



Board of Governors' Meeting
Robert W. Plaster Student Union, Room 313
Friday, 2/21/2020
1:00 - 5:00 PM CT

I. Roll Call

II. Approval of Minutes

II. Approval of Minutes of Open Meeting of December 12, 2019 - Page 3

III. Consent Agenda

A. President

III.A.1. Approval of FY 2020/2021 Employment Agreements for Assistant Coaches for Football - Page 14

III.A.2. Approval of Employment of Steven McRoberts, Head Volleyball Coach - Page 26

B. Academic Affairs

III.B. Approval of Academic Calendar for 2021-2022 - Page 41

C. West Plains Campus

III.C.1. Approval of Actions Concerning Academic Employees - Page 43

III.C.2. Approval of Actions Concerning Non-Academic Employees - Page 49

D. Procurement and Financial

III.D.1. Approval of Procurement Activity Report - Page 50

III.D.2. Approval for Renaming the Basketball Office Complex at JQH Arena - Page 54

E. Facilities and Equipment

III.E. Approval of bids and award of a contract to renovate the Graduate College suite at Carrington Hall - Page 55

F. Human Resources

III.F.1. Approval of Actions Concerning Academic Employees - Page 57

III.F.2. Approval of Actions Concerning Non-Academic Employees - Page 77

IV. Making Our Missouri Statement - Carnegie Classification

V. Committee Reports

A. Executive Committee

B. Risk Management and Audit Committee

C. Finance and Facilities Committee

D. Programs and Planning Committee

VI. President's Report

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

VI.A. Presidents Report - Page 90

1. Legislative Update

2. University Budget Update

3. EAB Presidential Experience Lab at LinkedIn Headquarters

VII. West Plains Campus (written report only)

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

VII.A. Chancellor's Report Feb 2020 - Page 91

VIII. Academic Affairs

A. Faculty Senate Report

VIII.A. Faculty Senate Report - Page 93

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

VIII.B. Provost Report for BOG Feb 21 - Page 95

- 1. Current Year Outcome on State Performance Measure**
- 2. Update on MSU and Community College Cooperation**
- 3. Programming for the Summer-term**
- 4. Faculty Application and Review Process for Tenure and Promotion**
- 5. Mentoring Processes for New Faculty**

IX. Research and Economic Development (written report only)

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

IX.A. Research and Economic Development Report - Page 96

X. Diversity and Inclusion (written report only)

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

X.A. Diversity and Inclusion Report - Page 100

XI. Student Affairs

A. Report from the Student Body President

XI.A. Student Body President Report - Page 114

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

XI.B. Student Affairs Report Feb 2020 - Page 115

XII. Staff Senate

A. Staff Senate Report

XII.A. Staff Senate Report - Page 117

XIII. Financial

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

XIII.A. Development Report - Page 118

XIV. Marketing and Communications (written report only)

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

XIV.A. Marketing and Communications Report - Page 122

XV. New Business

A. Major Discussion Item - State of the Union: Preparing for the Volatile Decade Ahead – Dr. David Attis, EAB Consultant

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

XVI. Closed Meeting Resolution - Page 124

XVII. Adjournment

XVIII. Date of Next Meeting: Thursday, May 14, 2020, 1 p.m., Robert W. Plaster Student Union, Room 313

MINUTES OF THE BOARD OF GOVERNORS' MEETING
MISSOURI STATE UNIVERSITY
THURSDAY, DECEMBER 12, 2019, 1:00 P.M.

1. Roll Call

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

Also

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

- 2. Presiding** – The presiding officer for the meeting was Mr. Gabriel E. Gore, Chair of the Board of Governors. He called the meeting to order at 1:00 p.m. in the Traywick Parliamentary Room in the Plaster Student Union on the campus of Missouri State University in Springfield, Missouri.
- 3. Approval of Minutes** – Mr. Gore mentioned that the first item of business was the approval of the minutes for the open and closed meetings of October 25, 2019. Ms. Beverly Miller Keltner so moved, receiving the second from Ms. Carol Silvey.

Motion passed 8-0.

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

West Plains Campus

Approval of Actions Concerning West Plains Campus Academic Employees (West Plains Campus Personnel No. 441-19).

Approval of Actions Concerning West Plains Campus Non-Academic Employees (West Plains Campus Personnel No. 442-19).

Procurement and Financial

Approval of Procurement Activity Report for the Period October 9, through November 27, 2019 (Purchasing Activity Report No. 484-19).

Approval of Fee Schedule Resolution Amendment

Human Resources Items

Approval of Actions Concerning Academic Employees (Human Resources No. 1630-19).

Approval of Actions Concerning Non-Academic Employees (Human Resources No. 1631-19).

Approval of Cost Center-Funded Equity Increases of Non-Academic Employees (Human Resources No. 1632-19).

Approval of Fair Labor Standards Act (FLSA) Salary Increases of Non-Academic Employees (Human Resources No. 1633-19).

Approval of Amendments and Changes to the Memorandum of Agreement between Missouri State University and Teamsters Local Union No. 245 (Human Resources No. 1634-19).

Mr. Gregory Spears made a motion to approve the Consent Agenda, receiving a second from Ms. Amy Counts.

Motion passed 8-0.

5. **Making Our Missouri Statement Moment – Board of Governors’ Citizen Scholar Award Recipients** – Dr. Dee Siscoe, Vice President for Student Affairs, read the Citizen Scholar resolution (Award No. 85-18) and requested approval of the following students as Citizen Scholars for 2019-2020: Cassidy Cunningham, Seth Hadley, Rachel Prather, Robbyn Rose, Niyati (Mia) Sethi, and Stephanie Urich. A motion was made by Ms. Miller Keltner and seconded by Ms. Silvey.

Motion passed 8-0.

6. Committee Reports:

- A.** Mr. Gore reported on the November 19, 2019 Executive Committee meeting. The committee approved the final terms for the bond refinancing package that were previously discussed at the October meetings. Mr. Gore reported that the University obtained interest rates that were more favorable than the parameters previously approved by the board. The refinancing will save the university more than \$1.5 million. The committee also approved a procurement report. One item on the report was a contract for stop loss reinsurance for the university's medical plan. The new stop loss reinsurance contract has more coverage and lower premiums than the previous year's contract. Additionally, the committee awarded a contract to replace the boiler controls at the university's Power House.
- B.** Mr. Frazier reviewed the December 11, 2019, Risk Management and Audit Committee meeting. Kim Hamm and Kyle Miller of BKD presented results of the independent audit for fiscal year 2019. BKD advised the university had a clean audit with no reportable matters related to alternative accounting treatment or auditor's judgements about the quality of the entity's accounting principles. There were no material weaknesses or significant deficiencies identified. The committee members discussed internal audit reports including the Division of Information Services' Distributed Servers and a follow-up report on a previously conducted audit. All reports are publicly available on the internal auditor's webpage.
- C.** Ms. Silvey discussed the Programs and Planning Committee meeting. An update on the Strategic Enrollment Management planning process was given. The committee then received an overview of the Darr College of Agriculture, highlighting the college's enrollment, operations, and facilities. The committee also discussed a transformative gift from the Darr Family Foundation that will have a dramatic impact on the Darr College of Agriculture and Springfield Public Schools. A vote on the memorandum of understanding related to that gift will be voted on later in the meeting.
- D.** Ms. Counts discussed the Finance and Facilities Committee meeting. During the meeting, the committee reviewed the final terms of the bond issue and reviewed the procurement report that was approved as part of the consent agenda. An update on the IDEA Commons expansion projects was provided. The committee discussed a Letter of Intent that outlines the terms of a public-private partnership to complete the Jordan Valley Innovation Center project. The board will continue discussion of the Letter of Intent later in this meeting. A development report from the foundation was also provided that reviewed the October year-to-date financial statements. The committee also received an update on campus facility projects.

7. Presidents Report –

- A.** President Clif Smart welcomed everyone to the December commencement weekend. He shared that on Friday, December 13, 2019, we will graduate 1,589 students in two ceremonies at JQH Arena. This total number of graduates includes 1,192 undergraduate and 397 graduate.

- B.** President Smart then provided an update on compensation as the board has had a focus on compensation for faculty and staff. As part of the consent agenda, more than \$400,000 in cost center funded equity adjustments were made for 125 employees. Additionally, \$70,000 in increases were approved to bring 48 employees' salaries up to comply with the new Fair Standard Labors Act (FLSA). These increases will be centrally funded. Earlier in the year, the state passed a new rule, increasing minimum wage annually by \$.85. While this rule does not apply to Missouri State, the university raised the minimum wage rate for all part-time and student employees six months after the state implemented the rule. The administrative and academic teams decided that the university should make a similar increase January 1, 2020, by bringing the new minimum wage rate up to the state's minimum of \$9.45. These increases will be cost center funded. Main compensation discussions will happen in the spring as the university works through the executive budget process.
- C.** President Smart shared a government relations update. General assembly will start a new session in January and the university will focus on two main legislative priorities. The first is to keep ongoing operating appropriations. Missouri State will also work with other universities to make a push for obtaining an inflationary core increase in funding for all public universities in the state. The second priority includes one-time capital funding. Missouri State will seek approval of its MoExcels proposal, a \$1.8 million ask for the JVIC expansion to establish the Missouri Cybersecurity Center for Excellence. Additional asks include a matching capital appropriation for renovations to the Professional building (\$5 million) and one for the Darr College of Agriculture (\$6.5 million) expansion in conjunction with the gift received from the Darr Family Foundation. Lastly, the new Legislative Guide materials were distributed and reviewed.

8. Academic Affairs:

- A. Report from the Provost** – Dr. Frank Einhellig, Provost, discussed academic leadership hiring updates and the importance the new hires have on the university. This year, the university has eight new department head positions across five colleges to fill.

Dr. Einhellig commented on the hiring of new directors for dual credit and the Academic Advising Center. The Academic Advising Center will be renamed as the Academic Advising and Transfer Center. Additionally, another advisor will be hired to place focus on transfer students. He highlighted that the university has been strengthening advising across campus with the addition of five new advisors over the past year in several departments.

Dr. Einhellig then discussed the need for a 2+2 agreement between Missouri State and Ozarks Technical Community College (OTC). The decision to create the program came out of the joint administrators meeting with OTC. Missouri State has 35 programs where we have created similar pathways. Dr. Einhellig shared updates on ways to better serve transfer students. As it is a challenge for transfer students to receive academic honors under current requirements, the Faculty Senate approved the change to reduce the number of hours required from 60 hours to 50 hours. The scholarship program for transfer students has also changed. Highlights of the changes include an open-ended

number of scholarships at \$1,500 that are renewable for an additional year and a \$2,500 excellence scholarship, all specific to transfer students. He shared that Missouri State continues to work on agreements with community colleges to make the transfer process easier for students.

Dr. Einhellig then discussed instructional offerings through online delivery. Online continues to grow and this semester, 17% of credit hours are being offered online. Over the past year, there has been a 5% growth in online credit hours, despite there being fewer credit hours overall at the university. The university continues to increase the number of online courses and sections and expand programs offered online.

B. Comments - Mr. Gore took a moment to congratulate President Smart on his achievement of being named Biz 417's Person of the Year. This is a deserved honor and a great recognition for Clif and Missouri State University.

9. Student Affairs:

A. Report from the Student Body President – Mr. Abdillahi Dirie, Student Body President, highlighted efforts made by the Student Government Association (SGA) for the past semester. SGA held a Health and Wellness week that educated students on mental health and resources available to them and hosted a national walk with A21 to raise awareness of human trafficking. In October, students were invited to attend President Smart's Diversity Council meeting to discuss a multicultural student center. After the initial discussion, SGA held a townhall meeting to solicit additional feedback and is in the process of creating an exploratory group of students who are interested in seeing the initiative through. To build relationships with other student leadership groups across the state, SGA created the Missouri State Coalition Group and have planned a day in February for schools to meet with legislators to address issues that college students face. Lastly, SGA is exploring additional resources to provide services to students regarding mental health.

B. Commendation - Dr. Siscoe offered commendation for William Miller for his outstanding service as Student Governor for Missouri State University. Ms. Silvey moved the commendation, which was seconded by Ms. Miller Keltner.

Motion passed 8-0.

10. Staff Senate Report – Mr. Jimi Sode, Chair-elect of the Staff Senate, provided a report on happenings with Staff Senate. Mr. Sode thanked President Smart and the administrative team in advance for the upcoming holiday time off. Mr. Sode thanked Mr. Brent Dunn who facilitated the most recent leadership book series in which there were 33 participants. This spring, Staff Senate will work on establishing an outstanding supervisor award to recognize supervisors who are inspiring and supportive of staff members. Lastly, Staff Senate will also work with President Smart to establish a Staff Appreciate Week.

11. Financial –

A. Mr. Brent Dunn, Vice President for University Advancement, provided an update on the university's Onward, Upward! capital campaign. The It's On! event was held on October 26, 2019, at Juanita K. Hammons Hall for the Performing Arts. The facility was filled with over 2,200 seats and an additional 400 people in the lobby watching the event on monitors. The goal for the campaign is \$250 million. At the end of November, the campaign had raised \$158,891,962 and with the commitment from the Darr Family Foundation, is now just over \$165 million. The timeline of the campaign was reviewed with the completion goal being set in the third or fourth quarter of 2022. Mr. Dunn reviewed the priorities of the campaign: increasing scholarships, faculty support, and capital and facility support. There are several other priorities that includes the renaming of JQH Arena and the naming of colleges, programs, and departments.

Mr. Dunn shared the keys to success for the campaign. Efforts include the addition of texting solicitations, hosting a Giving Day in 2020, and holding planned giving seminars. Mr. Dunn stressed the importance of engaging in the campaign. The Foundation will host training sessions for faculty, staff, alumni, and Foundation Board. Lastly, a long-range plan will be created for the Foundation in 2020.

B. Mr. Dunn reviewed the resolution for approval of the gift agreement of \$6.5 million to build a magnet school dedicated to agriculture education and a small animal education facility on the Darr Agriculture Center campus. The agreement was already approved by the Springfield Public Schools Board. Mr. Dunn then recommended approval of the agreement with William Darr, the Darr Family Foundation, and Springfield Public Schools (Agreement No. 434-19) that was previously discussed in the Programs and Planning Committee meeting. Mr. Frazier moved to approve the recommendation, receiving a second from Ms. Counts.

Motion passed 8-0.

12. Marketing and Communications – President Smart called upon Ms. Stacey Funderburk, Director of Editorial and Design Services, and Ms. Nechell Bonds, Assistant Vice President and Director of Admissions, to provide a presentation on variable data marketing and the university's virtual tour. Ms. Funderburk provided an overview of the new customized viewbook the university has created to connect more with future students. She discussed that Generation Z students appreciate and expect personalized communication. More than 60% of students want some version of print information and the new viewbook will be tailored to the specific student's interest. Early returns on the effort show an increase in students visiting their personalized websites and/or the campus visit website. Additionally, over 1,900 students have converted to a new admission stage (applied, accepted, confirmed) since receiving their materials. Ms. Funderburk then reviewed the personalized viewbooks provided to the board members.

Ms. Nechell Bonds provided an overview on the new online virtual tour that launched in November. She discussed that Generation Z students want interactive content. The virtual tour reaches students and families who may be unable to physically visit campus. It provides

360-degree photos and videos, clickable elements, and embedded videos. Ms. Bonds thanked those who collaborated on the project, including the support of Academic Affairs, Students Affairs, and SGA. Since the launch of the virtual tour, there have been 1,284 visitors, with 83 engagements averaging over seven minutes per visit, and a 23.1% increase in conversion rates of visitors requesting additional information. Ms. Bonds then provided a live demonstration of the virtual tour via the university's website. The virtual tour cost \$160,000 to complete and the university has the content for three years.

Mr. Gore called a ten-minute recess of the meeting.

13. **Old Business – IDEA Commons Update and Discussion of Letter of Intent** - Ms. Rachael Dockery, General Counsel and Chief Compliance Office, provided an update to the IDEA Commons project which includes renovations of JVIC building IV, construction of an office building, and construction of a parking garage. Over the past two years, Missouri State University has worked with The Vecino Group, LLC (Vecino) on the feasibility and plans to expand IDEA Commons through a three-stage process. The letter was previously discussed in the Finance and Facilities Committee meeting and reviewed by the board over the lunch hour.

Ms. Dockery reviewed the terms outlined in the letter of intent to move forward with the expansion of JVIC IV with Vecino. Per the letter, Vecino will remove the existing structure on the property, build a 30,000 square foot building, meeting University aesthetic and infrastructure requirements, and the total project is not to exceed \$14.4 million dollars. The letter also outlines the leasing commitment terms and potential for the University to purchase the building after seven years.

Ms. Dockery then recommended the approval of a letter of intent with The Vecino Group, LLC for the expansion of the Jordan Valley Innovation Center (Agreement No. 435-19). Ms. Silvey moved to approve the recommendation, receiving a second from Mr. Frazier.

Motion passed 8-0.

14. **New Business:**
 - A. **Key Performance Indicators** – Dr. Einhellig provided an overview and update on the key performance indicators (KPIs) set by the state for the Springfield campus. In October the Springfield campus reported data that showed the institution passed all state performance measures. The threshold for passing the first measure, completions per student FTE, is 25% and Missouri State reported 33.9%. Passing the second performance measure required students taking licensure exams to pass at the rate of 90% or above. The ten health-care programs where licensure pass rates are utilized had pass rates of 100%. The third measure focuses on student placement after graduation. Passing this performance measure is achieved by having a knowledge rate above 60% and employment or further education placement above 75%. For 2018 Missouri State graduate (undergraduate only) outcomes exceeded these benchmarks with 92% knowledge rate and 83% placement. Missouri State's core academic expenditures as a percent of total expenditures was 68.2% which exceeded the minimum threshold. The

other two state performance measures are passed when the institutions change in salary expenditures and change in tuition/fee revenue are less than the percent increase in the Median Household Income. In both cases the percentage change for these variables at Missouri State was below the change in the benchmark Median Household Income.

President Smart added that only half of the four-year schools met all measures. Historically, Missouri State is only one of two schools who has met all measures since they were implemented, even with changes in measures. He shared that although the Springfield campus continues to meet the performance funding measures, the last time performance funding was received from the state was in 2016.

Dr. Einhellig then provided an update on the status of long-range plan goals. The 2016-21 long-range plan projected that the number of students that completed a degree would increase. The associated goal set for degree completion was that by 2021 the annual number of graduates would be at least 4,900. Since this goal was achieved early with 4,935 students completing a program in FY2017, a new goal of 5,200 was established. Recently, certificate programs have increased in popularity as evidence of academic achievement. In FY2019 Missouri State had 5,490 completions of either a degree or a certificate. Certificates accounted for 470 (8.6%) of this number.

Dr. Einhellig then shared that retention and graduation rates are coupled outcomes, and the starting point for retention is the goal of moving first-time, full-time students on to a second year in college. When the long-range plan was implemented, a retention goal for first-time students was set at 82%. Over the past six years, retention has ranged between 75% and 79%. The fall 2018 to fall 2019 retention rate was 78%. When compared to other nearby universities, Missouri State's rate for the 2018-19 cohort is below the most recent data for the University of Missouri (87%) and the University of Arkansas (84%), but above the retention reported for Arkansas State (73%), University of Central Arkansas (74%) and the University of Arkansas-Little Rock (68%).

MSU set a retention goal of 79% for Pell-Eligible, first generation, Hispanic/Latino, African American, and those self-identifying as two or more races. The present fall term retention for these students ranged from 66% for Hispanic/Latino to 74% for African Americans as well as those of two or more races. The year-to-year retention data illustrates considerable variation for each category, and consistent trends are not evident. Efforts to improve retention rates include, but are not limited to, proactive and expanded advising, creating focused interaction locations, and revising math pathways.

The six-year graduation rate for students starting at Missouri State as first-time, full-time students moved slightly upward to 55.9% for the 2013-19 cohort, this rate was still short of the 57% goal. Using this measure of student success for this same 2013-19 cohort, Missouri State's rate (55.9%) was below that of the most recent data (2018) for the University of Missouri (69%) and the University of Arkansas (66%). Missouri State is substantially higher, however, than six-year graduation rates of Arkansas State (47%), University of Central Arkansas (41%) and the University of Arkansas-Little Rock (35%). Prior to the current long-range plan, the six-year graduation rates for students who were either Pell-eligible, first generation, Hispanic/Latino, African

American, or two or more races were significantly lower than the graduation rates of the overall student population. A target graduation goal of 50% was established for each of these categories of entering freshman. This goal has not yet been achieved and both graduation and retention data for these several student groups show considerable year-to-year variation.

Lastly, Dr. Einhellig shared that the percentage of faculty and staff from historically underrepresented and international groups increased from 10.6% in 2013 to 15% in fall 2019. This steady progression resulted in the initial goal of 14% diversity in full-time employees being achieved in 2017, and the target goal was then reset at 16%.

Dr. Dennis Lancaster, Dean of Academic Affairs - West Plains, provided an update on the state performance funding measures and KPIs for the West Plains campus. The West Plains campus utilizes six Performance Funding Measures (PFM), the same six used by the state's community colleges as established by the Missouri Department of Higher Education and Workforce Development (MDHEWD). Currently, data exist for five measures. Data and results for the sixth measure, Graduate Outcomes, is expected from MDHEWD in the coming weeks. Of the six KPIs, three show improvement – enrollment, retention, and graduation/transfer rates. Of the other three, two – native transfers to Missouri State-Springfield and number of degrees/certificates awarded – did not improve, and one, full-time faculty and staff diversity, had mixed results.

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

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

Dr. Lancaster reported that the most encouraging change in the KPIs is in the graduation and transfer rate, which increased substantially from the previous year. Of those in the 2015-2018 cohort, 46.4% graduated or transferred to another institution, 8.8% over the previous year. The increase in the combined rate came from both the graduation side, moving from 20.5% to 24.9%, and from the transfer side, which increased from 16.2% to 17%. This is the highest graduation and transfer rate experienced by the campus since 2008 when the rate was 57%. With a 2.7% increase in the 2016-2019 cohort graduation rate already achieved, West Plains expects to soon

report an even better combined graduation/transfer rate for this cohort when the transfer rate is ultimately determined by the National Clearinghouse.

The number of native students transferring from the West Plains campus to the Springfield campus dropped this past year, moving from 134 who transferred the previous year to 104 this past academic year. West Plains continues to work with Springfield colleagues on recruitment strategies, articulation agreements to better ensure transferability, and ongoing retention strategies to keep West Plains students in the pipeline toward a bachelor's degree on the Springfield campus.

Dr. Lancaster stated that the number of degrees and certificate completed by Missouri State-West Plains students decreased substantially, going from a five-year high of 277 the previous year to 249 during this past academic year. He shared that this may be due to the lower enrollments during the past few years. The West Plains campus expects these numbers to stabilize in the next year or two, particularly due to increased promotion of certificates as students are moving toward their associate degree.

Lastly, Dr. Lancaster commented that increasing the diversity of the full-time employee pool remains a key goal of the West Plains campus. However, the campus still struggles with attracting diverse candidates for open positions. Over the past year, the percentage of under-represented full-time faculty increased from 10.5% to 13.9% while staff percentage decreased from 9.2% to 5.8%. Because of the smaller number of employees on the West Plains campus, this adversely affected the total employee diversity percentage, which moved from 9.6% to 8.2%.

- B. Approval of the 2020 Executive Committee to the Board of Governors** - Mr. Gore called upon Mr. Craig Frazier, Vice Chair of the Board of Governors, to announce the appointments to the Board of Governors' committees. Mr. Frazier made a motion to approve the 2020 Executive Committee as Mr. Craig Frazier, Chair; Ms. Amy Counts; Mr. Gabriel Gore; and Ms. Miller Keltner. Ms. Carol Silvey seconded the motion.

Motion passed 8-0.

- C. Announcement of Board Committee Appointments** - Mr. Frazier then announced the appointments to the other 2020 Board of Governors' committees. The Risk Management and Audit Committee is comprised of Ms. Amy Counts, Chair; Mr. Craig Frazier (ex-officio); Ms. Carol Silvey; and Ms. Carrie Tergin. The Finance and Facilities Committee is comprised of Ms. Carrie Tergin, Chair, and all members of the Board of Governors. The Programs and Planning Committee is comprised of Ms. Carol Silvey, Chair, and all members of the Board of Governors. The Board representative to the Missouri State University Foundation is Ms. Beverly Miller.

- 14. Date of Next Meeting** – The date of the next scheduled meeting was set for Friday, February 21, 2020, at 1 p.m. on the Springfield Campus.

15. **Adjournment** – Mr. Gore adjourned the meeting at 4:04 p.m., on the motion of Mr. Spears, the second of Mr. Frazier, and the unanimous vote of the Board.

Rowena Stone

Rowena Stone
Secretary to the Board

DRAFT

III.A.1.

RECOMMENDED ACTION – Approval of FY 2020/2021 Employment Agreements for Assistant Coaches for Football.

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

WHEREAS, the University desires to employ of the following individuals as Assistant Football Coaches as set forth in the attached Exhibit A, and subject to the terms and conditions set forth in the attached Exhibit B: Ryan Beard, Skyler Cassity, Jeremy Darveau, Nelson Fishback, Ronald Fouch, William Gay, Reginald Johnson, Dominic Petrino and Ladarien “LD” Scott”; and

WHEREAS, the University desires to continue the employment of Stephen Bravo-Brown as set forth in Exhibit C.

NOW, BE IT RESOLVED that the Board of Governors of Missouri State University approves and authorizes the President to execute the attached FY2020/2021 Employment Agreements for the Football Coaches.

VOTE: AYE _____

NAY _____

Comments:

These coaches are receiving funds from previous coaches that have left the University, and from fundraising/foundation monies, such that their salaries do not represent new expenses to the Athletics Department or University.

Stephen Bravo-Brown salary has increased from \$47,384.00 to \$48,000.00.

Ryan Beard, Skyler Cassity, Jeremy Darveau, Nelson Fishback, Ronald Fouch, William Gay, Reginald Johnson, Dominic Petrino and Ladarien “LD Scott” will receive expenses associated with relocation to Springfield, Missouri, including but not limited to packing, unpacking and moving expenses/fees for household items.

Each coach will be eligible to earn achievement payments contingent upon the athletic success of the football team.



Exhibit A

Missouri State UNIVERSITY

ATHLETICS EMPLOYMENT AGREEMENT – ASSISTANT COACH

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

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

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

Name of Coach: Ryan Beard

Position: Assistant Coach

Sport: Football

Term: February 3, 2020 - January 31, 2021

Compensation: \$96,000 annually

Achievement Payments:

\$1000 for regular season conference championship or regular season conference co-championship in football; and \$700 for each game played in the NCAA FCS football playoffs.

Other Benefits and Incentives:

Coach may participate in camps and/or clinics.
Coach shall receive 4 tickets to all home football games at no cost

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

COACH

Ryan Beard, Assistant Coach

MISSOURI STATE UNIVERSITY

Clifton M. Smart III
President

Date

1/29/20

Date

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



Missouri State
UNIVERSITY

ATHLETICS EMPLOYMENT AGREEMENT – ASSISTANT COACH

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

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

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

Name of Coach: Skyler Cassity

Position: Assistant Coach

Sport: Football

Term: February 3, 2020 - January 31, 2021

Compensation: \$35,000 annually

Achievement Payments:

\$1000 for regular season conference championship or regular season conference co-championship in football; and \$700 for each game played in the NCAA FCS football playoffs.

Other Benefits and Incentives:

Coach may participate in camps and/or clinics.
Coach shall receive 4 tickets to all home football games at no cost

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

COACH


Skyler Cassity, Assistant Coach

MISSOURI STATE UNIVERSITY

Clifton M. Smart III
President

1/31/20

Date

Date

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



Missouri State
UNIVERSITY

ATHLETICS EMPLOYMENT AGREEMENT – ASSISTANT COACH

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

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

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

Name of Coach: Jeremy Darveau

Position: Assistant Coach

Sport: Football

Term: February 3, 2020 - January 31, 2021

Compensation: \$96,000 annually

Achievement Payments:

\$1000 for regular season conference championship or regular season conference co-championship in football; and \$700 for each game played in the NCAA FCS football playoffs.

Other Benefits and Incentives:

Coach may participate in camps and/or clinics.
Coach shall receive 4 tickets to all home football games at no cost

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

COACH



Jeremy Darveau, Assistant Coach

2-1-20

Date

MISSOURI STATE UNIVERSITY

Clifton M. Smart III
President

Date

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



Missouri State UNIVERSITY

ATHLETICS EMPLOYMENT AGREEMENT – ASSISTANT COACH

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

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

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

Name of Coach: Nelson Fishback

Position: Assistant Coach

Sport: Football

Term: February 3, 2020 - January 31, 2021

Compensation: \$44,000 annually

Achievement Payments:

\$1000 for regular season conference championship or regular season conference co-championship in football; and \$700 for each game played in the NCAA FCS football playoffs.

Other Benefits and Incentives:

Coach may participate in camps and/or clinics.
Coach shall receive 4 tickets to all home football games at no cost

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

COACH

Nelson Fishback
Nelson Fishback, Assistant Coach

MISSOURI STATE UNIVERSITY

Clifton M. Smart III
President

01/31/20
Date

Date

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



Missouri State UNIVERSITY

ATHLETICS EMPLOYMENT AGREEMENT – ASSISTANT COACH

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

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

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

Name of Coach: Ronald Fouch

Position: Assistant Coach

Sport: Football

Term: February 3, 2020 - January 31, 2021

Compensation: \$55,000 annually

Achievement Payments:

\$1000 for regular season conference championship or regular season conference co-championship in football; and \$700 for each game played in the NCAA FCS football playoffs.

Other Benefits and Incentives:

Coach may participate in camps and/or clinics.
Coach shall receive 4 tickets to all home football games at no cost

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

COACH

Ronald Fouch, Assistant Coach

MISSOURI STATE UNIVERSITY

Clifton M. Smart III
President

02/02/20

Date

Date

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



Missouri State UNIVERSITY

ATHLETICS EMPLOYMENT AGREEMENT – ASSISTANT COACH

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

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

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

Name of Coach: William Gay

Position: Assistant Coach

Sport: Football

Term: February 3, 2020 - January 31, 2021

Compensation: \$55,000 annually

Achievement Payments:

\$1000 for regular season conference championship or regular season conference co-championship in football; and \$700 for each game played in the NCAA FCS football playoffs.

Other Benefits and Incentives:

Coach may participate in camps and/or clinics.

Coach shall receive 4 tickets to all home football games at no cost

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

COACH



William Gay, Assistant Coach

MISSOURI STATE UNIVERSITY

Clifton M. Smart III
President

1-31-2020

Date

Date

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



Missouri State UNIVERSITY

ATHLETICS EMPLOYMENT AGREEMENT – ASSISTANT COACH

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

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

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

Name of Coach: Reginald Johnson

Position: Assistant Coach

Sport: Football

Term: February 3, 2020 - January 31, 2021

Compensation: \$70,000 annually

Achievement Payments:

\$1000 for regular season conference championship or regular season conference co-championship in football; and \$700 for each game played in the NCAA FCS football playoffs.

Other Benefits and Incentives:

Coach may participate in camps and/or clinics.
Coach shall receive 4 tickets to all home football games at no cost

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

COACH


Reginald Johnson, Assistant Coach

Date

02/02/2020

MISSOURI STATE UNIVERSITY

Clifton M. Smart III
President

Date

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



Missouri State UNIVERSITY

ATHLETICS EMPLOYMENT AGREEMENT – ASSISTANT COACH

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

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

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

Name of Coach: Dominic Petrino

Position: Assistant Coach

Sport: Football

Term: February 3, 2020 - January 31, 2021

Compensation: \$96,000 annually

Achievement Payments:

\$1000 for regular season conference championship or regular season conference co-championship in football; and \$700 for each game played in the NCAA FCS football playoffs.

Other Benefits and Incentives:

Coach may participate in camps and/or clinics.

Coach shall receive 4 tickets to all home football games at no cost

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

COACH

Dominic Petrino
Dominic “Nick” Petrino, Assistant Coach

1-29-20
Date

MISSOURI STATE UNIVERSITY

Clifton M. Smart III
President

Date

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



Missouri State UNIVERSITY

ATHLETICS EMPLOYMENT AGREEMENT – ASSISTANT COACH

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

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

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

Name of Coach: Ladarien “LD” Scott

Position: Assistant Coach

Sport: Football

Term: February 3, 2020 - January 31, 2021

Compensation: \$96,000 annually

Achievement Payments:

\$1000 for regular season conference championship or regular season conference co-championship in football; and \$700 for each game played in the NCAA FCS football playoffs.

Other Benefits and Incentives:

Coach may participate in camps and/or clinics.

Coach shall receive 4 tickets to all home football games at no cost

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

COACH

Ladarien “LD” Scott, Assistant Coach

MISSOURI STATE UNIVERSITY

Clifton M. Smart III
President

1-31-20

Date

Date

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

ATHLETICS EMPLOYMENT AGREEMENT TERMS AND CONDITIONS – ASSISTANT COACH

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

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

- a. The University’s employment of the current head coach of the sport identified in this Agreement (“Sport”) ends for any reason; or
- b. Coach fails to perform as agreed, Coach otherwise breaches this Agreement, or termination is otherwise appropriate pursuant to the terms of the Employee Handbook; or
- c. Appropriations or unencumbered funds adequate to pay the obligations herein created become unavailable for any reason.

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

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

3. Camps and Clinics. *This section applies only if this Agreement states that Coach may participate in camps and/or clinics as an additional benefit and incentive.* If this Agreement so states, Coach may participate in camps and clinics associated with the Sport for Coach’s own benefit, provided that such camps and clinics are owned and operated by other University employees. Coach understands and agrees that, though such camps and clinics may occur on University property, the University does not operate such camps and clinics, the University is not responsible for any liabilities or other matters associated with such camps and clinics, and the University will not compensate Coach for participating in such camps and clinics (compensation is the responsibility of the owner/operator of the camp or clinic). Coach’s duties for the University do not include service or participation in camps or clinics, but the University hereby authorizes Coach to participate in camps or clinics for Coach’s own benefit as an additional benefit and incentive. Unless this Agreement expressly states to the contrary, Coach is not authorized to use the University’s name, logo, likeness, or property to operate or conduct his or her own camp or clinic.

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

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

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

a. Participating student-athletes shall deport themselves with honesty and sportsmanship at all times so that intercollegiate athletics as a whole, the institution, and they as individuals, shall represent the honor and dignity of fair play and the generally-recognized high standards associated with wholesome, competitive sports.

b. Staff members of the University’s Athletics Department shall not accept compensation or gratuities of any kind whatsoever, either directly or indirectly, for representing a professional sports organization in the scouting or contacting of athletics talent or the negotiating of a contract. In this regard, any compensational arrangement between a professional sports organization and the University’s staff member (e.g., for scouting other professional teams or assisting the professional employer in coaching his or her team) shall be considered *prima facie* evidence of an indirect arrangement to assure the staff member’s assistance in evaluating or procuring college talent.

c. Staff members of the University, or others serving on NCAA committees or acting as consultants, shall not, directly or by implication, use the NCAA’s name or their affiliation with the NCAA in the endorsement of products or services.

d. Staff members of the University’s Athletics Department shall not knowingly participate, directly or indirectly, in the management, coaching, officiating, supervision, promotion or player selection or any all-star contest involving student-athletes which is not certified by the NCAA’s Extra Events committee.

e. Staff members of the University’s Athletics Department shall not represent, directly or indirectly, a student-athlete in the marketing of athletics ability or reputation to a professional sports team or professional sports organization, and shall not receive compensation or gratuities of any kind, directly or indirectly, for such services.

f. Coach is required to provide a written detailed account annually to the University President for all athletically related income and benefits from sources outside the institution. In addition, the approval of all athletically related income and benefits shall be consistent with the institution’s policy related to outside income and benefits applicable to all full-time or part-time employees. Sources of such income shall include, but are not limited to, the following:

- Income from annuities;
- Sports camps;
- Housing benefits (including preferential housing arrangements);
- Country club memberships;
- Complimentary ticket sales;
- Television and radio programs; and
- Endorsement or consultation contracts with athletics shoe, apparel or equipment manufacturers.

g. Coach further agrees that he or she may be suspended for a period of time, without pay, or that his or her employment may be terminated, notwithstanding any other provisions of this agreement, if he or she is found to be involved in deliberate and serious violations of any NCAA regulations.

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



Missouri State
UNIVERSITY

ATHLETICS EMPLOYMENT AGREEMENT – ASSISTANT COACH

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

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

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

Name of Coach: Stephen Bravo-Brown

Position: Assistant Coach

Sport: Football

Term: January 20, 2020 - January 31, 2021

Compensation: \$48,000 annually

Achievement Payments:

\$1000 for regular season conference championship or regular season conference co-championship in football; and \$700 for each game played in the NCAA FCS football playoffs.

Other Benefits and Incentives:

Coach may participate in camps and/or clinics.
Coach shall receive 4 tickets to all home football games at no cost

COACH

MISSOURI STATE UNIVERSITY



Stephen Bravo-Brown, Assistant Coach

Clifton M. Smart III
President

1/27/20

Date

Date

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

III.A.2.

RECOMMENDED ACTION - Approval of employment of Steven McRoberts, Head Volleyball Coach.

The following resolution was moved by _____ and seconded by

_____.

WHEREAS, the University desires to employ Mr. Steven McRoberts as the University's Head Volleyball Coach, and Mr. McRoberts desires to accept such employment; and

WHEREAS, an Employment Contract, attached hereto and incorporated herein as Exhibit A, has been negotiated with Mr. McRoberts.

NOW, THEREFORE, BE IT RESOLVED that the Board of Governors of Missouri State University hereby approves the appointment of Steven McRoberts as Head Volleyball Coach and authorizes the University to execute the attached Employment Contract with Mr. McRoberts on behalf of the University.

VOTE: AYE _____

 NAY _____

Comments:

The contract includes the following terms:

- Five (5) year contract with a term of February 3rd, 2020 through February 2nd, 2025 ("Initial Term"). The Initial Term of the Employment Contract includes an automatic renewal of one (1) year for each season that the Team wins the Missouri Valley Conference tournament or wins the Missouri Valley Conference Regular season, or as may be mutually agreed by the parties.
- Base Salary – Mr. McRoberts will receive a Base Salary of \$110,000.
- Mr. McRoberts would be eligible for the achievement payments as outlined in Section 6(a) of the Employment Contract. These achievement payments, which are consistent with previous Head Volleyball Coach contracts, include:
 - \$2,500 for each year that the Volleyball team's ("Team") NCAA calculated Academic Progress Rate ("APR") meets or exceeds the NCAA APR Multiyear Cut Score;
 - \$3,000 in the event the Team finishes as Missouri Valley Conference ("MVC") regular season champions;
 - \$2,000 in the event that Team finishes as MVC regular season co-champions;

- \$2,000 in the event that the Team wins the MVC's post-season tournament championship.
 - \$2,000 per match played by the Team in the NCAA volleyball post-season championship tournament;
 - \$2,500 should Mr. McRoberts be named the MVC Coach of the Year;
 - \$500 for any season in which 250 or more volleyball season tickets are sold.
- Mr. McRoberts will receive the additional fringe benefits, incentives, and entitlements as outlined in Section 6 of the Employment Contract. Such benefits, incentives, and entitlements are consistent with other University athletics' employment contracts.
 - The termination and/or cancellation of the Employment Contract is addressed in Section 8 and 9 of the Employment Contract. The University has the right to cancel the Employment Contract for just cause, which is defined in the Employment Contract (Section 8). Mr. McRoberts and the University both have the right to cancel the Employment Contract without cause (Section 9). The Party who cancels the Employment Contract without cause must pay liquidated damages, as set forth in Section 9.
 - Remaining terms and conditions are consistent with other University athletics' employment contracts.

EMPLOYMENT AGREEMENT

THIS EMPLOYMENT AGREEMENT (“Agreement”) is entered by and between the BOARD OF GOVERNORS OF MISSOURI STATE UNIVERSITY (“University”) and STEVEN MCROBERTS (“Coach McRoberts”) and is effective as of February 3, 2020 (“Effective Date”).

WHEREAS, the University desires to employ Coach McRoberts as the head coach of the University’s intercollegiate women’s volleyball program (“Head Volleyball Coach”), and Coach McRoberts desires to accept the position as Head Volleyball Coach, under the terms and conditions set forth herein.

NOW, THEREFORE, in consideration of the promises, covenants, and agreements set forth, and for other good and valuable consideration, the receipt and sufficiency of which is hereby acknowledged, the parties hereto mutual covenants and agreements of the parties hereto, the parties agree to the following terms and conditions:

1. Term of Employment

(a) Initial Term. The University does hereby employ Coach McRoberts as Head Volleyball Coach of its intercollegiate volleyball team (“Team”) for an initial term commencing on February 3, 2020, and continuing through February 2, 2025 (“Initial Term”), subject to renewal, cancellation, or termination under the terms and conditions provided in this Agreement. Each year within the Initial Term, and each year within any renewal term thereafter, will be referred to as a “Contract Year.”

(b) Automatic Extension. The initial term of this Agreement shall be automatically extended an additional one (1) year for each season that the team wins the Missouri Valley Conference tournament or wins the Missouri Valley Conference Regular season, or as may be

mutually agreed to by the parties.

2. Duties

During each year that the Agreement is in effect, Coach McRoberts shall be responsible for fulfilling the following duties:

(a) **Head Volleyball Coach.** Coach McRoberts shall serve the University as its Head Volleyball Coach, and shall at all times devote his whole time, attention, and energies to the conduct and coaching of the Team on behalf of the University, and to the administration and management of his coaching staff, and shall do and perform all services, acts, and things connected therewith as the Director of Athletics for the University, or his designee, shall from time-to-time direct, which are of a nature customarily and properly belonging to the duties of a Head Volleyball Coach at a college or university.

(b) **Other Activities Permitted.** Notwithstanding any other language in the Agreement, Coach McRoberts shall be permitted to conduct summer volleyball camps or clinics for his sole benefit as further described herein. In addition, Coach McRoberts shall be permitted to earn additional outside income through promotional endorsements and contracts, speaking engagements, and other third party opportunities so long as such activities are not inconsistent with the Employment Contract, or NCAA regulations, and with the prior written approval of the Director of Athletics, which approval shall not be unreasonably withheld.

3. Compensation

As of the Effective Date, the University shall pay Coach McRoberts the following compensation:

(a) **Base Salary.** On an annual basis, the University shall pay Coach McRoberts One Hundred Ten Thousand Dollars (\$110,000) (“Base Salary”), which translates to a gross monthly salary of Nine Thousand One Hundred Sixty-Six Dollars and Sixty-Six Cents (\$9166.66)

(“Monthly Adjusted Base Salary”). Subject Section 7, for the duration of the Agreement, Coach McRobert’s Base Salary shall be subject to any and all across-the-board salary increases provided to University’s other employees.

(b) Payment Via University’s Standard Payroll Procedure. Coach McRoberts’ salary shall be paid in equal sums at such intervals as the University has established for its payroll procedure, less applicable taxes and withholdings.

(c) Base Salary as Total Guaranteed Compensation. The compensation specified in Section 3(a) represents the total guaranteed compensation due and owing Coach McRoberts in consideration of his duties as the University’s Head Volleyball Coach and employment with the University.

(d) Eligibility for Incentive Payments. Coach McRoberts shall be eligible for additional incentive payments as specified in Section 6.

4. Additional Entitlements

In addition to the compensation described in Section 3, Coach McRoberts shall receive all benefits and privileges accorded the University administrative, professional and staff employees, such as, but not limited to, paid vacation, sick leave, workers compensation, Missouri State Employees Retirement System (“MOSERS”), hospitalization/medical insurance, life insurance, long-term disability insurance, and other benefits established by the Board of Governors will likewise be afforded to Coach McRoberts. It is agreed that the terms and conditions in the Faculty Handbook will not be regarded as a part of the Agreement, and that Coach McRoberts is not on tenure-track and is not receiving tenure.

(a) Moving Expenses. The University agrees to reimburse Coach McRoberts for any and all documented expenses associated with Coach McRobert’s relocation to Springfield,

Missouri from Oxford, Mississippi, including but not limited to storage, packing, unpacking and moving expenses/fees.

(b) **Temporary Housing.** The University agrees to provide Coach McRoberts and his household with temporary housing for up to three (3) months, upon his relocation to Springfield, Missouri. The University shall be responsible for making the temporary housing arrangements on Coach McRoberts behalf.

5. Volleyball Camp(s)

University acknowledges that it is in the interest of the University to have a volleyball camp(s) during the summer. In this regard, Coach McRoberts may conduct annual volleyball camp(s), and if so for his own benefit and the University shall make available University facilities for that purpose, subject to the following provisions, as long as the Agreement remains in effect and is not canceled or terminated.

(a) **Insurance Obligations.** Coach McRoberts agrees to secure commercial general liability insurance to cover the operation of the camp. Except as contemplated by Section 5(f) below, such policy limits insurance shall be in amounts no less than Five Hundred Thousand Dollars (\$500,000) per person, and Two Million Dollars (\$2,000,000) in the aggregate, with the Board of Governors of Missouri State University named as an additional insured. No such insurance shall be construed to constitute a waiver of any sovereign, governmental or official immunity. Coach McRoberts agrees to increase the liability limits if requested by the University as a result of a change in Missouri law.

(b) **Mandated Reporter Training.** Coach McRoberts will attend and require his staff to attend any University-required mandated reporter and/or Title IX trainings prior to conducting any volleyball camps.

(c) **Use of University's Athletic Facilities.** Coach McRoberts shall be entitled to use the Hammons Student Center, including the courts and locker rooms, in conducting volleyball camps under this Section 5. Other University athletic facilities may also be used in conducting volleyball camps, subject to scheduling and availability of these other athletics facilities. Coach McRoberts shall work with the University's Director of Athletics, or his designee to schedule use of these other athletic facilities.

(d) **Use of University's Housing System.** Coach McRoberts shall be given access to the University's residency housing system for use in conjunction with the volleyball camps, provided that he shall pay the then current daily summer rate charges per person for housing (including linens) in the summer.

(e) **No Guarantee as to Number of Camp Participants.** Coach McRoberts does not guarantee any number of volleyball camp participants or enrollees.

(f) **Registration Fee, Revenue for Volleyball Camps.** The registration fee for each enrollee shall be established by Coach McRoberts. Coach McRoberts shall be allowed to retain all revenues and income generated by such camp.

(g) **Use of University Name, Logs in Camp Brochures.** Coach McRoberts may use the University names, logos, and depictions in brochures and similar camp documentation.

(h) **Audit Right of University.** To the extent necessary to ensure compliance with all applicable NCAA rules, Coach McRoberts shall provide all camp records to athletics administrators or other university administrators when requested, or as otherwise required by law. Examples of such records may include, without limitation, rosters, applications, free or discounted admissions, bank statements, expense records, and payroll records.

6. **Other Compensation and Expenses**

(a) **Achievement Payments.** Subject to Section 7, Coach McRoberts shall be entitled to receive certain payments (before taxes) if the Team performs to certain levels of achievement, in consideration of the additional effort and contributions of Coach McRoberts in obtaining such achievements.

(i) **Academic Progress Rate (“APR”).** Coach McRoberts shall be paid the amount of Two Thousand Five Hundred Dollars (\$2,500.00) for each year that the Team’s NCAA calculated APR meets or exceeds the NCAA APR Multiyear Cut Score.

(ii) **MVC Conference Championship.** In the event that the Team finishes a season as champion of the Missouri Valley Conference (“MVC”) (or any other conference in which University’s Team becomes a member), an additional Three Thousand Dollars (\$3,000.00) will be paid to Coach McRoberts.

(iii) **MVC Conference Co-Championship.** In the event that the Team finishes a season as co-champion in the MVC (or any other conference in which University’s Team becomes a member), an additional Two Thousand Dollars (\$2,000.00) will be paid to Coach McRoberts.

(iv) **MVC Post-Season Tournament Championship.** In any season that the Team wins the MVC’s post-season tournament championship (or the post-season tournament championship of any other conference in which University’s Team becomes a member), an additional Two Thousand Dollars (\$2,000.00) will be paid to Coach McRoberts.

(v) **NCAA Posts-Season Championship Tournament.** In any season that the Team competes in the NCAA volleyball post-season championship tournament, an additional Two Thousand Dollars (\$2,000.00) per match played by the Team will be paid to Coach McRoberts.

(vi) **MVC Coach of the Year.** In any season that Coach McRoberts is named the MVC Coach of the Year by the MVC coaches or the MVC media, he will receive an additional Two

Thousand Five Hundred Dollars (\$2,500.00).

(vii) Season Ticket Sales. In any single season that 250 or more volleyball season tickets are sold, an additional Five Hundred Dollars (\$500.00) will be paid to Coach McRoberts.

(viii) Timing of Incentive Payments. All such achievement payments will be paid to Coach McRoberts within thirty (30) days of the dates earned and shall be paid even if the Agreement is terminated by either party for any reason.

(b) Expense Allowance. All necessary and reasonable expenses incurred by Coach McRoberts while recruiting or on official business for the University's volleyball a program will be paid to Coach McRoberts, pursuant to University policy. Such expenses must be approved by the University's Director of Athletics upon presentation of expense vouchers and supporting documents, and such approval shall not to be unreasonably withheld.

(c) Use of Automobile. Coach McRoberts shall be furnished with an automobile, pursuant to a lease agreement with the University, for his business and personal use as long as the University and/or the Missouri State University Foundation receives such a vehicle via a trade-out with an automobile dealer in relation to a membership in The Bears Fund. The terms of the lease agreement shall control the use, maintenance, and insurance applicable to such automobile.

(d) Club Memberships. The University will pay periodic dues for Coach McRoberts and his family which will entitle him to one (1) membership, golf and social, to Millwood Country Club. Coach McRoberts agrees to contact designated persons to make necessary arrangements to utilize such memberships.

7. Professional and Moral Conduct Required

It is understood that Coach McRoberts is being employed by the University, a member institution of the NCAA, for the purpose of administering conducting, and coaching the Team. Coach

McRoberts acknowledges and understands that NCAA Bylaw 11.1.1 imposes a presumption of head coach accountability for impermissible acts related to the Team that are committed by those who report to the head coach. Accordingly, Coach McRoberts agrees that he will diligently conduct the Team under his direction in such a manner that NCAA regulations and code of conduct, whether now existing or hereinafter enacted, will be fully complied with, in all particulars, including, but not limited to, the following:

(a) Coach McRoberts will make best efforts to ensure that the Team's student-athletes comport themselves with honesty and sportsmanship at all times.

(b) Coach McRoberts 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.

(c) Coach McRoberts shall not knowingly participate in the management, coaching, officiating, supervision, promotion, or player selection of any all-star contest involving student-athletes which is not certified by the NCAA's Extra Events Committee.

(d) Except as is ordinarily done by a volleyball coach at a university, Coach McRoberts shall not represent 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.

(e) Coach McRoberts is required to provide a written detailed account annually to the University President for all athletically-related income and benefits from sources outside the University. 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; and
- Television and radio programs.

(f) Coach McRoberts is responsible for overseeing and managing the annual budget allocated for the Team in order to ensure both fiscal responsibility and that Team expenditures do not exceed the allocated program budget. In the event that program expenditures exceed the program budget in a given fiscal year, neither Coach McRoberts nor any assistant coaches for the University's intercollegiate volleyball team (including any strength and conditioning coaches) will be eligible to receive any achievement payments contemplated by Section 6(a) for the applicable athletic season, and their salaries will be subject to review and possible withholding of across-the-board salary increases for the subsequent fiscal year. Moreover, Coach McRoberts agrees that, notwithstanding any other provision of this Agreement, he may be subject to disciplinary action up to and including termination in the event that Team expenditures exceed the allocated program budget.

8. Termination.

(a) **Termination Due to Expiration of Term.** If no extension of the Agreement beyond the Initial Term is made, this Employment Contract shall terminate as of the last day of the Initial Term.

(b) **Termination for Incapacity; Cause.** The Agreement may be terminated at any time during the term, by the University, upon the occurrence of any one of the following events:

(i) **Termination Due to Incapacity.** The Agreement shall terminate automatically if

Coach McRoberts becomes totally disabled within the meaning of the University's disability insurance for employees of Coach McRoberts' staff classification so that he qualifies under the University's long-term disability plan, or if Coach McRoberts becomes permanently disabled. "Permanently disabled" shall mean physical or mental incapacity of a nature which prevents Coach McRoberts from performing his duties under the Agreement for a period of one hundred eighty (180) consecutive days. In the event termination occurs under this section due to permanent disability at a time when Coach McRoberts University disability plan benefits are not sufficient to fund his compensation during the one hundred eighty (180) day waiting period to qualify under the University's long-term disability plan, the University will supplement those benefits to insure Coach McRoberts receives his full compensation.

(ii) For just cause. The term "just cause" is defined as acts by Coach McRoberts constituting or involving dishonesty, moral turpitude, conviction of a felony, Level 1 or 2 infractions of NCAA rules and regulations that occur during the Initial Term or any renewal term, prolonged absence from duty without the consent of the Athletic Director, and/or willful disregard for the welfare and safety of University's student-athletes, which has resulted in serious injury or death. No termination of employment for alleged "just cause" shall occur without first giving Coach McRoberts notice in writing of the cause alleged, and an opportunity to be heard.

(iii) Effect of Termination for Just Cause. In the event the University terminates Coach McRoberts employment, under Section 8(b) (ii) above, Coach McRoberts shall not be entitled to any further compensation following the date of such termination, unless otherwise agreed to in writing by the University. He will, however, be entitled to all compensation and achievement payments earned through the date of termination.

9. Termination Without Cause.

(a) Termination Without Cause by Coach McRoberts. Coach McRoberts may Terminate this Agreement if he gives notice of termination to the Director of Athletics and pays, or causes another party to pay the Liquidated Damages Amount (as defined and calculated herein) to the University. Subject to Section 9(d) below, the Liquidated Damages Amount will be calculated by multiplying the remaining months of the Agreement by Two Thousand Five Hundred Dollars (\$2,500.00), it being agreed by the parties that such liquidated sum shall be appropriate as damages to the University in the case of such cancellation or breach of contract by Coach McRoberts, actual damages being difficult to determine. Said Liquidated Damages Amount shall be paid within thirty (30) days following the notice of termination by Coach McRoberts. Such liquidated sum shall be a full and complete settlement of all amounts due University as a result of said termination of the Agreement by Coach McRoberts.

(b) Termination Without Cause by University. Notwithstanding any provision of this Agreement to the contrary, University may also elect to terminate this Agreement in any Contract Year by notification to Coach McRoberts in writing, at the end of any contract year by notification to Coach McRoberts in writing, on or before February 2 (“Termination Date”). It is understood and agreed that termination does not require just cause or any cause. In the event of termination by University, Coach McRoberts shall receive, subject to Section 9(d), payment for the number of months remaining on the Agreement times Two Thousand Five Hundred dollars (\$2,500), it being agreed by the parties that such liquidated sum shall be appropriate as damages to Coach McRoberts in the case of such cancellation by University, actual damages being difficult to determine. Said liquidated sum shall be paid within thirty (30) days following the Termination Date. In the event of cancellation by the University, such liquidated sum will be accepted by Coach McRoberts as a full and complete settlement of all amounts would otherwise be payable to him

after the Termination Date. MOSERS retirement will not be paid on the Liquidated Damages Amount. However, standard payroll deductions for social security and income tax shall be withheld. Coach McRoberts will also be paid on or before the Termination Date any and all amounts actually earned by Coach McRoberts on or before the Termination Date. Nothing herein shall be construed as limiting University's ability and right to terminate the Agreement for cause according to the terms of Section 10. The parties remain free to negotiate, by agreement, any other settlement amount or liquidated sum in the event of termination or alleged breach of this Agreement by either party, although they are not required to do so.

(c) Limitation of Liquidated Damages Payments. Should either Coach McRoberts or University exercise their right to terminate this Agreement as set forth in Section 10(a) or 10(b), the Liquidated Damage Amount due the other party shall be based on the number of months remaining on the Agreement, up to a maximum of twenty-four (24) months in the case of payment by the University and up to a maximum of twelve (12) months in the case of payment by Coach McRoberts.

(d) Relief of Duties Upon Cancellation or Termination. Upon notification that employment will be terminated or that the Agreement will not be extended beyond its terms, Coach McRoberts may be relieved by the Director of Athletics from some or all additional duties, and if so Coach McRoberts shall utilize all available accrued vacation prior to the termination date.

10. Missouri Law

This Agreement shall be interpreted and construed in a manner consistent with the laws of the State of Missouri, including, without limitation, the Missouri Sunshine Law, as set forth in Mo. Rev. Stat. § 610.010, *et. seq.* Coach McRoberts acknowledges that the Agreement is a public document under the Missouri Sunshine Law, which the University may release without prior notice to him.


11. Entire Agreement

This Agreement constitutes the entire understanding between the parties, all previous oral and written statements, negotiations, and prior employment contracts having been incorporated herein. It may only be amended by a writing signed by the parties.

IN WITNESS WHEREOF, the parties have executed this Agreement is effective as of the Effective Date first indicated above.

COACH MCROBERTS

**BOARD OF GOVERNORS
OF MISSOURI STATE UNIVERSITY**



Steven McRoberts
Head Coach, Volleyball

Craig Frazier, Chair

III.B.

RECOMMENDED ACTION – Approval of Academic Calendar for 2021-2022

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

WHEREAS, the Academic Calendar Committee has coordinated preparation of the University’s academic calendar for the 2021-2022 Academic Year; and

WHEREAS, the Academic Calendar is reviewed each year to assure responsiveness to both University and community needs; and

WHEREAS, the Academic Calendar Committee has made its recommendations after a careful review of the data collected and other input provided by the Academic Leadership Council, Administrative Council, faculty, students, Springfield Public School leadership, OTC and other community partners; and

WHEREAS, the Academic Calendar Committee will continue to collect data and insights from both faculty and students on the structure of the calendar; and

WHEREAS, attached hereto is the proposed Academic Calendar for the 2021-2022 Academic Year;

BE IT RESOLVED by the Board of Governors for Missouri State University that the Academic Calendar for 2021-2022 be approved.

VOTE: AYE _____

 NAY _____

Comments:

The Academic Calendar committee is recommending, essentially, the same format of the calendar for 2021-2022 that was approved by the BOG for the 2020-2021 academic year. It should be noted that we have conferred with Springfield Public Schools and aligned Spring Break dates for March 2022.

MISSOURI STATE UNIVERSITY
Academic Calendar – 2021-2022

Fall 2021 Intersession

August 2 (Monday)
August 20 (Friday)

Event

Intersession Classes Begin
Intersession Classes End

Fall 2021 Semester

August 23 (Monday)
September 6 (Monday)
October 7-8 (Thursday-Friday)
October 14 (Thursday)
October 15 (Friday)
October 16 (Saturday)
October 18 (Monday)
November 23 (Tuesday)

November 24-28 (Wednesday-Sunday)
December 9 (Thursday)
December 10 (Friday)
December 11-16 (Saturday-Thursday)
December 17 (Friday)

First Day of Classes
Labor Day Holiday*
Fall Break
First Block Classes End
Mid-Semester/First Block Final Exams
Homecoming
Second Block Classes Begin
Thursday Evening Classes meet (4:00 pm or later). Tuesday evening classes do not meet.
Thanksgiving Vacation
Last Day of Classes
Study Day*
Final Exams Period
Commencement

Winter 2022 Intersession

January 10 (Monday)
January 14 (Friday)

Intersession Classes Begin
Intersession Classes End

Spring 2022 Semester

January 17 (Monday)
January 18 (Tuesday)
February 21 (Monday)
February 23 (Wednesday)

March 10 (Thursday)
March 11 (Friday)
March 14-20 (Monday-Sunday)
March 21 (Monday)
April 14-17 (Thursday-Sunday)
May 12 (Thursday)
May 13 (Friday)
May 14-19 (Saturday-Thursday)
May 20 (Friday)

Martin Luther King Jr. Holiday*
First Day of Classes
Presidents' Day Holiday*
Monday Evening Classes meet (4:00 pm or later).
Wednesday evening classes do not meet.
First Block Classes End
Mid-Semester/First Block Final Exams
Spring Break*
Second Block Classes Begin
Spring Holiday*
Last Day of Classes
Study Day*
Final Exams Period
Commencement

Summer 2022 Intersession

May 23 (Monday)
May 30 (Monday)
June 10 (Friday)

Intersession Classes Begin
Memorial Day Holiday*
Intersession Classes End

Summer 2022 Session

June 13 (Monday)
July 4 (Monday)
July 11 (Monday)
July 7 (Thursday)
July 14 (Thursday)
August 3 (Wednesday)
August 4-5 (Thursday-Friday)

1st, 2nd, and 3rd Sessions Begin
Independence Day Holiday*
4th Session Begins
3rd Session Ends
2nd Session Ends
Last Day of Classes/ 1st and 4th Sessions
Final Exams Period

*Classes will not meet on these dates.

III.C.1.

RECOMMENDED ACTION - Approval of Actions Concerning Academic Employees.

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

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

FACULTY REAPPOINTMENTS:

Non-tenured Faculty, effective January 6 through May 22, 2020

<u>Name</u>	<u>Rank</u>	<u>Salary</u>	<u>Effective</u>
Jessica Barton	Instructor	\$23,250.00 (Annual Salary: \$46,500.00)	1/6/2020
Sheila Rather	Instructor	\$23,250.00 (Annual Salary: \$46,500.00)	1/6/2020

(See Addendum A for Per Course Faculty Payments for the spring 2020 semester)

(See Addendum B for Supplemental Payments for the spring 2020 semester)

(See Addendum C for Per Course Faculty Payments for the fall 2019 semester)

VOTE: **AYE** _____
 NAY _____

ADDENDUM A**Per Course payments for the spring 2020 semester:**

<u>Name</u>	<u>Department</u>	<u>Salary</u>
Albin, Kelli	ART	\$1,200.00
Allsman, Virginia	PSY	\$1,800.00
Anderson, Elliott	REL	\$3,600.00
Bishop, Beverly	MTH	\$1,200.00
Blackburn, Paula	COM	\$1,800.00
Bynum, Sharon	HST	\$1,800.00
Cobb, Rachel	PSY	\$1,800.00
Davis, Lillard	GRY	\$1,800.00
Davis, Mary	GLG/GRY	\$4,053.14
Dechow, Frederick	PHY	\$3,976.00
Emslie-Drummond, Dennis	VIN	\$1,200.00
Fenske, John	CGP	\$1,670.00
Ferree, Nathan	ART/CGP	\$3,804.00
Fisher, Kathryn	PLS	\$4,200.00
Fugitt, Mark	PHI/REL	\$3,600.00
Fugitt, Stephen	REL	\$4,200.00
Geller, Joseph	VIN	\$1,800.00
Giannini, John	VIN	\$1,800.00
Hall, Lesa	CIS	\$2,004.00
Hansen, John	ENG	\$3,600.00
Hass, William T.	LAW	\$2,100.00
Hobbs, Danny	PSY/SOC	\$3,600.00
Hobbs, Linda	MTH	\$4,008.00
Holman, Rebecca	SOC	\$3,600.00
Holmes, Mycroft	MTH	\$1,500.00
Hutsell, Victoria	COM	\$1,800.00
Jennings, Craig	AGR	\$1,472.00
Johnson, Esme	ART	\$1,800.00
Killian, Candace	HST	\$2,100.00
Kimble, Louis	CRM	\$1,800.00
Kitt, Robert	ART	\$3,600.00
Kwon, Seongchun	MTH	\$2,100.00
Lancaster, Seth	ENG	\$1,800.00
Luna, Barbara	CIS	\$4,008.00
Mahan, Darrell	SOC	\$1,800.00
Mahan, Elizabeth	PSY	\$1,800.00
Mainprize, Howard	BIO	\$2,100.00
McCully, Angela	CIS	\$2,004.00
McWilliams, Scott	AGR	\$3,600.00
Nicholson, Anthony	ENG	\$1,800.00

Academic Personnel Board Actions, cont'd.

Page 3

<u>Name</u>	<u>Department</u>	<u>Salary</u>
Nigliazzo, Michele	CRM/LAW	\$3,500.00
Pendergrass, R	PLS	\$4,200.00
Peterson, Bonnie	PHY	\$5,616.00
Priest, Shelia	REL	\$1,800.00
Ragsdale, Kimberly	COM	\$1,800.00
Rowan, Ashley	ENG	\$3,600.00
Roylance, Laurette	BIO	\$6,222.00
Sartin, Karen	NUR	\$2,406.00
Self, Jason	CHM	\$3,738.00
Smith, Tera	CGP	\$3,804.00
Story, Randy	THE	\$1,800.00
Suggs, Hannah	COM	\$3,600.00
Tate, Krista	HST	\$4,200.00
Teeter, Bethany	CRM	\$3,000.00
Thakur, Patricia	PSY	\$2,100.00
Trowbridge, Susan	SPN	\$1,800.00
Tumminia, Eric	ENG	\$3,000.00
Vandergriff, Alice	ART	\$3,600.00
Wall, Scotty	IDS	\$1,800.00
Westman, Anna	ENG	\$3,600.00
Williams, Julie	EDU	\$2,100.00

ADDENDUM B**Supplemental payments for the spring 2020 semester:**

<u>Name</u>	<u>Department</u>	<u>Salary</u>
Edward Birdyshaw	AGR/ECO	\$ 1,319.80
Cathy Boys	CIS/CRM/EGR/LWE/QBA/Internships/ Div. Chair Duties	\$ 6,058.16
Judy Carr	Div. Chair Duties	\$ 4,250.00
Anyta Cavitt	EDU	\$ 600.00
Alexandra Graham	ENG	\$ 2,400.00
James Hart	CIS/TEC/Dept. Chair	\$17,674.89
Ronald Hensley	TEC	\$ 1,414.07
Renee Keith	CFD	\$ 4,902.11
Jason McCollom	HST	\$ 3,600.00
Michael Orf	HST/PLS/PSY/SOC	\$12,600.00
Gary Phillips	Dept. Chair	\$ 1,500.00
Jacob Poulette	CGP/CIS	\$ 1,816.06
Sharath Rongali	BIO/BMS	\$ 2,639.59
Joseph Rugutt	CHM	\$ 1,871.36
Dasha Russell	ACC/CIS/EPR/MKT	\$ 5,160.95
Tresa Ryan	Dept. Chair	\$ 1,500.00
Brenda Smith	CFD/IDS/LWE	\$ 4,086.69
Jay Towell	MTH/Div. Chair Duties	\$11,512.06
Jerry Trick	MTH/IDS Coord. Duties/Dept. Chair Duties	\$ 4,200.00
Laurie Wall	IDS	\$ 1,200.00
V. Jane Ward	EDU	\$ 6,538.00
Ben Wheeler	BMS/Dept. Chair	\$ 6,013.97
David White	BUS/FIN/IDS/MGT/Internship/ Dist. Learn. Coord./Dept. Chair	\$ 7,550.00
John Mark White	ENG	\$ 2,400.00
Linda Wulff-Risner	AGR/IDS/Internships/Dept. Chair	\$ 7,965.11

ADDENDUM C

Per Course payments for the fall 2019 session:

<u>Name</u>	<u>Department</u>	<u>Salary</u>
John Giannini	VIN	\$1,800.00

Comments:

Jessica Barton

ASN from Missouri State University-West Plains

BSN from Chamberlain College of Nursing

2006 to 2019	ICU Charge Nurse at Ozarks Medical Center, West Plains, MO
2019	Clinical Instructor at Missouri State University-West Plains, MO

Sheila Rather

ASN from Arkansas State University Jonesboro, AR

BSN from Arkansas State University Jonesboro, AR

2013 to 2018	Baxter Regional Medical Center, Mountain Home, AR
2018 to Present	Clinical Instructor at Arkansas State University, Jonesboro, AR
2019	Clinical Instructor at Missouri State University-West Plains, MO
2019	Hospice RN for Baxter Regional Medical Center, Mountain Home, AR

III.C.2.

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

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

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

APPOINTMENT:

<u>Name</u>	<u>Position-Department</u>	<u>Grade</u>	<u>Salary</u>	<u>Effective</u>
Cinthia Staton	Administrative Specialist II WP Financial Aid	12	\$28,974 Annually	01/06/2020
Katie Dudden	Administrative Assistant II WP Development	12	\$31,200 Annually	01/17/2020

RETIREMENT:

<u>Name</u>	<u>Position-Department</u>	<u>Effective</u>
Deborah E. Martin	Administrative Assistant II WP Development	02/01/2020

VOTE: **AYE** _____

NAY _____

III.D.1.

RECOMMENDED ACTION - Approval of Procurement Activity Report

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

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

VOTE: **AYE** _____

NAY _____

COMMENTS:

Recommend the attached report summarizing all reportable Office of Procurement Services activity from November 27, 2019 through February 5, 2020 be approved.

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

FOR INFORMATIONAL PURPOSES ONLY

Single Feasible Source > \$100,000

**Laser Ablation System \$115,000.00
Geography, Geology and Planning**

Pursuant to University policy, which addresses justification for making awards on a single feasible source basis, Geography, Geology and Planning (GGP) requests an Elemental Scientific Laser (ESL) laser ablation system from Ligerio Technical Services LLC.

Laser ablation systems are used for in situ sampling of solid materials, to be analyzed for trace elements on the University's National Science Foundation funded inductively coupled plasma mass spectrometer (ICPMS). Instruments are built by ESL and have been designed for use with the Agilent model ICPMS currently in use on campus.

The laser source has been specifically designed for use on a wide range of solid materials and contains variable laser spot sizes that are of interest to develop new methods of research in geology, chemistry, and materials science.

Faculty and students in GGP, Chemistry, Biology, and Physics will use this instrument for research.

A purchase order is to be issued to Ligerio Technical Services as the only authorized source in North America of the ESL laser ablation system.

Note: Funding to be from Provost Academic Equipment budget.

Single Feasible Source > \$100,000

**Benchtop Nuclear Magnetic Resonance (NMR) Spectrometer System \$136,000.00
Chemistry**

Pursuant to University policy, which addresses justification for making awards on a single feasible source basis, Chemistry requests a Nanalysis 100PRO benchtop nuclear magnetic resonance (NMR) spectrometer system.

November 27, 2019 through February 5, 2020

**ACTIVITY REPORT
PAGE TWO**

The Nanalysis NMR spectrometer is the only 100-MHz benchtop NMR spectrometer on the market.

Chemistry students will use the instrument in the organic chemistry teaching laboratories to learn how nuclear magnetic resonance can be used to determine the structure of organic compounds and monitor reactions.

A purchase order is to be issued to Nanalysis Corporation as the sole manufacturer of the Nanalysis 100PRO benchtop NMR spectrometer system.

Note: Funding to be from the Office of the Provost Academic Equipment budget and reserves from the College of Natural and Applied Sciences, and the Department of Chemistry.

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

**Atomic Layer Deposition System \$227,300.00
Jordan Valley Innovation Center (JVIC)**

In response to required advertising, four bids were received for an atomic layer deposition (ALD) system for the Jordan Valley Innovation Center (JVIC).

Recommend approval to award to Arradiance LLC as the low bid.

Arradiance GEMStar XT-DP atomic layer deposition systems are used to deposit materials at atomic level resolution. ALD is a conformal deposition technique that can deposit various dielectric and catalyst materials for applications that range from fabricating transistors for computer chips, to catalysts that can be used in batteries or for electrochemical processes, such as water splitting for generation of hydrogen or catalytic converters in diesel engines.

The unique ability for ALD to deposit materials with high precision and quality are necessary for applications with stringent applications where defects in the material need to be minimized in order to assure optimal performance. As such, this system would be used to fabricate integrated devices for the purpose of chemical sensor detection.

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

November 27, 2019 through February 5, 2020

**ACTIVITY REPORT
PAGE THREE**

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

November 27, 2019 through February 5, 2020

III.D.2.

RECOMMENDED ACTION – Approval for Renaming the Basketball Office Complex at JQH Arena

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

WHEREAS, JQH Arena, completed in November 2008, is home to the Missouri State Bears and Lady Bears basketball teams; and

WHEREAS, the Arena is the site of a two-level complex located on the south side of the JQH Arena floor that includes locker rooms for both the Bears and Lady Bears basketball teams, coaches offices, an athletics training facility, an academic study area, a state-of-the-art team video room and other support areas; and

WHEREAS, the Missouri State University Foundation has received a major gift commitment from Michael and Krystyna Clarke in support of intercollegiate athletics; and

WHEREAS, Michael and Krystyna Clarke have been strong supporters of the University for two decades;

NOW, THEREFORE, BE IT RESOLVED by the Board of Governors of Missouri State University that the university recognize the long-time and extraordinary involvement of Michael and Krystyna Clarke with the University and acknowledge their major gift to intercollegiate athletics by renaming the office complex the **Clarke Family Basketball Office Complex**.

VOTE: **AYE** _____

NAY _____

February 21, 2020

III.E.

RECOMMENDED ACTION – Approval of bids and award of a contract to renovate the Graduate College suite at Carrington Hall.

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

BE IT RESOLVED by the Board of Governors for Missouri State University that the low bid of Bales Construction Company, Inc. in the amount of Four Hundred Twenty-eight Thousand Eight Hundred Twenty and 00/100ths dollars (\$428,820.00) for the base bid plus alternates 1, 2, 3, & 4 to renovate the Graduate College suite at Carrington Hall be accepted, approved, and awarded.

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

Project Budget

Consultant Fees	\$29,000.00
Construction Costs	\$428,820.00
Other Construction Costs	\$10,000.00
Project Administration	\$9,180.00
Construction Contingency	\$50,000.00
Furniture, Fixtures, and Equipment	\$100,000.00
Telecommunications	\$20,000.00
Relocation Costs	\$8,000.00
Total Project Budget	\$655,000.00

Funding Source

Graduate College Suite Renovation budget	\$655,000.00
Total Funding Source	\$655,000.00

BE IT FURTHER RESOLVED that this be paid from the Graduate College Suite Renovation budget funded by One-Time Funding – Graduate College, One-Time Funding – Provost, and Maintenance and Repair – Operating budgets.

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

VOTE: AYE _____

NAY _____

COMMENTS:

The bid received on this project is as follows:

Contractor	Base Bid	Alt. 1	Alt. 2	Alt. 3	Alt. 4	Total (Base Bid + Alt. 1, 2, 3, & 4)
Bales Construction Company, Inc.	\$396,800.00	\$7,408.00	\$4,253.00	\$16,990.00	\$3,369.00	\$428,820.00
MSI Constructors	\$412,000.00	\$11,300.00	\$4,670.00	\$21,200.00	\$4,300.00	\$453,470.00
Reasbeck Construction, Inc.	\$436,587.00	\$6,820.00	\$4,125.00	\$18,265.00	\$1,745.00	\$467,542.00
Carson-Mitchell, Inc.	\$461,500.00	\$7,471.00	\$4,392.00	\$16,700.00	\$2,100.00	\$492,163.00
Kenmar Construction, Inc.	\$507,000.00	\$10,506.00	\$4,234.00	\$15,223.00	\$1,512.00	\$538,475.00

This project renovates the existing space for the Graduate College, rooms 306 and 308 in Carrington Hall. Mechanical and electrical updates will be addressed along with new walls, doors, ceilings, and finishes. Work is scheduled to be completed during the summer of 2020.

Alternate 1 installs a new hollow metal frame with sidelight to private office doors. Alternate 2 replaces the existing main entry door, frame, and hardware. Alternate 3 removes the existing ceiling tile and installs new acoustical ceiling tiles, new light fixtures, and a heating ventilation and air conditioning unit. Alternate 4 installs a new soffit at rooms 306A, 306B, and 306C.

Other construction costs include asbestos abatement of tile, mastic, and pipe insulation prior to the start of construction.

This project will be paid from the Graduate College Suite Renovation budget funded by One-Time Funding – Graduate College (\$600,000.00), One-Time Funding – Provost (\$37,000.00), and Maintenance and Repair – Operating (\$18,000.00) budgets.

III.F.1.

MISSOURI STATE UNIVERSITY

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

RANKED FACULTY APPOINTMENT:

<u>Name</u>	<u>Position-Department</u>	<u>Salary</u>	<u>Effective</u>
John Rose	Department Head Professor with Tenure Defense & Strategic Studies (12-month appointment)	\$115,000 annually	01/06/20
Diane Smith	Assistant Professor School of Nursing	\$67,000 annually	01/06/20
Christine Sudbrock	Assistant Professor Agribusiness, Agriculture Education & Communications	\$59,000 annually	01/06/20
Kimberly Church	Director Associate Professor with Tenure School of Accountancy (12-month appointment)	\$157,000 annually	07/01/20
Brian Ott	Department Head Professor with Tenure Communication (12-month appointment)	\$117,000 annually	07/01/20
Katherine Adler	Assistant Professor Management	\$100,000 annually	08/10/20
Caitlin Davies	Assistant Professor Political Science	\$57,000 annually	08/10/20
Gordana Lazic	Assistant Professor Communication	\$53,000 annually	08/10/20
Michael Masterson	Assistant Professor Political Science	\$57,000 annually	08/10/20

Academic Personnel Board Actions, cont'd.

Page 2

Megan Rainville	Assistant Professor Finance & General Business	\$133,500 annually	08/10/20
Gawon Yun	Assistant Professor Marketing	\$117,500 annually	08/10/20

UNRANKED FACULTY APPOINTMENTS (Term):

<u>Name</u>	<u>Position-Department</u>	<u>Salary</u>	<u>Effective</u>
Mark Grimes	Instructor English	\$36,000 annually	01/06/20 05/14/21
Gordon Tsubira	Clinical Assistant Professor Occupational Therapy	\$72,000 annually	01/06/20 05/15/20

(See Addendum A for Per Course Faculty Appointments)

(See Addendum B for Summer Appointments)

(See Addendum C for Supplemental Payments)

(See Addendum D for Graduate Teaching Assistant Appointments)

RESIGNATIONS:

<u>Name</u>	<u>Position-Department</u>	<u>Effective</u>
Ivy Fitzgerald	Instructor Biomedical Sciences	12/13/19
James Satterfield	Department Head Professor Counseling, Leadership & Special Education	04/30/20

RETIREMENTS:

<u>Name</u>	<u>Position-Department</u>	<u>Effective</u>
Rachelle Darabi	Associate Provost Student Development & Public Affairs Student Development & Public Affairs Professor English	05/31/20
Klaas Bakker	Professor Communication Sciences & Disorders	05/15/20

Glenn Pace	Senior Instructor Management	05/15/20
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LEAVE WITH PAY:

<u>Name</u>	<u>Position-Department</u>	<u>Effective</u>
Siyu Wang	Assistant Professor Economics	01/06/20 05/15/20
Yang Wang	Professor Computer Science	01/06/20 05/15/20

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.

Joan Test	Associate Professor, Childhood Education & Family Studies Spring 2020 Young Children's Development of Social Cognition During Everyday Life In Child Care.
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CHANGE OF STATUS:

<u>Name</u>	<u>Position-Department</u>	<u>Action</u>	<u>Effective</u>
Kent Ragan	From: Interim Associate Dean College of Business Professor Finance & General Business \$137,494 annually (\$3,363 monthly supplemental)	Status Change	01/01/20
	To: Associate Dean College of Business Professor Finance & General Business \$181,174 annually		

Academic Personnel Board Actions, cont'd.

Page 4

Jeffrey Cornelius-White	From: Professor Counseling, Leadership & Special Education \$78,999 annually	Status Change	01/06/20
	To: Assistant Department Head Professor Counseling, Leadership & Special Education \$78,999 annually (\$1,796 monthly supplemental)		
V. Jane Ward	From: Instructor Reading, Foundations & Technology	Status Change	01/06/20
	To: Instructor Childhood Education & Family Studies		
Roberto Canales	From: Associate Dean McQueary College of Health & Human Services Professor Physician Assistant Studies \$108,965 annually (\$705 monthly supplemental)	Status Change	02/01/20
	To: Department Head Professor Physician Assistant Studies \$122,500 annually		
Keith Ernce	From: Professor Kinesiology	Status Change	02/01/20
	To: Faculty Emeritus Kinesiology		

Academic Personnel Board Actions, cont'd.

Page 5

Rachelle Darabi	From: Associate Provost Student Development & Public Affairs Student Development & Public Affairs Professor English To: Faculty Emeritus English	Status Change	06/01/20
Larry Mays	From: Instructor Kinesiology To: Faculty Emeritus Kinesiology	Status Change	08/01/20
Jason Speer	From: Distributed User Support Specialist College of Business GR 48, \$48,227 annually (Staff position) To: Instructor Information Technology & Cybersecurity \$50,000 annually (Faculty position)	Status Change	08/10/20

Vote: _____ Yea
 _____ Nay

COMMENTS:

Katherine Adler, Assistant Professor, Management

Ph.D. Medical University of South Carolina, 2007
M.S. Central Michigan University, 2003
B.B.A. Walsh College, 1998
A.A. Macomb Community College, 1995

Experience: 2012 – Present, Acting Dean/Associate Dean, A.T. Still University, Kirksville, Missouri; 2019 – Present, Adjunct Faculty, Missouri State University, Springfield, Missouri; 2009 – 2012, Program Chair, A.T. Still University, Kirksville, Missouri; 2008 – Present, Adjunct Faculty, Davenport University, Grand Rapids, Michigan; 2008 – 2014, Adjunct Faculty, Baker College Online University, Flint, Michigan; 2008 – 2012, Associate Graduate Faculty, Central Michigan University, College of Graduate Studies, Mount Pleasant, Michigan; 2009 – 2012, Adjunct Faculty, Siena Heights University, Adrian Michigan; 2008 – 2012, Adjunct Faculty, University of Detroit Mercy, Detroit, Michigan; 2006 – 2009, Adjunct Faculty, A.T. Still University, Kirksville, Missouri; 2003 – 2008, Administrative Director, Detroit Medical Center, Detroit, Michigan; 2001 – 2003, Administrative Director, Barbara Ann Karmanos Cancer Institute, Detroit, Michigan.

Kimberly Church, Director, Associate Professor with Tenure, School of Accountancy

Ph.D. University of Arkansas, 2010
M.S.A. Kansas State University, 2002
B.B.A. Pittsburg State University, 1998
A.A. Johnson County Community College, 1996

Experience: 2013 – Present, Assistant Professor, University of Missouri – Kansas City, Kansas City, Missouri; 2013 – Present, Senior Trainer/Consultant, American Institute of Certified Public Accountants, Durham, North Carolina; 2011 – 2012, Assistant Professor, University of North Texas, Denton, Texas; 2007 – 2011, Assistant Professor, Oklahoma State University, Stillwater, Oklahoma; 2006 – 2010, Curriculum Development Consultant/Adjunct Instructor, Friends University, Wichita, Kansas; 2003 – 2007, Lecturer and Research Assistant, University of Arkansas, Fayetteville, Arkansas; 2002 – 2003, Instructor/SIFE Advisor, Pittsburg State University, Pittsburg, Kansas; 2001 – 2002, Instructor, Coffeyville Community College, Coffeyville, Kansas; 2000 – 2001, Lecturer, Kansas State University, Manhattan, Kansas.

Caitlin Davies, Assistant Professor, Political Science

Ph.D. Stony Brook University, Expected May 2020
M.Sc. Victoria University, 2014
B.A. Victoria University, 2012

Experience: 2017 – 2019 Instructor on Record, Stony Brook University, Stony Brook, New York; 4 semesters, Teaching Assistant/Tutor, Victoria University at Wellington, Wellington, New Zealand.

Gordana Lazic, Assistant Professor, Communication

Ph.D. University of Denver, 2013
M.A. University of Colorado, Denver, 2009
B.A. Serbian Literature & Language Faculty of Philology, 2007

Experience: 2017 – Present, Assistant Professor of Practice, Texas Tech University, Lubbock, Texas; 2016 – 2017, Instructor, Texas Tech University, Lubbock, Texas; 2013 – 2016, Assistant Professor Clinical Teaching Track, University of Colorado Denver, Denver, Colorado; 2009 – 2010, Lecturer, University of Colorado, Denver, Denver, Colorado; 2008 – 2009, Graduate Teaching Instructor, University of Colorado Denver, Denver, Colorado; 2012, Lecturer, University of Colorado Boulder, Boulder, Colorado; 2010 – 2012, Graduate Teaching Instructor, University of Denver, Denver, Colorado.

Michael Masterson, Assistant Professor, Political Science

Ph.D. University of Wisconsin-Madison, Expected May 2020
M.A. University of Oklahoma, 2014
B.A. University of Oklahoma, 2014

Experience: 2016 – 2019, Teaching Assistant, University of Wisconsin – Madison, Madison, Wisconsin; 2014 – 2015 & 2009 – 2012, Debate Teacher, University of Texas at Austin, Austin, Texas.

Brian Ott, Department Head, Professor with Tenure, Communication

Ph.D. The Pennsylvania State University, 1997
M.A. The Pennsylvania State University, 1993
B.A. George Mason University, 1991

Experience: 2018 – Present, Director, Texas Tech University, Lubbock, Texas; 2015 – Present, Professor, Texas Tech University, Lubbock, Texas; 2015 – 2018, Chair, Department of Communication Studies, Texas Tech University, Lubbock, Texas; 2011 – 2014, Associate Chair, University of Colorado Denver, Denver, Colorado; 2010 – 2015, Professor/Associate Professor/Lecturer, University of Colorado Denver, Denver, Colorado; 1998 – 2009, Professor/Assoc Professor/Affiliate Faculty Member/Assistant Professor, Colorado State University, Fort Collins, Colorado; 1997 – 1998, Continuing & Distance Education Coordinator, The Pennsylvania State University, State College, Pennsylvania.

Megan Rainville, Assistant Professor, Finance & General Business

Ph.D. University of Nebraska-Lincoln, Expected May 2020
M.B.A. Creighton University, 2015
B.S. Clarkson University, 2010
A.S. State University of New York, 2008

Experience: 2017 - 2019, Instructor, University of Nebraska-Lincoln, Lincoln, Nebraska; 2016 – 2019, Teaching Assistant, University of Nebraska- Lincoln, Lincoln, Nebraska; 2010 – 2015, Financial Analyst, General Dynamics, Burlington, Vermont & Lincoln, Nebraska; 2009, Financial Analyst Intern, Lockheed Martin, Syracuse, New York.

John Rose, Department Head, Professor, Defense & Strategic Studies

Ph.D. University of Southern California, 1978
M.A. University of Southern California, 1976
B.S. University of Dayton, 1968

Experience: 2019 – Present, Interim Department Head, Missouri State University – Washington, D.C.; 2011 – 2019, Visiting Professor, Missouri State University – Washington, D.C.; 2011 – 2019, Senior Policy Advisor & Consultant, Fairfax, Virginia; 2011 – 2018, Consultant, Veterans Enterprise Technology Solutions, Inc., 2002 – 2010, Director, George C. Marshall European Center for Security Studies, Garmisch, Germany.

Diane Smith, Assistant Professor, School of Nursing

D.N.P. Rush University, 2016
M.S.N. University of Phoenix, 2007
B.S.N. Southwest Baptist University, 1998
R.N. Burge School of Nursing, 1994

Experience: 2015 – Present, Associate Professor, College of the Ozarks, Point Lookout, Missouri; 2009 – 2015, Assistant Professor, College of the Ozarks, Point Lookout, Missouri; 2010 – 2015, Adjunct Professor, University of Phoenix, Springfield, Missouri; 2014, Consultant, University of the Cumberlands, Williamsburg, Kentucky; 2007 – 2009, Assistant Professor, Cox College of Nursing & Health Sciences, Springfield, Missouri.

Christine Sudbrock, Assistant Professor, Agribusiness, Agriculture Education & Communications

Ed.D. University of Missouri, 2019
M.S. University of Illinois, 2011
B.S. Missouri State University, 2009

Experience: 2011 – Present, Instructor, Missouri State University, Springfield, Missouri; 2010, Teaching Assistant, University of Illinois – Urbana, Champaign, Illinois; 2007 – 2008, Teaching Assistant, Missouri State University, Springfield, Missouri.

Gawon Yun, Assistant Professor, Marketing

Ph.D. University of Rhode Island, Expected May 2020
M.B.A. Colorado State University-Pueblo, 2015
B.A. Kangwon National University, 2014

Experience: 2017 – 2019, Primary Instructor, University of Rhode Island, Kingston, Rhode Island; 2015 – 2019, Teaching Assistant, University of Rhode Island, Kingston, Rhode Island; 2014 – 2015, Teaching Assistant, Colorado State University-Pueblo, Pueblo, Colorado.

ADDENDUM A

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

<u>Name</u>	<u>Department</u>	<u>Salary</u>
Albritton, Stephanie	Management	\$3,000.00
Alexander, Ty	Technology & Construction Mgmt	\$4,000.00
Appleton, Joni	Reading Foundations & Technology	\$4,075.00
Arciniegas, Guillermo	Modern & Classical Languages	\$4,896.00
Armstrong, Barrington	Foreign Language Institute	\$2,448.00
Balasundaram, Megan	Missouri State Outreach	\$3,000.00
Barker, Michael	Physical Therapy	\$2,030.00
Barnes, Jessica	History	\$2,448.00
Beberniss, Kathy	Biomedical Sciences	\$5,075.00
Bell, Josh	Sports Medicine & Athletic Training	\$1,950.00
Bendure, Jessica	Counseling Leadership & Special Ed	\$815.00
Bergant, Amy	Modern & Classical Languages	\$4,896.00
Biddlecome, Teresa	Childhood Ed & Family Studies	\$3,260.00
Bishop-Hopper, Andrea	Psychology	\$2,445.00
Bodenstein, Amanda	History	\$4,080.00
Booher, Kary	Media, Journalism & Film	\$2,448.00
Bortosky, Rachel	Biology	\$4,325.00
Bowden, Dennis	Defense & Strategic Studies	\$6,999.99
Brannon, Jeffery	Computer Science	\$2,370.00
Brinkman, Bryan	History	\$6,000.00
Brocaille, Nicole	Psychology	\$4,890.00
Bronson, Lisa	Defense & Strategic Studies	\$13,999.98
Brooks, Sherri	Childhood Ed & Family Studies	\$2,445.00
	Mathematics	\$3,160.00
Brown, Bryan	Missouri State Outreach	\$5,508.00
Brown, Gina	Childhood Ed & Family Studies	\$2,445.00
Brown, Lucas	Childhood Ed & Family Studies	\$2,445.00
Bryant, Emery	Kinesiology	\$3,724.00
Buckle-Lamy, Susan	Childhood Ed & Family Studies	\$4,890.00
Buening, Caitlin	Physical Therapy	\$1,830.00
Buergler, Melanie	Missouri State Outreach	\$2,445.00
	Psychology	\$2,445.00
Bumgardner, Samuel	Computer Science	\$1,488.00
Burnett, Thomas	Kinesiology	\$2,565.14
Bush, Rachel	Theatre & Dance	\$2,145.00

Academic Personnel Board Actions, cont'd.

Page 10

Cameron, Paul	Biomedical Sciences	\$7,950.00
Campbell, Stephanie	Psychology	\$2,745.00
Cantrell, Jena	Music	\$4,990.70
Carr, Norman	Reading Foundations & Technology	\$1,630.00
Carver, Jeanie	Criminology	\$3,000.00
Cercea Alvarado, Mildred	Modern & Classical Languages	\$2,448.00
Chapman, Bryan	Mathematics	\$2,544.00
Chase, Keisy	Management	\$6,000.00
Choate, Lenetta	Psychology	\$2,745.00
Christiansen, Ashley	Psychology	\$2,745.00
Coker, Whitney	Communication	\$2,145.00
Cornelius-White, Cecily	Psychology	\$2,745.00
Craycroft, Robin	Counseling Leadership & Special Ed	\$2,445.00
Crosby, Shannon	Biomedical Sciences	\$3,000.00
Daehn, James	Computer Science	\$4,240.00
Dalton, Rebecca	Psychology	\$4,890.00
Datema, Mary	Childhood Ed & Family Studies	\$3,260.00
Davis-Sneed, Dollie	Childhood Ed & Family Studies	\$3,260.00
Day, Danielle	Counseling Leadership & Special Ed	\$2,445.00
Denzer, Tricia	Psychology	\$2,445.00
Dixon, Stephanie	Missouri State Outreach	\$2,445.00
Dodge, Michaela	Defense & Strategic Studies	\$5,499.99
Downs, Deborah	Kinesiology	\$2,800.00
Duerkop, Gabriel	Music	\$1,422.85
Edington, Leann	Childhood Ed & Family Studies	\$2,445.00
El Alami Canning, Khanssaa	Foreign Language Institute	\$5,508.00
Eldred, Sherri	Childhood Ed & Family Studies	\$4,075.00
Elliston, Hiromi	Foreign Language Institute	\$4,896.00
Felicilda Reynaldo, Rhea Faye	School of Nursing	\$2,000.00
Fenech, Jane	Physics Astronomy & Materials Sciences	\$3,600.00
Fielding, Steven	Art & Design	\$2,754.00
Fleetwood, Gabriel	Music	\$2,145.00
Fondren, Rachel	Psychology	\$2,445.00
Forbes, Flora-Jean	Missouri State Outreach	\$2,445.00
Ford, Heather	Social Work	\$2,445.00
Ford, Tiffany	Information Tech & Cybersecurity	\$3,000.00
Fox, Emily	Counseling Leadership & Special Ed	\$4,075.00
Frietze, Joseph	Graduate College	\$2,445.00
Fritz, Laura	Dept of Hospitality Leadership	\$2,370.00
Fulks, Genevieve	Music	\$2,373.80
Funk, Scott	Management	\$3,000.00

Academic Personnel Board Actions, cont'd.

Page 11

Gamache, Mary	Communication Sciences & Disorders	\$2,445.00
Gidman, Beth	Communication Sciences & Disorders	\$2,000.00
Graves, Carolyn	McQueary College of Hlth & Hman Svcs	\$4,468.14
Grbac-Schomaker, Kristine	Communication Sciences & Disorders	\$2,000.00
Groves, Jeffrey	Graduate College	\$4,500.00
Hagston, Stacy	Counseling Leadership & Special Ed	\$2,745.00
Halliday, Michael	Physical Therapy	\$1,830.00
Hamilton, Cheri	College Of Agriculture	\$4,000.00
Hardy, Molly	Communication	\$2,754.00
Harris, Deirdra	Counseling Leadership & Special Ed	\$3,260.00
Harrison, Glenda	Missouri State Outreach	\$2,850.00
Hart, Michelle	Graduate College	\$5,000.00
Haynes, Heather	History	\$4,896.00
Heriford, Anna	Communication Sciences & Disorders	\$4,890.00
Hetzler, Brandon	Sports Medicine & Athletic Training	\$3,200.00
Higdon, Gregory	Criminology	\$3,000.00
Hisle, Melissa	English	\$2,754.00
	Missouri State Outreach	\$2,754.00
Hogan, Joy	Kinesiology	\$1,596.00
Holland, Lydia	Physical Therapy	\$1,830.00
Hooper, Madeleine	Modern & Classical Languages	\$10,661.10
Huertas-Torres, Mariandine	Childhood Ed & Family Studies	\$3,260.00
Hunter, Chad	Childhood Ed & Family Studies	\$815.00
Hurley, Laura	Childhood Ed & Family Studies	\$2,445.00
Ingram, Zachary	Biomedical Sciences	\$6,520.00
Inman, Kristopher	Communication	\$2,145.00
Jackson, Wendy	Social Work	\$2,445.00
Jeffreys, Kenneth	Physics Astronomy & Materials Sciences	\$2,700.00
Jennings, Charlotte	Communication	\$2,145.00
Jester, Jennifer	Music	\$3,786.24
Jo, Yoojin	Foreign Language Institute	\$4,896.00
Johnson, Julie	Modern & Classical Languages	\$10,466.40
Johnson, Rachel	Art & Design	\$5,508.00
Jones, Melissa	Communication Sciences & Disorders	\$4,890.00
Kanamori, Yasuko	Counseling Leadership & Special Ed	\$3,660.00
Karr, Jeffrey	Modern & Classical Languages	\$2,448.00
Karuppan, Corinne	Management	\$6,307.95
Keller, Ted	Missouri State Outreach	\$4,240.00
Keohane, Edward	Sociology & Anthropology	\$5,700.00
Killingsworth, Alyssa	College of Agriculture	\$2,000.00
Killingsworth, Chad	Computer Science	\$2,370.00

Academic Personnel Board Actions, cont'd.

Page 12

Kimbrough, Elizabeth	Modern & Classical Languages	\$2,448.00
Kimura, Clyde	Kinesiology	\$2,793.00
Kincaid, Jennifer	Psychology	\$2,445.00
King, Lori	Childhood Ed & Family Studies	\$2,445.00
Kirby, Charles	Management	\$3,000.00
Knox, Kevin	Social Work	\$2,445.00
Kring, Katie	Music	\$4,290.00
Lane, Michael	Sports Medicine & Athletic Training	\$1,400.00
Langston, Lisa	Social Work	\$4,890.00
Lansdown, Lynn	History	\$4,896.00
Lawler, Suzanne	Communication Sciences & Disorders	\$2,445.00
Levine, Marlene	Childhood Ed & Family Studies	\$5,490.00
Lewis, Darcy	English	\$2,754.00
Lewis, Heather	Childhood Ed & Family Studies	\$5,705.00
Lippelman, Vanessa	Psychology	\$2,445.00
Liu, Fan	Foreign Language Institute	\$4,896.00
Livingston, Brian	Childhood Ed & Family Studies	\$2,445.00
Lord, Patrick	Psychology	\$5,490.00
Maas, Richard	Physical Therapy	\$915.00
Maddox, Jane	Missouri State Outreach	\$2,448.00
Mammen, Rhonda	Counseling Leadership & Special Ed	\$2,445.00
Mann, Natalya	Foreign Language Institute	\$5,508.00
Martin, Erin	Psychology	\$5,490.00
Mattson, Curtis	Psychology	\$2,745.00
Mazzeo, Larry	Communication Sciences & Disorders	\$3,750.00
McClure, Patrick	Missouri State Outreach	\$2,448.00
McClure, Scott	Management	\$3,300.00
McGiffin, Curtis	Defense & Strategic Studies	\$6,999.99
McGull, Abram	Criminology	\$3,000.00
McKinney, Jared	Defense & Strategic Studies	\$5,749.98
McNew, Sarah	Psychology	\$5,490.00
McWoods, Anna	Biomedical Sciences	\$3,260.00
Miller, Kyle	History	\$5,508.00
Million, Rita	School of Nursing	\$3,000.00
Mitchell, Elise	Communication Sciences & Disorders	\$3,260.00
Mitchell, Jennifer	History	\$4,896.00
Mitchell, Katrina	Music	\$2,250.00
Mitchell, Misty	Kinesiology	\$2,100.00
Mitchell, Shauna	Criminology	\$3,000.00
Moodie, Amanda	Defense & Strategic Studies	\$10,999.98
Moore, Paul	School of Nursing	\$6,000.00

Academic Personnel Board Actions, cont'd.

Page 13

Moore, Rachel	Communication Sciences & Disorders	\$2,445.00
Morgan, Rachel	English	\$2,448.00
Nebel, Richard	Theatre & Dance	\$3,575.00
Nelsen, Janice	Kinesiology	\$5,233.20
Niekamp, Melissa	School of Nursing	\$3,000.00
Norman, Cherie	Psychology	\$2,745.00
Olson, Stevan	Accounting	\$2,093.65
O'Neal, Stephanie	History	\$4,896.00
Opitz, Matthew	History	\$2,448.00
O'Quinn, Kati	Childhood Ed & Family Studies	\$2,745.00
Oswalt, Mary	Communication Sciences & Disorders	\$4,376.16
Owen, Carla	Childhood Ed & Family Studies	\$1,630.00
Padgett, Lori	College of Agriculture	\$3,200.00
Parke, Nicole	Reading Foundations & Technology	\$2,445.00
Parker, Andrew	Theatre & Dance	\$2,448.00
Parrack, Paige	College of Agriculture	\$3,300.00
Patterson, Amanda	Missouri State Outreach	\$2,448.00
Peterson, Don	Kinesiology	\$1,596.00
Phillips, Lindsay	Childhood Ed & Family Studies	\$2,445.00
Piston, Nancy	History	\$2,448.00
Pitt, Lisa	Childhood Ed & Family Studies	\$3,260.00
Pleshka, Anton	Art & Design	\$4,896.00
Post, Rana	Childhood Ed & Family Studies	\$2,445.00
Preston, James	Dept of Hospitality Leadership	\$6,678.00
Pritchard, Traci	Music	\$2,130.70
Prosono, Marvin	Sociology & Anthropology	\$5,793.00
Rakowski, Karen	Sports Medicine & Athletic Training	\$3,200.00
Rantz, James	Communication	\$2,145.00
Reid, Helen	McQueary College of Hlth & Hman Svs	\$6,223.05
Reser, Kimberly	Kinesiology	\$2,100.00
Rice, Judith	History	\$5,508.00
Rice, Phillip	History	\$5,508.00
Ridinger, Rhonda	Kinesiology	\$3,153.98
Rieger, Sharon	Missouri State Outreach	\$2,448.00
Robbins, Linda	Counseling Leadership & Special Ed	\$1,730.00
Rosen, Renee	Mathematics	\$3,160.00
Ruggiero, Giulianella	Foreign Language Institute	\$4,896.00
Russell, Maida	Mathematics	\$6,784.00
Russell, Timothy	College of Agriculture	\$2,000.00
Russell-Ice, Whitney	Missouri State Outreach	\$2,448.00
	Theatre & Dance	\$2,448.00

Academic Personnel Board Actions, cont'd.

Page 14

Salchow, Jason	College of Agriculture	\$6,000.00
Salloum, Georget	Foreign Language Institute	\$4,896.00
Sawyer, Rebecca	Reading Foundations & Technology	\$815.00
Scarborough, James	Information Tech & Cybersecurity	\$3,000.00
Scarbrough, Jonita	Counseling Leadership & Special Ed	\$4,075.00
Schneider, Steven	College of Agriculture	\$3,000.00
Schwendinger, Kate	Social Work	\$2,445.00
Sheffield, Diane	School of Anesthesia	\$9,600.00
Shryack, Timothy	School of Nursing	\$3,000.00
Skibiski, Kevin	Physics Astronomy & Materials Sciences	\$6,000.00
Slinkard, Christopher	Accounting	\$7,999.98
Slone, Allison	Communication Sciences & Disorders	\$2,445.00
Sly, James	Psychology	\$5,190.00
Smith, Brianne	Counseling Leadership & Special Ed	\$2,445.00
Smith, Meghan	Missouri State Outreach	\$2,448.00
Speckman, Cynthia	Communication	\$2,448.00
Squires, Susan	Counseling Leadership & Special Ed	\$2,445.00
Srivastava, Kumkum	Foreign Language Institute	\$2,754.00
St Pierre, Laurine	Music	\$5,087.25
Stacy, Clay	Social Work	\$2,445.00
Stacy, William	Music	\$4,896.00
Starnes, David	Theatre & Dance	\$2,145.00
Starnes, Kara	Communication	\$4,290.00
Stockburger, David	Psychology	\$4,788.75
Strickler, John	Music	\$1,623.84
Stubbs, Sue	Music	\$807.84
Stulce, Brad	Kinesiology	\$2,331.00
Sumler, James	Childhood Ed & Family Studies	\$2,445.00
Sutherland, Kelly	Childhood Ed & Family Studies	\$5,490.00
Sutliff, Jackson	English	\$5,100.00
Sutliff, Jennifer	English	\$2,550.00
Sutton, Kim	Childhood Ed & Family Studies	\$4,890.00
Sweetman, Heidi	Reading Foundations & Technology	\$2,745.00
Tackitt, Angela	Childhood Ed & Family Studies	\$2,445.00
Taylor, Amanda	Music	\$5,087.25
Temple, Renee	Kinesiology	\$1,862.00
Terry, Donna	Childhood Ed & Family Studies	\$4,075.00
Tibbs, Christine	Management	\$3,000.00
Timilsina, Roshan	Physics Astronomy & Materials Science	\$5,700.00
Trachtenberg, David	Defense & Strategic Studies	\$7,000.02
Triola, Matthew	Dept of Hospitality Leadership	\$2,370.00

Academic Personnel Board Actions, cont'd.

Page 15

Tsahiridis, Peter	History	\$4,896.00
Tucker, Timothy	Childhood Ed & Family Studies	\$4,075.00
Van Note, Melynda	Counseling Leadership & Special Ed	\$2,595.00
Vera, Lauren	Psychology	\$2,745.00
Walker, Amy	Modern & Classical Languages	\$2,448.00
Walker, Kimberley	Childhood Ed & Family Studies	\$2,445.00
Wallace, J. Dane	Modern & Classical Languages	\$4,896.00
Wallenburg, Roger	Finance & General Business	\$3,300.00
Walsh, Johna	Reading Foundations & Technology	\$1,630.00
Wan, Stephanie	Psychology	\$2,745.00
Waters, Teresa	Childhood Ed & Family Studies	\$2,445.00
Weiss, Kirsten	Music	\$1,894.75
Wells, Jeffrey	Technology & Construction Mgmt	\$9,000.00
Wiles, Mike	College of Agriculture	\$2,700.00
Williams, Douglas	Communication Sciences & Disorders	\$2,445.00
Williams, James	Music	\$1,009.80
Williams, Kirby	Psychology	\$2,445.00
Williams, Paul	Criminology	\$3,000.00
Wingfield, Carly	Music	\$3,803.80
Wixson, Bobbi	College of Agriculture	\$2,000.00
Wood, Janet	School of Nursing	\$3,000.00
Wood, Kimberly	Biomedical Sciences	\$3,900.00
Yu, Hae Min	Childhood Ed & Family Studies	\$3,660.00

ADDENDUM B

The following have been appointed as Summer Faculty for the summer semester: June 8, 2020 through July 31, 2020

<u>Name</u>	<u>Department</u>	<u>Salary</u>
Abernathy, Amber	Psychology	\$6,000.00
Agrawal, Deepti	Information Technology and Cybersecurity	\$15,000.00
Akbar Akhgari, Paria	Philosophy	\$6,000.00
Davis, Tammi	Childhood Ed & Family Studies	\$6,000.00
Goering, Daniel	Management	\$15,000.00
Grisby, Jamie	Marketing	\$15,000.00
Guo, Xiang	Information Technology & Cybersecurity	\$15,000.00
Jamrose, Dennis	Marketing	\$15,000.00
Kenny, Erin	Sociology & Anthropology	\$6,000.00
Kotlaja, Marijana	Criminology & Criminal Justice	\$6,000.00
Kyle, Michael	Criminology & Criminal Justice	\$6,000.00
Maimone, Luciane	Modern & Classical Languages	\$6,000.00
Mellors, Sarah	History	\$6,000.00
Morgan, Michelle	History	\$6,000.00
Murray, Michael	Music	\$6,000.00
Naegle Jr., John	School of Accountancy	\$15,000.00
Neely, Jeremy	History	\$6,000.00
Panzer, Sarah	History	\$6,000.00
Parsons, James	Music	\$6,000.00
Peterson II, James	Technology & Construction Mgmt	\$10,000.00
Rast, Rebecca	Marketing	\$15,000.00
Reinis, Austra	Religious Studies	\$6,000.00
Sandel, William	Criminology & Criminal Justice	\$6,000.00
Shin, Soo II	Information Technology & Cybersecurity	\$15,000.00
Sullivan, Patrick	Mathematics	\$6,000.00
Tapis, Gregory	School of Accountancy	\$15,000.00
Tapis, Kanu Priya	Management	\$10,000.00
Templer Rodrigues, Abby	Sociology & Anthropology	\$6,000.00
Thambusamy, Ravi	Information Technology & Cybersecurity	\$15,000.00
Troche, Julia	History	\$6,000.00
Udan, Ryan	Biology	\$6,000.00
Yoshimatsu, Keiichi	Chemistry	\$6,000.00
Zheng, Songfend	Mathematics	\$6,000.00

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

<u>Name</u>	<u>Department</u>	<u>Salary</u>
Bailey, Sandra	Merchandising & Fashion Design	\$5,292.00
Bennett, Jessica	Library	\$360.00
Brattin, Rick	Information Technology & Cybersecurity	\$19,000.00
Busdieker, Nichole	Agriculture	\$5,137.00
Busdieker-Jesse, Nichole	Agriculture	\$3,600.00
Buyurgan, Nebil	Technology & Construction Mgmt	\$14,882.00
Cabrera Hurtado, Kelly	Modern & Classical Languages	\$2,754.00
Caravella, David	Kinesiology	\$2,367.00
Chang, C. Edward	Finance & General Business	\$9,500.00
Claborn, David	Defense & Strategic Studies	\$240.00
Clark, Ronald	Marketing	\$9,500.00
Cox, Nora	Communication	\$573.00
Dalton, Tracy	English	\$1,464.00
Davis, Tammi	Childhood Ed & Family Studies	\$3,000.00
Dyer, Samuel	Graduate College	\$4,860.00
Ellickson, Mark	Political Science	\$2,400.00
Fischer, Donald	Psychology	\$5,597.00
Flannery, Timothy	Economics	\$147.00
Frederick, Dana	Management	\$8,700.00
Frerichs, Warren	Foreign Language Institute	\$2,448.00
Gebken, Richard	Technology & Construction Mgmt	\$19,000.00
Geiger, Lacey	Information Technology & Cybersecurity	\$3,000.00
Glaessgen, Tracey	Counseling, Leadership & Spec Ed	\$2,745.00
Guo, Xiang	Management & Information Systems	\$9,135.00
Haggard, Dana	Management	\$9,500.00
Haggard, Stephen	Finance & General Business	\$9,500.00
Hammond, Michael	School of Accountancy	\$9,500.00
Hass, Aida	Criminology & Criminal Justice	\$9,061.00
Hermans, Chuck	Marketing	\$9,500.00
Herr, Christopher	Theatre & Dance	\$7,880.00
Hoelscher, Seth	Finance & General Business	\$9,695.00
Horton III, Leonard	Graduate College	\$3,797.00
Hughes, Joseph	Modern & Classical Languages	\$5,687.00
Hwang, Chin-Feng	Agriculture	\$3,600.00
Jessee, Katy	Merchandising & Fashion Design	\$3,000.00
Johns, Justin	Social Work	\$2,445.00

Academic Personnel Board Actions, cont'd.

Page 18

Johnson, David	Biomedical Sciences	\$1,000.00
Kaf, Wafaa	Communication Sciences & Disorders	\$2,370.00
Kaula, Radhika	Information Systems & Cybersecurity	\$3,195.00
Kaula, Rejeev	Information Technology and Cybersecurity	\$9,500.00
Klem, Michael	Agriculture	\$2,400.00
Kliethermes, Sean	Media, Journalism & Film	\$2,754.00
Kyle, Jerri Lynn	Communication	\$293.00
LaPreze, Melody	Management	\$9,500.00
Leamy, Diane	Criminology & Criminal Justice	\$1,250.00
Lockenvitz, Sarah	Communication Sciences & Disorders	\$4,453.00
Mabee, Jonathan	Media, Journalism & Film	\$1,353.00
Masterson, Gerald	Graduate College	\$6,434.00
	Kinesiology	\$880.00
McClain, William	Agriculture	\$5,006.00
Meek, Russell	Finance & General Business	\$7,800.00
Merrigan, Michael	College of Business	\$9,500.00
Metzker, Helena	Chemistry	\$293.00
Murvin, Jennifer	English	\$1,366.00
Nelson, Walt	Finance & General Business	\$14,243.00
Newman, Jonathan	English	\$1,500.00
Pace, Glenn	Management	\$13,247.00
Philpot, James	Finance & General Business	\$9,500.00
Pippa, Christina	Media, Journalism & Film	\$1,044.00
Qiu, Wenping	Agriculture	\$2,400.00
Rector, Paula	Criminology & Criminal Justice	\$2,920.00
Reed, Michael	Physics, Astronomy & Material Science	\$2,800.00
Rimal, Arbindra	Agriculture	\$2,797.00
Salinas, Patti	Criminology & Criminal Justice	\$2,750.00
Sandel, William	Criminology & Criminal Justice	\$1,625.00
Saquer, Jamil	Computer Science	\$11,445.00
Saxon, Caryn	Criminology & Criminal Justice	\$1,196.00
Schaefer, Allen	Marketing	\$9,500.00
Schlinder, Kelly	Foreign Language Institute	\$3,448.00
Schmitz, Joe	College of Business	\$9,500.00
Seo, Jin	Art & Design	\$1,328.00
Sexton, Randall	Information Technology & Cybersecurity	\$9,500.00
Stainaker, Jo Lynn	Information Systems & Cybersecurity	\$3,195.00
Suttmoeller, Michael	Criminology & Criminal Justice	\$2,332.00
Tapis, Kanu	Management	\$16,376.00
Tarbox, Judy	English	\$8,856.00
Thomas-Tate, Shurita	Communication Sciences & Disorders	\$1,013.00

Academic Personnel Board Actions, cont'd.

Page 19

Turner, John	Graduate College	\$3,585.00
Turner, Valerie	English	\$2,550.00
Van Landuyt, Cathy	Management Information Technology	\$3,434.00
Walters, Heather	Communication	\$200.00
Weber, Andrea	Counseling, Leadership & Spec Ed	\$2,745.00
Whitaker III, Charles	Media, Journalism & Film	\$2,754.00
White, Timothy	Media, Journalism & Film	\$1,572.00
Wu, Yi	Foreign Language Institute	\$3,248.00
Yang, Zhiguo	Information Technology and Cybersecurity	\$2,500.00
Yarckow-Brown, Ivy	Criminology & Criminal Justice	\$1,640.00

ADDENDUM D

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

<u>Name</u>	<u>Department</u>	<u>Salary</u>
Adams, Adjoa	Chemistry	\$5,440.00
Adu Amankrah, Seth	Chemistry	\$5,440.00
Archer, Amber	Dept of Hospitality Leadership	\$4,470.00
Asante Boahen, Kwabena	Physics Astronomy & Materials Sciences	\$5,440.00
Awobona, Taiwo	Chemistry	\$4,470.00
Bridges, Dana	Art & Design	\$4,470.00
Bruer, Jessica	Chemistry	\$5,440.00
Crews, Jacob	Mathematics	\$4,470.00
Crosby, David	Mathematics	\$4,470.00
Cunningham, Connor	Biology	\$4,470.00
Elam-Pyles, Dairan	Biology	\$5,440.00
Fleetwood, Jordan	Biology	\$4,470.00
Harris, Anthony	Computer Science	\$4,470.00
Hatch, Leslie	Biology	\$4,470.00
Idowu, Olusegun	Chemistry	\$5,440.00
Ionescu, Adelle	Geography Geology & Planning	\$4,470.00
Khokhar, Mehwish	Chemistry	\$4,470.00
Krishnan, Sudha	Physics Astronomy & Materials Sciences	\$5,440.00
Lanigan, Brian	Chemistry	\$4,470.00
Larson, Brooke	English	\$4,470.00
Meyer, Manuel	Chemistry	\$4,470.00
Odom, Tyler	Chemistry	\$4,470.00
Ofoegbu, Polycarp	Chemistry	\$4,470.00
Phuyal, Kapil	Geography Geology & Planning	\$4,470.00
Pinks, Kevin	Chemistry	\$5,440.00
Shafe, Abdullah Al	Physics Astronomy & Materials Sciences	\$5,440.00
Shreve, Caleb	Dept of Hospitality Leadership	\$4,470.00
Stomp, Cole	Kinesiology	\$4,470.00
Swisher, Justin	Chemistry	\$4,470.00
Tang, Lai	Mathematics	\$4,470.00
Turner, Cody	Chemistry	\$5,440.00
Wagner, Dane	Chemistry	\$4,470.00
Wang, Mian	Mathematics	\$4,470.00
Wekesa, Brenda	Chemistry	\$4,470.00
Westwood, Megan	Chemistry	\$4,470.00

III.F.2.

MISSOURI STATE UNIVERSITY

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

APPOINTMENTS:

<u>Name</u>	<u>Position-Department</u>	<u>Grade</u>	<u>Salary</u>	<u>Effective</u>
Macon Allen	Administrative Specialist II Disability Resource Center	12	\$28,080 annually	11/25/19
Bradley Balsters	Accounting Specialist Study Away	13	\$32,240 annually	12/02/19
Charles Beeler	Maintenance General Mechanic Facilities Maintenance	25	\$33,280 annually	12/02/19
Ingrid Hintze	Custodian I Residence Life, Housing & Dining Services	21	\$23,940 annually	12/02/19
Julie Minear	Contracts Administrator Planning, Design & Construction	42	\$39,500 annually	12/02/19
Jason Tenney	Custodian I Custodial Services	21	\$23,941 annually	12/02/19
Jason Wantland	Custodian I Custodial Services	21	\$23,941 annually	12/02/19
Andre Battle	Custodian I Custodial Services	21	\$23,941 annually	12/05/19
Jared Thompson	Campus Safety Specialist University Safety	24	\$28,392 annually	12/09/19
Joshua Allen	Associate Director, Human Resources Office of Human Resources	46	\$80,000 annually	12/16/19
Jason Hardy	Academic Advisor/Retention Specialist College of Business	42	\$34,069 annually	12/16/19

Non-academic Personnel Board Actions, cont'd.

Page 2

Holly Martin-Radford	Employment Specialist Office of Human Resources	42	\$40,500 annually	12/16/19
Tiffany Smith	Custodian I Residence Life, Housing & Dining Services	21	\$23,941 annually	12/16/19
Nannan Dong	Business Intelligence & Database Analyst Institutional Research	44	\$50,000 annually	01/06/20
Gabrael Lampe	Marketing & Recruitment Specialist School of Nursing	42	\$43,000 annually	01/06/20
James Lowery	Assistant Director of Campus Recreation – Facilities Campus Recreation	42	\$40,000 annually	01/06/20
Kelsey Major	Academic Advisor/First Year Experience Coordinator TRIO TRIO	42	\$36,000 annually	01/06/20
Sandra McMillian	Custodian I Plaster Student Union – Custodial	21	\$23,941 annually	01/06/20
Chelsea Blankenship	Resource Coordinator, Missouri Mentoring Partnership School of Social Work	42	\$25,552 annually	01/14/20
William Butts	Residence Hall Host/Hostess Residence Life, Housing & Dining Services	10	\$23,941 annually	01/13/20
Joshua Curran	Academic Advisor/Retention Specialist College of Business	42	\$35,568 annually	01/13/20
Page Patton	Custodian I Custodial Services	21	\$23,941 annually	01/13/20

Non-academic Personnel Board Actions, cont'd.

Page 3

Kyle Tiggemann	Research Analyst Institutional Research	42	\$42,000 annually	01/13/20
Robert Pertrino	Head Athletics Coach Intercollegiate Athletics	UN	\$250,000 annually	01/15/20
Joshua Jeffreys	Centralized User Support Specialist Computer Services	33	\$43,805 annually	01/16/20
Rick Kennedy	Custodian I Custodial Services	21	\$23,941 annually	01/21/20
Robert Talburt	Fire Prevention & Planning Specialist University Safety	24	\$34,299 annually	01/21/20
Jim Hornback	Academic Advisor/Retention Specialist College of Business	42	\$35,568 annually	01/27/20
Kimberly Martin	Director, Multicultural Programs Multicultural Services	46	\$62,000 annually	01/27/20
Ryan Beard	Assistant Coach Intercollegiate Athletics	UN	\$96,000 annually	02/03/20
Skyler Cassity	Assistant Coach Intercollegiate Athletics	UN	\$35,000 annually	02/03/20
Jeremy Darveau	Assistant Coach Intercollegiate Athletics	UN	\$96,000 annually	02/03/20
Nelson Fishback	Assistant Coach Intercollegiate Athletics	UN	\$44,000 annually	02/03/20
Ronald Fouch	Assistant Coach Intercollegiate Athletics	UN	\$55,000 annually	02/03/20
William Gay	Assistant Coach Intercollegiate Athletics	UN	\$55,000 annually	02/03/20

Non-academic Personnel Board Actions, cont'd.

Page 4

Reginald Johnson	Assistant Coach Intercollegiate Athletics	UN	\$70,000 annually	02/03/20
Holly Kouns	Coordinator, Public Services Library Services	45	\$70,000 annually	02/03/20
Steven McRoberts	Head Athletics Coach Intercollegiate Athletics	UN	\$110,000 annually	02/03/20
Dominic Petrino	Assistant Coach Intercollegiate Athletics	UN	\$96,000 annually	02/03/20
LaDarien Scott	Assistant Coach Intercollegiate Athletics	UN	\$96,000 annually	02/03/20

RESIGNATIONS:

<u>Name</u>	<u>Position-Department</u>	<u>Effective</u>
Matthew Banks	Coordinator, Multicultural Programs/LGBT Student Services Multicultural Services	09/23/19
Philip Long	Journeyman Plumber Facilities Maintenance	11/22/19
Jacob Morse	Assistant Coach Intercollegiate Athletics	11/30/19
Jacob Shaw	Assistant Director – Residence Life – Facilities & Operations Residence Life, Housing & Dining Services	12/01/19
James Farrington	Custodian I Residence Life, Housing & Dining Services	12/06/19
Crystal Young	English Language Institute Academic Specialist English Language Institute	12/16/19
Munir Prince	Assistant Coach Intercollegiate Athletics	12/19/19
Chris Austin	Front-End Designer/Developer Web Strategy & Development	01/03/20

Non-academic Personnel Board Actions, cont'd.

Page 5

Cynthia Spaulding	Financial Aid Counselor Office of Financial Aid	01/07/20
Rachael Webb	Custodian I Residence Life, Housing & Dining Services	01/12/20
Rick Kennedy	Custodian I Custodial Services	01/23/20
Clement Balasundaram	Manager of Financial Systems Financial Services	01/29/20
Kristan Gochenauer	Secretary to the Board of Governors Board of Governors	01/31/20
Michel Bampoe	Assistant Director of Human Resources, Benefits Office of Human Resources	02/07/20
Nechell Bonds	Assistant Vice President & Director of Admissions Office of Admissions	03/03/20

RETIREMENTS:

<u>Name</u>	<u>Position-Department</u>	<u>Effective</u>
April Babington	Administrative Assistant III Multicultural Services	12/31/19
Terri Carrington	Associate Director Project ACCESS	12/31/19
Kathy Davis	Director Academic Advisement Center	12/31/19
Samuel Mendez	Custodian I Plaster Student Union – Custodial	12/31/19
William Snider	Maintenance General Mechanic Facilities Maintenance	01/31/20
Clella Walden	Licensed Practical Nurse Magers Health & Wellness Center	01/31/30

Non-academic Personnel Board Actions, cont'd.

Page 6

Sharon Long	Supervisor, Bursar's Office Financial Services	03/31/20
Mary Wardell	Physician Medical Staff Magers Health & Wellness Center	03/31/20
Tammy Wiley	General Manager Broadcast Services	03/31/20

DECEASED:

<u>Name</u>	<u>Position-Department</u>	<u>Effective</u>
Matthew Foxx	Maintenance General Mechanic Facilities Maintenance	01/10/20

LEAVE WITHOUT PAY:

<u>Name</u>	<u>Position-Department</u>	<u>Effective</u>
Ken Finch	Custodian I Custodial Services	12/18/19 02/14/20

CHANGE OF STATUS:

<u>Name</u>	<u>Position-Department</u>	<u>Action</u>	<u>Effective</u>
SuzAnn Ferguson	From: Career Resources Specialist Career Center To: Staff Emeritus Career Center	Status Change	11/01/19
Barbara Bones	Administrative Specialist II Residence Life, Housing & Dining Services From: GR 12, \$29,119 annually To: GR 12, \$31,200 annually	Salary Adjustment	11/16/19
Blanca Mallonee	From: Administrative Specialist III Advisement Center GR 13, \$30,097 annually To: Executive Assistant III Student Development & Public Affairs GR 15, \$38,438 annually	Promotion	11/25/19

Non-academic Personnel Board Actions, cont'd.

Page 7

Priscilla Childress	From: Assistant Director Family Programs & Special Events GR 42, \$49,473 annually To: Director, Family Programs & Student Affairs Events Family Programs & Special Events GR 44, \$53,261 annually	Reclassification & Salary Adjustment	12/01/19
Michelle Gavel	From: Financial Aid Counselor Financial Aid GR 42, \$35,707 annually To: Financial Aid Coordinator Financial Aid GR 42, \$39,000 annually	Status Change & Salary Adjustment	12/02/19
Kathryn Hensley	From: Accountant Financial Services GR 42, \$37,662 annually To: Supervisor, Bursar's Office Financial Services GR 45, \$47,461 annually	Promotion	12/02/19
Troy Black	Maintenance General Mechanic Facilities Maintenance From: GR 25, \$43,996 annually To: GR 25, \$44,866 annually	Salary Adjustment	12/16/19
Willie Cortez	Maintenance General Mechanic Facilities Maintenance From: GR 25, \$33,242 annually To: GR 25, \$33,904 annually	Salary Adjustment	12/16/19
Tommy Darter	Maintenance General Mechanic Facilities Maintenance From: GR 25, \$32,510 annually To: GR 25, \$34,362 annually	Salary Adjustment	12/16/19
Glenn Fletcher	Maintenance General Mechanic Facilities Maintenance From: GR 25, \$39,981 annually To: GR 25, \$40,789 annually	Salary Adjustment	12/16/19

Non-academic Personnel Board Actions, cont'd.

Page 8

David Fortney	Maintenance General Mechanic Facilities Maintenance From: GR 25, \$32,956 annually To: GR 25, \$33,613 annually	Salary Adjustment	12/16/19
Jacob Francka	Maintenance General Mechanic Facilities Maintenance From: GR 25, \$42,124 annually To: GR 25, \$42,973 annually	Salary Adjustment	12/16/19
Hobart Gardner	Maintenance General Mechanic Facilities Maintenance From: GR 25, \$32,612 annually To: GR 25, \$33,259 annually	Salary Adjustment	12/16/19
Leonard Haymans	Maintenance General Mechanic Facilities Maintenance From: GR 25, \$33,242 annually To: GR 25, \$33,904 annually	Salary Adjustment	12/16/19
Kevin Horst	Maintenance General Mechanic Facilities Maintenance From: GR 25, \$32,248 annually To: GR 25, \$32,885 annually	Salary Adjustment	12/16/19
James Huelskamp	Maintenance General Mechanic Facilities Maintenance From: GR 25, \$36,243 annually To: GR 25, \$36,962 annually	Salary Adjustment	12/16/19
Mike Kemp	Maintenance General Mechanic Facilities Maintenance From: GR 25, \$33,235 annually To: GR 25, \$33,904 annually	Salary Adjustment	12/16/19
George Lindsay	Maintenance General Mechanic Facilities Maintenance From: GR 25, \$43,494 annually To: GR 25, \$44,366 annually	Salary Adjustment	12/16/19

Non-academic Personnel Board Actions, cont'd.

Page 9

Chris Palmer	Maintenance General Mechanic Facilities Maintenance From: GR 25, \$32,417 annually To: GR 25, \$33,072 annually	Salary Adjustment	12/16/19
Byron Richards	Maintenance General Mechanic Facilities Maintenance From: GR 25, \$37,159 annually To: GR 25, \$37,898 annually	Salary Adjustment	12/16/19
Francis Ryan	Maintenance General Mechanic Facilities Maintenance From: GR 25, \$32,529 annually To: GR 25, \$33,176 annually	Salary Adjustment	12/16/19
Bill Snider	Maintenance General Mechanic Facilities Maintenance From: GR 25, \$41,734 annually To: GR 25, \$42,578 annually	Salary Adjustment	12/16/19
Caleb Weiss	Maintenance General Mechanic Facilities Maintenance From: GR 25, \$32,248 annually To: GR 25, \$32,885 annually	Salary Adjustment	12/16/19
Terri Carrington	From: Associate Director Project ACCESS To: Staff Emeritus Project ACCESS	Status Change	01/01/20
Julia Cottrell	From: Assessment Specialist Office of Assessment GR 41, \$34,573 annually To: Assessment & Learning Outcomes Consultant Office of Assessment GR 43, \$41,000 annually	Reclassification & Salary Adjustment	01/01/20

Non-academic Personnel Board Actions, cont'd.

Page 10

Kathy Davis	From: Director Academic Advisement Center To: Staff Emeritus Academic Advisement Center	Status Change	01/01/20
Vicki Kramer	From: Administrative Specialist III Office of the Provost GR 13, \$31,220 annually To: Executive Assistant III Office of the Provost GR 15, \$34,966 annually	Reclassification & Salary Adjustment	01/01/20
Lorie Swindell	From: Accounting Manager Financial Services To: Accounting Manager/Bursar Financial Services	Title Change	01/01/20
Ross Hawkins	From: Assistant Director Academic Advisement Center-Transfer Academic Advising & Transfer Center GR 43, \$48,906 annually To: Director Academic Advisement Center GR 46, \$68,000 annually	Promotion	01/06/20
Michele Smith	From: Assistant Vice President Student Affairs Acting Dean of Students Student Affairs Administration \$100,186 annually (\$1,000 monthly supplemental) To: Assistant Vice Present Student Affairs/Dean of Students Dean of Students \$112,500 annually	Status Change	01/06/20
Abby Brown	Administrative Coordinator Facilities Management From: GR 44, \$46,759 annually To: GR 44, \$53,000 annually	Salary Adjustment	01/09/20

Non-academic Personnel Board Actions, cont'd.

Page 11

Rachel Jones	From: Assistant Teacher Child Development Center GR 40, \$22,614 annually To: Teacher Child Development Center GR 41, \$29,202 annually	Promotion	01/13/20
Stephen Bravo-Brown	Assistant Coach Intercollegiate Athletics From: \$47,384 annually To: \$48,000 annually	Salary Adjustment	01/20/20
Edward Brown	Supervisor, Campus Safety University Safety From: GR 26, \$36,861 annually To: GR 26, \$39,000 annually	Salary Adjustment	01/21/20
Terrie Coulter	From: Administrative Assistant II Intercollegiate Athletics GR 12, \$30,519 annually To: Administrative Assistant IV Intercollegiate Athletics GR 15, \$37,440 annually	Promotion	01/21/20
Jason Sanders	From: Campus Safety Specialist – Lead University Safety GR 25, \$33,800 annually To: Supervisor, Campus Safety University Safety GR 26, \$38,999 annually	Promotion	01/21/20
Jeffrey Stevens	Supervisor, Campus Safety University Safety From: GR 26, \$36,582 annually To: GR 26, \$39,000 annually	Salary Adjustment	01/21/20

Non-academic Personnel Board Actions, cont'd.

Page 12

Jason Rhea	From: Grounds Supervisor Grounds Services GR 26, \$41,820 annually To: Assistant Director Facilities Management, Grounds GR 46, \$58,500 annually	Promotion	01/27/20
Breanna Scanlon	From: Academic Advisor/Retention Specialist College of Business GR 42, \$35,568 annually To: Financial Aid Counselor Financial Aid GR 42, \$35,568 annually	Status Change	01/27/20
Megan Schiller	From: Research Analyst Institutional Research GR 42, \$42,711 annually To: Systems Analyst Computer Services GR 35, \$55,982 annually	Promotion	01/27/20
Jennifer Cox	From: Assistant to the Vice President Administrative Services GR 46, \$79,859 annually To: University Space Manager – Director of Support Services Administrative Services GR 47, \$89,500 annually	Reclassification & Salary Adjustment	02/01/20
Susan Dover	From: Admissions Evaluator Graduate College To: Staff Emeritus Graduate College	Status Change	02/01/20
Angela Young	From: Director, Dual Credit Program Dual Credit GR 44, \$53,876 annually To: Registrar Office of the Registrar GR 47, \$79,482 annually	Promotion	02/03/20

Non-academic Personnel Board Actions, cont'd.

Page 13

Benjamin Metzger	From: Associate Director Admissions- Operations & Systems Office of Admissions GR 46, \$56,188 annually To: Interim Director of Admissions Office of Admissions GR 46, \$56,188 annually (\$1,000 monthly supplemental)	Status Change	03/04/20
Sharon Long	From: Supervisor, Bursar's Office Financial Services To: Staff Emeritus Financial Services	Status Change	04/01/20
Tammy Wiley	From: General Manager Broadcast Services To: Staff Emeritus Broadcast Services	Status Change	04/01/20

Vote: _____ Yea
 _____ Nay

VI.A.

PRESIDENT'S REPORT

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

1. Legislative Update
2. University Budget Update
3. EAB Presidential Experience Lab at LinkedIn Headquarters

**Missouri State University Board of Governors
February 21, 2020 meeting**

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

Spring 2020 Enrollment: As of the February 5 enrollment report, the student enrollment for the spring semester is up slightly, with a .13% increase in total enrollment. The most significant factors include a 12% increase in new students and an 11% increase in online credit hours. The official census date is Monday, February 10 (the 20th day of classes).

Bellwether Award finalist: MSU-WP is a 2020 Bellwether Award finalist by the Bellwether College Consortium for its participation in the Greater Ozarks Center for Advanced Technology (GOCAT) partnership. The university is one of 30 finalists selected for the highly coveted award. The finalists will undergo a second and final round of rigorous peer review at the 2020 Community College Futures Assembly February 2-4 in San Antonio, Texas. MSU-WP is proud to be one of only ten colleges listed as a finalist in the Workforce Development category, which recognizes strategic alliances that promote community and economic development.

Joint meeting with the City of West Plains and West Plains R-7 School District: MSU-WP hosted a joint meeting with representatives from MSU, MSU-WP, the City of West Plains, Ozarks Medical Center and West Plains R-7 School District. Topics included continuing the GOCAT partnership, West Plains R-7 and South-Central Career Center LPN and Surgical Tech programs, MSU-WP Allied Health programs, and partnership with OMC, the police substation on the MSU-WP campus and the City of West Plains' solar farm project.

First Registered Apprenticeship Program Completed at GOCAT: Missouri State University-West Plains (MSU-WP) hosted a graduation event for nine students who participated in the first registered apprenticeship program at the Greater Ozarks Center for Advanced Technology (GOCAT) in West Plains. The registered apprenticeship program is an earn-and-learn program in that students are employed by a company, earning a paycheck while earning college credits and industry issued nationally recognized credentials from the U.S. Department of Labor.

Funded through a Missouri Registered Apprenticeship Grant from the Missouri Economic Development Division of Workforce Development, the program brought together a coalition at GOCAT that included MSU-WP, the South-Central Workforce Investment Board (SCWIB), the Missouri Registered Apprenticeship Program, the U.S. Department of Labor and two local companies, Leonardo-DRS and Jasper Engines and Transmissions.

NSF grant funds purchase of NMR spectrometer: MSU-WP purchased a 90MHz nuclear magnetic resonance (NMR) spectrometer with funds from a three-year, \$242,790 grant from the National Science Foundation. The NMR spectrometer was installed in November and is one of the most powerful tools available for chemists to use to examine the structure of molecules. Dr. Joseph "Kip" Rugutt, associate professor of chemistry at MSU-WP, spearheaded the entire grant process to provide this tool for our students.

PWE Donations Fund more than \$14,000 in Student-centered Projects: Formed in 2003, PWE supports MSU-WP in its mission by expanding the involvement of women as philanthropists. Donations from members of the Philanthropic Women for Education (PWE) funded more than \$14,000 in student-centered projects in 2019, which allowed our students to have expanded learning opportunities, thus equipping them to be the next generation of leaders.

VIII.A.

Missouri State University Faculty Senate Report to MSU Board of Governors

February 21, 2020

**Saibal Mitra, Chair, Faculty Senate 2018-2019; Professor of Physics, Astronomy and Materials Science
SaibalMitra@MissouriState.edu**

The faculty at MSU continues to remain engaged with the academic life of the university and to student success. In one of my earlier reports, I provided a brief synopsis faculty engagement in teaching, research and service. In this report, I will describe the issues that are currently being addressed by the Faculty Senate.

Faculty Senate Task Force on Student Retention will look into improving retention of students. In an era of declining enrollment, it is important that we take initiatives that addresses the issue of retention. The Task Force has been charged to come up with innovative ideas on how MSU faculty can play a role in improving the retention of MSU students. Currently, the retention rate of first year to second year students is 78% with the six-year graduation rate is about 55%. Clearly, there is room for improvement. This initiative will identify key challenges and propose faculty-led solutions that will address this important issue that affect us all.

The members of the Task Force are represented by all stakeholders in the university – faculty, staff, administration and students. They will present their findings in the April session of the Faculty Senate.

Faculty Senate Task Force on Mental Wellness has been created to address the issue of mental health on campus. Mental health is an issue that affects us all. This Task Force is looking at ways to increase awareness of mental health on campus and to improve communication between members of the university community and mental health professionals on campus and recommend cost-effective strategies to improve mental wellness on campus.

The members of Task Force is represented by all stakeholders in the university – faculty, staff, administration and students. They will present their findings in the March session of the Faculty Senate.

The Committee on Rules has presented its findings at the February Senate session. It has recommended that representation of instructors be expanded and a ranked representative for Senior Instructors be created. It is to be noted that, at this time, there are about 90 Instructors and 60 Senior Instructors at MSU. This requires changes to the Faculty Senate Constitution and the Bylaws. The Committee has also recommended the creation of a Standing Committee on Past Senate Chairs. This committee will advise the current Senate Chair by providing institutional memory and historic perspectives pertinent to Senate initiatives. The Rules Committee also took up the 2017-2018 Resolution of Budget and Priorities. In accordance to this resolution, the Rules Committee has proposed language to change the purpose and composition of the Committee on University Budget and Priorities.

The Senate has continued with its routine business. In this calendar year the full Senate has considered and approved 13 curricular proposals. Many other curricular proposals that did not require the consideration of the full Senate have also been approved. The Senate also has many other committees that continue to meet and perform their duties that is necessary for faculty self-governance.

I would like to end this report on a personal note. My term as Faculty Senate Chair expires on April 2020. It has been my honor to serve my colleagues and this University as the Chair of the Faculty Senate.

VIII.A.

Personally, I have an enhanced understanding of how this university operates – my views have expanded both laterally and vertically. My respect for my colleagues (faculty, staff, administrators) and our students (who face numerous challenges as they avail the educational opportunities) has increased exponentially.

VIII.B.

Report from the Provost

Provost Frank Einhellig's report will include updates and comments regarding Academic Affairs:

1. Current Year Outcome on State Performance Measure
2. Update on MSU and Community College Cooperation
3. Programming for the Summer-term
4. Faculty application and review process for Tenure and Promotion
5. Mentoring processes for new faculty



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

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

PROJECT HIGHLIGHTS

- **Quinton Phelps**, Assistant Professor of Biology, received **\$152,000.61** from the **Virginia Department of Game and Inland Fisheries**. The objectives of this study are to evaluate natal origin of Northern Snakehead and tributary contribution by Virginia tributaries to Potomac River basin population and to determine factors affecting recruitment variability of Northern Snakehead in the Potomac River basin and associated tributaries. The knowledge gained should help provide managers opportunities to develop effective control measures and better understand biology and ecology of this potentially invasive predator.
- **Dennis Lancaster**, Dean of Academic Affairs on the West Plains Campus, received **\$253,540** from the **U.S. Department of Labor** through the **Missouri Department of Higher Education and Workforce Development** to meet the demand for registered nurses in south central Missouri. The GOCCARE program will increase the number of registered nurses graduating through an online MSU-WP LPN-to-RN bridge program by 20 annually and build capacity to double the number of registered nurses graduating from the nursing program. In addition, it will significantly increase the number of RNs choosing to work in south central Missouri and across the state.

RESULTS

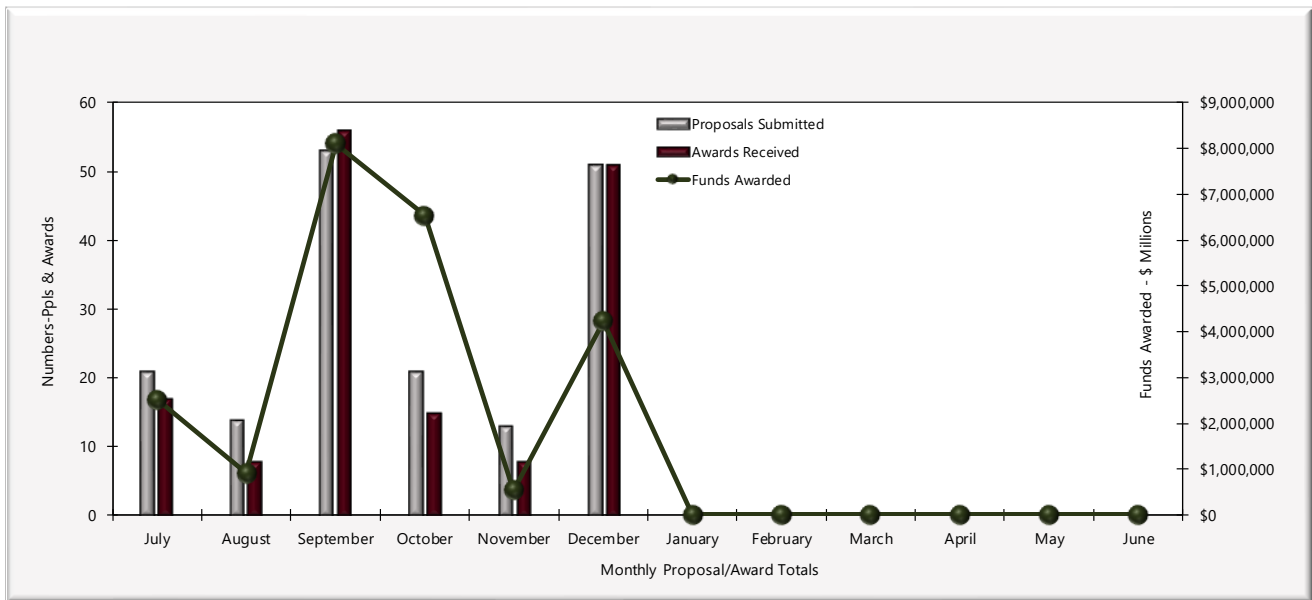
As of the end of December, the University has submitted 173 proposals for support of University-based projects. To date, 155 awards have been received – some of which are from proposals submitted during the previous fiscal year. The commitment of funds in these grants and contracts to date is \$22.8 million. Some of these awards are for projects that extend over more than one year, but the full commitment for funds is allocated to the first year.

Key Indicators	Activity for FY 2020	% Change from FY 2019
Proposals Submitted	173	5%
Funds Requested	\$37,732,197	71%
Named Investigators	78	5%
Grants & Contracts Awarded	155	8%
Funds Awarded	\$22,822,438	70%

External funding activity so far in FY 2020:

Sponsored Program Activity FY 2020

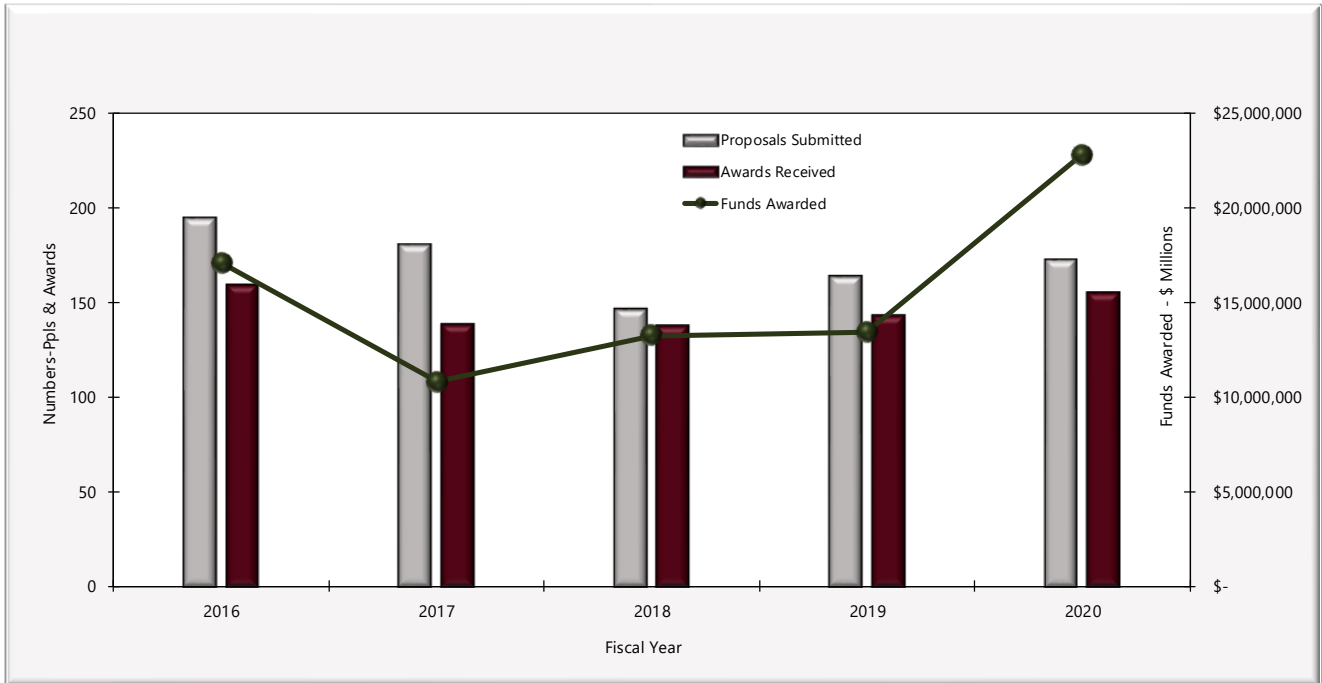
Month	Proposals Submitted	Total Awards	Dollars Awarded
July	21	17	\$2,509,658
August	14	8	\$905,450
September	53	56	\$8,106,691
October	21	15	\$6,538,521
November	13	8	\$532,293
December	51	51	\$4,229,825
January	0	0	\$0
February	0	0	\$0
March	0	0	\$0
April	0	0	\$0
May	0	0	\$0
June	0	0	\$0
	173	155	\$22,822,438



A comparison of activity over the last five years:

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

Fiscal Year	Proposals Submitted	Number of Awards						\$Millions	
		Education	Equipment	Facilities & Infrastructure	Research	Service	Ttl Awds	Requested	Awarded
2016	195	31	2	5	28	93	159	\$ 36,281,289	\$ 17,106,717
2017	181	23	0	3	28	84	138	\$ 21,088,027	\$ 10,802,835
2018	147	31	0	5	21	80	137	\$ 24,533,621	\$ 13,255,421
2019	164	23	0	1	23	96	143	\$ 22,117,197	\$ 13,450,442
2020	173	23	0	3	28	101	155	\$ 37,732,197	\$ 22,822,438



Grant and contract activity for FY 2020, through December:

Missouri State University
FY 20 Grant/Contract Activity by Unit

Unit	# Applying		# Awarded		Credit Share*			Actual**		
	Staff	Faculty	Staff	Faculty	Submit	Awards	Award \$	Submit	Awards	Award \$
Administrative Services	2	0	1	0	2	1	\$ 17,550	2	1	\$ 17,550
College of Agriculture	0	4	1	3	9	11	\$ 208,414	8	9	\$ 208,414
Center for Grapevine Biotechnology	0	1	0	1	1	1	\$ 89,653	1	1	\$ 89,653
Mid-America Viticulture & Enology Center	1	1	1	1	3	2	\$ 19,992	3	2	\$ 19,992
College of Arts & Letters	0	2	0	4	2	4	\$ 574,295	2	4	\$ 574,295
Center for Dispute Resolution	0	1	0	1	2	2	\$ 17,677	2	2	\$ 17,677
Center for Writing in College, Career, & Community	0	1	0	1	3	2	\$ 6,372	2	2	\$ 6,372
College of Business	0	1	0	2	2	3	\$ 1,031,488	2	3	\$ 1,031,488
Center for Project Innovation & Management	0	0	0	0	0	0	\$ -	0	0	\$ -
College of Education	3	5	3	2	12	9	\$ 456,269	10	9	\$ 456,269
Agency for Teaching, Leading and Learning	0	1	3	1	3	8	\$ 1,706,290	3	5	\$ 1,706,290
Institute for Play Therapy	0	0	0	0	0	0	\$ -	0	0	\$ -
Institute for School Improvement	0	0	0	0	0	0	\$ -	0	0	\$ -
College of Health & Human Services	1	9	1	9	17	17	\$ 746,874	16	16	\$ 746,874
Center for Research & Service	0	0	0	0	0	0	\$ -	0	0	\$ -
College of Humanities & Public Affairs	0	3	0	1	3	1	\$ 8,950	1	1	\$ 8,950
Center for Archaeological Research	1	1	1	1	17	17	\$ 964,219	12	11	\$ 964,219
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	34	3	17	52	28	\$ 1,524,248	42	20	\$ 1,350,221
Bull Shoals Field Station	0	1	0	1	2	2	\$ 16,283	2	2	\$ 16,283
Center for Resource Planning & Management	3	0	4	0	12	12	\$ 75,809	9	9	\$ 93,931
Ozark Environmental Water Research Institute	1	1	1	1	7	8	\$ 154,325	4	5	\$ 138,768
Diversity & Inclusion	0	0	0	0	0	0	\$ -	0	0	\$ -
Graduate College	0	0	0	0	0	0	\$ -	0	0	\$ -
Information Services	0	0	0	0	0	0	\$ -	0	0	\$ -
Library	0	0	0	0	0	0	\$ -	0	0	\$ -
President	0	0	0	0	0	0	\$ -	0	0	\$ -
Provost	1	3	1	2	7	7	\$ 96,507	7	7	\$ 267,969
Ozarks Public Health Institute	0	1	0	0	1	0	\$ -	1	0	\$ -
Southwest Missouri Area Health Education Center	1	0	1	0	6	6	\$ 101,954	6	6	\$ 101,954
Research & Economic Development	4	0	5	0	14	15	\$ 2,133,162	14	15	\$ 2,133,162
Center for Applied Science & Engineering	2	0	2	0	2	3	\$ 7,999,240	2	3	\$ 7,999,240
Center for Biomedical & Life Sciences	0	1	0	1	3	2	\$ 166,331	3	2	\$ 166,331
International Leadership & Training Center	1	0	1	0	2	2	\$ 2,671,147	2	2	\$ 2,671,147
Jordan Valley Innovation Center	1	0	1	0	8	7	\$ 497,991	8	7	\$ 497,991
Small Business Development & Technology Center	1	0	1	0	3	3	\$ 237,661	3	3	\$ 237,661
Student Affairs	1	0	2	0	1	2	\$ 327,507	1	2	\$ 327,507
West Plains	0	4	2	2	6	6	\$ 972,231	5	6	\$ 972,231
TOTAL	26	75	35	51	202	181	\$ 22,822,438	173	155	\$ 22,822,438

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

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

**REPORT TO BOARD OF GOVERNORS
FROM ASSISTANT TO PRESIDENT/CHIEF DIVERSITY OFFICER
Submitted for Board of Governors Meeting February 21, 2019**

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

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

The 2020 CDC will convene April 22nd with the theme “The time is now! Equity in the law, workforce and education”. The conference begins with the anti-racism pre-conference session entitled “Facing racism in 2020 and beyond.” Certified Diversity Executives, Dr. Leslie Anderson and Dr. Lyle Foster, will facilitate this professional development opportunity for public, civic, higher education, business, corporate and non-profit professionals. Approaches will be shared that identify and mitigate racism/bias/unconscious bias while learning to be an anti-racist in our current national, regional, and local environments.

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

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

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

Facing Racism Institute (FRI) --The 2019-2020 Facing Racism Institute series convened on October 3 and 4, 2019 at the Adolos Student Center. The Spring semester sessions are scheduled for March 5-6, 2020. More than 200 people have attended FRI trainings and this year ten scholarships are available for non-profit organizations (limit 2 per organization) due to the generation of diversity grants received from the Community Foundation of the Ozarks (CPO).

Postsecondary Equity Network (PEN)- The CDO, AVP for DDI Dr. Juan Meraz, Dr. Michele Smith, Dean and Dr. Kelly Wood will represent MSU on the PEN, a statewide network of institutional colleagues and community partners committed to eliminating equity gaps for Missouri students. Meeting held February 7, 2020 at Wyman Center, Eureka, MO.

Missouri Higher Education Equity Project- statewide efforts continue to address equitable educational opportunities for underrepresented populations with MSU poised

to be partner in a regional hub. The Missouri Dept of Higher Ed & Workforce Development (MDHEWD) hosted summit in Oct. 2019 to initiate effort with MSU participating.

Missouri Developmental Disabilities Council (MODDC) African American School to Prison Pipeline Coalition- CDO participates in Coalition meetings representing SPS, MSU, Prosper Springfield, Courageous Family Counseling Group, West County Community Action Council, Boone County Resources. This is a 2-year grant funded project for collection and analysis of data that promotes systemic change and capacity building regarding school to prison pipeline issues associated with AA students diagnosed with intellectual and developmental disabilities in order to promote equal access to services and quality educational opportunities.

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

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

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

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

Mini-Diversity Workshops-- Faculty Center for Teaching and Learning (FCTL)/DDI collaboration. Participants register through My Learning Connection. Workshop facilitator: Dr. Judith Martinez, Diversity Fellow. Workshop Sessions scheduled for January 29 & Feb. 4 (Microaggressions: Supporting & Empowering Students); February 19-20 (Teaching & Learning Respect/Acceptance in Classroom); March 24-25 (Inclusive Assessment); April 30 (Addressing Diversity Challenges in the Classroom & Difficult Conversations)

Book Talks Spring 2020 – “Among the Lost” by Emiliano Monge (Feb. 25; Mar. 24; April 28, 2020). Facilitated by Dr. Judith Martinez

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

Shattering the Silences- Next session scheduled on March 3rd at 11:00 A.M. with COAL Dept. Head Dr. Jason Jolley. Subject TBD.

Education Preparation Provider (EPP) Committee on Diversity- CDO and AVP for DDI attended monthly meetings of EPP Committee regarding in Dec. 2019 and will attend 2020 meetings.

Diversity 101 for Supervisors- The DDI and HR department professional development collaboration designed for supervisors is facilitated by AVP for DDI, Subject matter covered:

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

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

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

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

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

Cultural Consciousness in the Community Workplace- Workforce Diversity-- designed to provide members of MSU community awareness and knowledge for understanding culturally relevant topics and how to work to promote an inclusive and welcoming work environment that values the inclusion of all. Facilitated by AVPDDI Juan Meraz.

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

President Councils on Diversity:

President's Community Diversity Council--The Fall 2019 meeting of the Community Diversity Council will be scheduled in March.

President's Student Diversity Council-- Spring semester meetings scheduled for February 27, 2020 and April 21, 2020.

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

Diversity Fellow, facilitates S2S administration.

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

Diversity Talent Hub Job Fair: A Spring semester Job Fair will be held Saturday, April 25, 2020 from 11:00 A.M. to 2:00 P.M. will provide opportunity for local employers to meet/interview diverse and traditional-aged targeted underrepresented college students for internship and co-operative job opportunities, and potential full-time careers. Prosper 2025, Workforce Development, and DDI are community collaborators.

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

Religious Diversity Collaboration- the university and DDI was awarded the 2018 Values, Interfaith Engagement, and Worldview Survey (VIEWS) scholarship. The VIEWS data is used to develop specific campus recommendations and/or goals regarding religious diversity on campus.

Brother 2 Brother (B2B)--B2B is local student mentoring program and affiliate of the Student African American Brotherhood (SAAB) <http://saabnational.org/> that has MSU, Drury University & OTC participating as a city-wide chapter. The CDO is advisor to MSU chapter and the members and mentors/advisors meet monthly. The Springfield Community Foundation of the Ozarks (CFO) is fiscal agent for National SAAB. Discussions underway regarding SAAB Ambassadors Council. SAAB National negotiations continuing for relocation of national office to MSU in PCOB.

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

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

Minorities in Business (MIB): MIB is local non-profit corporation partnering with DDI in promoting networking, capacity-building and advocacy for MBE/WBE/DBE/ and emerging businesses.

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

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

Background: Lumina Foundation and Rockefeller Enterprises Philanthropy Advisors collaborating on development and funding of **Talent Hubs** for next phase of Project 2025 to increase post-secondary attainment of traditional-age targeted underrepresented students ages 18-24 who are currently enrolled in post-secondary education with certifications, 2-year and 4-year degrees who will graduate within 2 years.

Project meets monthly as a Talent Hub partnership comprised of MSU, Drury, Evangel, OTC, MCAC, SPS, Chamber of Commerce, Prosper Springfield, Community Partnership of the Ozarks, and Community Foundation of the Ozarks.

Missouri Diversity Officers in Higher Education (MODOHE) – CDO & the AVP for DDI participating on Ad Hoc Committee meetings/discussions as member of state chapter of National Association of Diversity Officers in Higher Education (MODOHE).

CEO Roundtable- “Business Perspectives: The Benefits of Moving Toward Inclusive Excellence” held September 27, 2019 hosted by Chamber of Commerce, Springfield Convention & Visitors Bureau, City of Springfield Workforce Development & DDI. Collaboration continuing during Spring semester features facilitated discussions re D & I best practices for the workforce and customer service.

Interfaith Youth Core Convening- CDO attended convening meeting in Chicago regarding interfaith cooperation in public institutions of higher education with 20 other senior administrators throughout the U.S. Issues discussed included Administrator buy-in; mission connection to public universities; First Amendment; and structural approaches to interfaith work. MSU continuing as collaborator in interfaith cooperative efforts.

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

January 2020

CDO met with Bears LEAD Coordinator Dola Flake regarding department issues, Advisory Council development on January 7, 2020.

CDO and President Smart dinner meeting with Associate Dean of the Graduate College, Dr. Algerian Hart (and spouses) on January 7th.

CDO and DDI staff attended Staff Awards Luncheon on January 8, 2020.

CDO attended Good Morning Springfield at Drury University Family Event Center on January 9, 2020.

CDO met with Springfield Public Schools (SPS) Chief Equity and Diversity Officer, Dr. Yvania Garcia-Pusateri, regarding D & I collaborative efforts on January 9 and 28, 2020.

CDO participated in DOSA Residence Life Roundtable discussions with staff on January 10, 2020.

CDO participated in Springfield Police Chief's Citizens Advisory Group meeting on January 13, 2020.

CDO and DDI Faculty Diversity Trainer, Dr. Lyle Foster, met with Chamber of Commerce CEO Matt Morrow, COC staff Sandy Howard and Emily Denniston on Jan. 13, 2020.

CDO attended Coffee with the Coach breakfast meeting with MSU Coach Dana Ford and team supporters at Big Momma's Coffeeshouse on January 14, 2020.

CDO and President Smart met re DDI activities and collaborative efforts on Jan. 14th.

CDO met with Brother2Brother member re graduate college opportunities on Jan. 14th.

CDO attended Minorities in Business (MIB) Networking Event at Arvest Bank, 2835 E. Battlefield Rd. on Jan. 14th.

CDO attended OTC Night at MSU Bears basketball game at the Arena on Jan. 15, 2020.

CDO attended Community Leadership Forum breakfast meeting at Evangel University Administration Building on January 16, 2020.

CDO attended Public Entities Workgroup's Diversity Outreach, Recruitment & Retention Subcommittee Meeting at City Administration Bldg. on January 16, 2020.

CDO participated as member of History Museum on the Square Advisory Board on Jan. 16th.

CDO attended MIB Board of Directors meeting on Jan. 16th.

CDO attended reception for Coach Petrino and wife at Hickory Hills Country Club on 1/16/2020.

CDO attended meeting regarding Multicultural/Diversity Student Center with President Smart, VP of DOSA, VP of Administrative Services and staff on January 17, 2020.

CDO attended SEM Steering Committee meeting on January 21, 2020.

CDO meeting with Diversity Fellow, Dr. Judith Martinez, regarding planning for semester D & I initiatives/efforts on January 22, 2020.

CDO participated in telephone conference call with Laura Winter, St. Louis Graduates Director regarding 2/7/2020 Postsecondary Equity Network meeting on Jan. 22nd.

CDO taped KSMU Radio program regarding the significance of African American History month on January 23, 2020.

CDO met with MSU SPD substation Sergeant and Corporal in introductory meeting on January 23, 2020.

CDO participated as panelist at 417-Think Tank Summit on January 24, 2020. Panel entitled, "The Cost of Being Exclusive" included panelist Jasmine Bailey, SPD Public Affairs Officer; Ashley Quinn, Community Resource Center Coordinator, GLO Center; and Moderator Catherine Bass Black.

CDO and Facing Racism Consultants, Dr. Leslie Anderson & Dr. Lyle Foster, met with Superintendent John Jungmann and Chief Equity & Diversity Officer, Dr. Yvania Garcia-Pusateri regarding Facing Racism Institute follow-up on January 27, 2020.

CDO participated in panelist interviews of finalists for SPS Deputy Supt. Of Academics at the e-Factory on January 28th with Jim Anderson, Brian Fogle,

CDO met with Faculty Senate Vice Chair, Dr. Cameron Wickham, regarding Faculty Senate Taskforce on Student Retention update on January 29, 2020.

CDO attended SEM Town Hall Meeting in PSU Theatre on January 29,2020.

February 2020

CDO participated in conference call with SAAB National President Dr. Tyrone Bledsoe, President Clif Smart, General Counsel, Asst VP for Administrative Services regarding SAAB National office space on February 5, 2020.

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

December 2019

December 2, 2019 AVPDI attended Administrative Council meeting to represent the division while CDO Pratt was away on family matters.

December 5, 2019 AVPDI facilitated Diversity Development with the Waynesville School District with a focus on socioeconomic status.

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

December 6, 2019 AVPDI met with Multicultural Scholar Yolanda Salas about teaching opportunities in southwest Missouri.

December 6, 2019 AVPDI had a conference call with Dr. Todd Payne to get updates on issues with the choir program and some micro aggressions.

December 6, 2019 AVPDI met with Mauricio Chio about attending graduate school at Missouri State University.

December 8-10, 2019 AVPDI attended Hispanic Summit in New York City to sign the Hispanic Promise on behalf of Missouri State University. .

December 12, 2019 AVPDI met with Carrie Richardson, Executive Director to discuss feedback on Diversity and Inclusion sessions for the signature class as well as Access Class feedback on Diversity and Inclusion mini sessions.

December 12, 2019 AVPDI attended the Board of Governors meeting to gain knowledge on upcoming events and changes at Missouri State University.

December 13, 2019 AVPDI participated in both graduation ceremonies for Fall 2019 at JQH area and served as Faculty Marshall.

December 17, 2019 AVPDI facilitated met with the SEM Community Involvement Subcommittee to finalize report for the SEM plan.

December 19, 2019 AVPDI participated in the Diversity Executives Leadership Academy Conference Call to finalize date and location of the 2020 International Conference.

January 2020

January 6, 2020 AVPDI facilitated Diversity Development Sessions with the professional staff I the Spokane R-7 School District as part of the Community Foundation of the Ozarks Outreach.

January 7, 2020, AVPDI attended the 2020 Staff Awards Luncheon and was recognized for the 20 year milestone at Missouri State University

January 9, 2020 AVPDI attended Good Morning Springfield to get updates from the City, County, Springfield Public Schools, and the Chamber about upcoming events in the community.

January 9, 2020 AVPDI met with Leaster Gibson, Managing Member Foster-Gibson Investments about supporting our Diversity Conference in April 2020 and 2021.

January 9, 2020 AVPDI attended the Public Entities Performance Measures Subcommittee to continue to collect data for the report to be shared with the Diversity Committee in late February 2020.

January 10, 2020 AVPDI met with Multicultural Scholar Alumni Jennica Enriquez to get update on current market in Springfield and other opportunities for speech pathologists.

January 13, 2020 AVPDI met with Diversity Fellow Dr. Judith Martinez to plan Spring 2020 Programs offered at the Faculty Center for Teaching and Learning as well as the Shattering the Silence Series.

January 14, 2020 AVPDI participated in the Assessment Council meeting to discuss data from the 2019 Climate Survey and the impact on campus.

January 14, 2020 AVPDI meeting with Onnie Lewis about teaching opportunities in Missouri and provide mentorship.

January 14, 2020 AVPDI attended Minorities in Business general meeting at Arvest Bank to share more information about MIB and opportunities to connect with members and the larger community.

January 14 AVPDI met with Community Foundation of the Ozarks about facilitating diversity training with agency partners, February 6, 2020, as part of a collaborative approach with the Division for Diversity and Inclusion at Missouri State University.

January 16, 2020 AVPDI participated in conference call to finalize plans for the 2020 Diversity Executives Leadership Academy (DELA) conference in San Francisco.

January 16, 202 AVPDI conference call with HHMI and CNAS to finalize Inclusive Excellence in STEM Grant.

January 22, 2020 AVPDI met with Cendy Gracia about attending Graduate School at Missouri State University with an emphasis on obtaining and MBA.

January 22, 2019, AVPDI attended the MSU Bias Response Team meeting.

.January 24, 2020 AVPDI attended the President's Disability Council meeting to get current information about events on campus.

January 30, 2020 AVPDI met with Logan Aguirre, 417 Magazine, about supporting the Diversity Conference and the Division for Diversity and Inclusion.

Diversity Fellow Activity Report, Dr. Judith Martinez

May 2019

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

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

June 2019

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

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

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

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

July 2019

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

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

August 2019

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

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

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

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

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

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

September 2019

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

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

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

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

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

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

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

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

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

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

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

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

September 20: Attended Media Training for MSU

September 25: *Station Eleven* Led Discussion Book

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

September 26: Attended MSU Majors Fair

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

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

October 2019

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

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

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

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

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

October 17: Retention and Completion Council meeting

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

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

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

November 2019

- November 1: Meeting with CDO. Initial discussion: Mentoring Diverse Faculty
- November 4: CAEP meeting Interview COE.
- November 6: Speaker at EDC 345. Introduction to Multicultural Education Class. Topic: Migration and challenges in the Hispanic Community.
- November 7: Attended conference from Dr. Julio Torres on Heritage Speakers hosted by MCL.
- November 8: FCTL meeting
- November 8: Attended Conference: Garret Williams. 2666 book.
- November 13: Mini-Diversity workshop: Inclusive Assessment: Session 1
- November 13: Mini-Diversity workshop: Inclusive Assessment: Session 1
- November 15: Meeting: Retention and Completion Council
- November 15: President's Community Council meeting
- November 18: SEM Subcommittee meeting to discuss retention strategies
- November 20: Book Talk Discussion
- November 22: Presented Mentoring Diverse Faculty Program: PAL: Leaders and Dr. Chris Craig.

December 2019

- December 4: Mini Diversity Workshop: Challenges in the Classroom and Difficult Conversations
- December 4: KOLR 10 Interview: Opportunities to Discuss Diversity Related Topics at MSU
- December 5: Mini Diversity Workshop Session 2: Challenges in the Classroom and Difficult Conversations

January 2020

- January 14: Distance Educator Award Recipient
- January 15: Meeting with Dr. Chris Craig to provide feedback on EDC 345 Intro to Multicultural Education Course
- January 14: Meeting with Dr. Jason Jolley to plan semester *Shattering of Silence*
- January 16: Meeting with Wes Pratt. Discuss overview for semester goals
- January 23: Meeting with Prof. Jon MaBee. Discuss future activities in addition to Book Talks for faculty and students
- January 23: Presentation to PA Graduate Cohort on Cultural Consciousness. Invited by Dr. Canales.
- January 27: Presentation to AAA on future program to provide Mentoring to Diverse Faculty

January 28: Meeting with Dr. John Chuchiak to discuss possible collaborations for students in the Honors College.

January 29: Mini Diversity Session 1

January 29: Meeting with Tim Lehmann to discuss opportunities for Diversity Book Talks

January 31: Meeting with former Fellow Adena Young-Jones to debrief and assess progress.

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

Tough Talks -The next round of talks are being planned with the Office of Multicultural Affairs in recognition of African-American Heritage Month. The topics are “Heritage Love ” and “Exploring Our History and Heritage .”

Grant Proposal- A proposal was prepared for the Women’s Foundation in support of the Springfield-Greene County African-American Heritage Trail.

Committee Work-Serving on the Strategic Enrollment Management Committee process.

AACU Annual Meeting-Attended the Annual meeting of the AACU in Washington DC representing DDI and Missouri State University. Attended sessions in particular around student success initiatives and campus strategies to support diversity and inclusion. (January 22-25, 2020).

Continue to Participate in “Be Civil Be Heard” Planning Process.

Community Conversation-Conducted community talk around the film “Just Mercy” and impact on social justice efforts on Tuesday, January 29.

MODDC-Participate in the (prison pipeline) research study and attended the January 16, 2020 meeting.

Community Panel-Participated on panel for Leadership Springfield class no. 38 discussing Art and the Quality of Life in Springfield. The panel took place on January 28.

Springfield Public Schools-Meetings around their process to work towards becoming an equity-based school district conducted on January 27.

CEO Diversity Roundtable-Participate in partnership with the Springfield Chamber of Commerce and the city of Springfield Workforce Development. Planning meeting on January 13.

Chief of Police Community Advisory Council-Attended monthly meeting on January 13, 2020 and provided input into the annual plan and LGBTQ+ policy.

Community information Sessions-Conducted several sessions on the Springfield-Greene County African-American Heritage Trail for students and interested groups.

MIB-Attended January networking and board meeting representing DDI. These meetings were January 14 and 16.

Community Events-Attended and participated in a number of additional events representing DDI.

Submitted February 5, 2020

XI.A.

STUDENT BODY PRESIDENT REPORT

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

Student Affairs Report
Missouri State University Board of Governors
February 21, 2020

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 December Board Meeting include:

Enrollment Management & Services:

- The SEM process is underway and a Town Hall meeting was held on January 29th. Goals and strategies of the new plan were discussed with faculty, staff and students.
- Enrollment for the spring semester on the Springfield Campus is down a total of 161 (0.8%) students.
- Enrollment is also down in credit hours by 10,420 (4.4%).
- The total underrepresented student number is down 32 (1.2%).
- Thus, report indicates FTNIC (all categories) is 1,469 students, Continuing Students (all categories) is 19,486 and Readmits represent 271 students making **TOTAL enrollment at the end of the first week** 21,226 students.

Magers Health and Wellness Center:

- **Magers Family Health and Wellness Center** is partnering with the campus community for education, screening, and prevention of the emerging novel Coronavirus epidemic.
- **Magers** has already given over 4,800 free flu shots so far this year to the campus community.

Campus Recreation:

- **Campus Recreation** successfully sold out and reintroduced the Winter Break Ski Trip to Colorado in Outdoor Adventures.
- Unlimited Bearfit Passes (Group Exercise) sales increased significantly in spring 2020 with a 253% increase (113 vs 32)
- The **Campus Recreation** mobile application officially hit over 5,200 (and counting) downloads in the month of January.

Bookstore:

- Management Staff from the **Bookstore** attended the ICBA (Independent College Bookstore Association) annual meeting in Tucson in early February.
- **The Bookstore** started a rental program and has rented over 5,000 books in the fall and 4,889 in the spring. The average rental price per book was \$37.38 in the fall and \$57.70 in the spring, thus saving students money on their course materials.

Plaster Student Union:

- **Xi Omicron Iota**, MSU's local sorority, updated its membership requirements, which allows the students in the Bear POWER program to be considered for membership.
- The **Fraternity and Sorority Life** community achieved a 2.89 GPA, which is below the All Campus average of a 3.16 GPA, however 1,139 students, or 38.4% of the community, achieved a "Dean's List" GPA of 3.5 or higher.

- Thirty of the 32 **Fraternity and Sorority chapters** recruited new members. Of the 1,053 new members recruited, 882 were retained resulting in an 83.8% retention rate. There are 2,968 members, a 7.5% decrease in membership from the fall 2018 semester of 3,209 members.
- The **Fraternity and Sorority Life** community completed a total of 29,862 serve hours and hosted 104 educational programs.
- The design of the **Esports complex**, to be placed in the Plaster Student Union, is at the 50% stage. The current design and construction schedule for the space projects it to be open in August, prior to the beginning of school.

Multicultural Services

- **Dr. Kimberly Martin** was hired as the Director of Multicultural Programs. Dr. Martin joins us from the University of Louisville where she was also working on diversity and inclusion initiatives.
- The annual **Black History Month banquet** is scheduled for February 22nd in the PSU Ballroom.

Residence Life, Housing and Dining:

- **Resident Assistants**, Clayton Breshears, Wells House and Alex Webber, Freddy won first place in a case study competition at the annual Resident Assistant Conference held at the University of Northern Iowa.
- A delegation from **Residence Life** will be traveling to University of Nebraska, Omaha, to participate in the annual Midwest Affiliate of College and University Residence Hall Association and have submitted bids for consideration: Student of the Year – Mia Sethi, (A recent Citizen Scholar recipient); Advisor of the Year – David Wilson; and Building Block Chapter of the Year for NRHH (National Residence Hall Honorary) Boomer Chapter.
- This year's annual **TUNNEL Experience** was held on January 29 and 30. This interactive, campus wide program written and performed by students, challenges participants' thoughts, perceptions and inner feelings about societal issues. The topics this year were: Indigenous Peoples, Beyond the Binary, Immigration, Racialization, and Ableism.

Dean of Students:

- **Dr. Michele Smith** has been hired as the new Assistant Vice President/Dean of Students. Dr. Smith previously served as the AVP for Multicultural Services. She is successfully transitioning into her new role on campus.
- **The Counseling Center** is working with the JED Foundation starting this spring to help our students develop the skills and support they need to grow into healthy, thriving adults.
- The **Impact Summit: College Student Mental health Conference** is scheduled for April 29th. The summit was selected by NASPA IV-West as a Critical Conversation program with the National organization and received \$1000 sponsorship to help promote the day-long conference to educators throughout the region.

Respectfully submitted by,

Dr. Dee Siscoe
Vice President for Student Affairs

XII.A.

STAFF SENATE REPORT

Ms. A'dja Jones, Chair of the Staff Senate, will make a report to the Board of Governors.

XIII.A.

**MISSOURI STATE UNIVERSITY FOUNDATION
INCOME SUMMARY TOTALS BY TYPE AND SOURCE
07/01/2019 TO 12/31/2019**

SOURCE	UNRESTRICTED CURRENT	RESTRICTED CURRENT	ENDOWMENT	GIFTS OF PROPERTY	NON-GIFT INCOME*	TOTAL 07/01/2019 TO 12/31/2019	TOTAL 07/01/2018 TO 12/31/2018
ALUMNI	\$37,498	\$3,827,013	\$548,322	\$71,105	\$331,284	\$4,815,222	\$2,474,590
FRIENDS	10,747	1,008,808	261,940	25,904	301,687	\$1,609,086	1,952,778
PARENTS	2,080	55,401	9,290	373	26,200	\$93,344	108,621
FOUNDATIONS	450	564,632	52,250	0	0	\$617,332	498,938
ORGANIZATIONS	5,654	778,739	1,197,671	3,117	7,500	\$1,992,681	724,406
BUSINESSES	17,578	667,340	66,937	291,459	662,322	\$1,705,636	3,050,035
GIFT TOTAL	\$74,007	\$6,901,933	\$2,136,410	\$391,958	\$1,328,993	\$10,833,301	\$8,809,368

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

DEFERRED GIFT COMMITMENTS

	UNRESTRICTED CURRENT	RESTRICTED CURRENT	ENDOWMENT	GIFTS OF PROPERTY	TOTAL 07/01/2019 TO 12/31/2019	TOTAL 07/01/2018 TO 12/31/2018
DEFERRED GIFTS	25,000	225,000	18,031,061	0	\$ 18,281,061	\$ 3,220,522

GRAND TOTAL FOR TESTAMENTARY GIFTS YET TO BE RECEIVED: \$60M

	NUMBER OF DONORS 7/1/2019 TO 12/31/2019	NUMBER OF DONORS 7/1/2018 TO 12/31/2018
ALUMNI	4,284	4,476
FRIENDS	8,129	8,409
PARENTS	854	1,062
FOUNDATIONS	30	38
ORGANIZATIONS	186	142
BUSINESSES	560	510
TOTAL	14,043	14,637

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

	Year	MONTHLY						YEAR-TO-DATE		
		Designations under \$1,000		Designations \$1,000 and over		Totals for December		Running Totals		Year
		No.	Amount	No.	Amount	No.	Amount	No.	Amount	
Annual Gifts	FY 19	6,079	\$266,418	208	\$1,166,221	6,287	\$1,432,639	33,865	\$5,672,488	FY 19
	FY 20	7,458	\$261,712	228	\$1,191,686	7,686	\$1,453,398	34,625	\$4,388,501	FY 20
Special Campaigns	FY 19	96	\$7,953	26	\$565,826	122	\$573,779	986	\$1,976,636	FY 19
	FY 20	35	\$8,367	20	\$3,162,308	55	\$3,170,675	753	\$4,428,946	FY 20
One Time Gifts	FY 19	0	\$0	25	\$135,855	25	\$135,855	83	\$1,160,244	FY 19
	FY 20	0	\$0	18	\$417,198	18	\$417,198	59	\$2,015,854	FY 20
TOTALS	FY 19	6,175	\$274,371	259	\$1,867,902	6,434	\$2,142,273	34,934	\$8,809,368	FY 19
	FY 20	7,493	\$270,079	266	\$4,771,192	7,759	\$5,041,271	35,437	\$10,833,301	FY 20

**MISSOURI STATE UNIVERSITY FOUNDATION
INCOME SUMMARY TOTALS BY TYPE AND SOURCE
07/01/2019 TO 01/31/2020**

SOURCE	UNRESTRICTED CURRENT	RESTRICTED CURRENT	ENDOWMENT	GIFTS OF PROPERTY	NON-GIFT INCOME*	TOTAL 07/01/2019 TO 01/31/2020	TOTAL 07/01/2018 TO 01/31/2019
ALUMNI	\$42,154	\$3,888,936	\$555,865	\$71,105	\$353,582	\$4,911,642	\$2,601,547
FRIENDS	11,393	1,130,924	278,444	25,905	324,070	\$1,770,736	2,085,176
PARENTS	2,115	63,736	9,480	373	26,200	\$101,904	143,310
FOUNDATIONS	950	1,803,061	52,350	0		\$1,856,361	512,769
ORGANIZATIONS	5,679	861,748	1,247,680	3,116	7,500	\$2,125,723	793,035
BUSINESSES	17,760	707,193	72,537	291,459	781,072	\$1,870,021	3,126,236
GIFT TOTAL	\$80,051	\$8,455,598	\$2,216,356	\$391,958	\$1,492,424	\$12,636,387	\$9,262,073

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

DEFERRED GIFT COMMITMENTS

	UNRESTRICTED CURRENT	RESTRICTED CURRENT	ENDOWMENT	GIFTS OF PROPERTY	TOTAL 07/01/2019 TO 01/31/2020	TOTAL 07/01/2018 TO 01/31/2019
DEFERRED GIFTS	25,000	225,000	18,031,061	0	\$ 18,281,061	\$ 3,220,522

GRAND TOTAL FOR TESTAMENTARY GIFTS YET TO BE RECEIVED: \$60M

	NUMBER OF DONORS 7/1/2019 TO 01/31/2020	NUMBER OF DONORS 7/1/2018 TO 01/31/2019
ALUMNI	4,501	4,708
FRIENDS	8,517	8,803
PARENTS	917	1,134
FOUNDATIONS	35	42
ORGANIZATIONS	201	157
BUSINESSES	587	698
TOTAL	14,758	15,542

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

	Year	MONTHLY						YEAR-TO-DATE		
		Designations under \$1,000		Designations \$1,000 and over		Totals for January		Running Totals		Year
		No.	Amount	No.	Amount	No.	Amount	No.	Amount	
Annual Gifts	FY 19	5,082	\$150,655	46	\$176,199	5,128	\$326,854	38,993	\$5,999,342	FY 19
	FY 20	5,203	\$121,750	53	\$294,102	5,256	\$415,852	39,883	\$4,812,462	FY 20
Special Campaigns	FY 19	48	\$9,010	13	\$61,591	61	\$70,601	1,047	\$2,047,237	FY 19
	FY 20	36	\$6,631	12	\$334,352	48	\$340,983	803	\$4,769,929	FY 20
One Time Gifts	FY 19	0	\$0	7	\$55,250	7	\$55,250	90	\$1,215,494	FY 19
	FY 20	0	\$0	9	\$1,038,142	9	\$1,038,142	66	\$3,053,996	FY 20
TOTALS	FY 19	5,130	\$159,665	66	\$293,040	5,196	\$452,705	40,130	\$9,262,073	FY 19
	FY 20	5,239	\$128,381	74	\$1,666,596	5,313	\$1,794,977	40,752	\$12,636,387	FY 20

XIV.A.

MarCom updates since the December 12, 2019 meeting

Integrated Marketing

A small team developed and is currently executing a pilot integrated marketing plan for the department of Criminology. The project began in August 2019. A recipient of a president/provost grant, Criminology has been recognized as an area with strong growth potential.

The integrated plan has focused on messaging, digital marketing, website and partnership with Admissions by fully utilizing the power of the CRM. So far, there has been measurable success with the approach. We'll see how this translates into enrollment in the programs during fall of 2020.

MarCom is currently rolling out this integrated approach with other units across the university

Website Refresh

Over 50% of the sites across the university have been updated with the refreshed design. By redesigning within the current architecture, the team has been able to more expeditiously create an experience that empowers users to guide and control their journey, engage with the brand, and easily find what they're looking for.

Web Strategy and Development (WSD)

The team continues to update academic and administrative websites and support the Foundation and Alumni organizations.

University Communications (UC)

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

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

Visual Media

The team is working on new high-production-value videos and photography for Mind's Eye. They are engaged in the always busy winter season of athletics.

Editorial and Design Services (EDS)

The team continues to be very busy partnering with Admissions and the Foundation on variable data related pieces.

Their work from the past year was recently honored in the form of CASE Awards.

DESIGN – Editorial Design >**Silver**

The efactory: A place for movers, shakers, dreamers and doers"

Amy Schuldt design, Michelle Rose writing

DESIGN – Invitations >**Gold**

It's On campaign launch invitation

Amy Schuldt design

DESIGN – Poster >**Bronze**

Wine & Food Celebration Poster
Teri Poindexter design

MARKETING – Student Recruitment Publications: Publications Packages >**Bronze**
Admitted Student Day invitation, VDP name tags, handout
Veronica Adinegara design, Michelle Rose writing

PUBLICATIONS: Institutional Relations Publications: President’s Report and Annual Reports >**Silver**
2018 Foundation Annual Report
Abby Isackson design

PUBLICATIONS: Institutional Relations Publications: Research Publications >**Bronze**
2019 Mind’s Eye
Teri Poindexter design, Nicki Donnelson project lead/writing

WRITING: Excellence in News Writing: Periodical Staff Writing >**Bronze**
Five articles from Missouri State Magazine
Michelle Rose writing

XVII.

RECOMMENDED ACTION - Resolution authorizing closed meeting

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

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

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

VOTE: ___ AYE

___ NAY