriations will remain unpredictable.*** A significant portion of Missouri State University's budget comes from state appropriations. Of the \$86 million in appropriations, approximately \$5.8 million goes to the West Plains campus. This accounts for 53% of the West Plains operating budget. No evidence suggests that state appropriations will increase dramatically over the next decade. For planning purposes, increases in appropriations are predicted to approximate the rate of inflation. This will put more pressure on other sources of revenue: student tuition and fees, grants and contracts, private giving, and entrepreneurial ventures.
- ***Recruitment and retention of students will continue to be key factors in programmatic and financial stability.*** With limited avenues toward maintaining our current funding model, increasing the number of new students we recruit and the number of current students we retain are the primary means of stabilizing and/or enhancing funding. Yet, with increased competition from private higher education institutions, market-area creep from other public institutions, as well as the more pervasive marketing of online college programs, recruitment has become more difficult and will continue to be a greater challenge. With a large and seemingly growing population of under-prepared and academically mobile students (those who switch from institution to institution or those who simultaneously attend more than one institution), keeping students enrolled and successful has become dramatically more difficult in our open admission environment.
- ***The cost of attending Missouri State-West Plains will continue to influence student access as well as available funding for the campus.*** To serve this impoverished region, we must continue to be aware of the financial circumstances of our students and their families. Any large increase in tuition and fees will mean fewer students able to access our degree programs. As we balance our budget, we must remain aware of impacts tuition rates have on finances and enrollment; that is, a freeze in tuition rates might result in an ever-more limited campus budget, and an increase in tuition might result in lower enrollment.
- ***The social, economic, and cultural realities of our region will continue to change but not as quickly as the rest of the nation.*** According to data analysts, the population of Missouri State-West Plains' traditional seven-county service region will increase slightly but not in all areas. Migration to the larger population centers, such as West Plains, will continue as the more rural communities lose residents. The number of high school graduates is expected to remain lower than in previous years, although an increase is anticipated within the five-year plan period. The region will become slightly more diverse, with a small increase expected among the Hispanic population. With increased outreach to other parts of the state, the West Plains student body will continue to become

increasingly more diverse than the West Plains community and surrounding region. Educational attainment rates in the region will continue to slightly increase; however, the campus will continue to see a large percentage of its student body struggle with the at-risk characteristics of being a first-generation college student. Finally, poverty among the region's residents will continue to hinder if not prevent many area residents from seeking access to higher education. For most of those who do enroll in college, their attempts to succeed will be marginalized by several stressors, such as persistent financial need, limited family resources and support, unreliable transportation, the challenges of childcare, limited access to and/or experience with technology, and the continued need to remain employed.

- ***Technology will continue to drive change, providing challenges and opportunities.*** Technology has caused the higher education community to adjust to how we serve our students, their families, and our communities. While some aspects of the teaching and learning process will remain and should remain the same, technology will continue to influence how we teach, how our students learn, as well as the when, where, and why of education. The challenge is great. We must adapt yet hold to the principles of quality. We must be both academically and technologically relevant yet weigh the costs of this balancing act in today's world. We must seek to be effective and efficient through new means of operating yet ensure the campus infrastructure will support the advances we pursue.

### **New Mission Statement**

Missouri State University-West Plains empowers students to achieve personal success and to enrich their local and global communities. As a two-year public institution, we provide accessible, affordable, and quality educational opportunities.

### **New Vision Statement**

Missouri State University-West Plains will be a model among two-year, learning-centered institutions, combining open admission opportunity with academic excellence and innovative student support in an environment strengthened by community partnerships and global awareness.

## **Institutional Strategic Priorities and the Goals to Achieve Them**

### **1. Academics**

The Associate of Arts degree in General Studies (AAGS) transfers to all Missouri public colleges and universities, automatically giving students junior status. It is a degree designed to build into a baccalaureate degree and to provide students with the tools needed to be successful in upper division courses. The goals of the AAGS degree are most succinctly stated in our five General Education goals: communication, critical thinking, information management, valuing, and global awareness.

The Associate of Science (AS) degree and the Associate of Applied Science (AAS) degree offer students the coursework focused most often in a specific technical subject area, providing graduates with the skills needed to enter the workplace successfully. The AS degree differs from the AAS degree in that students also obtain the general education requirements required for transfer into a bachelor-degree granting institution. The AS and the AAS degrees also meet the five General Education goals listed above.

**Strategic Priorities.** In the next five years Missouri State-West Plains will improve its academic performance and student success by attaining each of the following strategic priorities:

- Support a rich and diverse classroom and university culture that fuels a passion for lifetime learning.
- Increase relevance of instruction to student needs both personally and in the workplace. Exercise due diligence to ensure that we provide an excellent academic curriculum based on sound analysis of the needs of students and future employers and that is workforce driven.
- Improve educational attainment levels in the region by: 1) Increasing the ease of higher education access; 2) Assisting students in identifying life and academic goals and to plan pathways to attain goals; 3) Embracing technologies and modes of delivery that can be successfully utilized by students; and 4) Building on workforce partnerships and increase coordination with regional secondary education institutions to improve college readiness.
- Increase student success rates (completing classes with C or better) across all disciplines while maintaining academic rigor and quality educational outcomes.

**Goals to Achieve These Strategic Priorities:**

- Increase success in recruiting and retaining excellent faculty, in part, by examining search processes and emphasizing teaching as the primary mission of this campus.
- Facilitate effective faculty governance by maintaining and increasing communications and transparency of process throughout the institution.
- Continue review and improvement in the effectiveness of our universal assessment of learning outcomes.
- Establish procedures to assure academic programs and grants are appropriate to our mission and build sustainability processes to maintain programs over time.
- Regularly review and evaluate current programs for relevancy to the employment of our students within the workforce. With the exception of the Associate of Arts degrees that promote transfer to baccalaureate programs, eliminate those programs of study that do not promote workforce growth. In addition, research workforce trends and relevant educational requirements. Enhance transferability of students who choose to continue their education on to other institutions of higher education.
- Regularly review and evaluate current programs and look for opportunities to add additional programs to support student success. This could include ESL, reading, WorkKeys, Youth programs, re-entry programs for adults and juvenile offenders programs and more.



- Meet or exceed Key Performance Indicators (KPIs) established by the Missouri General Assembly and also other measures of success/failure to meet goals adopted by our institution and specifically by faculty, staff and administration of Academic Affairs.
- Initiate a process improvement plan. Assure that all policies and procedures are rational, consistent, stable and consistent across all campus entities and that they align with policies stated in the catalog and faculty handbook.

**Key Performance Measures\*:**

- Enrollment
- Retention rates\*\*
- Performance Funding Measures on Graduation/Transfer numbers\*\*
- Enrollment by Program
- Program Costs to include tuition generated
- Surveys of staff, faculty and administration
- Assessment Reports and Data
- Current KPI's already in place\*\*\*
- CAAP test results

**2. Funding**

Missouri State-West Plains is a full-service university campus in the south-central Missouri region, a region characterized by high poverty and low educational attainment. Adequate public funding is essential to address the issues caused by these two characteristics. Funding levels continue to challenge our ability to meet our mission, which underpins most other threats to success in meeting that mission. Missouri State-West Plains seeks to increase state appropriations in order to continue being successful in serving its mission and meeting its challenges.

Even though the campus has been able over the past 10 years to move faculty and staff salaries within 80 % of our two-year college salary comparison benchmark, low salary levels at Missouri State-West Plains in comparison with other higher education institutions are barriers to recruitment of new hires. Additionally, as an isolated rural region with fewer broad cultural activities than larger metropolitan areas, Missouri State-West Plains may appear unattractive to many qualified applicants and their families unless the campus community provides a benefit to attract and retain them. This situation has negatively impacted morale among both faculty and staff.

**Strategic priorities.** In the next five years Missouri State-West Plains will focus its attention on achieving a stable and sustainable level of funding by attaining each of the following strategic priorities:

- Continue to offer a high quality education at a competitive price.

- Seek to ensure the long-term financial vitality by developing a reasonable, sustainable but progressive budget and using revenue sources that adequately fund the core mission.
- Demonstrate responsible stewardship for University operations and capital maintenance.
- Advocate at the national, state, and local level for increased and/or new financial support and alternate forms of resourcing.
- Attract qualified faculty and staff from a wider geographical area with reasonable compensation to retain them.

**Goals to Achieve These Strategic Priorities:**

- Increase student enrollment and retention by maintaining quality of degrees/programs at a reasonable cost.
- Achieve a transparent and accessible institutional budget process that closes the loop between assessment and budgeting, as stipulated by the Higher Learning Commission.
- Review funding in light of annual enrollment numbers, credit hour production, a threshold of University funding, progress in obtaining and sustaining the meeting of performance measures, and, when the opportunity comes, separate program-specific appropriations for the West Plains campus.
- Seek equity funding from the state that, like that appropriated to Missouri's community colleges, provides greater support on a per student basis to strengthen the basic infrastructure of campus services and operations and sustains Missouri State-West Plains' academic programs and student support services.
- Hold an initial legislative summit focusing on the unique mission and financial needs of Missouri State-West Plains. Follow-up briefings should be held for review of progress and to ensure new funding opportunities are known to all stakeholders.
- Seek to increase faculty and staff salaries to within 90 % of the two-year college benchmark average.
- Reduce environmental and financial costs of the institution through conservation of resources and use of best practices across the campus.
- Obtain grant monies through a deliberative and thoughtful process based on clear needs analysis and long-term impact on the institution.
- Review position responsibilities to ensure that all personnel are receiving appropriate compensation and, upon review, add support personnel in areas where workloads have expanded without any additional support.

**Key Performance Measures:**

- First Fall to Second Fall retention rates
- Three-Year graduation and transfer rates
- Performance Funding Measure on Efficiency
- Internally audit energy and resource uses through undergraduate research projects
- Review of all campus positions by 2022

### **3. Diversity and Inclusion**

Missouri State-West Plains faculty, staff, and student body have become more diverse over the past decade, with the Fall 2016 minority enrollment moving past the 10% mark for the first time in campus history. We must take the next step and create a culture of inclusion that will further enrich the campus experience for all.

**Strategic Priorities.** In the next five years, Missouri State-West Plains will enhance the culture of inclusion for students, faculty, and staff by attaining each of the following strategic priorities:

- Missouri State-West Plains will participate in a system-wide renewal to create an environment in which all people can thrive and achieve academic and personal success.
- Communicate the value of diversity by developing and implementing programs, activities, and services throughout the Missouri State-West Plains campus designed to increase a culture of inclusion for students, faculty, and staff.
- Design, develop, and implement a comprehensive system of responsibility, accountability, and recognition for increasing campus diversity, improving campus climate, and advancing the knowledge base for creating and sustaining a culturally diverse community of learners, teachers, researchers, and workers.
- Where appropriate, transform curriculum to ensure that students have knowledge and competencies related to diversity and inclusion.

#### **Goals to Achieve These Strategic Priorities:**

- Enhance efforts to attract and retain historically under-represented groups as well as other diverse groups (e.g., minority, first generation, low income, veterans, disabled, international, etc.) of students and faculty.
- Recommend the Faculty Senate create an ad hoc committee to evaluate diversity across the curriculum to request appropriate data to assess effectiveness and to review diversity and inclusion aspects of faculty roles, emphasizing subject area evaluation processes, diversity and inclusion expectations, and the relationship of departmental/division expectations to University work.
- Review and improve campus-wide strategies for sustaining and graduating under-represented students at Missouri State-West Plains. To accomplish this, academic persistence and graduation patterns of all students should be analyzed, with focused attention on under-represented and at-risk populations. In particular, the campus should develop a comprehensive plan to provide common, connected and cohesive experiences for students designed to improve academic performance, academic persistence, and cultural understanding. When appropriate, seek grant funding to enhance and sustain these efforts, such as through the U.S. Department of Education's Title III grant program.
- Work with the University's Office of Diversity and Inclusion to schedule twice-a-month visits to the Missouri State-West Plains campus by a Diversity and Inclusion administrator whose focus is entirely on diversity and inclusion matters. This

employee will also participate once a month in the weekly West Plains Administrative Council meeting.

- The Missouri State-West Plains Multi-Cultural Support Committee will monitor goal achievement in the area of diversity and inclusion consistent with the counsel set by the University System's Office of Diversity and Inclusion as a guide for identifying resources to support and sustain diversity and inclusion initiatives.
- Strengthen ties with local communities by involving community members and organizations in University-sponsored or supported programs and by supporting community efforts to create and sustain a welcoming, respectful environment for all.

**Key Performance Measures:**

- Number of Programs for under-represented students
- Number of under-represented students
- Graduation, retention, transfer rates of under-represented students
- Ratio of under-represented students to faculty
- Ratio of under-represented students to same in service area

**4. Student Experience**

Missouri State-West Plains will provide a rich, memorable, distinctive, and transformative educational experience through a variety of curricular and co-curricular experiences that will empower students to succeed in college and in life. Student success is the ultimate measure of higher education, and Missouri State-West Plains will continue to put students and their success first.

Students at two-year schools define academic and vocational success in a variety of ways. Traditional full-time undergraduates may define success as completing an associate's degree in two to three years or a bachelor's degree in four to six years. Other students might view success as completing a certificate, receiving workplace training, or earning six hours of credit in evening college. Others may define success by graduating with no debt, gaining a solid general education, or simply improving their writing skills.

To promote student success, Missouri State-West Plains will provide a wide variety of innovative academic programs, serve as an entry point for higher education, provide a pleasant and safer academic and work environment, provide innovative and effective support services, promote cultural awareness, and celebrate diversity and inclusion. With the construction of Hass-Darr Hall, the campus will house key offices in a one-stop student-friendly environment, including admissions, academic support, tutoring, the veterans center, and the Darr Honors Program. Such co-mingling of these services and programs will hopefully bring about a synergy between the various offices to promote and enhance the campus' student development services and student academic support services.

**Strategic Priorities.** In the next five years Missouri State-West Plains will improve the experience of its students and enhance opportunities for their success by attaining each of the following strategic priorities:

- Provide programs, activities, and facilities that foster all students' sense of belonging and personal connection to Missouri State-West Plains.
- Cultivate a student-centered learning environment promoting and supporting academic excellence and personal development.
- Provide an increasing number of opportunities for students to meaningfully engage with the public affairs mission.

#### **Goals to Achieve These Strategic Priorities:**

- Improve efforts to orient, engage, and support specific groups of students, such as first-semester freshmen, online students, first-generation students, students from outside the Ozarks region, veterans, non-traditional students, international students, students with disabilities, economically-challenged students, and historically under-represented students.
- Better integrate the academic programs and personal development opportunities to provide students with the full University experience to promote student progression, retention, and graduation.
- Expand leadership, community engagement, and cultural development opportunities for all students.
- Engage alumni in meaningful ways to support current students.
- Increase visibility of Grizzly athletics and other campus and student activities.

#### **Key Performance Measures:**

- Retention rate of specific student groups
- Graduation rate of specific student groups
- Number of student opportunities in internships, apprenticeships, study away programs
- Total amount of dollars given to scholarships
- Money given by alumni

### **5. Infrastructure**

With sustainability and accessibility in mind, Missouri State-West Plains provides facilities and information services that enhance teaching, learning, service and operations.

The Missouri State-West Plains residence hall houses 60 students, while another 1,900 students either commute to campus each day for their educational opportunities or access courses through distance learning technologies. The faculty and staff spend multiple hours each day on campus, and the campus facilities become their work home. Whether students commute, live on campus, or take classes online, this is where their educational opportunities come to life as they study for future careers.

Creating a positive, educating, comfortable, environment for students, staff and faculty is a priority for Missouri State-West Plains. The campus infrastructure includes facilities,

technology, campus accessibility, personal safety and sustainability, all of which are important in reaching the overall infrastructure goals.

**Strategic Priorities:** In the next five years Missouri State-West Plains will need to respond to changing conditions, new developments, emerging technology and changing culture on campus. Missouri State-West Plains must continue to assess the situations, identify gaps and opportunities in infrastructure and respond with due diligence to the ever-changing environment. Success to this end will be measured by attaining each of the following strategic priorities:

- Continue to improve the safety of the campus community through facility and auxiliary systems improvements, while also seeking out new information and opportunities to further enhance existing security and safety measures.
- Continue to work to ensure facilities meet and exceed current and future needs.
- Ensure information technology is innovative, accessible, secure and useful.
- Continue to install educated, environmentally responsible practices into all campus community activities, keeping sustainability practices in mind in all decisions.

**Goals to Achieve These Strategic Priorities:**

- When possible, improve locking mechanisms, parking lots, and lighting on campus.
- Renovate post office building to help with campus needs through a renovated Hass-Darr Hall.
- Monitor on-campus student growth to ensure facilities are adequate, while continuing to review maintenance needs in light of continued deferred maintenance practices.
- Work with faculty, staff and students on information technology initiatives to assure that the campus IT infrastructure is up to date and accessible as needed.
- Continue advancing sustainability practices across campus by installing energy efficient HVAC and LED lighting.

**Key Performance Measures:**

- Number of incidents on campus
- Classroom utilization
- Energy usage
- IT reports on computer issues

## **6. Partnerships**

Fostering relationships are essential to the success of all organizations. Without the strength of its relationships with the community, legislators, and Missouri State-Springfield and the Missouri State Board of Governors, Missouri State-West Plains would be far less able to fulfill its mission and to reach toward its vision.

Healthy relationships are essential to the continued success of this campus and its students. In order to continue to create and foster relationships, Missouri State-West Plains must be

conscientious of the value of each person who supports the campus and our communications with each of the following entities:

- Academic Partners
- Alumni
- Board of Governors
- Business Leaders
- Chambers of Commerce
- China campus
- City Officials
- Displaced workers
- Donors
- Economic Development Councils
- Grizzly Fans
- High School Faculty, Staff and Administration
- High School Students
- Voters
- Legislators
- Media
- Missouri State University, Springfield administration, faculty and staff
- Missouri State-West Plains Administration
- Missouri State-West Plains Faculty
- Missouri State-West Plains Staff
- Missouri State-West Plains Students
- Mountain Grove Campus
- Ozark Action Inc./Head Start
- Parents of High School Students
- University/Community Programs audience members

**Strategic Priorities.** In the next five years, Missouri State-West Plains will create and foster relationships by attaining each of the following strategic priorities:

- Continue to create and develop relationships to maintain our unique role as the “community’s college.”
- Encourage and educate administration, faculty, and staff to utilize the most effective ways to reach constituents.

**Goals to Achieve These Strategic Priorities:**

- Encourage and support faculty and staff community involvement.
- Utilize advisory boards to provide critical feedback for academic programs and other key institutional areas.
- Invest strategically in activities that raise the profile of the university.
- Utilize an external consultant to conduct a community awareness survey, perceived relationship to the campus, and the needs of the service area. Expand academic programs and enhance recruitment and promotional efforts based on community survey results.
- Re-institute an annual employee survey designed to assess mission accomplishment, quality of instruction, service appropriateness, assessment enculturation, internal and interpersonal communication, employee development, and general morale. Trends would be evaluated for institutional effectiveness and utilized to modify priorities and initiatives.

**Key Performance Measures:**

- Number of community events on campus
- Professional Leadership program progress
- Employee Survey Results

\* When calculating numbers, IPEDS will be the first choice when applicable. When not using IPEDS, NCCBP will be used to determine KPI. All other KPIs will be determined using the metric of choice by the institution.

\*\* Graduation and retention numbers will look at first time/full time freshmen per the IPEDS report. Transfer numbers will be based on the National Clearinghouse data available.

\*\*\* All KPIs will use sustained excellence unless otherwise directed by the Chancellor, the President, or the Board of Governors.



## Measurable Goals for the 2017-2022 Long Range Plan

Certain areas of the goals established by the 2017-2022 Long Range Plan are so closely tied to the University's mission that they merit particular attention, and the University must be held accountable to achieving those goals. Accordingly, measurable goals have emerged from the University's planning process. These measurable goals will guide the University as it implements the 2017-2022 Long Range Plan.

### Measurable Goals

The measurable goals were developed collaboratively by the Missouri State-West Plains Administrative Council, the Office of the President, and the Board of Governors. These goals are not intended to be static. The University will review these goals each year when it unveils its annual action plan. Should the University achieve a measurable goal, the University may set a new goal or refocus. Likewise, if achievement of a goal becomes improbable, the University should explain the reasons for not meeting the goal and establish a new goal or goals that the University has a realistic opportunity to achieve.

|  | <b>FY 2012</b> | <b>FY 2013</b> | <b>FY 2014</b> | <b>FY 2015</b> | <b>FY 2016</b> | <b>Goal<br/>FY 2022</b> |
|--|----------------|----------------|----------------|----------------|----------------|-------------------------|
| Degrees and certificates awarded annually (July 1 – June 30) | 333            | 302            | 309            | 297            | 300            | 350                     |

|   | <b>2009<br/>Cohort in<br/>2012</b> | <b>2010<br/>Cohort in<br/>2013</b> | <b>2011<br/>Cohort in<br/>2014</b> | <b>2012<br/>Cohort in<br/>2015</b> | <b>2013<br/>Cohort in<br/>2016</b> | <b>Goal<br/>Fall<br/>2022</b> |
|---|------------------------------------|------------------------------------|------------------------------------|------------------------------------|------------------------------------|-------------------------------|
| Three-year graduation/transfer rate for First Time Full Time students ( <i>Statewide average in parentheses</i> ) | 40.7%<br>(39%)                     | 38.5%<br>(34.6%)                   | 35.5%<br>(35.6%)                   | 44.2%<br>(NA)                      | 47.7%<br>(NA)                      | 50%                           |

|   | <b>F11 to<br/>F12</b> | <b>F12 to<br/>F13</b> | <b>F13 to<br/>F14</b> | <b>F14 to<br/>F15</b> | <b>F15 to<br/>F16</b> | <b>Goal<br/>Fall<br/>2022</b> |
|---|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|-------------------------------|
| First year to second year retention rate (fall to fall) for First Time Full Time Students ( <i>Statewide average in parentheses</i> ) | 43%<br>(49.7%)        | 45%<br>(49.4%)        | 43%<br>(58.8%)        | 42%<br>(56.2%)        | 49%<br>(NA)           | 55%                           |

| Three-year graduation/transfer rate First Time Full Time students by subgrouping<br><i>(n= total beginning number of students in cohort)</i> | 2009 Cohort in <b>2012</b> | 2010 Cohort in <b>2013</b> | 2011 Cohort in <b>2014</b> | 2012 Cohort in <b>2015</b> | 2013 Cohort in <b>2016</b> | <b>Goal Fall 2022</b>            |
|--|----------------------------|----------------------------|----------------------------|----------------------------|----------------------------|----------------------------------|
| Hispanic/Latino  | 14%<br>(7)                 | 50%<br>(8)                 | 0%<br>(2)                  | 33%<br>(6)                 | 36%<br>(11)                | = or > annual rate for total pop |
| Black African American   | 70%<br>(10)                | 63%<br>(8)                 | 64%<br>(14)                | 68%<br>(22)                | 65%<br>(23)                | = or > annual rate for total pop |

| First year to second year retention rate (fall to fall) for First Time Full Time Students by subgrouping<br><i>(n= total beginning number of students in cohort)</i> | F11 to <b>F12</b> | F12 to <b>F13</b> | F13 to <b>F14</b> | F14 to <b>F15</b> | F15 to <b>F16</b> | <b>Goal Fall 2022</b>            |
|--|-------------------|-------------------|-------------------|-------------------|-------------------|----------------------------------|
| Hispanic/Latino  | 50%<br>(2)        | 33%<br>(6)        | 73%<br>(11)       | 25%<br>(12)       | 56%<br>(16)       | = or > annual rate for total pop |
| Black African American   | 14%<br>(14)       | 50%<br>(22)       | 35%<br>(23)       | 46%<br>(24)       | 48%<br>(29)       | = or > annual rate for total pop |

| Annual percent of full-time faculty and staff who are international or members of historically underrepresented groups, defined to include minority, veteran and disability. | <b>Fall 2012</b> | <b>Fall 2013</b> | <b>Fall 2014</b> | <b>Fall 2015</b>   | <b>Fall 2016</b>   | <b>Goal Fall 2022</b> |
|--|------------------|------------------|------------------|--------------------|--------------------|-----------------------|
|  | 7.38%            | 9.45%            | 8.03%            | 11.19%<br>(15/135) | 10.08%<br>(13/129) | 13.0%                 |

VI.A.

**FACULTY SENATE REPORT**

Mr. Mike Foster, Chairperson for the Faculty Senate, will make a report to the Board of Governors. The report will be made within the guidelines approved at the October 21, 1983, meeting of the Board of Regents.

VI.B.2.

**RECOMMENDED ACTION: Establish the William H. Darr College of Agriculture**

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

**WHEREAS**, the William H. Darr School of Agriculture has experienced significant growth both in undergraduate and graduate student enrollments, with corresponding growth in faculty, staff, and educational facilities; and

**WHEREAS**, the School has developed comprehensive academic units in 1) Animal Science, 2) Environmental Plant Science and Natural Resources and 3) Agribusiness, Agricultural Education, and Communications, offering a variety of bachelor and masters programs; and

**WHEREAS**, the impact of the School has increased locally, regionally, nationally, and internationally; and

**WHEREAS**, the School has made meaningful contributions to the University's desired outcomes of increased student retention and growth at both the undergraduate and graduate levels, increased student access strategies, increased the diversity of its faculty and students, and increased opportunities for international experience for both its students and faculty; and

**WHEREAS**, the School has developed a record of securing grants and private donations that enrich and make exceptional programs possible; and

**WHEREAS**, the School has operated the past six-years as a university cost center with the Director reporting to the Provost but now has found that state, national, and international cooperative work will be better served by the establishment of a College; and

**WHEREAS**, this change from a School to a College provides a more logical and better fit within the University regarding protocols of the Faculty Handbook, the Faculty Senate and administrative functions.

**NOW, THEREFORE, BE IT RESOLVED** by the Board of Governors for Missouri State University establishes the William H. Darr College of Agriculture.

**VOTE:**      AYE \_\_\_\_\_

                 NAY \_\_\_\_\_

## **Executive Summary**

There are several reasons why the proposed change from a School to a College is both desirable and warranted. These include:

### **The change helps to achieve the University's goals as stated in the Long Range Plan**

Missouri State's long-range plan calls for the "University to fully develop its competitive advantages and position itself to respond to change..." (p.8) and to organize academic units to increase efficiency..."

### **The change follows the 2015 External Reviewers' Recommendation**

In the Spring of 2015 two external reviewers (the Dean of the College of Agriculture, University of Wisconsin at River Falls and the Dean of the School of Agriculture, Murray State University) were asked to evaluate all aspects of the School and its various functions. As part of their final report, the reviewers recommended that the School should become a College in order to meet its full growth potential. The following justifications were cited:

- The establishment of a College will remove the current ambiguity of the School which operates like the other Colleges (i.e., cost centers) on campus, instead of as the other Schools on campus which operate as departments.
- Recognition that Agriculture is a College with a Dean will be more appropriate when seeking cooperative programs with industry and universities in the United States but especially in expanding international programs in China, Haiti, Brazil, etc. where titles of individuals and programs are extremely important.

### **Faculty and Professional Staff Accomplishments**

A highly-diverse and productive faculty and staff provide a uniquely high-quality education that emphasizes hands-on learning, internships, and research experiences.

- From a 12 member all-white male faculty thirty-five years ago, the unit has grown to the current 30 professional faculty and staff, 17 per-course faculty, and 24 support staff. Forty-six percent of the faculty and professional staff are women and 23 percent of the personnel are from under-represented categories.
- In 2016, the faculty submitted fourteen grant proposals. Nine were awarded a total of over \$5M which represents one fifth of the \$25M that was obtained by the University. Over the last five years, the faculty has received awards totaling \$12M.
- Faculty routinely serve on state and national professional boards as well as review panels. Many have been invited to make presentations at national and international forums.

- Faculty are engaged with whole student development through individual student advisement and the advisement of 18 student clubs. The faculty also teach specially designated sections of the First-Year Foundations class.

## Operational Facilities

The unit has extensive facilities that are uniquely suited to its many programs. In addition to Karls Hall on the MSU Springfield campus, six other venues contribute to the unit's educational, research, and outreach programs. These facilities include:

- **The State Fruit Experiment Station** which has functioned for 100 years and currently houses world-class grape and wine research in addition to other activities on its 190 acres.
- **The Darr Agriculture Center**, a unique 90-acre urban learning center which, including classes, hosts over 1200 student visits per week as well as hundreds of professional and public events that total over 10,000 participants each year.
- **The Shealy Farm** of 256 acres that include major facilities which enable hosting comprehensive agronomic/livestock management systems research along with numerous public outreach activities;
- **The Woodlands** consisting of 161 acres of relatively undisturbed Ozarks terrain which assists several Forestry and Natural Resources programs;
- **Baker's Acres** which has most of its 75 acres devoted to natural resources preservation, but is also contains Missouri State's major astronomical facilities; and
- **The Journagan Ranch** of 3300-acres which includes the largest purebred Hereford herd associated with any university in the United States.

Additional agriculture-related property gifts are under consideration and are anticipated to further strengthen the opportunities for students to gain hands-on learning experiences.

## Academic Programs

In the last five years the number of majors in agriculture disciplines has doubled in size from approximately 400 to nearly 800. These students are a cohesive, energized, and goal-oriented group.

The unit's graduate program has increased to approximately 50 students in 2016 and now includes dual master's agreements with several Chinese universities as well as a cooperative Ph.D. program with the University of Missouri. The graduate program now offers its own M.S. in Agriculture degree with several tracks. In addition to this graduate degree, in the past agriculture students have been the primary ones enrolled in the interdisciplinary M.S. in Plant Science and the M. Natural and Applied Science degrees,

and we anticipate agriculture students will continue to be the major users of the M.S.in Plant Science program.

The unit's undergraduate student retention and graduation rates are among the leaders on campus.

- Freshman to sophomore retention has ranged from 80% to 87%.
- The most recent six-year graduation rate was 70.8%.
- 165 degrees were awarded in FY16.

### **External Support**

Income to the MSU Foundation that has been designated for the Darr School of Agriculture has routinely been among the leading areas of focus on campus.

Donations to support scholarship endowments for undergraduate and graduate students continue to grow. These awards now produce approximately \$60,000 annually that are being awarded to approximately 80-100 students.

Significant donations of three properties and funding for construction of facilities have occurred during the past decade. Additional targeted donations supporting the various educational programs are anticipated in the future.

### **Public Connectivity and Community Outreach**

The MSU agriculture program has ongoing cooperative research, educational, and demonstration programs with the University of Missouri, the Missouri Department of Agriculture and the Missouri Department of Conservation.

Currently, the School of Agriculture has ongoing cooperative educational and research programs with Northwest Missouri State University, the University of Central Missouri, Southeast Missouri State University, Truman State University, and Lincoln University as well as community colleges in Missouri and Oklahoma.

The Viticulture Enology Science and Technology Alliance (VESTA), which is a national grape and wine education program that delivers online instruction and hands on experiences, is organized and directed from MSU. This program has sixteen partner institutions across the United States.

The unit's internship program annually places students in national and international locations. These internship opportunities are an aid in keeping vibrant learning experiences for students. They also build a network of employers and supporters.



**THE OFFICE OF RESEARCH ADMINISTRATION  
ACTIVITY REPORT – FISCAL YEAR 2017 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 2017 through the month of October.

**PROJECT HIGHLIGHTS**

- **Andrea Hellman**, an Assistant Professor of English, received **\$504,284**, from the **US Department of Education**. The Improving English Language Teaching in the Ozarks (iELT-Ozarks) project will provide access to affordable, customizable, state-of-the-art English language teacher training to improve the educational outcomes of the language minority student population in the Ozarks region. In consortium with four local educational agencies, MSU will assist 60 in-service teachers of English language learners (ELLs) to earn a graduate certificate in Teaching English as a Second Language (TESOL) and the Missouri ELL endorsement in order to become ELL specialists. The total 5 year projected budget for this project is approximately \$2.5 million, which is the largest grant ever received by the College of Arts and Letters.
  
- **Kathryn Hope**, the Department Head of Nursing, received **\$22,515** from the **Mercy Caritas/Catherine McAuley Area of Greatest Need Program**. The proposed program aims to increase the integrated primary care of uninsured patients at the MSU Care Clinic. The purpose is to enhance the screening and diagnosis of cardiac disease by electrocardiology (EKG) and to monitor diabetic control of patients on diabetic medications who are MSU Care patients.
 

**Dr. Hope** also received **\$150,000** from the **Missouri Department of Higher Education** for a Nursing Education Incentive Program to provide resources to develop and implement two tracks in the current Doctor of Nursing Practice (DNP) program to educate Nurse Leaders in education. The grant focus will increase faculty resources to add faculty positions, and will develop a graduate nursing program aimed at increasing faculty resources for the state of Missouri by increasing access and using online technology. This will be the only DNP program in the state to prepare nurse educators at the DNP level.
  
- **Laszlo Kovacs**, a Professor of Biology, received a **\$113,480** grant from the **National Science Foundation in collaboration with Saint Louis University**. His project, *Adapting perennial crops for climate change: Graft transmissible effects of rootstocks on grapevine shoots*, investigates the capacity of the rootstock to modulate the scion's response to climatic variation, which is a fundamental question in grape cultivation. A better understanding of rootstock-scion interaction will also shed light on the basic physiological problem of how the root system interacts with the aerial organs of the plant, and vice-versa. This study is of particular importance due to agriculture facing the environmental consequences of a changing climate.



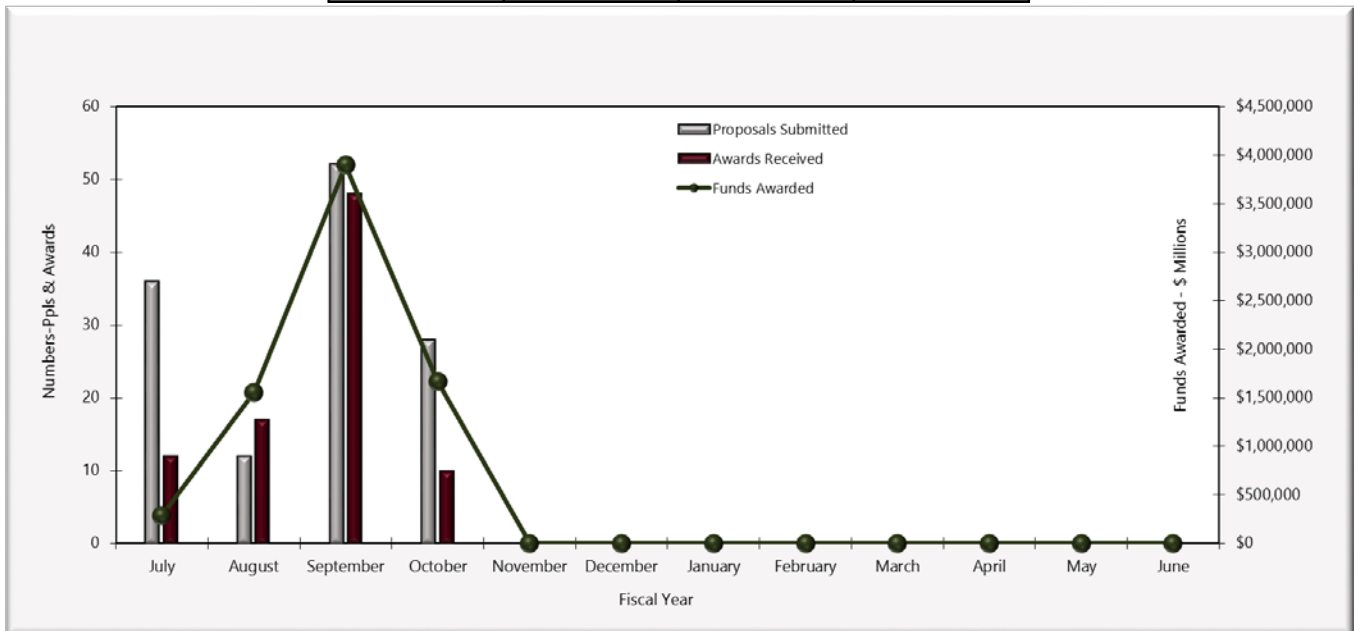
## RESULTS

As of the end of October, the University has submitted 128 proposals for support of University-based projects. To date, 87 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 \$7.4 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 2017 | % Change from FY 2016 |
|----------------------------|----------------------|-----------------------|
| Proposals Submitted        | 128                  | 0%                    |
| Funds Requested            | \$14,823,042         | -47%                  |
| Named Investigators        | 66                   | 6%                    |
| Grants & Contracts Awarded | 87                   | -19%                  |
| Funds Awarded              | \$7,404,060          | -50%                  |

External funding activity so far in FY 2017:

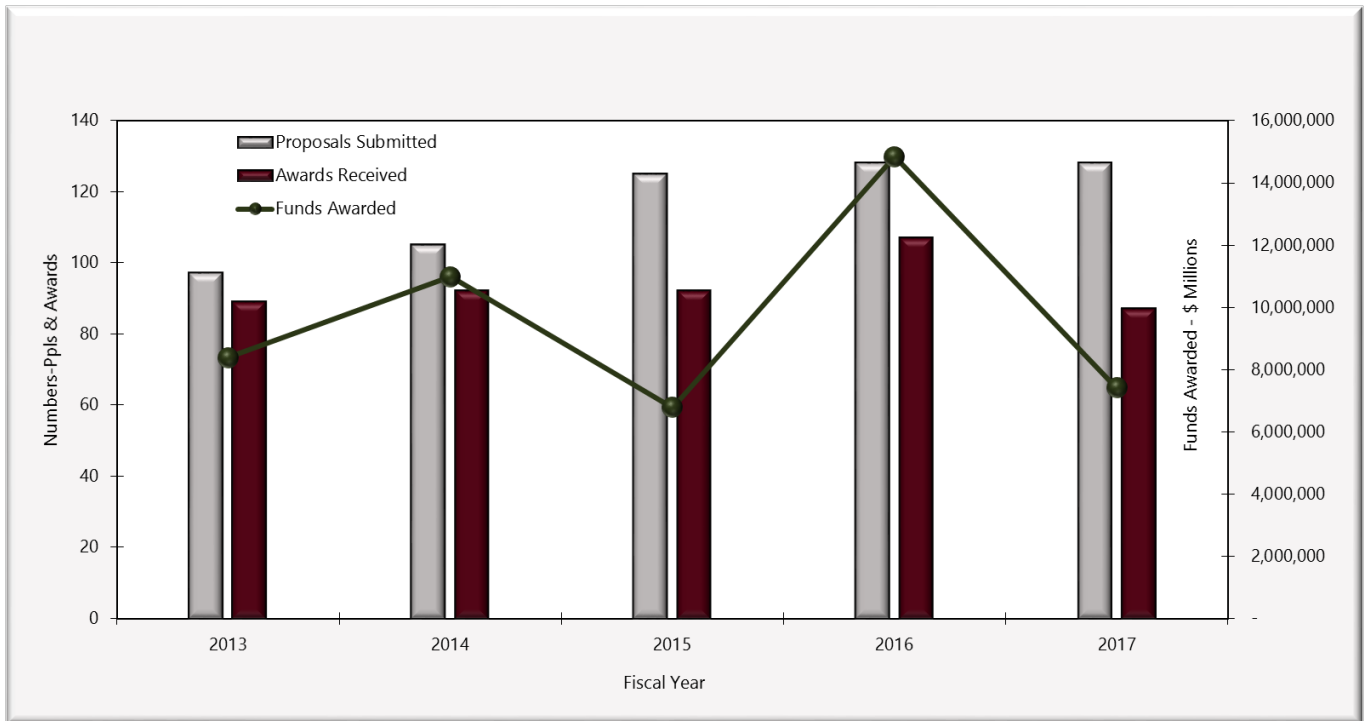
| Month     | Proposals Submitted | Total Awards | Dollars Awarded |
|-----------|---------------------|--------------|-----------------|
| July      | 36                  | 12           | \$284,631       |
| August    | 12                  | 17           | \$1,556,009     |
| September | 52                  | 48           | \$3,896,231     |
| October   | 28                  | 10           | \$1,667,189     |
| 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             |
|           | 128                 | 87           | \$7,404,060     |



A comparison of activity over the last five years:

Cumulative Sponsored Program Activity Through the Month of October (FY 2013- FY 2017)

| Fiscal Year | Proposals Submitted | Number of Awards |           |                             |          |         |          | \$Millions |            |
|-------------|---------------------|------------------|-----------|-----------------------------|----------|---------|----------|------------|------------|
|             |                     | Education        | Equipment | Facilities & Infrastructure | Research | Service | Ttl Awds | Requested  | Awarded    |
| 2013        | 97                  | 27               | 2         | 1                           | 18       | 41      | 89       | 9,573,411  | 8,383,808  |
| 2014        | 105                 | 21               | 0         | 2                           | 27       | 42      | 92       | 16,394,654 | 10,984,865 |
| 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        | 128                 | 18               | 0         | 3                           | 19       | 47      | 87       | 14,823,042 | 7,404,060  |



Grant and contract activity for FY 2017, through October:

**Missouri State University  
FY 17 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    | \$                  |
| Admin & Info Services                              | 0          | 0         | 0         | 0         | 0                  | 0          | \$ -                | 0                  | 0         | \$ -                |
| College of Arts & Letters                          | 0          | 2         | 0         | 3         | 3                  | 3          | \$ 506,784          | 1                  | 2         | \$ 506,784          |
| Center for Dispute Resolution                      | 0          | 1         | 0         | 0         | 1                  | 1          | \$ 15,033           | 1                  | 1         | \$ 15,033           |
| Center for Writing in College, Career, & Community | 2          | 1         | 2         | 1         | 7                  | 8          | \$ 129,823          | 4                  | 4         | \$ 129,823          |
| College of Business                                | 0          | 1         | 0         | 0         | 2                  | 2          | \$ 783,664          | 3                  | 2         | \$ 783,664          |
| Center for Project Innovation & Management         | 0          | 1         | 0         | 0         | 1                  | 0          | \$ -                | 1                  | 0         | \$ -                |
| College of Education                               | 3          | 3         | 2         | 4         | 7                  | 7          | \$ 353,237          | 6                  | 7         | \$ 353,237          |
| Institute for Play Therapy                         | 0          | 0         | 0         | 0         | 0                  | 0          | \$ -                | 0                  | 0         | \$ -                |
| Institute for School Improvement                   | 0          | 0         | 0         | 0         | 0                  | 0          | \$ -                | 0                  | 0         | \$ -                |
| Southwest Regional Professional Development Center | 3          | 2         | 2         | 1         | 5                  | 4          | \$ 1,190,049        | 4                  | 3         | \$ 1,190,049        |
| College of Health & Human Services                 | 6          | 10        | 1         | 9         | 18                 | 13         | \$ 461,920          | 12                 | 12        | \$ 468,094          |
| Center for Research & Service                      | 0          | 1         | 0         | 0         | 1                  | 0          | \$ -                | 1                  | 0         | \$ -                |
| College of Humanities & Public Affairs             | 1          | 4         | 1         | 3         | 5                  | 4          | \$ 12,464           | 3                  | 1         | \$ 9,964            |
| Center for Archaeological Research                 | 2          | 1         | 2         | 1         | 6                  | 6          | \$ 47,307           | 4                  | 4         | \$ 47,307           |
| Center for Community Engagement                    | 0          | 0         | 0         | 0         | 0                  | 0          | \$ -                | 0                  | 0         | \$ -                |
| Center for Economic Research                       | 0          | 0         | 0         | 0         | 0                  | 0          | \$ -                | 0                  | 0         | \$ -                |
| Center for Social Science & Public Policy Research | 0          | 0         | 0         | 0         | 0                  | 0          | \$ -                | 0                  | 0         | \$ -                |
| College of Natural & Applied Sciences              | 2          | 31        | 1         | 8         | 47                 | 12         | \$ 366,871          | 40                 | 10        | \$ 361,045          |
| Bull Shoals Field Station                          | 0          | 1         | 1         | 1         | 1                  | 3          | \$ 42,546           | 1                  | 2         | \$ 42,546           |
| Center for Resource Planning & Management          | 4          | 1         | 3         | 0         | 12                 | 7          | \$ 146,536          | 6                  | 4         | \$ 146,536          |
| Ozark Environmental Water Research Institute       | 1          | 1         | 1         | 1         | 8                  | 6          | \$ 72,222           | 4                  | 3         | \$ 78,048           |
| Diversity & Inclusion                              | 0          | 0         | 0         | 0         | 0                  | 0          | \$ -                | 0                  | 0         | \$ -                |
| Graduate College                                   | 0          | 0         | 0         | 0         | 0                  | 0          | \$ -                | 0                  | 0         | \$ -                |
| Library  | 0          | 0         | 0         | 0         | 0                  | 0          | \$ -                | 0                  | 0         | \$ -                |
| President  | 0          | 0         | 0         | 0         | 0                  | 0          | \$ -                | 0                  | 0         | \$ -                |
| Provost  | 2          | 0         | 1         | 1         | 2                  | 2          | \$ 578,164          | 2                  | 2         | \$ 578,164          |
| Ozarks Public Health Institute                     | 0          | 1         | 0         | 1         | 6                  | 4          | \$ 143,069          | 5                  | 3         | \$ 139,395          |
| Research & Economic Development                    | 2          | 0         | 2         | 0         | 4                  | 4          | \$ 324,224          | 4                  | 4         | \$ 324,224          |
| Center for Applied Science & Engineering           | 1          | 0         | 2         | 0         | 1                  | 2          | \$ 1,017,535        | 1                  | 2         | \$ 1,017,535        |
| Center for Biomedical & Life Sciences              | 0          | 1         | 0         | 1         | 8                  | 6          | \$ 194,226          | 8                  | 6         | \$ 194,226          |
| International Leadership & Training Center         | 0          | 0         | 0         | 0         | 0                  | 0          | \$ -                | 0                  | 0         | \$ -                |
| Jordan Valley Innovation Center                    | 1          | 0         | 1         | 0         | 2                  | 2          | \$ 150,659          | 2                  | 2         | \$ 150,659          |
| Small Business Development & Technology Center     | 1          | 0         | 1         | 0         | 3                  | 2          | \$ 7,062            | 3                  | 2         | \$ 7,062            |
| Southwest Missouri Area Health Education Center    | 1          | 0         | 1         | 0         | 1                  | 1          | \$ 49,410           | 1                  | 1         | \$ 49,410           |
| School of Agriculture                              | 0          | 4         | 0         | 0         | 5                  | 4          | \$ 97,624           | 3                  | 3         | \$ 97,624           |
| Center for Grapevine Biotechnology                 | 0          | 1         | 0         | 1         | 1                  | 1          | \$ 57,580           | 1                  | 1         | \$ 57,580           |
| Mid-America Viticulture & Enology Center           | 1          | 0         | 0         | 0         | 1                  | 1          | \$ 68,008           | 1                  | 1         | \$ 68,008           |
| Student Affairs                                    | 0          | 0         | 2         | 0         | 0                  | 3          | \$ 571,317          | 0                  | 3         | \$ 571,317          |
| West Plains  | 3          | 2         | 1         | 1         | 6                  | 2          | \$ 16,727           | 6                  | 2         | \$ 16,727           |
| <b>TOTAL</b>                                       | <b>36</b>  | <b>70</b> | <b>27</b> | <b>37</b> | <b>164</b>         | <b>110</b> | <b>\$ 7,404,060</b> | <b>128</b>         | <b>87</b> | <b>\$ 7,404,060</b> |

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

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

## VIII.A.

### **REPORT TO BOARD OF GOVERNORS**

#### **FROM ASSISTANT TO PRESIDENT/CHIEF DIVERSITY OFFICER**

**Submitted for Board of Governors Meeting (December 15, 2016)**

#### **Post-Climate Study Activity**

Diversity & Inclusion Implementation Strategy Workgroup continuing to meet to finalize implementation plan that also addresses study findings, along with 2016-2017 Action Plan.

#### **Difficult Dialogues Series**

“Shattering the Silences” session entitled “Trail of Tears: The Long Removal Era” held on November 16, 2017 in Temple Hall presented by Dr. Julie Reed, Assistant Professor, History, University of Tennessee-Knoxville and facilitated by Diversity Fellow Dr. Jamaine Abidogun.

“Shattering the Silences” session held October 21, 2016 in PSU 313 entitled “Social Media: Expanding the African Diaspora.”

#### **President’s Councils on Diversity**

CDO, Associate Provost for Diversity attended with President the Internal Diversity Council meeting on November 7, 2016 and the external Community Diversity Council meeting on November 10, 2016.

#### **Scholar 2 Scholar Program**

2016-2017 program started with 8 faculty members and 9 students participating in the research collaborations (300% increase from pilot of 2 faculty & 3 students).

(Primary Contact: Diversity Fellow - Dr. Jamaine Abidogun).

#### **Faculty Mentoring Program**

DDI faculty mentoring program referred to Provost/Associate Provost for Diversity for continued development and implementation. Education Preparation Provider (EPP) Diversity Committee developing university-wide faculty mentoring program concept.

#### **Lumina Project 2025 Diversity “Train the Trainer” Program**

The MSU “Train the Trainer” team is now conducting Cultural Consciousness in the Classroom” professional development sessions for MSU faculty/staff during Fall 2016 and Spring 2017 semesters. First cohort of 20 GEP faculty trained on 8/10/2016 and second cohort of 15 GEP instructors and/or existing faculty participated on 11/4/2016. Two more cohorts to participate in Spring 2017 semester. Dr. Jamaine Abidogun; Dr. Bret Cormier; Professor Lyle Q. Foster;

Juan Meraz, Assistant VP for Diversity; Tracey Glaessgen, Assistant Director, First Year Programs; and CDO W. Pratt are presenters and facilitators for sessions.

**Inclusive Instruction for Diversity Mini-Workshops-**

Faculty Center for Teaching and Learning and DDI Diversity Fellow involved. Diversity Fellow Dr. Jamaine Abidogun also assigned with diversity instruction training; book talks partner with common reader; and “shattering the silence” sessions.

**Greater Missouri Higher Education Recruitment Consortium (GM-HERC)-**

To be invited to participate/sponsor at Collaborative Diversity Conference, April 19-21, 2017.

**Interfaith Diversity Taskforce-**

Participating in planning meetings with campus stakeholders including Howard Caver, pastor for Ekklesia Ministries; Yvania Garcia-Pusateri, Executive Director, Multicultural Programs; Professor Mara Cohen-Ioannides and various student and alumni representatives in development of strategic plan concept for interfaith spiritual center for MSU.

**Collaborative Diversity Conference**

Planning continues with initial planning committee and sponsorship subcommittee developing conference for April 19-21, 2017 on campus at PSU.

**Missouri Diversity Officers in Higher Education (MODOHE)**

CDO and AVPDI attended Inaugural Meeting of MODOHE at UMKC on October 23-24, 2016. MODOHE to have quarterly meeting at Collaborative Diversity Conference each year.

**Chief Diversity Officer/Assistant to President H. Wes Pratt Meetings, Events and Activities (Oct. 14 to December 15, 2016):**

Participated in Summer Bridge Program Work Group

Participated in Graduate Recruitment and Marketing Innovations Team Meeting on 10/26/2016.

Meeting with Andrew T. Mueller, Assistant District Engineer, MODOT re: diversity outreach, procurement, training and contracting.

Made two presentations to Greene County Leaders Educating About Diversity (LEAD) regarding valuing diversity and inclusion on October 27, 2016.

Attended Community Conversations presentation on Implicit Bias presented by Dr. Angela L. Anderson, at Big Momma’s Coffeehouse on October 27, 2016.

Participated in October Enterprise Risk Management Meeting on October 28, 2016.

Participated in Diversity and Inclusion Implementation Strategy Meeting on November 1 and 28, 2016.

Participated in Interfaith Diversity Taskforce meetings on November 2 and 30, 2016.

Attended College of Agriculture Awards Banquet on November 2, 2016.

Participated in Executive Enrollment Management Committee meeting on November 4, 2016.

Participated/facilitated GEP Diversity Training on November 4, 2016.

Attended Legacy Banquet 2016 at Deliverance Temple on November 4, 2016.

Attended Springfield Little Theatre Roast of President Clif Smart on November 4, 2016.

Met with HR Director, HR Staff, and Associate Provost for Diversity regarding employment advertising and utilization analysis.

Interviewed by Lumina Research and Data Collection consultant regarding MSU institutional support for historically underrepresented students on November 9, 2016.

Attended Conversation with Paula Kerger, National Public Radio CEO at Welcome Center on November 9, 2016.

Meeting with Commerce Bank representatives regarding diversity outreach and collaborations including Bank Diversity Committee on November 10, 2016.

Meeting with Drury African American students regarding community engagement and cultural competency as part of Diversity MODES efforts.

Participated in Ad Hoc Scholarships for Graduate Students Committee meeting on November 10, 2016.

Participated in Interfaith Leadership Lab at University Plaza hotel on November 11 and 12, 2016.

Participated in Police Chief's Citizen Advisory Group meeting regarding the Springfield Police Department Annual Report issues on November 14, 2016.

Attended MSU/OTC Joint Cabinet meeting on November 15, 2016.

Attended and participated in "Tough Talks" session regarding Healing Space Post-Election at Temple Hall.

Participated in Complete College America: 15 to Finish Follow-up Meeting with MSU administrators, faculty and staff on November 17, 2016.

Attended as panelist at Diversity Think Tank panel discussion (cancelled due to lack of attendance).

Participated in Lumina Project 2015 Steering Committee Meeting on November 18, 2016.

**Assistant VP Juan Meraz for Diversity (AVPD&I) Meetings, Events and Activities:**

Completed follow up session with Cox Health Branson Nursing Leadership Team on Monday, November 14, 2016. Group would like a follow up Lunch – N – Learn in the spring to include new international team members.

Planning follow up session with Cox Health Nursing Leadership Team Springfield with date to be determined by Cox Health Center.

Continue book session and discussion with the Springfield Convention and Visitors Bureau. Next session is scheduled for January 12, 2017 at 11:30 a.m. at the SCVB.

Continuous work with Springfield Public Schools on developing outreach to Latino students as part of the Lumina Grant. Working to connect our Missouri State University Latino students with Springfield High School Latino students to build a pipeline to higher education as part of the 2025 Visioning Process.

Leading the ***Diversity MODES*** Team in reorganizing and focusing on “tough talks” and developing inclusive environments across campus.

Co-Chairing the ***Public Entities Performance Measure Subcommittee*** (and along with CDO as member) engaging in re-organizational meeting on Thursday November 3<sup>rd</sup>.

Serving as the Treasurer for Minorities in Business (MIB).

Serving on search committee for the Manager of Emergency Preparedness position. Phone interviews conducted November 18, 2016.

Serving on the ***General Education Diversity Committee*** with the plan to review General Education courses for diversity content and cultural competence content. Initial committee meeting held November 3, 2016 and meetings scheduled in January, February and March, 2017. A preliminary report to Faculty Senate for review in March 2017.

Continuous GEP 101 “Cultural Consciousness in the Classroom” Faculty Training Sessions with next session scheduled for January 12, 2017. Help to facilitate diversity and inclusion techniques and concepts to assist faculty.

Continuous outreach and connection with corporate partners for the Collaborative Diversity Conference.

**Scholar to Scholar** meetings with student mentees and developing various mentor models for said mentees.

Serve on the Student Success Committee – working to develop strategic plan to increase retention and graduation rates for Missouri State University.

Serving on the Assessment Council – we review all assessment requests as well as all data having to do with our public affairs mission.

Developing a “Meet and Greet” reception event with local business/corporate employers and historically underrepresented MSU students with partners DDI, Multicultural Scholars and City of Springfield and the Workforce Development Department.

### **Associate Provost for Diversity Gilbert Brown Activity Report (October-November 2016):**

#### **Faculty Mentoring**

- Completed seven individual 40-minute meetings with new underrepresented faculty regarding: their tenure pathway, climate issues in the academic colleges, and holistic fit with the MSU and greater Springfield community.
- Scheduling meetings with other new Assistant tenure-track faculty for the spring semester.
- Planning future meetings with faculty at the Associate Professor level who anticipate pursuing promotion to full professor for the next academic year.

#### **Faculty Recruitment**

- Fulfilling search committee member duties for Associate Dean in the Library.

#### **Professional Development**

- Partnered with FCTL to facilitate two Professional Inclusive Teaching Development sessions for new and continuing faculty members.

#### **Enrollment Management related activities**

- Co-developed pilot P-16 One Missouri Program with school districts in St. Louis and KCMO areas. This program’s goal is to expand the pool of students from underrepresented backgrounds who will participate in careers as educators. MSU completed agreements with Hickman Mill School District in Kansas City, as well as Riverview Gardens and Pattonville School Districts in the St. Louis area.
- Serve on high impact practice (HIP) committees to support undergraduate retention and 4-year graduation.
- Participated in Complete College Seminar.
- Participated on Summer Bridge Program Task force.



- Active member on Executive Enrollment Management Committee.
- Served on Graduate College Recruitment Committee.

### **Campus Diversity Collaboration**

- Attended President Smart Internal and External Diversity Council meetings.
- Served as a member of President Smart's Diversity Implementation Task Force.
- Addressed strengths and challenges of recent HLC report as an HLC team member.

### **Campus Environment**

- Re-designed Insiders Perspective Questionnaire (IPQ) to capture undergraduate African American students' perceptions about their post-admission experiences in the university community.

### **Student mentoring**

- Completed several one-hour mentor sessions with first-generation Pell-Grant eligible students.

Submitted by:

H. Wes Pratt, J.D

Assistant to the President/Chief Diversity Officer

November 30, 2016

IX.A.

**REPORT BY STUDENT BODY PRESIDENT**

Mr. Adam Coffman, President of the Student Body, will make a report to the Board of Governors.

IX.B.

**Student Affairs Report**  
**Missouri State University Board of Governors**  
December 15, 2016

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:**

- Office of Student Financial Aid received a report from the Department of Education showing that our official student loan default rate for FY13 (the most recent available) was 6.5 percent, down from 7.3 percent for FY12. The national default rate for public institutions was 11.3 percent.
- We are in the final stages of review of proposals for a CRM (customer relationship management) system that we believe will significantly enhance our recruitment efforts for freshmen, transfers, graduate students, and international students.
- A National search is underway for a new Career Center director.
- The Career Center collaborated with CNAS (Dr. Tammy Jahnke) to offer a "reverse career fair" at an event on November 7<sup>th</sup>- STEM Career Discovery Expo.

**Residence Life, Housing and Dining:**

- 23 Men remain in Expanded Housing
- 1,299 contracts have been received for 17-18. Same time last year, through October and November, 1,300 contracts had been received, so we are right on target.
- Reapplication to return to the Apartments has begun and to date, 293 have reapplied for the Apartments.

**Campus Recreation:**

- Co-sponsored, with the American Red Cross, a 3-day **Blood Drive** in Foster Recreation Center.
- **Paddleboarding** instruction, new to the Aquatics Center, has been proven to be very popular with students, faculty, and staff.
- **Weightlifting 101**, a new wellness opportunity, has provided personal fitness and nutrition assessment, fitness goal setting, and exercise design and execution for participants.
- **Fall Western Adventures** – Two trips, over Thanksgiving Break, led 15 students and staff to explore Utah. One group backpacked Bryce Canyon, Escalante, and Zion National Park and the other explored the Canyonlands, Arches, and Capitol Reef.

**Dean of Students Office:**

- The Student Government Association has revised the Wyrick Student Project- Guidelines for Program Operation (Op5.22) and also updated the SGA Constitution (Op5.03).
- The Office of Student Conduct held a Title IX specific training for 15 of our faculty and staff who serve on Title IX hearing panels.
- To date (academic year 2016- 2017), there have been 1053 charges issued within Student Conduct/ Residence Life Conduct/ Fraternity and Sorority Life Conduct where the individual or student organization has been identified as accused.

**New Student and Family Programs**

- SOAR leader recruitment and selection is underway. 145 students applied for our 33 open positions, and we are currently interviewing applicants.
- Family Weekend 2016 was a great success. 1,880 families registered to attend the 40 events hosted for the weekend; additionally, 5,076 football tickets were sold through our office.

**Plaster Student Union:**

- Alpha Omicron Pi has officially been moved from colony to chartered chapter on campus.

- Completed a successful homecoming week and crowned Jessen Miller and Tai Thrasher as Homecoming King and Queen.
- The Plaster Student Union and Dean of Students staff sponsored families through Big Brothers/Big Sisters. This annual tradition augments the holiday season and is a way for staff to engage with our community.

#### **Counseling Center:**

- The Counseling Center has provided 1559 individual and couples counseling sessions since June, 2016 and has served 627 individual students. The data is keeping up with record numbers of students seeking support for mental health issues last year, and continues to be slightly ahead in services provided compared to this time last year.
- The Counseling Center collaborated with the Multicultural Resource Center to provide the program “Resiliency Matters: Coping with Micro Aggression” on November 16. This program provided information to MSU students on the psychological toll of micro aggression and provided practical and creative ways on how to cope well.

#### **Disability Resource Center:**

- Presentation to the Risk Management Committee has resulted in the formation of an Accessibility Committee, working with the Office of the Provost, General Counsel, and Procurement to develop an accessibility plan for the university regarding web/technology accessibility and compliance.
- DRC finished their self-assessment of the CAS report, and is currently under review by the internal committee.
- Currently working with New Student and Family Programs to complete an accessibility review of a new online orientation program for transfer students.

#### **Multicultural Services:**

- Offered several activities for the months of September, October & November: Latinx Heritage Month, LGBTQ Month, Native American Month.
- Kicked off the new Student Diversity Fund to help provide funding for programs that raise awareness and provide education of diversity and inclusion initiatives.
- Co-sponsored with Multicultural Programs, the *Cultural Movement Series* celebrated Latinx Heritage Month with a celebration of dance, discussion, and food.

#### **Taylor Health and Wellness Center:**

- Psychiatrist consultation availability has been increased at Taylor from 8 hours and one psychiatrist a year ago, to 19 hours and two psychiatrists now.
- Psychologist consultation availability for employees/families has been increased at Taylor from 8 hours a year ago, to 12 hours with two psychologists now.
- Taylor received an excellent report from the Qualified Expert Physicist-Radiation Safety Survey (Integrated Science Support, Inc.) regarding our radiology machine now used in the Monroe/temporary Health Center.

#### **MSU Bookstore:**

- The Bookstore has implemented a new Point-of-Sale System, called Ratex Business Solutions. This new system will assist in improving inventory controls, reporting and overall system stability.
- With Ratex, we have also launched a new eCommerce platform, called ERatex. ERatex is fully integrated with the in-store, Ratex Point-of-Sale system. This provides more efficient operations between our on-line and in-store operations. This integration between the two improves inventory controls and customer service.
- Digital shelf tags have been added, eliminating the outdated paper tags that we have used. With these new tags, there is no longer a need of printing, cutting, and replacing paper tags, saving time and money.

Respectfully submitted by,

Dr. Dee Siscoe  
Vice President for Student Affairs

X.A.

Marketing and Communications Report  
Missouri State University Board of Governors  
December 15, 2016

MarCom updates since the October 14, 2016 meeting

**Brand Refresh Roll-out**

We continue the roll-out of the brand refresh to the campus.

- January -- begin creating a sub-brand for the alumni and the Foundation organizations in partnership with Ologie. This is expected to be a 3-4 month project.

**Publications**

In addition to ongoing publications for Admissions and other organizations that reflect the new brand, the team completed the 2017 Legislative Guide and the 2017 edition of About Missouri State University. About MSU is updated every two years.

**Web and New Media**

Phase one of the new search engine, which focused on the website search is complete and operating very well. The next phase underway includes the directory search and is scheduled to be complete in January.

XI.A.

**REPORT FROM STAFF SENATE**

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

XII.A.

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

|                              | Year  | MONTHLY                       |           |                                  |           |                       |           | YEAR-TO-DATE      |             |       |
|------------------------------|-------|-------------------------------|-----------|----------------------------------|-----------|-----------------------|-----------|-------------------|-------------|-------|
|                              |       | Designations<br>under \$1,000 |           | Designations<br>\$1,000 and over |           | Totals for<br>October |           | Running<br>Totals |             |       |
|                              |       | No.                           | Amount    | No.                              | Amount    | No.                   | Amount    | No.               | Amount      | Year  |
| <b>Annual<br/>Gifts</b>      | FY 16 | 3,937                         | \$196,759 | 91                               | \$267,542 | 4,028                 | \$464,301 | 15,041            | \$2,360,549 | FY 16 |
|                              | FY 17 | 4,195                         | \$173,459 | 60                               | \$143,680 | 4,255                 | \$317,139 | 16,212            | \$2,072,591 | FY 17 |
| <b>Special<br/>Campaigns</b> | FY 16 | 184                           | \$19,669  | 15                               | \$155,364 | 199                   | \$175,033 | 772               | \$852,819   | FY 16 |
|                              | FY 17 | 39                            | \$6,079   | 5                                | \$45,002  | 44                    | \$51,081  | 555               | \$1,108,596 | FY 17 |
| <b>One Time<br/>Gifts</b>    | FY 16 | 0                             | \$0       | 10                               | \$27,770  | 10                    | \$27,770  | 34                | \$543,731   | FY 16 |
|                              | FY 17 | 0                             | \$0       | 15                               | \$224,250 | 15                    | \$224,250 | 33                | \$1,183,702 | FY 17 |
| <b>TOTALS</b>                | FY 16 | 4,121                         | \$216,428 | 116                              | \$450,676 | 4,237                 | \$667,104 | 15,847            | \$3,757,099 | FY 16 |
|                              | FY 17 | 4,234                         | \$179,538 | 80                               | \$412,932 | 4,314                 | \$592,470 | 16,800            | \$4,364,889 | FY 17 |

MISSOURI STATE UNIVERSITY FOUNDATION  
 INCOME SUMMARY TOTALS BY TYPE AND SOURCE  
 07/01/2016 TO 10/31/2016

| SOURCE        | UNRESTRICTED<br>CURRENT | RESTRICTED<br>CURRENT | ENDOWMENT        | GIFTS OF<br>PROPERTY | TOTAL 7/1/2016<br>TO 10/31/2016 | TOTAL 7/1/2015<br>TO 10/31/2015 |
|---------------|-------------------------|-----------------------|------------------|----------------------|---------------------------------|---------------------------------|
| G I F T S     |                         |                       |                  |                      |                                 |                                 |
| ALUMNI        | \$9,189                 | \$913,271             | \$77,324         | \$6,720              | \$1,006,503                     | \$988,535                       |
| FRIENDS       | 5,436                   | 741,960               | 69,617           | 9,175                | \$826,188                       | 1,178,221                       |
| PARENTS       | 75                      | 50,250                | 12,940           | 955                  | \$64,220                        | 54,368                          |
| FOUNDATIONS   | 0                       | 151,931               | 82,500           | 0                    | \$234,431                       | 163,114                         |
| ORGANIZATIONS | 1,010                   | 907,599               | 133,199          | 1,935                | \$1,043,743                     | 31,048                          |
| BUSINESSES    | 5,353                   | 1,100,307             | 20,870           | 63,274               | \$1,189,804                     | 1,341,814                       |
| GIFT TOTAL    | <u>\$21,063</u>         | <u>\$3,865,318</u>    | <u>\$396,449</u> | <u>\$82,059</u>      | <u>\$4,364,889</u>              | <u>\$3,757,099</u>              |

|               | NUMBER OF<br>DONORS<br>7/1/2016<br>TO 10/31/2016 | NUMBER OF<br>DONORS<br>7/1/2015<br>TO 10/31/2015 |
|---------------|--|--|
| ALUMNI        | 3,234  | 3,333  |
| FRIENDS       | 5,727  | 5,753  |
| PARENTS       | 549  | 621  |
| FOUNDATIONS   | 14   | 16   |
| ORGANIZATIONS | 50   | 42   |
| BUSINESSES    | 368  | 503  |
| TOTAL         | <u>9,942</u>                                     | <u>10,268</u>                                    |



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

|                              | Year  | MONTHLY                       |           |                                  |           |                        |           | YEAR-TO-DATE      |             |       |
|------------------------------|-------|-------------------------------|-----------|----------------------------------|-----------|------------------------|-----------|-------------------|-------------|-------|
|                              |       | Designations<br>under \$1,000 |           | Designations<br>\$1,000 and over |           | Totals for<br>November |           | Running<br>Totals |             |       |
|                              |       | No.                           | Amount    | No.                              | Amount    | No.                    | Amount    | No.               | Amount      | Year  |
| <b>Annual<br/>Gifts</b>      | FY 16 | 3,917                         | \$194,729 | 80                               | \$487,044 | 3,997                  | \$681,773 | 19,038            | \$3,042,322 | FY 16 |
|                              | FY 17 | 4,412                         | \$201,055 | 113                              | \$750,390 | 4,525                  | \$951,445 | 20,759            | \$3,027,590 | FY 17 |
| <b>Special<br/>Campaigns</b> | FY 16 | 262                           | \$31,778  | 13                               | \$63,180  | 275                    | \$94,958  | 1,047             | \$947,777   | FY 16 |
|                              | FY 17 | 36                            | \$4,574   | 5                                | \$24,369  | 41                     | \$28,943  | 596               | \$1,237,538 | FY 17 |
| <b>One Time<br/>Gifts</b>    | FY 16 | 0                             | \$0       | 4                                | \$16,500  | 4                      | \$16,500  | 38                | \$560,231   | FY 16 |
|                              | FY 17 | 0                             | \$0       | 4                                | \$16,051  | 4                      | \$16,051  | 38                | \$1,203,753 | FY 17 |
| <b>TOTALS</b>                | FY 16 | 4,179                         | \$226,507 | 97                               | \$566,724 | 4,276                  | \$793,231 | 20,123            | \$4,550,330 | FY 16 |
|                              | FY 17 | 4,448                         | \$205,629 | 122                              | \$790,810 | 4,570                  | \$996,439 | 21,393            | \$5,468,881 | FY 17 |

MISSOURI STATE UNIVERSITY FOUNDATION  
 INCOME SUMMARY TOTALS BY TYPE AND SOURCE  
 07/01/2016 TO 11/30/2016

| SOURCE        | UNRESTRICTED<br>CURRENT | RESTRICTED<br>CURRENT | ENDOWMENT        | GIFTS OF<br>PROPERTY | TOTAL 7/1/2016<br>TO 11/30/2016 | TOTAL 7/1/2015<br>TO 11/30/2015 |
|---------------|-------------------------|-----------------------|------------------|----------------------|---------------------------------|---------------------------------|
| G I F T S     |                         |                       |                  |                      |                                 |                                 |
| ALUMNI        | \$32,064                | \$1,166,563           | \$90,834         | \$7,193              | \$1,296,655                     | \$1,236,024                     |
| FRIENDS       | 6,336                   | 952,102               | 102,211          | 13,675               | \$1,074,324                     | 1,362,773                       |
| PARENTS       | 1,380                   | 67,870                | 13,255           | 955                  | \$83,460                        | 72,179                          |
| FOUNDATIONS   | 200                     | 152,231               | 82,500           | 0                    | \$234,931                       | 165,394                         |
| ORGANIZATIONS | 1,110                   | 938,785               | 144,915          | 2,974                | \$1,087,783                     | 45,155                          |
| BUSINESSES    | 6,199                   | 1,585,493             | 33,120           | 66,916               | \$1,691,728                     | 1,668,805                       |
| GIFT TOTAL    | <u>\$47,289</u>         | <u>\$4,863,044</u>    | <u>\$466,835</u> | <u>\$91,713</u>      | <u>\$5,468,881</u>              | <u>\$4,550,330</u>              |

|               | NUMBER OF<br>DONORS<br>7/1/2016<br>TO 11/30/2016 | NUMBER OF<br>DONORS<br>7/1/2015<br>TO 11/30/2015 |
|---------------|--|--|
| ALUMNI        | 3,838  | 4,085  |
| FRIENDS       | 6,585  | 6,586  |
| PARENTS       | 863  | 960  |
| FOUNDATIONS   | 17   | 19   |
| ORGANIZATIONS | 62   | 50   |
| BUSINESSES    | 460  | 606  |
| TOTAL         | <u>11,825</u>                                    | <u>12,306</u>                                    |

XIV.

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”
- I. R.S.Mo. 610.021(17). “Confidential or privileged communications between a public governmental body and its auditor,...”
- J. R.S.Mo. 610.021(18). “Operational guidelines, policies and specific response plans developed, adopted, or maintained by a public agency responsible for law enforcement, public safety, first response, or public health...”
- K. R.S.Mo. 610.021(19). “Existing or proposed security systems and structural plans of real property owned or leased by a public governmental body...”

- L. R.S.Mo. 610.021(20). “The portion of the record that identifies security system or access codes or authorization codes for the security systems of real property;...” and
- M. R.S.Mo. 610.021(21). “Records that identify the configuration of components or the operation of a computer, computer system, computer network, or telecommunications network, and would allow unauthorized access to or unlawful disruption...”

VOTE: \_\_\_ AYE

\_\_\_ NAY