



Board of Governors' Meeting
Robert W. Plaster Student Union, Room 313
Friday, 2/22/2019
1:00 - 5:00 PM CT

I. Roll Call

II. Approval of Minutes

II.A. Approval of Minutes of Open and Closed Meetings of December 13, 2018 - Page 4

III. Consent Agenda

A. President

III.A.1. Approval of FY2019/2020 Employment Agreements for Assistant Coaches for Football - Page 12

B. Academic Affairs

III.B.1. Approval of Academic Calendar for 2020-2021 - Page 23

C. West Plains

III.C.1. Approval of Actions Concerning Academic Employees - Page 25

III.C.2. Approval of Actions Concerning Non-Academic Employees - Page 31

D. Procurement and Financial

III.D.1. Approval of Procurement Activity Report - Page 33

E. Facilities and Equipment

III.E.1. Approval of Activity Report for the Months of November 2018, December 2018, and January 2019 - Page 35

F. Human Resources

III.F.1. Approval of Actions Concerning Academic Employees - Page 37

III.F.2. Approval of Actions Concerning Non-Academic Employees - Page 61

IV. Making Our Missouri Statement Moment – Recognition of Opera Students for National Ranking Performance

V. Committee Reports

A. Executive Committee

B. Risk Management and Audit Committee

C. Programs and Planning Committee

D. Finance and Facilities Committee

V.D.1. Approval of Revisions to G10.02 Healthcare Principles Policy - Page 72

VI. President's Report

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

Presidents Report - Page 73

1. Legislative Update

2. University Budget Update

VII. West Plains Campus

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

Chancellors Report - Page 74

B. Approval of Proposed Revisions to the Missouri State University-West Plains Faculty Handbook

Faculty Handbook Revisions - Page 75

VIII. Academic Affairs

A. Faculty Senate Report

Faculty Senate Report - Page 77

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

Provosts Report - Page 78

1. Update on Hiring in Academic Administration
2. Faculty Applications and Review Process for Tenure & Promotion
3. Status of Online Classes and Programs – Offerings, Enrollment, Marketing
4. Processes in Progress Regarding Expansion of the Nursing Program

IX. Research and Economic Development (written report only)

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

Research and Economic Development Report - Page 79

X. Diversity and Inclusion (written report only)

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

Diversity and Inclusion Report - Page 83

XI. Student Affairs

A. Report from the Student Body Vice President

Student Body Vice President Report - Page 93

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

Student Affairs Report - Page 94

XII. Staff Senate

A. Staff Senate Report

Staff Senate Report - Page 96

XIII. Facilities and Equipment

XIII.A. Approval of Bids and Award of a Contract for the Upgrades to the Mechanical and Electrical Systems at Blair-Shannon House - Page 97

XIII.B. Approval of a Bids and Award of a Contract for the Construction of an Outdoor Amphitheater on the West Plains Campus - Page 99

XIV. Financial

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

Development Report - Page 101

B. Approval of Transfer of a Three-Acre Tract of Land in Taney County from the MSU Foundation to the Board of Governors of Missouri State University

Transfer of Tract of Land - Page 105

XV. 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

Marketing and Communications Report - Page 106

XVI. New Business

A. Major Discussion Item – Access Programs

Access Programs - Page 108

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

Closed Meeting Resolution - Page 110

XVIII. Adjournment

XIX. Date of Next Meeting: Thursday, May 16, 2019, 1 p.m., Room 313, Robert W. Plaster Student Union

MINUTES OF THE BOARD OF GOVERNORS
MISSOURI STATE UNIVERSITY
DECEMBER 13, 2018 1:00 PM

1. Roll Call

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

Absent- Mr. Gabriel E. Gore, Governor

Also

Present- Clifton M. Smart III, President
Donna Christian, Director of Internal Audit and Risk Management
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
Shirley Lawler, Chancellor of the West Plains Campus
Victor Matthews, Dean of the College of Humanities and Public Affairs
Matt Morris, Vice President for Administrative Services
Jeff Morrissey, Chief Information Officer
Wes Pratt, Chief Diversity Officer and Assistant to the President
Suzanne Shaw, Vice President for Marketing and Communications
Dee Siscoe, Vice President for Student Affairs
Kristan Gochenauer, Secretary of the Board

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

3. Approval of Minutes – Ms. Tergin mentioned that the first item of business was the approval of the minutes for the open meeting of October 19, 2018. Mr. Craig Frazier so moved, receiving the second from Ms. Carol Silvey.

Motion passed 7-0.

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

West Plains Campus

Approval of Actions Concerning West Plains Campus Academic Employees (West Plains Campus Personnel No. 427-18).

Approval of Actions Concerning West Plains Campus Non-Academic Employees (West Plains Campus Personnel No. 428-18).

Approval of the New Academic Program for the Associate of Applied Science in Technology - Advanced Industrial Maintenance Option (West Plains Curriculum No. 89-18).

Approval of the New Academic Program for the Associate of Arts in Criminology (West Plains Curriculum No. 90-18).

Approval of the New Academic Program for the Certificate in Criminology (West Plains Curriculum No. 91-18).

Approval of the New Academic Program for the Certificate in Law Enforcement (West Plains Curriculum No. 92-18).

Approval of the Deletion of the Academic Program for the Associate of Applied Science in Entrepreneurship (West Plains Curriculum No. 93-18).

Approval of the Deletion of the Certificate in Public Outreach and Education (West Plains Curriculum No. 94-18).

Procurement and Financial

Approval of Procurement Activity Report for the Period October 3, 2018, through November 28, 2018 (Purchasing Activity Report No. 472-18).

Facilities and Equipment

Approval of Activity Report for the Months of September 2018 and October 2018 (Activity Report No. 305-18).

Approval of a Quit Claim Deed for the Transfer of Real Estate Located at 411-417 West Mill Street, Springfield, Missouri to the Missouri State University Development Corporation (Finance No. 1078-18).

Approval of Property Lease Agreement with Missouri State University Development Corporation for Property Located at 405 N. Campbell Avenue, Springfield, Missouri (Agreement No. 420-18).

Approval of Property Lease Agreement with Missouri State University Development Corporation for Property Located at 425 W. Mill Street, Springfield, Missouri (Agreement No. 421-18).

Human Resources Items

Approval of Actions Concerning Academic Employees (Human Resources No. 1603-18).

Approval of Actions Concerning Non-Academic Employees (Human Resources No. 1604-18).

Approval of Actions Concerning Employee Salary Increases Effective January 2019 (Human Resources No. 1605-18).

Approval of Actions Concerning Employee Salary Increases Effective February 2019 (Human Resources No. 1606-18).

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

Motion passed 7-0.

5. **Presidents Report** – President Clif Smart welcomed everyone to the December commencement weekend. He shared that on Friday, December 14, 2018, we will graduate 1,554 students in two ceremonies at JQH Arena. In addition, we will award the Government Excellence Award to Mr. Jay Wasson and the Bronze Bear Award to Mr. Matt Blunt.

President Smart shared his sadness over the passing of Board member Virginia Fry on November 18, 2018. Maroon and white flowers are at her usual place and she will be recognized tomorrow at the commencement ceremonies. President Smart thanked Governor Fry's husband, Mr. John Pratt, for his support over the past six years. He then recognized Ms. Tergin, who shared that she wanted to focus on what we gained through Governor Fry's support and leadership on the Board and at Missouri State University. Ms. Tergin announced that a scholarship has been started in memory of Governor Fry.

President Smart recommended approval of the resolution of recognition for Governor Virginia Fry for her service, leadership and excellent work on behalf of the University. Ms. Silvey and Mr. Frazier made a motion and a second, respectively.

Motion passed 7-0.

Mr. Pratt came forward and was presented with the framed resolution, commemorative bear statue and a photobook. He stated that "Virginia was a Bear". She immensely enjoyed serving on the Board of Governors, getting to know everyone and being a part of the University. He then thanked the Board.

President Smart recommended approval of the resolution of recognition for Governor Kendall Seal for his critical advice and input, leadership and advocacy on behalf of the University. Ms. Amelia Counts made a motion to approve, receiving a second from Mr. Frazier.

Motion passed 7-0.

President Smart then recommended approval of the resolution of recognition for Governor Gregory Spears for his leadership, promotion of initiatives and service on behalf of the University. Ms. Silvey made a motion to approve, receiving a second from Mr. Frazier.

Motion passed 7-0.

Ms. Tergin did a quick year in review sharing that the focus this year has been on alumni engagement and student wellness. She shared that it means so much to serve on a Board that works so well together while reaching and exceeding goals.

President Smart thanked Ms. Tergin for her tremendous work this past year as Board Chair, Mr. Seal for his push for inclusion and critical advice, and Ms. Spears for his time and financial expertise.

President Smart then gave an update of government affairs. In October, legislative priorities were approved. There were two priorities this year, to increase Missouri State University operating appropriations and to fund a matching capital project at Greenwood Laboratory School. President Smart shared the hire of Ms. Heather Camps, West Plains campus, who in addition to her regular duties will be involved in government relations in Jefferson City. President Smart then reported that a legislative guide has been created. The guide, which includes information on strategic funding, the importance of a bachelor's degree and affordability, will be utilized when meeting with legislators. President Smart then announced that the Missouri Department of Higher Education and Coordinating Board have selected the projects it intends to recommend receive workforce funding in Governor Parson's budget. He is pleased to share that the Missouri State University's Nursing Expansion Program was on that list; ranked first out of all four-year university proposals received. If funded, the grant would provide the University with \$3 million toward the construction of an addition to the McQueary Family Health Sciences Hall.

President Smart next gave an overview of the recent trip to China in which Board members Governor Frazier and Governor Spears participated. A great deal of work was accomplished through numerous meetings at both Ningxia and Qingdao Universities. Governor Frazier noted the amazing relationships that our University has built. Governor Spears echoed Governor Frazier's remarks stating it is very obvious that we have great people setting the groundwork and creating great relationships.

6. **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 2018-2019: Tia Clemens, Tyree Davis IV, Koby Ljunggren, Anthony Priest, Husref Rizvanovic and Daezia Smith. A motion was made by Ms. Miller and seconded by Mr. Seal.

Motion passed 7-0.

Dr. Siscoe then introduced each of the Citizen Scholar awardees along with members of the Citizen Scholar Selection Committee, board members Mr. Gabriel Gore, Ms. Beverly Miller, Mr. William Miller and Mr. Kendall Seal.

7. Committee Reports:

- A.** Mr. Spears stated that the Risk Management and Audit Committee met earlier this morning. Ms. Kim Hamm, Partner, BKD, gave a presentation on the independent audit for fiscal year 2018. There were no reportable matters and one proposed adjustment, which was recorded. Overall, there were no material weaknesses or significant deficiencies identified. In closed session, the committee received a report on the University's food service contract, which will be published on the University's website.
- B.** Mr. Frazier gave an overview of the Finance and Facilities Committee meeting. The committee reviewed documents related to the bond resolution and bond purchase agreement for Brick City. Amendments to Med-Pay and Mercy were also reviewed with recommendations to extend both agreements an additional five-years. These agreements will be voted on later in today's meeting. Facility contracts for work on Kemper Hall and Temple Hall were reviewed along with the October year to date financial statement and the Foundation report through November. The committee also received an update on the IDEA Commons project.
- C.** Ms. Miller discussed the Programs and Planning Committee meeting. Dr. Kelly Wood, Executive Director of Center for Academic Success and Transition, and Dr. Shirley Lawler, Chancellor, presented on retention data and initiatives for both the Springfield and West Plains campuses.

8. Academic Affairs:

- A. Faculty Senate Report** – Dr. Tom Dicke, Faculty Senate Chair, reported on the importance of ad-hoc committees and all that has been accomplished this past semester. He discussed curricular proposals, noting there are well over 200 either in or through the approval process. The first proposal for a professional doctorate is currently working its way through governance. He also noted that an increased amount of time is being spent on program assessment.
- B. Report from the Deputy Provost** – Dr. Chris Craig, Deputy Provost, updated the Board on the Nurse Anesthesia Program. He shared that Dr. Helen Reid, Dean of the McQueary College of Health and Human Services has announced her retirement. Dr. Letitia White Minnis, Department Head for Communication Sciences and Disorders, will serve as Interim Dean for the McQueary College of Health and Human Services.

Dr. Craig gave an update on the Higher Learning Commission off-campus site visits that took place in Brazil; Fairfax, Virginia; and Cassville, Missouri. He was pleased to report a very positive report with no issues noted.

Dr. Craig then discussed the evaluation of credit and non-credit options and gave an update on both Blackboard Ally and the accessibility and affordability of textbooks.

9. Student Affairs:

A. Report from the Student Body President – Mr. Isaiah Villarreal, Student Body President, gave a recap of student government initiatives to include cabinet expansion, to-go boxes pilot program, Meyer library resources and new furniture in the Plaster Student Union. In addition, he noted security has been increased across campus and mentioned the bike share program, which was approved in October. Looking forward to next semester, Mr. Villarreal identified three challenges moving forward which include diversity inclusion, communication with the student body and student funds.

10. Staff Senate Report – Ms. Adja Jones, Chair-Elect of the Staff Senate, thanked President Smart for the time over the holidays. She promoted participation with the giving tree, which provides for the Rare Breed and Isabel’s House. Staff Senate continues to promote leadership through administrative forums and the book club series and in spring 2019, Staff Senate is promoting a “Bring Your Own Lunch” supervisor networking series.

11. Facilities and Equipment – Mr. Matt Morris, Vice President for Administrative Services, recommended the approval of bids and award of a contract for the renovation of rooms 105 and 126 in Kemper Hall (Bids & Quotations No. 1564-18). The low bid by Carson-Mitchell, Inc. in the amount of \$312,900 for the base bid was awarded. Total project budget is \$409,870 with an expected completion date of fall 2019.

Mr. Morris then recommended the approval of bids and award of a contract for the greenhouse addition at Temple Hall (Bids & Quotations No. 1565-18). The low bid in the amount of \$563,000 for the base bid was awarded to DeWitt & Associate, Inc. Total project budget is \$690,000 with an expected completion date summer 2019. Both resolutions were moved and seconded, respectively, by Ms. Miller and Mr. Frazier.

Motion passed 7-0.

12. Human Resources – Mr. Morris recommended approval of amendment #1 for medical/dental third-party administrative services agreement (Med-Pay, Inc.) (Agreement No. 422-18). The amended agreement will extend the terms for an additional five (5) years; through December 31, 2024.

Mr. Morris then recommended approval of amendment #4 self-insured PPO network access agreement (Mercy Health Springfield Communities) (Agreement No. 423-18). The amended agreement will extend the terms and guarantee a savings to the University. Ms. Silvey moved to approve the recommendations, receiving a second from Ms. Counts.

Motion passed 7-0.

13. Financial – Ms. Rachael Dockery, General Counsel and Chief Compliance Officer, recommended approval authorizing the borrowing by Missouri State University of the

proceeds of an issue of educational facilities revenue bonds (Missouri State University), Series 2019A, in a principal amount of \$15,730,000 of the health and educational facilities authority of the State of Missouri, to finance the costs of certain educational facilities of the University; and authorizing and approving certain documents and actions in connection with such borrowing (Finance No. 1079-18). Mr. Frazier made a motion, receiving a second from Mr. Kendall Seal.

Motion passed 7-0.

14. **Marketing and Communications** – Ms. Suzanne Shaw, Vice President for Marketing and communications, gave a presentation on Strategic Marketing in a Digital World. As part of the presentation, Ms. Shaw showed the welcome video that prospective students see at the Welcome Center. She discussed what is important to Generation Z students and what the University is doing to attract students through the use of geo-fencing and remarketing.

Mr. Ryan DeBoef, Chief of Staff and Assistant to the President for Governmental Relations, briefly reviewed the creation of the legislative advocacy website, which includes the legislative guide, legislative talking points, advocacy tips and a monthly newsletter during legislative session.

15. **New Business** – Ms. Tergin recommended approval of the 2019 Executive Committee of the Board of Governors. The 2019 Executive Committee includes Mr. Gabriel Gore, Chair; Mr. Craig Frazier, Vice Chair; Ms. Beverly Miller; and Ms. Carrie Tergin. Ms. Silvey made a motion to approve, receiving a second from Ms. Counts.

Motion passed 7-0.

Ms. Tergin reported the 2019 committee membership as appointed by Mr. Gabriel Gore. The Finance and Facilities Committee is comprised of Ms. Amelia Counts, 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 Risk Management and Audit Committee is comprised of Mr. Craig Frazier, Chair; Mr. Gregory Spears; Ms. Carrie Tergin; and Mr. Gabriel Gore (ex-officio). The Board representative to the Missouri State University Foundation is Ms. Beverly Miller.

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

BE IT RESOLVED by the Board of Governors for Missouri State University that a closed meeting with closed records and closed vote, be held during a recess of this December 13, 2018 meeting of the Board of Governors to consider items of business pursuant to:

- A. R.S.Mo. 610.021(1). “Legal actions, causes of action, or litigation involving a public governmental body...”

Ms. Counts moved the approval of the resolution and Mr. Frazier seconded the motion.

A roll call vote on the motion was as follows: those voting in favor – Governors Counts, Frazier, Miller, Seal, Silvey, Spears and Tergin; those voting against – none.

Ms. Tergin declared the resolution passed unanimously. The open meeting recessed at 4:04 p.m. to go into closed session.

The open meeting was reconvened at 4:23 p.m.

17. **Date of Next Meeting** – The date of the next scheduled meeting was set for Friday, February 22, 2019, at 1 p.m. on the Springfield Campus.
18. **Adjournment** – Ms. Tergin adjourned the meeting at 4:25 p.m., on the motion of Mr. Spears, the second of Mr. Frazier, and the unanimous vote of the Board.



Kristan Gochenauer
Secretary to the Board

III.A.1.

RECOMMENDED ACTION – Approval of FY 2019/2020 Employment Agreements for Assistant Coaches for football.

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

WHEREAS, the University desires to continue its employment of the following individuals: Mack Brown, Trent Figg, Kenji Jackson, Justin Kramer, Christian Morton, Munir Prince and Marcus Yokeley as set forth in the attached Exhibit A, and all other terms and conditions of their employment agreements are set forth in the attached Exhibit B; and

WHEREAS, the University desires to employee Martin Spieler and Stephen Bravo-Brown as Assistant Coaches, Football, and Mr. Spieler and Mr. Bravo-Brown desire to accept such employment, as set forth in the attached Exhibit C.

BE IT RESOLVED that the Board of Governors of Missouri State University approves and authorizes the President to execute the attached FY2019/2020 Employment Agreements for the Football Coaches.

VOTE: **AYE** _____

NAY _____

Comments:

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

Mack Brown’s salary has increased from \$71,233.00 to \$83,801.00;
Trent Figg’s salary has increased from \$42,515.00 to \$56,515.00;
Justin Kramer’s salary has increased from \$61,301.00 to \$68,301.00;
Christian Morton’s salary has increased from \$62,377.00 to \$65,323.00;

The salaries for Kenji Jackson, Munir Prince and Marcus Yokeley remain the same as 2018-2019.

Justin Kramer will be eligible to access golf and social privileges at Millwood Country Club, which privileges have been assigned to him by Coach Dave Steckel with the approval of Athletics Director, Kyle Moats.

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



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: Mack Brown

Position: Assistant Coach -Offensive Coordinator

Sport: Football

Term: February 1, 2019-January 31, 2020

Compensation: \$83,801 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

Shall have use of one (1) automobile pursuant to an agreement with the University

COACH


Mack Brown, Assistant Coach

MISSOURI STATE UNIVERSITY

Clifton M. Smart III
President

1-28-19

Date

Date

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



Missouri State UNIVERSITY

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Name of Coach: Trent Figg

Position: Assistant Coach

Sport: Football

Term: February 1, 2019-January 31, 2020

Compensation: \$56,515 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

Shall have use of one (1) automobile pursuant to an agreement with the University

COACH


Trent Figg, Assistant Coach

MISSOURI STATE UNIVERSITY

Clifton M. Smart III
President

1-28-19
Date

Date

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



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Name of Coach: Kenji Jackson

Position: Assistant Coach

Sport: Football

Term: February 1, 2019- January 31, 2020

Compensation: \$52,110 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

Shall have use of one (1) automobile pursuant to an agreement with the University

COACH

Kenji L. Jackson, Assistant Coach

MISSOURI STATE UNIVERSITY

Clifton M. Smart III
President

1-28-2019

Date

Date

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



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UNIVERSITY

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Name of Coach: Justin M. Kramer

Position: Assistant Coach

Sport: Football

Term: February 1, 2019 - January 31, 2020

Compensation: \$68,301 annually

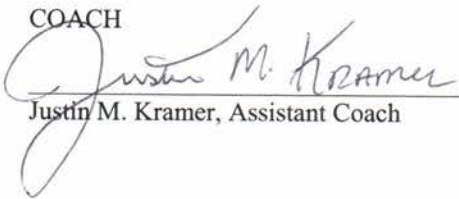
Achievement Payments:

\$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
Shall have use of one (1) automobile pursuant to an agreement with the University
The University will provide membership including golf and social privileges at Millwood Country Club.

COACH


Justin M. Kramer, Assistant Coach

MISSOURI STATE UNIVERSITY

Clifton M. Smart III
President

1/24/19
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.

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Name of Coach: Christian Morton

Position: Assistant Coach

Sport: Football

Term: February 1, 2019-January 31, 2020

Compensation: \$65,323 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
Shall have use of one (1) automobile pursuant to an agreement with the University

COACH

Christian Morton, Assistant Coach

MISSOURI STATE UNIVERSITY

Clifton M. Smart III
President

1/24/19
Date

Date

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



Missouri State UNIVERSITY

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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: Munir Prince

Position: Assistant Coach

Sport: Football

Term: February 1, 2019 -January 31, 2020

Compensation: \$52,110 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

Shall have use of one (1) automobile pursuant to an agreement with the University

COACH

MISSOURI STATE UNIVERSITY


Munir Prince, Assistant Coach

Clifton M. Smart III
President

1-28-2019
Date

Date

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



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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: Marcus Yokeley

Position: Assistant Coach

Sport: Football

Term: February 1, 2019 –January 31, 2020

Compensation: \$93,839 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

Shall have use of one (1) automobile pursuant to an agreement with the University

COACH

MISSOURI STATE UNIVERSITY



Marcus Yokeley

Clifton M. Smart III
President

01/25/2019

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: Martin Spieler

Position: Assistant Coach

Sport: Football

Term: February 11, 2019-January 31, 2020

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.

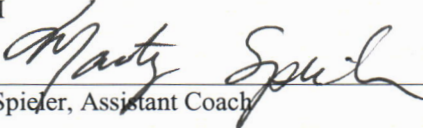
Other Benefits and Incentives:

Coach may participate in camps and/or clinics.

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

Shall have use of one (1) automobile pursuant to an agreement with the University

COACH



Martin Spieler, Assistant Coach

MISSOURI STATE UNIVERSITY

Clifton M. Smart III
President

Date

2/10/19

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: Stephen Bravo-Brown

Position: Assistant Coach

Sport: Football

Term: February 14, 2019 - January 31, 2020

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

Shall have use of one (1) automobile pursuant to an agreement with the University

COACH

MISSOURI STATE UNIVERSITY

Stephen Bravo-Brown, Assistant Coach

Clifton M. Smart III
President

2/13/19

Date

Date

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

III.B.1.

RECOMMENDED ACTION – Approval of Academic Calendar for 2020-2021

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 2020-2021 Academic Year; 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 2020-2021 Academic Year.

BE IT RESOLVED by the Board of Governors for Missouri State University that the Academic Calendar for 2020-2021 be approved.

VOTE: AYE _____

 NAY _____

Comments:

The Academic Calendar committee is recommending, essentially, the same format of the calendar for 2020-2021 that was approved by the BOG for the 2019-2020 academic year. It should be noted that we have conferred with Springfield Public Schools and aligned Spring Break dates for March 2021.

MISSOURI STATE UNIVERSITY
Academic Calendar
2020-2021

Fall 2020 Intersession

August 3 (Monday)
August 14 (Friday)

Event

Intersession Classes Begin
Intersession Classes End

Fall 2020 Semester

August 17 (Monday)
September 7 (Monday)
October 6 (Tuesday)
October 7 (Wednesday)
October 8-9 (Thursday-Friday)
October 12 (Monday)
November 24 (Tuesday)

November 25-29 (Wednesday-Sunday)
December 3 (Thursday)
December 4 (Friday)
December 5-10 (Saturday-Thursday)
December 11 (Friday)

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

Winter 2021 Intersession

January 4 (Monday)
January 8 (Friday)

Intersession Classes Begin
Intersession Classes End

Spring 2021 Semester

January 11 (Monday)
January 18 (Monday)
February 15 (Monday)
February 17 (Wednesday)

March 4 (Thursday)
March 5 (Friday)
March 8 (Monday)
March 13-21 (Saturday-Sunday)
April 1-4 (Thursday-Sunday)
May 6 (Thursday)
May 7 (Friday)
May 8-13 (Saturday-Thursday)
May 14 (Friday)

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

Summer 2021 Intersession

May 17 (Monday)
May 31 (Monday)
June 4 (Friday)

Intersession Classes Begin
Memorial Day Holiday*
Intersession Classes End

Summer 2021 Session (based on an 8 week session)

June 7 (Monday)
July 5 (Monday) *tentative*
July 28 (Wednesday)
July 29-30 (Thursday-Friday)

Classes Begin
Independence Day Observed*
Last Day of Classes
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 7 through May 24, 2019

| <u>Name</u> | <u>Rank</u> | <u>Salary</u> | <u>Effective</u> |
|----------------|--------------------------|--------------------------------------|-----------------------|
| Kirsten Cotter | Instructor of Nursing | \$23,000 (Annual Salary \$46,000) | 1/7/2019 5/24/2019 |

(See Addendum A for Per Course Faculty Payments for the fall 2018 semester)

(See Addendum B for Supplemental Payments for the spring 2019 semester)

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

VOTE: **AYE** _____

NAY _____

ADDENDUM A

Per Course payments for the fall 2018 semester:

| <u>Name</u> | <u>Department</u> | <u>Salary</u> |
|-------------|-------------------|---------------|
| Krista Tate | HST | 4,200.00 |

ADDENDUM B

Supplemental payments for the spring 2019 semester:

| <u>Name</u> | <u>Department</u> | <u>Salary</u> |
|--------------------|---|---------------|
| Ed Birdyshaw | AGR/ECO | 1,303.76 |
| Cathy Boys | AGR/CIS EGR/IDS/Division Chair | 7,636.76 |
| Cindy Bridges | MGT/MTH | 2,297.29 |
| Judy Carr | Division Chair | 4,250.00 |
| Barbara Caton | ALH | 4,497.15 |
| Bruce Cavitt | IDS | 1,000.00 |
| Anyta Cavitt | EDU | 600.00 |
| Melinda Denton | MTH | 402.00 |
| Ana Estrella | BIO/BMS | 2,148.39 |
| Alexandra Graham | ENG | 2,400.00 |
| Darrell Hampsten | EPR | 1,280.18 |
| James Hart | CIS/TEC/Internships | 10,540.35 |
| Ronald Hensley | TEC | 1,097.29 |
| Lindsay Hill | NUR | 5,597.04 |
| Carla Huddleston | NUR | 4,216.50 |
| Renee Keith | CFD | 1,666.68 |
| Mary Kellum | IDS | 1,400.00 |
| Jason McCollom | HST | 3,166.50 |
| Carla Neff | HIT | 1,645.94 |
| Michael Orf | HST/PLS/SOC | 16,620.26 |
| Gary Phillips | COM/IDS | 1,869.00 |
| Alex Pinnon | HNR | 2,377.47 |
| Jacob Poulette | CGP | 2,743.23 |
| Frank Priest | ENG | 8,467.96 |
| Sharath Rongali | BIO/BMS | 4,023.41 |
| Joseph Rugutt | CHM | 2,680.86 |
| Dasha Russell | ACC/FIN/MKT | 2,770.26 |
| Brenda Smith | CFD | 2,870.91 |
| Rajiv Thakur | GRY | 1,544.32 |
| Jay Towell | MTH/Division Chair | 11,589.29 |
| Jerry Trick | MTH/IDS Coord. Duties | 4,249.24 |
| Lisa Wade | NUR | 3,128.40 |
| Laurie Wall | EDU | 600.00 |
| V. Jane Ward | EDU | 10,247.62 |
| Benjamin Wheeler | BMS | 6,375.66 |
| David White | BUS/EPR/MGT/Internships/ Dist. Learn. Coord. | 6,550.00 |
| Linda Wulff-Risner | AGR/Internships | 4,912.76 |

ADDENDUM C

Per Course payments for the spring 2019 semester:

| <u>Name</u> | <u>Department</u> | <u>Salary</u> |
|-------------------------|-------------------|---------------|
| Aguero, Valda | ART | 928.94 |
| Allsman, Virginia | PSY | 1,800.00 |
| Anderson, Elliott | REL | 3,600.00 |
| Bishop, Beverly | MTH | 600.00 |
| Blackburn, Paula | COM | 3,600.00 |
| Brame, Teresa | IDS | 1,000.00 |
| Brannan, Sherryl | KIN | 1,404.00 |
| Cooke, Ruth D. | REL | 1,800.00 |
| Davis, Lillard | GRY | 1,800.00 |
| Davis, Mary | GLG/GRY | 5,412.00 |
| Dykes, Barbara | CHM | 1,340.00 |
| Emslie-Drummond, Dennis | VIN | 1,161.17 |
| Ferree, Nathan | ART | 4,212.00 |
| Fox, Emily | PSY | 3,600.00 |
| Fugitt, Stephen | REL | 4,200.00 |
| Fugitt, Mark | PHI | 1,800.00 |
| Geller, Joseph | VIN | 1,800.00 |
| Giannini, John | VIN | 1,800.00 |
| Hall, Lesa | CIS | 2,004.00 |
| Hansen, John | ENG | 1,800.00 |
| Harper-McAfee, Sherry | COM | 1,800.00 |
| Hass, William T | LAW | 1,393.40 |
| Hobbs, Danny | PSY/SOC | 3,600.00 |
| Hobbs, Linda | MTH | 4,008.00 |
| Holman, Rebecca | SOC | 1,800.00 |
| Holmes, Mycroft | MTH | 2,500.00 |
| Hutsell, Victoria | COM | 1,500.00 |
| Killian, Candace | HST | 4,200.00 |
| Kimmons, Carl | CSC/PHY | 6,012.00 |
| Kitt, Robert | ART | 3,600.00 |
| Lancaster, Seth | ENG | 3,600.00 |
| Luna, Barbara | CIS | 4,008.00 |
| Mahan, Darrell | SOC | 1,800.00 |
| Mahan, Elizabeth | PSY | 1,800.00 |
| Mainprize, Howard | BIO | 4,200.00 |
| Mayers, David | ENV | 2,604.00 |
| McCully, Angela | CIS | 2,004.00 |
| McWilliams, Scott | AGR | 3,600.00 |

ADDENDEM C cont'd.

| <u>Name</u> | <u>Department</u> | <u>Salary</u> |
|--------------------|-------------------|---------------|
| Nicholson, Anthony | ENG | 3,600.00 |
| Nigliazzo, Michele | CRM/LAW | 4,200.00 |
| Ogletree, Norma | PSY/SOC | 3,600.00 |
| 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 | 1,500.00 |
| Roylance, Laurette | BIO/BMS | 6,222.00 |
| Self, Jason | CHM | 3,738.00 |
| Sperry, Janice | MUS | 1,800.00 |
| Story, Randy | THE | 1,800.00 |
| Suggs, Hannah | COM | 3,600.00 |
| Tate, Krista | HST | 4,200.00 |
| Teeter, Bethany | CRM | 1,800.00 |
| Thakur, Patricia | PSY | 1,800.00 |
| Tibodeau, Ricky | VIN | 1,800.00 |
| Trowbridge, Susan | SPN | 1,800.00 |
| Tumminia, Eric | ENG | 4,800.00 |
| Vandergriff, Alice | ART | 3,600.00 |
| Wall, Scotty | PHI | 1,800.00 |
| Williams, Julie | EDU | 2,100.00 |

Comments:

Kirsten Cotter

ASN from Arkansas State University

BSN from Arkansas State University

| | |
|----------------|--|
| 2004 – Present | Nursing Clinical and Classroom Instructor at Missouri State University-West Plains |
| 2001 – Present | Acute Care Nurse at Baxter Regional Medical Center, Mountain Home, AR |
| 2001 – 2005 | Nurse at Arkansas Children's Hospital Burn Unit, Little Rock, AR |
| 2000 – 2001 | Office Nurse at Burnett-Croom-Lincoln-Paden Clinic, 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> |
|-----------------|---|--------------|----------------------|------------------|
| Charles Rietman | Custodian I WP Physical Plant | 21 | \$22,880 Annually | 12/16/2018 |
| Brian K. Benson | Custodian I WP Physical Plant | 21 | \$22,360 Annually | 01/08/2019 |
| Krista Lair | Coord., Student Services Systems WP Student Services | 43 | \$47,900 Annually | 01/16/2019 |
| Angela Matteson | Executive Assistant IV WP Chancellor's Office | 17 | \$39,957 Annually | 02/11/2019 |

CHANGE OF STATUS:

| <u>Name</u> | <u>Position-Department</u> | <u>Action</u> | <u>Effective</u> |
|----------------|--|---------------------|------------------|
| Jared L. Cates | Coordinator, Student Life & Dev, WP WP Student Life & Development From: Coordinator, Student Life & Dev, WP Annual salary \$48,551 To: Coordinator, Student Life & Dev, WP and Interim Res Life Mgr Annual salary \$48,551 + \$1,150/month supplemental | Change of Status | 11/01/2018 |

RETIREMENT:

| <u>Name</u> | <u>Position-Department</u> | <u>Effective</u> |
|-------------------|---|------------------|
| Sally K. Robinson | Administrative Assistant II WP University/Community Programs | 03/01/2019 |
| Debra A. Mosley | Executive Assistant IV | 03/01/2019 |

WP Chancellor's Office

Robert Lynn Girdley Groundskeeper – General Maintenance Worker 04/01/2019
WP Physical Plant

Lawrence W. Ettinger Custodian I 06/01/2019
WP Physical Plant

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 28, 2018 through February 6, 2019 be approved.

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

FOR INFORMATIONAL PURPOSES ONLY

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

**Direct Laser Structuring System – ProtoLaser S4 \$144,513.00
Jordan Valley Innovation Center (JVIC)**

In response to required advertising, one bid was received for a direct laser structuring system for the Jordan Valley Innovation Center (JVIC). Recommended approval to award to LPKF Laser and Electronics as the only respondent.

A direct laser structuring system is a laser-based cutter/etcher that can ablate and remove metal films that are adhered to various substrates. The system is a rapid prototyping tool to fabricate circuit boards as well as metal stencils. Rapid prototyping through direct laser structuring allows for faster screening during the research and development process of fabricating sensors for environmental monitoring.

This system is funded by a Research Cooperative Agreement with the United States Army Engineer Research and Development Center (ERDC) entitled *Advancing Carbon Nanomaterials-Based Device Manufacturing through Life Cycle Analysis, Risk Assessment and Mitigation*. The direct laser structuring system will support the fabrication process of the sensor technologies that are being developed under this program.

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

III.E.1.

RECOMMENDED ACTION - Approval of Activity Report for the months of November 2018, December 2018, and January 2019.

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

BE IT RESOLVED by the Board of Governors for Missouri State University that the attached Activity Report for the months of November 2018, December 2018, and January 2019, as presented by Planning, Design & Construction, be accepted and approved.

VOTE: **AYE** _____

NAY _____

COMMENTS:

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

It is recommended that the attached report be accepted.

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

November 2018, December 2018, and January 2019

This report documents activities managed by Planning, Design & Construction for the months of November 2018, December 2018, and January 2019. The projects listed here are greater than \$100,000.00 and did not exceed a project budget of \$250,000.00. Those project bids, notices to proceed, and activity on consultant contracts are listed on this activity report.

December 19, 2018

**Renovation of Room 114,
Meyer Library**

**Project Budget
\$247,000.00**

Bids were received for the renovation of room 114 to create the Center for Academic Success and Transition in Meyer Library. A notice to proceed was issued to Bales Construction Company, Inc. in the amount of \$184,110.00.

The bids received on this project are as follows:

| Contractor | Base Bid | Alternate 1 | Alternate 2 | Alternate 3 | Total (Base Bid + Alt. 1, 2 & 3) |
|---|-----------------|--------------------|--------------------|--------------------|---|
| Bales Construction Company, Inc. | \$162,800.00 | \$10,580.00 | \$6,850.00 | \$3,880.00 | \$184,110.00 |
| Carson-Mitchell, Inc. | \$180,800.00 | \$9,054.00 | \$5,475.00 | \$2,593.00 | \$197,922.00 |
| Nesbitt Construction, Inc. | \$199,500.00 | \$10,000.00 | \$5,500.00 | \$4,500.00 | \$219,500.00 |
| MSI Constructors | \$218,800.00 | \$11,400.00 | \$9,000.00 | \$4,050.00 | \$243,250.00 |
| Oke-Thomas + Associates, Inc. | \$224,000.00 | \$28,500.00 | \$10,000.00 | \$4,000.00 | \$266,500.00 |

The project budget has been established as follows:

| Project Budget | |
|------------------------------------|---------------------|
| Consulting Fees | \$6,000.00 |
| Construction Contracts | \$184,110.00 |
| Project Administration | \$7,068.00 |
| Construction Contingency | \$36,822.00 |
| Furniture, Fixtures, and Equipment | \$0.00 |
| Telecommunications | \$8,000.00 |
| Relocation Costs | \$5,000.00 |
| Total Project Budget | \$247,000.00 |

This project is being funded by the Provost Construction Projects budget.

MISSOURI STATE UNIVERSITY

III.F.1.

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

RANKED FACULTY APPOINTMENT:

| <u>Name</u> | <u>Position-Department</u> | <u>Salary</u> | <u>Effective</u> |
|------------------|--|-----------------------|------------------|
| Siming Liu | Assistant Professor Computer Science | \$80,000 annually | 01/07/19 |
| Ismet Anitsal | Department Head Marketing Professor with Tenure Marketing (12-month appointment) | \$141,000 annually | 07/08/19 |
| Michele Brown | Assistant Professor School of Social Work | \$54,000 annually | 08/12/19 |
| James Brooks | Assistant Professor Biomedical Sciences | \$55,000 annually | 08/12/19 |
| Natasha DeVore | Assistant Professor Chemistry | \$58,500 annually | 08/12/19 |
| Casey Hollibaugh | Assistant Professor Kinesiology | \$54,000 annually | 08/12/19 |
| Maryann Mitts | Assistant Professor Kinesiology | \$54,000 annually | 08/12/19 |
| William Sandel | Assistant Professor Criminology & Criminal Justice | \$65,000 annually | 08/12/19 |

UNRANKED FACULTY APPOINTMENTS (Term):

| <u>Name</u> | <u>Position-Department</u> | <u>Salary</u> | <u>Effective</u> |
|------------------|--|----------------------|----------------------|
| Jeffrey Loughary | Instructor Modern & Classical Languages | \$43,000 annually | 08/12/19 05/15/20 |
| Argelia Segovia | Instructor History & Global Studies | \$42,000 annually | 08/12/19 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)

RETIREMENTS:

| <u>Name</u> | <u>Position-Department</u> | <u>Effective</u> |
|----------------|---|------------------|
| Robert Jones | Professor Psychology | 05/18/18 |
| Alice Black | Associate Professor Geography, Geology & Planning | 12/14/18 |
| Martin L. Kaps | Research Professor College of Agriculture | 12/14/18 |
| Becky Baker | Senior Instructor Physics, Astronomy & Material Sciences | 05/17/19 |
| Beth Hurst | Professor Reading, Foundations & Technology | 05/15/20 |

NON-REAPPOINTMENTS:

| <u>Name</u> | <u>Position-Department</u> | <u>Effective</u> |
|-------------------|--|------------------|
| Bradley Dickerson | Assistant Professor Political Science | 05/17/19 |

LEAVE WITH PAY:

| <u>Name</u> | <u>Position-Department</u> | <u>Effective</u> |
|-------------------|--|----------------------|
| Bradley Dickerson | Assistant Professor Political Science | 01/10/19 05/17/19 |
| Gary Michelfelder | Assistant Professor Geography, Geology & Planning | 01/28/19 02/11/19 |

| | | |
|------------|-------------|----------|
| Harry Shea | Instructor | 02/22/19 |
| | Mathematics | 05/17/19 |

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.

| | |
|------------|--|
| Vinay Garg | Associate Professor, Management & Information Technology Spring 2019 To study how a multi-foreign-brand auto dealership entrepreneur develops and exploits economies of scope. |
|------------|--|

| | |
|-----------------------|---|
| Michael Czyzniejewski | Associate Professor, English Spring 2019 The completion of Novel-in-Progress in conjunction with the pursuit of publication of this novel and an accompanying, already-finished story collection. |
|-----------------------|---|

CHANGE OF STATUS:

| <u>Name</u> | <u>Position-Department</u> | <u>Action</u> | <u>Effective</u> |
|-----------------|---|-------------------|------------------|
| Robert Jones | From: Professor Psychology To: Faculty Emeritus Psychology | Status Change | 08/01/18 |
| Rickey Albaugh | Clinical Assistant Professor From: Biomedical Sciences To: Nurse Anesthesia | Department Change | 01/01/19 |
| Cynthia Aurentz | Assistant Professor From: Biomedical Sciences To: Nurse Anesthesia | Department Change | 01/01/19 |
| Tracy Beckham | Assistant Professor From: Biomedical Sciences To: Nurse Anesthesia | Department Change | 01/01/19 |

Academic Personnel Board Actions, cont'd.

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| | | | |
|----------------------|--|-------------------|----------|
| Sylvia Feeney | From: Assistant Professor/Program Director Biomedical Sciences To: Department Head Assistant Professor Nurse Anesthesia | Department Change | 01/01/19 |
| Martin L. Kaps | From: Research Professor College of Agriculture To: Faculty Emeritus College of Agriculture | Status Change | 01/01/19 |
| Jill Layman | Assistant Professor From: Biomedical Sciences To: Nurse Anesthesia | Department Change | 01/01/19 |
| Barbara Skibiski | Assistant Professor From: Biomedical Sciences To: Nurse Anesthesia | Department Change | 01/01/19 |
| Letitia White Minnis | From: Associate Dean McQueary College of Health & Human Services Professor Communication Sciences & Disorders \$110,654 annually (\$1,500 monthly supplemental) To: Interim Dean McQueary College of Health & Human Services Professor Communication Sciences & Disorders \$110,654 annually (\$2,279 monthly supplemental) | Status Change | 01/01/19 |

Academic Personnel Board Actions, cont'd.

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| | | | |
|---------------|--|---------------|----------|
| Jorge Rebaza | From: Professor Mathematics \$78,572 annually To: Associate Dean College of Natural & Applied Sciences Professor Mathematics \$78,572 annually (\$2,250 monthly supplemental) | Status Change | 01/01/19 |
| Lisa Proctor | From: Professor Communication Sciences & Disorders \$87,504 annually To: Interim Department Head Professor Communication Sciences & Disorders \$87,504 annually (\$2,000 monthly supplemental) | Status Change | 01/03/19 |
| Kimberly Cook | From: Assistant Professor Physician Assistant Studies To: Clinical Assistant Professor Physician Assistant Studies | Status Change | 02/01/19 |
| Shawn Wahl | From: Interim Dean College of Arts & Letters Professor Communication \$109,177 annually (\$2,300 monthly supplemental) To: Dean College of Arts & Letters Professor Communication \$145,000 annually | Status Change | 03/01/19 |

Jeffrey Jones

From: Interim Department Head
Associate Professor
Finance & General Business
\$126,203 annually
(\$2,500 monthly supplemental)
To: Department Head
Associate Professor
Finance & General Business
\$157,500 annually

Status Change

03/01/19

Vote: _____ Yea
_____ Nay

COMMENTS:

Ismet Anitsal, Department Head, Marketing, Professor with Tenure, Marketing

Ph.D. University of Tennessee, 2005
M.B.A. University of West Georgia, 1992
M.A. Boğaziçi University, 1987
B.S. Istanbul Technical University, 1985

Experience: 2011 – Present, Professor, Tennessee Tech University, Cookeville, Tennessee; 2014 – Present, Professor, Tennessee Tech University, Cookeville, Tennessee; 2010 – 2014, Associate Professor, Tennessee Tech University, Cookeville, Tennessee; 2004 – 2010, Assistant Professor, Tennessee Tech University, Cookeville, Tennessee; 2000 – 2004, Graduate Research Associate, University of Tennessee, Cookeville, Tennessee; 2001 – 2004 Graduate Teaching Associate, University of Tennessee; Cookeville, Tennessee; 2000 – 2001, Graduate Teaching Assistant, University of Tennessee, Cookeville, Tennessee, Cookeville, Tennessee; 1998 – 2000, Lecturer, Isik University, Istanbul, Turkey; 1999 – 2000, Adjunct Instructor/Trainer, Gizmor Training & Consulting, Istanbul, Turkey; 1996 – 1997, Adjunct Instructor, Boğaziçi University, Istanbul, Turkey; 1992, Adjunct Instructor, University of West Georgia, Carrollton, Georgia; 1990 – 1992, Graduate Research Assistant, University of West Georgia, Carrollton, Georgia; 1986 – 1988, Graduate Research Assistant, Boğaziçi University, Istanbul, Turkey.

Michele Brown, Assistant Professor, School of Social Work

M.S.W. Missouri State University, 2012
B.A. University of Arkansas, 2004

Experience: 2018 – Present: Graduate Research Assistant, University of Missouri, Columbia, Missouri; 2016 – 2017 & 2018 – Present, Per Course Faculty, Missouri State University, Springfield, Missouri; 2017 – 2018, Visiting Instructor, Missouri State University, Springfield, Missouri; 2010 – 2017, Family Foster Care Supervisor, MBCH Children & Family Ministries, Springfield, Missouri; 2011, Intensive In-Home Services Intern, Boys & Girls Town of Missouri, Springfield, Missouri; 2006 – 2007, Children's Service Worker I, Greene County Children's Division, Springfield, Missouri.

James Brooks, Assistant Professor, Biomedical Sciences

M.D. University of Michigan, 1995
B.S. Grand Valley State University, 1991

Experience: 2005 – Present, Surgeon, Mercy Clinic General & Specialty Surgery, Springfield, Missouri; 2004, General Surgeon/Chief of Surgery, 379th Expeditionary Medical Group, Al Udeid AB, Qatar; 2001 – 2005, Surgeon, Wilford Hall Medical Center, Lackland, AFB, Texas; 1995 – 2000, General Surgery Resident, Wilford Hall Medical Center, Lackland AFB, Texas.

Natasha DeVore, Assistant Professor, Chemistry

Ph.D. University of Kansas, 2011
M.S. University of Kansas, 2008
B.A. Evangel University, 2006

Experience: 2016 – Present, Associate Professor, Evangel University, Springfield, Missouri; 2016, Adjunct Professor, Drury University, Springfield, Missouri; 2013 – 2015, Director's Fellow Postdoctoral Researcher, Los Alamos National Lab, Los Alamos, New Mexico; 2011 – 2012, Postdoctoral Fellow, University of Kansas, Lawrence Kansas.

Casey Hollibaugh, Assistant Professor, Kinesiology

Ph.D. Georgia State University, expected August 2019
M.S. University of Georgia, 2017
B.S.Ed. Slippery Rock University, 2014

Experience: 2017 – 2019, Graduate Teaching Assistant, Georgia State University, Atlanta, Georgia; 2015 – 2017, Graduate Teaching Assistant, University of Georgia, Athens, Georgia; 2016, Long Term Physical Education Teacher, Spotsylvania, Virginia; 2015, Long Term Physical Education Para Teacher, Spotsylvania, Virginia; 2014, Student Teaching, Sandy Creek Elementary & Utica Elementary.

Siming Liu, Assistant Professor, Computer Science

Ph.D. University of Nevada, 2015
M.S. Hunan University, 2005
B.S. Hunan University, 2002

Experience: 2017 – Present, Lecturer, University of Nevada, Reno, Nevada; 2015 – 2017, Research Assistant Professor, University of Nevada, Reno, Nevada; 2012 – 2015, Research Assistant, University of Nevada, Reno, Nevada; 2008 – 2009, Software Engineer, Nokia Siemens Networks, China. 2005 – 2007, Software Engineer, Huawei Technologies, China.

Maryann Mitts, Assistant Professor, Kinesiology

Ph.D. University of Arkansas, 2018
M.A. University of Loyola, 2017
M.A. University of Missouri, 1996
B.A. Rockhurst University, 1992

Experience: 2013 – Present, Assistant Professor, Missouri Southern State University, Joplin, Missouri; 2000 – 2013, Instructor/Head Basketball Coach, Missouri Southern State University, Joplin, Missouri; 1995 – 2000, Head Basketball Coach/SWA, Rockhurst University, Kansas City, Missouri; 1993 – 1995, Head Tennis Coach, Rockhurst University, Kansas City, Missouri; 1993 – 1995, Assistant Coach Volleyball & Basketball, Rockhurst University, Kansas City, Missouri.

William Sandel, Assistant Professor, Criminology & Criminal Justice

Ph.D. Texas State University, ABD
M.S. Texas State University, 2014
B.S. Texas A&M University, 2012
B.S. Texas A&M University, 2012

Experience: 2017 – Present, Research Specialist, ALERRT Center, Texas State University, San Marcos, Texas; 2018 – Present, Instructor, Texas State University, San Marcos, Texas; 2014 – 2017, Doctoral Research Assistant, ALERRT Center, Texas State University, San Marcos, Texas; 2012 – 2014, Graduate Research Assistant, Texas State University, San Marcos, Texas; 2013, Graduate Logistics Assistant, ALERRT Center, Texas State University, San Marcos, Texas; 2012 – 2014, Graduate Teaching Assistant, Texas State University, San Marcos, Texas; 2011 – 2012, Research Assistant, Texas A&M University, Corpus Christi, Texas; 2010 – 2012, Assistant Biology Lab Coordinator, Texas A&M University, Corpus Christi, Texas; 2010 – 2012, Animal Caretaker, Texas A&M University, Corpus Christi, Texas; 2009 -2012, Texas A&M University, Corpus Christi, Texas; 2007 – 2008, Herpetology Research Assistant, University of Arkansas, Fayetteville, Arkansas.

ADDENDUM A

The following have been appointed as Per Course Faculty for the spring semester: January 14, 2019 through May 17, 2019.

| <u>Name</u> | <u>Department</u> | <u>Salary</u> |
|-----------------------|------------------------------------|---------------|
| Adler, Allison | Physical Therapy | \$915.00 |
| Adler, Katherine | Management & Information Tech | \$4,000.00 |
| Alberty, Amber | Management & Information Tech | \$3,000.00 |
| Albritton, Stephanie | Management & Information Tech | \$6,000.00 |
| Aldrich, Donna | Reading Foundations & Tech | \$4,575.00 |
| Allen, Nancy | Finance & General Business | \$4,000.00 |
| Ampleman, James | Marketing | \$3,300.00 |
| Appelquist, John | Criminology | \$6,000.00 |
| Arciniegas, Guillermo | Modern & Classical Languages | \$2,448.00 |
| Armstrong, Barrington | Foreign Language Institute | \$2,448.00 |
| Athmer, Keith | Management & Information Tech | \$3,000.00 |
| Badgett, Amanda | Counseling, Lead & Spc Ed | \$2,745.00 |
| Baker, Shane | Childhood Ed & Family Studies | \$3,260.00 |
| Balasundaram, Megan | Management & Information Tech | \$6,000.00 |
| Baldwin, Allen | Political Science | \$3,000.00 |
| Baltes, Jennifer | Psychology | \$5,705.00 |
| Baney, Jon | Communication | \$4,290.00 |
| Barker, Michael | Physical Therapy | \$2,030.00 |
| Barnes, Jessica | History | \$2,448.00 |
| Barnett, Helen | Sociology & Anthropology | \$5,700.00 |
| Batchman, Marluce | Foreign Language Institute | \$2,448.00 |
| Bateman, James | Management & Information Tech | \$3,000.00 |
| Beberniss, Kathy | Biomedical Sciences | \$5,075.00 |
| Bell, Josh | Sports Med & Athletic Train | \$1,300.00 |
| Bennett, Susan | Missouri State Outreach | \$2,448.00 |
| Bergant, Amy | Modern & Classical Languages | \$2,448.00 |
| Bess, Jeff | Communication | \$2,754.00 |
| Biddlecome, Teresa | Childhood Ed & Family Studies | \$3,260.00 |
| Bihlmeyer, James | Media Journalism & Film | \$2,754.00 |
| Bishop-Hopper, Andrea | Psychology | \$4,890.00 |
| Black, Angela | Theatre & Dance | \$2,145.00 |
| Blanchard, Nicole | Communication Sciences & Disorders | \$2,445.00 |
| Bodenstein, Amanda | History | \$4,080.00 |
| Booher, Kary | Media Journalism & Film | \$2,448.00 |
| Borich, Michael | Media Journalism & Film | \$2,754.00 |

Academic Personnel Board Actions, cont'd.

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| | | |
|----------------------|------------------------------------|-------------|
| Botsford, Diana | Media Journalism & Film | \$2,754.00 |
| Bowden, Dennis | Defense & Strategic Studies | \$7,000.00 |
| Bower, Jessica | Theatre & Dance | \$4,290.00 |
| Bowman, Sarah | Biomedical Sciences | \$5,000.00 |
| Bozarth, Mary | Criminology | \$3,000.00 |
| Bradley, Chelsea | Reading Foundations & Tech | \$1,630.00 |
| Brasier, Jason | Media Journalism & Film | \$2,448.00 |
| Brinkman, Bryan | History | \$2,754.00 |
| | Modern & Classical Languages | \$2,448.00 |
| Brocaille, Nicole | Psychology | \$2,445.00 |
| Bronson, Lisa | Defense & Strategic Studies | \$14,000.00 |
| Brooks, James | Biomedical Sciences | \$4,000.00 |
| | School of Anesthesia | \$6,400.00 |
| Brooks, Sherri | Mathematics | \$3,228.00 |
| Broussard, Theresa | School of Anesthesia | \$2,400.00 |
| 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 |
| Brown, Michele | Social Work | \$4,890.00 |
| Bruce, Richard | Tech & Construction Mgmt | \$3,300.00 |
| Buckle-Lamy, Susan | Childhood Ed & Family Studies | \$2,445.00 |
| Buening, Caitlin | Physical Therapy | \$1,830.00 |
| Buergler, Melanie | Missouri State Outreach | \$2,448.00 |
| Bumgardner, Samuel | Computer Science | \$4,802.00 |
| Burton, Kathleen | Reading Foundations & Tech | \$3,260.00 |
| Bush, Rachel | Theatre & Dance | \$4,290.00 |
| Call, Anna | Communication Sciences & Disorders | \$4,890.00 |
| Cameron, Paul | Biomedical Sciences | \$7,950.00 |
| Campbell, Stephanie | Psychology | \$2,745.00 |
| Campbell, Taryn | Tech & Construction Mgmt | \$3,000.00 |
| Cantrell, Jena | Music | \$4,512.00 |
| Cantrell, Jennifer | Counseling, Lead & Spc Ed | \$2,745.00 |
| Carver, Jeanie | Criminology | \$3,000.00 |
| Chapman, Bryan | Mathematics | \$2,544.00 |
| Chapman, Doren | Media Journalism & Film | \$2,448.00 |
| Chase, Keisy | Management & Information Tech | \$3,000.00 |
| Choate, Lenetta | Psychology | \$2,745.00 |
| Christell, Todd | Management & Information Tech | \$3,000.00 |
| Christiansen, Ashley | Psychology | \$5,490.00 |
| Clark, Brandy | English | \$2,448.00 |
| Clouse Day, Sherry | Finance & General Business | \$3,999.99 |

Academic Personnel Board Actions, cont'd.

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| | | |
|-------------------------|------------------------------------|------------|
| Cockrum, Leslie | Communication Sciences & Disorders | \$4,890.00 |
| Coffey, Lynn | Management & Information Tech | \$3,000.00 |
| Coker, Calvin | Communication | \$5,508.00 |
| Coker, Whitney | Communication | \$4,290.00 |
| Collier, Meaghan | Missouri State Outreach | \$2,448.00 |
| Collins, Daisy | Reading Foundations & Tech | \$5,490.00 |
| Combs, Christine | Childhood Ed & Family Studies | \$2,745.00 |
| Condict, Glenda | Reading Foundations & Tech | \$2,745.00 |
| Cook, Heather | English | \$2,448.00 |
| Cornelius-White, Cecily | Psychology | \$2,745.00 |
| Coulter, Adam | Geography Geology & Planning | \$2,700.00 |
| Crabtree, Kyra | Reading Foundations & Tech | \$4,075.00 |
| Craigo, Karen | English | \$2,448.00 |
| Crosby, Shannon | Biomedical Sciences | \$6,000.00 |
| Daehn, James | Computer Science | \$4,240.00 |
| Dalton, Rebecca | Psychology | \$4,890.00 |
| D'Angelo, Sandra | Psychology | \$2,745.00 |
| Davis-Sneed, Dollie | Childhood Ed & Family Studies | \$3,260.00 |
| DeBoo, Robert | Music | \$472.00 |
| Derrick, Laura | Tech & Construction Mgmt | \$6,000.00 |
| DeTrani, Joseph | Defense & Strategic Studies | \$7,000.00 |
| Dibble, Laurel | Media Journalism & Film | \$2,754.00 |
| Dixon, Stephanie | Missouri State Outreach | \$2,448.00 |
| Dodd, Hope | Biology | \$3,060.00 |
| Dreckman, Lisa | Communication Sciences & Disorders | \$2,445.00 |
| Dubinsky, Julie | Finance & General Business | \$3,300.00 |
| Dudley, Kelly | Social Work | \$2,445.00 |
| Duerkop, Gabriel | Music | \$472.00 |
| Edington, Leann | Childhood Ed & Family Studies | \$2,445.00 |
| Eldred, Sherri | Childhood Ed & Family Studies | \$4,075.00 |
| Elliott, Travis | College of Agriculture | \$1,650.00 |
| Elliston, Hiromi | Foreign Language Institute | \$4,896.00 |
| Embree, David | Religious Studies | \$2,448.00 |
| Fielding, Steven | Art & Design | \$5,508.00 |
| Fleener, Ruby | Art & Design | \$2,448.00 |
| Fleetwood, Gabriel | Music | \$2,145.00 |
| Forbes, Flora-Jean | Missouri State Outreach | \$2,448.00 |
| Ford, Heather | Social Work | \$2,445.00 |
| Ford, Tiffany | Management & Information Tech | \$6,000.00 |
| Foster, Jeffrey | Psychology | \$2,745.00 |
| Friberg, Darci | Childhood Ed & Family Studies | \$2,445.00 |

Academic Personnel Board Actions, cont'd.

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| | | |
|----------------------------|------------------------------------|------------|
| Frietze, Joseph | Graduate College | \$2,445.00 |
| Fry, Misti | College of Agriculture | \$6,000.00 |
| Funk, Scott | Management & Information Tech | \$6,000.00 |
| Gamache, Mary | Communication Sciences & Disorders | \$2,445.00 |
| Gardner, Kenneth | English | \$2,448.00 |
| Geipel, Gary | Defense & Strategic Studies | \$6,800.00 |
| Gentile, Federica Wanda | College of Hum & Pub Affairs | \$2,499.00 |
| Gibson, Melissa | Childhood Ed & Family Studies | \$2,445.00 |
| Gibson, Robert | Music | \$1,902.00 |
| Glasemeyer, Carl | Art & Design | \$4,896.00 |
| Goodale, Deborah | Finance & General Business | \$3,300.00 |
| | Marketing | \$3,300.00 |
| Goodman, Yelena | Foreign Language Institute | \$2,048.00 |
| Gross, David | English | \$2,448.00 |
| Groves, Jeffrey | Graduate College | \$4,500.00 |
| Hamilton, Cheri | College of Agriculture | \$4,000.00 |
| Hankins, Mary | Communication | \$4,290.00 |
| Happel, Rachel | Psychology | \$2,445.00 |
| Hardy, Molly | Communication | \$2,754.00 |
| | Missouri State Outreach | \$2,754.00 |
| Harper, Sharon | Art & Design | \$3,000.00 |
| Harris, Deirdra | Counseling, Lead & Spc Ed | \$2,445.00 |
| Harrison, Glenda | Missouri State Outreach | \$2,850.00 |
| Hawkins, Luciane | Childhood Ed & Family Studies | \$3,260.00 |
| Hawkins, Viktoriya | Merch & Fashion Design | \$3,500.00 |
| Haynes, Heather | History | \$2,448.00 |
| Hayton, Magda | Religious Studies | \$2,754.00 |
| Hebenstreit, Abigail | Management & Information Tech | \$3,000.00 |
| Hetzler, Brandon | Sports Med & Athletic Train | \$3,200.00 |
| Hieber, Daniel | Philosophy | \$2,700.00 |
| Higdon, Gregory | Criminology | \$3,000.00 |
| Hisle, Melissa | English | \$2,754.00 |
| Hittenberger-Ortiz, Rhonda | Childhood Ed & Family Studies | \$2,445.00 |
| Hogan, Joy | Kinesiology | \$2,394.00 |
| Holland, Joshua | Counseling, Lead & Spc Ed | \$2,745.00 |
| Holland, Lydia | Physical Therapy | \$1,830.00 |
| Hope, Kathryn | School of Nursing | \$8,411.00 |
| Hopper-Owrey, Candice | Psychology | \$2,745.00 |
| Howard, Amber | Reading Foundations & Tech | \$2,445.00 |
| Hsieh, Shen | Art & Design | \$4,896.00 |
| Huertas-Torres, Mariandine | Childhood Ed & Family Studies | \$1,630.00 |

Academic Personnel Board Actions, cont'd.

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| | | |
|---------------------|------------------------------------|------------|
| Huffman, Steven | Marketing | \$3,300.00 |
| Hurley, Laura | Childhood Ed & Family Studies | \$2,445.00 |
| Hykes, Elizabeth | Social Work | \$815.00 |
| Inman, Kristopher | Communication | \$2,145.00 |
| Inmon, Joshua | Theatre & Dance | \$2,145.00 |
| Jackson, Wendy | Social Work | \$2,445.00 |
| Jamieson, Rachel | Theatre & Dance | \$4,896.00 |
| Jaross, Nicholas | Computer Science | \$2,370.00 |
| Jester, Jennifer | Music | \$4,619.00 |
| Jo, Yoojin | Foreign Language Institute | \$4,896.00 |
| Johnson, Julie | Modern & Classical Languages | \$9,740.00 |
| Jones, Melissa | Communication Sciences & Disorders | \$2,445.00 |
| Jones, Robert | Psychology | \$6,281.00 |
| Jordan, Billy | Communication | \$4,335.00 |
| Kalman, Katherina | Foreign Language Institute | \$2,448.00 |
| Karr, Jeffrey | Modern & Classical Languages | \$2,448.00 |
| Kartchner, Kerry | Defense & Strategic Studies | \$7,000.00 |
| Karuppan, Corinne | Management & Information Tech | \$6,308.00 |
| Keller, Angie | Modern & Classical Languages | \$2,448.00 |
| Keller, Ted | Geography Geology & Planning | \$757.00 |
| | Missouri State Outreach | \$3,028.00 |
| Kemp, Tyler | Music | \$3,750.00 |
| Kennell, Everett | Media Journalism & Film | \$2,754.00 |
| Kent, Jennifer | Social Work | \$2,445.00 |
| Keohane, Edward | Sociology & Anthropology | \$2,550.00 |
| Kepling, Vicke | Missouri State Outreach | \$2,448.00 |
| Khojasteh, Morgan | Communication | \$4,290.00 |
| Killingsworth, Chad | Computer Science | \$2,370.00 |
| Kimura, Clyde | Kinesiology | \$2,793.00 |
| Kincaid, Jennifer | Psychology | \$2,445.00 |
| King, Lori | Mathematics | \$3,228.00 |
| Kiras, James | Defense & Strategic Studies | \$7,000.00 |
| Kitchin, Jonathan | English | \$2,550.00 |
| Knight, Jack | Philosophy | \$6,308.00 |
| Krumme, Gregg | Biomedical Sciences | \$3,258.00 |
| Lane, Michael | Sports Med & Athletic Train | \$1,950.00 |
| Langston, Lisa | Social Work | \$4,890.00 |
| Lansdown, Lynn | History | \$4,896.00 |
| Lawler, Suzanne | Communication Sciences & Disorders | \$2,445.00 |
| Leggitt, Stephen | Media Journalism & Film | \$2,754.00 |
| Levine, Marlene | Childhood Ed & Family Studies | \$2,745.00 |

Academic Personnel Board Actions, cont'd.

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| | | |
|-----------------------|-------------------------------|-------------|
| Lewis, Heather | Childhood Ed & Family Studies | \$3,260.00 |
| Lineberry, Susan | Reading Foundations & Tech | \$4,075.00 |
| Lines, Samuel | Art & Design | \$2,448.00 |
| Lippelman, Vanessa | Psychology | \$2,445.00 |
| Liu, Fan | Foreign Language Institute | \$4,896.00 |
| Loffler, Robert | Music | \$2,437.00 |
| Lord, Patrick | Psychology | \$2,745.00 |
| Loudis, Anthony | Media Journalism & Film | \$5,508.00 |
| Lucido, Joseph | English | \$2,448.00 |
| Lukavich, Andrew | Management & Information Tech | \$3,000.00 |
| Maas, Richard | Physical Therapy | \$2,745.00 |
| Maddox, Jane | Missouri State Outreach | \$2,448.00 |
| Maloney, John | Psychology | \$4,008.00 |
| Manley, Heather | Psychology | \$2,445.00 |
| Martin, Erin | Psychology | \$2,745.00 |
| Massey, Dallas | Biomedical Sciences | \$2,850.00 |
| Masterson, Caitlin | Graduate College | \$5,000.00 |
| Mattson, Curtis | Psychology | \$2,745.00 |
| McClure, Patrick | Missouri State Outreach | \$2,448.00 |
| McClure, Scott | Management & Information Tech | \$3,000.00 |
| McCord, Raymond | Art & Design | \$2,448.00 |
| | Media Journalism & Film | \$2,448.00 |
| McDonald, Scott | Finance & General Business | \$3,300.00 |
| McElmurry, Robert | English | \$2,448.00 |
| McGiffin, Curtis | Defense & Strategic Studies | \$13,600.00 |
| McGlasson, Raven | Music | \$430.00 |
| McGuire, Jerry | Art & Design | \$5,508.00 |
| McGull, Abram | Criminology | \$3,000.00 |
| McKinney, Jared | Defense & Strategic Studies | \$3,400.00 |
| McNew, Sarah | Psychology | \$4,575.00 |
| Melley, Brendan | Defense & Strategic Studies | \$14,000.00 |
| Metheny, Jarett | Political Science | \$3,000.00 |
| Meyers, Sandra | Finance & General Business | \$3,300.00 |
| Michelfelder, Breanna | Geography Geology & Planning | \$5,400.00 |
| Miller, Arden | Psychology | \$5,974.00 |
| Miller, Blake | Communication | \$2,145.00 |
| Miller, Kyle | History | \$5,508.00 |
| Miller, Worth | History | \$5,786.00 |
| Miner, Judith | Counseling, Lead & Spc Ed | \$2,445.00 |
| Mitchell, Jennifer | History | \$4,896.00 |
| Mitchell, Katrina | Music | \$4,500.00 |

Academic Personnel Board Actions, cont'd.

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| | | |
|-------------------|------------------------------------|-------------|
| Mitchell, Shauna | Criminology | \$3,000.00 |
| Moore, Cynthia | Art & Design | \$3,162.00 |
| Moore, Dale | Media Journalism & Film | \$5,508.00 |
| Moore, Rachel | Communication Sciences & Disorders | \$2,445.00 |
| Morgan, Amanda | Missouri State Outreach | \$2,448.00 |
| Mundt, Nicholas | Chemistry | \$2,700.00 |
| Murphy, Lindsey | Childhood Ed & Family Studies | \$2,445.00 |
| Murray, Kathleen | Music | \$4,590.00 |
| Neeson, Alec | Chemistry | \$4,740.00 |
| Nelsen, Janice | Kinesiology | \$6,978.00 |
| Nelson, Oana | Mathematics | \$5,088.00 |
| Newman, Kenneth | Management & Information Tech | \$3,000.00 |
| Nivens, Jesse | Art & Design | \$2,448.00 |
| Norman, Cherie | Psychology | \$2,745.00 |
| Norris, Brian | Art & Design | \$2,448.00 |
| Nye, Kimberly | Counseling, Lead & Spc Ed | \$3,260.00 |
| Olson, Stevan | Accounting | \$2,094.00 |
| O'Neal, Stephanie | History | \$4,896.00 |
| Orhan, Can | Tech & Construction Mgmt | \$3,000.00 |
| Osredker, Michael | Finance & General Business | \$3,300.00 |
| | Management & Information Tech | \$3,000.00 |
| Oswalt, Mary | Communication Sciences & Disorders | \$4,376.00 |
| Owen, Carla | Childhood Ed & Family Studies | \$1,630.00 |
| Padgett, Lori | College of Agriculture | \$3,200.00 |
| Paloncy, Kristin | Sports Med & Athletic Train | \$1,800.00 |
| Parker, Lane | Tech & Construction Mgmt | \$6,600.00 |
| Parrack, Paige | College of Agriculture | \$1,650.00 |
| Parrish, Matthew | Media Journalism & Film | \$2,754.00 |
| Patterson, Jane | Finance & General Business | \$8,000.00 |
| Pennington, David | Communication | \$5,202.00 |
| Perryman, Amber | Reading Foundations & Tech | \$2,445.00 |
| Pettijohn, James | Finance & General Business | \$11,572.00 |
| Phillips, Melanie | Communication | \$4,290.00 |
| Pilkenton, Andrew | Art & Design | \$4,896.00 |
| Piston, Nancy | History | \$1,632.00 |
| Pitt, Lisa | Childhood Ed & Family Studies | \$3,260.00 |
| Pleshka, Anton | Art & Design | \$4,896.00 |
| Ponder, Debbie | Childhood Ed & Family Studies | \$1,630.00 |
| Post, Rana | Childhood Ed & Family Studies | \$2,445.00 |
| Pratt, Francine | College of Hum & Pub Affairs | \$2,499.00 |
| Preston, James | Dept of Hospitality Leadership | \$6,678.00 |

Academic Personnel Board Actions, cont'd.

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| | | |
|-----------------------|---|------------|
| Pritchard, Traci | Music | \$4,040.00 |
| Prosono, Marvin | Sociology & Anthropology | \$5,793.00 |
| Puzach, Cheryl | Criminology | \$3,000.00 |
| Qualls, Lisa | Music | \$4,896.00 |
| Rakowski, Karen | Sports Med & Athletic Train | \$3,200.00 |
| Ramirez, Jorge | Modern & Classical Languages | \$2,448.00 |
| Raynor, James | Sports Med & Athletic Train | \$2,250.00 |
| Reid, Helen | McQueary College of Health & Human Services | \$1,377.00 |
| Reynolds, Todd | Art & Design | \$2,448.00 |
| Rice, Judith | History | \$5,508.00 |
| Rice, Phillip | History | \$5,508.00 |
| Ridinger, Rhonda | Kinesiology | \$8,411.00 |
| Rieger, Sharon | Missouri State Outreach | \$2,448.00 |
| Robbins, Linda | Counseling, Lead & Spc Ed | \$2,745.00 |
| Roberts, Minnie | Psychology | \$4,890.00 |
| Rodrigues, Herbert | Sociology & Anthropology | \$6,000.00 |
| Rogers, Valorie | Management & Information Tech | \$3,000.00 |
| Rosen, Meganne | Art & Design | \$2,754.00 |
| Roughton, Sarah | Chemistry | \$5,400.00 |
| Rowe, Nancy | Communication | \$4,290.00 |
| Ruggiero, Giulianella | Foreign Language Institute | \$4,896.00 |
| Rushefsky, Mark | Political Science | \$5,793.00 |
| Russell, Maida | Mathematics | \$6,784.00 |
| Russell, Timothy | College of Agriculture | \$2,000.00 |
| Russell-Ice, Whitney | Theatre & Dance | \$4,290.00 |
| Rutherford, James | Art & Design | \$4,896.00 |
| Ryder, Christina | Sociology & Anthropology | \$2,850.00 |
| Salchow, Jason | College of Agriculture | \$4,200.00 |
| Salloum, Georget | Foreign Language Institute | \$4,896.00 |
| Sanford, Adrienne | Occupational Therapy | \$3,300.00 |
| Sawyer, Rebecca | Reading Foundations & Tech | \$815.00 |
| Scales, Megan | Sociology & Anthropology | \$2,850.00 |
| Scarborough, James | Management & Information Tech | \$3,000.00 |
| Schaefer, Julie | Reading Foundations & Tech | \$5,490.00 |
| Scheele, Robert | Management & Information Tech | \$3,000.00 |
| Schmitt, Vicki | Reading Foundations & Tech | \$7,200.00 |
| Schwab, Branden | Art & Design | \$2,448.00 |
| Schwendinger, Kate | Social Work | \$2,445.00 |
| Segovia Liga, Argelia | History | \$2,754.00 |
| Senter, Pamela | Art & Design | \$6,324.00 |
| Shearin, Austin | Physics Astronomy & Mat Sci | \$3,950.00 |

Academic Personnel Board Actions, cont'd.

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| | | |
|-----------------------|------------------------------------|------------|
| Sheets-McKeag, Sarah | Art & Design | \$4,896.00 |
| Shryack, Timothy | School of Nursing | \$3,000.00 |
| Sims-Giddens, Susan | School of Nursing | \$6,418.00 |
| Skibiski, Kevin | Physics Astronomy & Mat Sci | \$6,000.00 |
| Slinkard, Christopher | Accounting | \$8,000.00 |
| Slone, Allison | Communication Sciences & Disorders | \$2,445.00 |
| Sly, James | Psychology | \$4,890.00 |
| Smith, Sean | Tech & Construction Mgmt | \$3,000.00 |
| Smith, Sharina | Management & Information Tech | \$6,000.00 |
| Snider, Philip | Religious Studies | \$2,754.00 |
| Speckman, Cynthia | Communication | \$2,448.00 |
| Squires, Susan | Counseling, Lead & Spc Ed | \$2,445.00 |
| St Pierre, Laurine | Music | \$5,080.00 |
| Staats, Nicholas | Tech & Construction Mgmt | \$3,000.00 |
| Stacy, William | Music | \$4,896.00 |
| Stanton, Timothy | College of Agriculture | \$5,000.00 |
| Starnes, David | Theatre & Dance | \$4,290.00 |
| Starnes, Kara | Communication | \$2,145.00 |
| Stockburger, David | Psychology | \$4,788.00 |
| Stotsbery, Lawrence | Music | \$4,827.00 |
| Stout, Kristen | Communication | \$2,145.00 |
| Strickler, John | Music | \$1,085.00 |
| Stubbs, Sue | Music | \$1,077.00 |
| Stulce, Brad | Kinesiology | \$2,331.00 |
| Sutherland, Kelly | Childhood Ed & Family Studies | \$2,745.00 |
| Sutliff, Jackson | English | \$5,100.00 |
| Sutliff, Jennifer | English | \$2,550.00 |
| Sutton, Kim | Childhood Ed & Family Studies | \$4,890.00 |
| Swanson, Bob | Music | \$998.00 |
| Tackitt, Angela | Childhood Ed & Family Studies | \$2,445.00 |
| Taylor, Amanda | Music | \$2,087.00 |
| Taylor, Kerra | Art & Design | \$4,896.00 |
| Temple, Renee | Kinesiology | \$1,862.00 |
| Terry, Donna | Childhood Ed & Family Studies | \$1,630.00 |
| Terry, Sean | Geography Geology & Planning | \$3,180.00 |
| Thomas, Benjamin | Graduate College | \$5,000.00 |
| Tibbs, Christine | Management & Information Tech | \$3,000.00 |
| Townsley, Megan | Missouri State Outreach | \$2,448.00 |
| Triola, Matthew | Dept of Hospitality Leadership | \$2,370.00 |
| Tsahiridis, Peter | History | \$2,448.00 |
| Tucker, Timothy | Childhood Ed & Family Studies | \$1,630.00 |

Academic Personnel Board Actions, cont'd.

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| | | |
|--------------------|------------------------------------|------------|
| Tyree, Ashley | Reading Foundations & Tech | \$815.00 |
| Umbarger, Annesha | Criminology | \$3,000.00 |
| Utley, Rose | School of Nursing | \$5,234.00 |
| VanArsdale, Ernest | Management & Information Tech | \$6,000.00 |
| Varava, Kira | Communication | \$2,754.00 |
| Wade, Lisa | Biomedical Sciences | \$4,000.00 |
| Walker, Amy | Modern & Classical Languages | \$2,448.00 |
| Walker, Kimberley | Childhood Ed & Family Studies | \$2,445.00 |
| Walker, Kristen | Music | \$4,290.00 |
| Wallenburg, Roger | Finance & General Business | \$3,300.00 |
| Wan, Stephanie | Psychology | \$2,745.00 |
| Waters, Donna | Reading Foundations & Tech | \$2,445.00 |
| Waters, Teresa | Childhood Ed & Family Studies | \$4,890.00 |
| Weimer, Rebecca | Management & Information Tech | \$6,000.00 |
| Weiss, Kirsten | Music | \$2,381.00 |
| Wells, Jeffrey | Tech & Construction Mgmt | \$9,000.00 |
| Westerwald, Greta | Modern & Classical Languages | \$2,448.00 |
| Westphal, Leonard | Communication | \$4,290.00 |
| Westpheling, Devon | Psychology | \$1,630.00 |
| Wiles, Mike | College of Agriculture | \$2,000.00 |
| Williams, Douglas | Communication Sciences & Disorders | \$2,445.00 |
| Williams, James | Music | \$1,010.00 |
| Williams, Kirby | Psychology | \$2,445.00 |
| Williams, Paul | Criminology | \$3,000.00 |
| Willis, David | Psychology | \$4,890.00 |
| Wood, Kimberly | Biomedical Sciences | \$4,500.00 |
| Young, Christian | Media Journalism & Film | \$2,448.00 |
| Yu, Hae Min | Childhood Ed & Family Studies | \$915.00 |
| Zhou, QiongQiong | Biomedical Sciences | \$2,500.00 |

ADDENDUM B

The following have been appointed as Summer Faculty for the summer semester: June 10, 2019 through August 2, 2019.

| <u>Name</u> | <u>Department</u> | <u>Salary</u> |
|-------------------|-------------------------------|---------------|
| Agrawal, Deepti | Management & Information Tech | \$15,000.00 |
| Ahmed, Haydory | Economics | \$5,499.00 |
| Cantillo, Andrea | Economics | \$3,329.00 |
| Franka, Samantha | Marketing | \$4,000.00 |
| Goering, Daniel | Management & Information Tech | \$15,000.00 |
| Guo, Xiang | Management & Information Tech | \$15,000.00 |
| Hoelscher, Seth | Finance & General Business | \$5,000.00 |
| Mitchell, David | Economics | \$6,723.00 |
| Olsen, Reed | Economics | \$7,135.00 |
| Pavlovsky, Robert | Geography Geology & Planning | \$9,891.00 |
| Prakash, Puneet | Finance & General Business | \$10,000.00 |
| Rabon, John | Economics | \$3,467.00 |
| Shin, Soo II | Management & Information Tech | \$15,000.00 |
| Tapis, Kanu Priya | Management & Information Tech | \$10,000.00 |
| Thambusamy, Ravi | Management & Information Tech | \$15,000.00 |
| Wang, Siyu | Economics | \$6,000.00 |

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

| <u>Name</u> | <u>Department</u> | <u>Salary</u> |
|----------------------------|---|---------------|
| Adams, Jodie | Kinesiology | \$2,615.00 |
| Albers, Joshua | Art & Design | \$1,341.00 |
| Allen, Amanda | McQueary College of Health & Human Services | \$1,223.00 |
| Allen, Natalie | Biomedical Sciences | \$1,095.00 |
| Armstrong, Joan | Counseling, Lead & Spc Ed | \$2,745.00 |
| Bailey, Sandra | Merch & Fashion Design | \$5,292.00 |
| Bass, Samuel | Accounting | \$3,300.00 |
| Bendure, Jessica | Counseling, Lead & Spc ed | \$2,595.00 |
| Bennett, Jessica | Library | \$347.00 |
| Brown, O Gilbert | International Programs | \$6,000.00 |
| Burton, Richard | Management & Information Tech | \$3,083.00 |
| Busdieker-Jesse, Nichole | Agriculture | \$1,479.00 |
| Bushman, Barbara | Kinesiology | \$9,706.00 |
| Cabrera Hurtado, Kelly | Modern & Classical Languages | \$2,754.00 |
| Dalton, Tracy | English | \$1,070.00 |
| Derrick, Laura | Tech & Construction Mgmt | \$6,000.00 |
| El Alami Canning, Khanssaa | Foreign Language Institute | \$2,454.00 |
| Ellickson, Mark | Political Science | \$5,626.00 |
| Ernce, Keith | Kinesiology | \$2,523.00 |
| Fan, Jinzi | Foreign Language Institute | \$2,448.00 |
| Frederick, Dana | Management & Information Tech | \$3,441.00 |
| Fritzell, Michael | Ctr for Acad Success & Transition | \$1,000.00 |
| | Theatre & Dance | \$1,430.00 |
| Galloway, James | Kinesiology | \$4,869.00 |
| Gdovin, Jacob | Kinesiology | \$1,034.00 |
| Gebken, Richard | Tech & Construction Mgmt | \$6,532.00 |
| Gibson, Hugh | Kinesiology | \$1,273.00 |
| Goddard, Stacy | Kinesiology | \$2,700.00 |
| Goyes Duany | Reading Foundations & Tech | \$2,798.00 |
| Greene, Janice | Biology | \$3,818.00 |
| Guo, Xiang | Management & Information Tech | \$9,135.00 |
| Hallgren, Deanna | Childhood Ed & Family Studies | \$3,260.00 |
| Hammond, Michael | Accounting | \$13,500.00 |
| Hass, Aida | Criminology | \$7,459.00 |
| Heinlein, Kurt | Theatre & Dance | \$1,841.00 |
| Herr, Christopher | Theatre & Dance | \$5,608.00 |

Academic Personnel Board Actions, cont'd.

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| | | |
|-----------------------|---|------------|
| Hines, James | Accounting | \$3,522.00 |
| Hopper, Tina | Biology | \$4,500.00 |
| Hough, Lyon | Biomedical Sciences | \$6,894.00 |
| Jean-Charles, Loretta | Counseling, Lead & Spc Ed | \$2,445.00 |
| Jessee, Katy | Merch & Fashion Design | \$1,000.00 |
| Johns, Justin | Social Work | \$2,445.00 |
| Johnson, Alex | English | \$2,448.00 |
| Johnson, David | Biomedical Sciences | \$1,000.00 |
| Kappeler, Erin | English | \$1,300.00 |
| Kaula, Radhika | Management & Information Tech | \$3,136.00 |
| Kidd-Turner, Valerie | English | \$2,550.00 |
| Kitheka, Bernard | Kinesiology | \$1,391.00 |
| Kleinsmith, Stephen | Counseling, Lead & Spc Ed | \$2,745.00 |
| Kliethermes, Sean | Media Journalism & Film | \$2,754.00 |
| Kyle, Jerri Lynn | Communication | \$520.00 |
| La Monica, Michael | Kinesiology | \$345.00 |
| LePreze, Melody | College of Business | \$9,500.00 |
| Liang, Yating | Kinesiology | \$3,845.00 |
| Masterson, Gerald | Graduate College | \$6,314.00 |
| Mayes, Hillary | McQueary College of Health & Human Services | \$7,589.00 |
| McCoy, Katelyn | College of Agriculture | \$2,400.00 |
| Murray, Sarah | Biomedical Sciences | \$1,062.00 |
| Nag, Nandita | Physics Astronomy & Mat Sci | \$2,370.00 |
| Nordyke, Kathy | Childhood Ed & Family Studies | \$2,475.00 |
| Novik, Melinda | Kinesiology | \$8,298.00 |
| Pace, Glenn | Management & Information Tech | \$3,677.00 |
| Penkalski, Melissa | School of Nursing | \$760.00 |
| Rabon, John | Graduate College | \$3,467.00 |
| | Economics | \$3,467.00 |
| Rector, Paula | Criminology | \$640.00 |
| Rimal, Arbindra | College of Agriculture | \$2,314.00 |
| Roberts, Jenifer | Merch & Fashion Design | \$4,600.00 |
| Rogers, Lori | English | \$800.00 |
| Rowe, Roberta | Communication | \$2,206.00 |
| Salinas, Patti | Criminology | \$2,333.00 |
| Saxon, Caryn | Criminology | \$4,696.00 |
| Schlinder, Kelly | Foreign Language Institute | \$3,348.00 |
| Sells, Patrick | Management & Information Tech | \$3,262.00 |
| Stainaker, Jo Lynne | Management & Information Tech | \$3,136.00 |
| Stanton, Rhonda | English | \$640.00 |
| Suttmoeller, Michael | Criminology | \$707.00 |

Academic Personnel Board Actions, cont'd.

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| | | |
|--------------------|----------------------------|------------|
| Thomas, Stephanie | Tech & Construction Mgmt | \$3,500.00 |
| Thompson, Kip | Master of Public Health | \$9,130.00 |
| Turner, John | Graduate College | \$3,518.00 |
| Walters, Heather | Communication | \$3,697.00 |
| Whitaker, Charles | Media Journalism & Film | \$2,754.00 |
| Wilson, Daniel | Kinesiology | \$5,698.00 |
| Woodard, Rebecca | Kinesiology | \$7,309.00 |
| Wu, Vi | Foreign Language Institute | \$3,548.00 |
| Yarckow-Brown, Ivy | Criminology | \$4,105.00 |

ADDENDUM D

The following have been appointed as Graduate Teaching Assistants for the spring semester: January 7, 2019 through May 17, 2019.

| <u>Name</u> | <u>Department</u> | <u>Salary</u> |
|-------------------------|---------------------------------------|---------------|
| Abolade, Oluwasegun | Chemistry | \$5,336.00 |
| Adams, Adjoa Otubea | Chemistry | \$4,386.00 |
| Adams, Shani | Hospitality Leadership | \$4,386.00 |
| Agbavor, Charles | Biology | \$5,336.00 |
| Archer, Amber | Hospitality Leadership | \$4,386.00 |
| Armstrong, Robert | Geography, Geology & Planning | \$4,386.00 |
| Ashirova, Ainura | Art & Design | \$4,386.00 |
| Bakker, Michael | Chemistry | \$5,336.00 |
| Campbell, Jabez | Chemistry | \$5,336.00 |
| Crawford, Erica | College of Business | \$5,336.00 |
| Decocq, Victoria | Chemistry | \$4,386.00 |
| Djordjevic, Vladan | Art & Design | \$4,386.00 |
| Duszynski, Molly | Chemistry | \$5,336.00 |
| Etringer, Jonathan | Art & Design | \$4,386.00 |
| Franklin, Colton | Ctr for Academic Success & Transition | \$5,336.00 |
| Freese, Allison | Chemistry | \$5,336.00 |
| Grimes, Mark | English | \$4,386.00 |
| Hall, Courtney | College of Agriculture | \$5,336.00 |
| Idowu, Olusegun | Chemistry | \$5,336.00 |
| Kincaid, John | Biology | \$4,386.00 |
| Lu, Yuxuan | Physics, Astronomy & Mat Sciences | \$5,336.00 |
| McCormick, Emily | English | \$4,386.00 |
| McMullen, Alex | Chemistry | \$4,386.00 |
| O'Connor, Alyson | College of Business | \$5,336.00 |
| Owuocha, Luckio | Chemistry | \$4,386.00 |
| Phuyal, Susan | Geography, Geology & Planning | \$4,386.00 |
| Pinks, Kevin | Chemistry | \$4,386.00 |
| Polallis, Neal | Art & Design | \$4,386.00 |
| Rinaldi, Catherine | English | \$4,386.00 |
| Roy, Arkanil | Chemistry | \$4,386.00 |
| Shreve, Caleb | Hospitality Leadership | \$4,386.00 |
| Tennyson, McKenzie | College of Business | \$5,336.00 |
| Wolken, Jennifer | Art & Design | \$4,386.00 |
| Yusuf, Kafayat Aderonke | Biology | \$4,386.00 |
| Zhang, Dongwei | Mathematics | \$4,386.00 |

MISSOURI STATE UNIVERSITY

III.F.2.

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

APPOINTMENTS:

| <u>Name</u> | <u>Position-Department</u> | <u>Grade</u> | <u>Salary</u> | <u>Effective</u> |
|------------------|--|--------------|----------------------|------------------|
| Rachel Heinz | Director, Bear Power Childhood Ed & Family Studies | 42 | \$55,000 annually | 11/26/18 |
| Melisa Hamilton | Receptionist eFactory | 10 | \$24,960 annually | 12/03/18 |
| Rosalina Marquez | Assistant Teacher Child Development Center | 40 | \$21,237 annually | 12/03/18 |
| Autumn Page | Custodian I Custodial Services | 21 | \$21,237 annually | 12/03/18 |
| Rachel Love | Teacher Training Specialist International Programs | 43 | \$38,000 annually | 12/10/18 |
| Natalie Seever | Business Process & Reporting Analyst Advancement Services | 34 | \$58,000 annually | 12/19/18 |
| Jennifer Ward | Financial Aid Technician Financial Aid | 13 | \$31,200 annually | 01/03/19 |
| Stefani Hall | Executive Assistant II College of Business | 13 | \$33,280 annually | 01/11/19 |
| Tai Thrasher | Manager, Admissions & Marketing Systems Office of Admissions | 32 | \$37,262 annually | 01/11/19 |
| Nick Bryant | Campus Safety Specialist University Safety | 24 | \$27,040 annually | 01/13/19 |
| Kirstie Hunter | Admissions Counselor Office of Admissions | 41 | \$30,826 annually | 01/14/19 |

Non-academic Personnel Board Actions, cont'd.

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| | | | | |
|-----------------|---|----|----------------------|----------|
| Vera Clemmons | Dispatch Specialist University Safety | 24 | \$27,872 annually | 01/16/19 |
| Carrie Stephens | Dispatch Specialist Lead University Safety | 25 | \$33,800 annually | 01/18/19 |
| Calvin Rucker | Campus Safety Specialist University Safety | 24 | \$26,187 annually | 01/22/19 |
| Frianca Nance | Accounting Specialist College of Agriculture | 13 | \$33,280 annually | 01/23/19 |
| Laura Derrick | Project Manager-Architect Planning, Design & Construction | 46 | \$70,000 annually | 01/28/19 |
| Campbell Keele | Academic Advisor/Retention Specialist College of Business | 42 | \$33,500 annually | 01/28/19 |
| Jordan Taylor | Assistant Director Athletics Development | 42 | \$33,000 annually | 02/01/19 |
| Serena Whorton | Administrative Specialist II TRIO | 12 | \$28,600 annually | 02/01/19 |
| Paige Grisham | Academic Advisor/Retention Specialist College of Business | 42 | \$33,500 annually | 02/04/19 |

RESIGNATIONS:

| <u>Name</u> | <u>Position-Department</u> | <u>Effective</u> |
|-----------------|--|------------------|
| Lanear Sampson | Assistant Coach Intercollegiate Athletics | 12/16/18 |
| Xiaobai Zhang | Residence Hall Director Residence Life, Housing & Dining Services | 12/19/18 |
| Ivy Schluterman | Residence Hall Director Residence Life, Housing & Dining Services | 12/31/18 |

Non-academic Personnel Board Actions, cont'd.

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| | | |
|----------------------|--|----------|
| Sara Clark | Director Web Strategy & Development | 12/31/18 |
| Shannon Locke | Autism Resource Specialist Project ACCESS | 12/31/18 |
| Recy Moore | Academic Advisor McQueary College of Health & Human Services | 12/31/18 |
| DeAndre Branch | Admission Counselor Diversity Outreach & Recruitment Office of Admissions | 01/03/19 |
| Ashley Davis | Executive Assistant IV Information Services | 01/03/19 |
| Samantha Cook | Groundskeeper Grounds Services | 01/04/19 |
| Jerone Williams | Assistant Coach Intercollegiate Athletics | 01/04/19 |
| Alyssa Killingsworth | Academic Administrative Assistant II College of Agriculture | 01/09/19 |
| Sean Coughlin | Assistant Coach Intercollegiate Athletics | 01/11/19 |
| Tamarah Dixon | Assistant Director Student Conduct Student Conduct | 01/11/19 |
| Suzanne Kendall | Event & Meeting Services Coordinator Plaster Student Union-Event & Meeting Services | 01/17/19 |
| Jeremy Anderson | Custodial Apprentice Residence Life, Housing & Dining Services | 01/19/19 |
| Brent Anderson | Warehouse & Delivery Clerk Property Control | 01/28/19 |
| Adam Rollman | Assistant Coach Intercollegiate Athletics | 01/28/19 |

Non-academic Personnel Board Actions, cont'd.

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| | | |
|-------------|--|----------|
| RobRoy Viau | Project Manager Planning, Design & Construction | 02/08/19 |
|-------------|--|----------|

| | | |
|--------------|--|----------|
| Rebecca Neal | Academic Advisor Academic Advisement Center | 02/25/19 |
|--------------|--|----------|

RETIREMENTS:

| <u>Name</u> | <u>Position-Department</u> | <u>Effective</u> |
|--------------------|---|------------------|
| Larry Dudley | Distributed User Support Specialist College of Education | 12/31/18 |
| Brenda Lanning | Senior Procurement Technician Office of Procurement | 12/31/18 |
| Idonna Lawrence | Licensed Practical Nurse Magers Health & Wellness Center | 12/31/18 |
| John Meredith | Instructional Designer Faculty Center for Teaching, Leading & Learning | 12/31/18 |
| Margaret S. Morris | Accounting Specialist College of Agriculture | 12/31/18 |
| Robert Seaman | Custodial Foreman Custodial Services | 12/31/18 |
| Sandra Litle | Custodial I Custodial Services | 01/31/19 |
| Denise Ribas | Custodial Supervisor Custodial Services | 01/31/19 |
| Billie Brown | Custodian I Custodial Services | 03/31/19 |
| Teresa Steele | Budget Officer Financial Services | 04/30/19 |
| Jeff Morrissey | Chief Information Officer Information Services | 05/31/19 |

SEPARATION FROM EMPLOYMENT:

| <u>Name</u> | <u>Position-Department</u> | <u>Effective</u> |
|------------------|--|------------------|
| Brittany Buttram | Administrative Assistant II Planning, Design & Construction | 01/11/19 |

DECEASED:

| <u>Name</u> | <u>Position-Department</u> | <u>Effective</u> |
|--------------|----------------------------|------------------|
| Gary Cornell | Property Control Manager | 12/29/18 |

CHANGE OF STATUS:

| <u>Name</u> | <u>Position-Department</u> | <u>Action</u> | <u>Effective</u> |
|----------------|--|---|------------------|
| Amanda Polking | From: Assistant Coordinator Project Success Learning Diagnostic Clinic To: Coordinator of Project Success Learning Diagnostic Clinic | Title Change | 12/01/18 |
| Jessica Baker | From: Custodian I Custodial Services GR 21, \$21,237 annually To: Custodian I JQH Arena GR 21, \$26,520 annually | Transfer | 12/03/18 |
| Angela Goerndt | From: Vivarium Technician Research Administration GR 21, \$26,223 annually To: Manager Animal Research Facilities Research Administration GR 43, \$44,000 annually | Promotion | 12/03/18 |
| David Hall | From: University Emergency Manager Administrative Services GR 46, \$76,350 annually To: Director University Safety University Safety GR 48, \$100,070 annually | Reclassification & Salary Adjustment | 01/01/19 |

Non-academic Personnel Board Actions, cont'd.

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| | | | |
|---------------------|--|--|----------|
| Brian Heaton | <p>From: Content Management Program/ Analyst Web Strategy & Development GR 35 \$65,712 annually</p> <p>To: Interim Director Web Strategy & Development GR 35, \$65,712 annually (\$800 monthly supplemental)</p> | Status Change | 01/01/19 |
| Margaret Sue Morris | <p>From: Accounting Specialist College of Agriculture</p> <p>To: Staff Emeritus College of Agriculture</p> | Status Change | 01/01/19 |
| Cynthia Schull | <p>From: Director Grants & Foundation Accounting Financial Services</p> <p>To: Director of Grants Accounting & Controller of the Foundation Financial Services</p> | Title Change | 01/01/19 |
| Jim Welch | <p>From: Coordinator Web Recruitment Office of Admissions GR 32 \$42,210 annually</p> <p>To: Admissions & Marketing Systems Coordinator Office of Admissions GR 33, \$50,000 annually</p> | Reclassification & Salary Adjustment | 01/01/19 |
| James Pitts | <p>From: Custodian I Custodial Services GR 21, \$22,049 annually</p> <p>To: Custodial Supervisor Custodial Services GR 25, \$34,500 annually</p> | Promotion | 01/03/19 |

Non-academic Personnel Board Actions, cont'd.

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| | | | |
|-----------------|--|-------------------------------------|----------|
| Michael Wood | From: Career Resource Specialist Career Center GR 42, \$41,000 annually To: Assistant Director, Career Center - Career Counseling Career Center GR 44, \$47,740 annually | Promotion | 01/07/19 |
| Mike Abbey | From: Public Safety Officer Safety & Transportation To: Campus Safety Specialist University Safety | Title Change | 01/16/19 |
| Jeremy Beach | From: Radio Communications Officer Safety & Transportation To: Dispatch Specialist University Safety | Title Change | 01/16/19 |
| Chris Bibbs | From: Public Safety Officer Safety & Transportation To: Campus Safety Specialist University Safety | Title Change | 01/16/19 |
| James Black | From: Patrol Corporal Safety & Transportation To: Campus Safety Lead University Safety | Title Change | 01/16/19 |
| William Blevins | From: Radio Communications Officer Safety & Transportation GR 24, \$27,058 annually To: Dispatch Specialist University Safety GR 24, \$27,872 annually | Title Change & Salary Adjustment | 01/16/19 |
| Tiffany Bowden | From: Public Safety Officer Safety & Transportation To: Campus Safety Specialist University Safety | Title Change | 01/16/19 |

Non-academic Personnel Board Actions, cont'd.

Page 8

| | | | |
|---------------|---|--------------|----------|
| Edward Brown | From: Patrol Sergeant Safety & Transportation To: Campus Safety Supervisor University Safety | Title Change | 01/16/19 |
| Matthew Brown | From: Patrol Lieutenant Safety & Transportation To: Campus Safety Manager University Safety | Title Change | 01/16/19 |
| Ryan Brown | From: Patrol Corporal Safety & Transportation To: Campus Safety Lead University Safety | Title Change | 01/16/19 |
| Nick Bryant | From: Public Safety Officer Safety & Transportation To: Campus Safety Specialist University Safety | Title Change | 01/16/19 |
| Jon Canella | From: Public Safety Officer Safety & Transportation To: Campus Safety Specialist University Safety | Title Change | 01/16/19 |
| Larry Caudle | From: Patrol Corporal Safety & Transportation To: Campus Safety Lead University Safety | Title Change | 01/16/19 |
| Jeff Crockett | From: Public Safety Officer Safety & Transportation To: Campus Safety Specialist University Safety | Title Change | 01/16/19 |
| Ruth Davis | From: Public Safety Officer Safety & Transportation To: Campus Safety Specialist University Safety | Title Change | 01/16/19 |

Non-academic Personnel Board Actions, cont'd.

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| | | | |
|---------------|---|--------------|----------|
| Andy Englert | From: Associate Director Safety & Transportation To: Associate Director University Safety | Title Change | 01/16/19 |
| Luke Ford | From: Public Safety Officer Safety & Transportation To: Campus Safety Specialist University Safety | Title Change | 01/16/19 |
| Kim Hardie | From: Administrative Assistant II Postal Services GR 12, \$32,433 annually To: Executive Assistant II College of Arts & Letters GR 13, \$33,800 annually | Promotion | 01/16/19 |
| Sandra Jones | From: Radio Communications Officer Safety & Transportation To: Dispatch Specialist University Safety | Title Change | 01/16/19 |
| John Matthews | From: Patrol Sergeant Safety & Transportation To: Campus Safety Supervisor University Safety | Title Change | 01/16/19 |
| Joshua Owen | From: Public Safety Officer Safety & Transportation To: Campus Safety Specialist University Safety | Title Change | 01/16/19 |
| Wilson Paul | From: Patrol Corporal Safety & Transportation To: Campus Safety Lead University Safety | Title Change | 01/16/19 |
| Scotty Penner | From: Public Safety Officer Safety & Transportation To: Campus Safety Specialist University Safety | Title Change | 01/16/19 |

Non-academic Personnel Board Actions, cont'd.

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| | | | |
|------------------|--|--------------|----------|
| Dan Plaster | From: Public Safety Officer Safety & Transportation To: Campus Safety Specialist University Safety | Title Change | 01/16/19 |
| Jason Sanders | From: Patrol Corporal Safety & Transportation To: Campus Safety Lead University Safety | Title Change | 01/16/19 |
| Amanda Searcy | From: Public Safety Officer Safety & Transportation To: Campus Safety Specialist University Safety | Title Change | 01/16/19 |
| Josh Thomas | From: Radio Communications Officer Safety & Transportation To: Dispatch Specialist University Safety | Title Change | 01/16/19 |
| Carisma Wantland | From: Custodian I Custodial Services GR 21, \$23,069 annually To: Custodial Inventory Control & Equipment Repair Foreman Custodial Services GR 24, \$32,466 annually | Promotion | 01/16/19 |
| Jacob Welch | From: Manager, Radio Communications & Safety Technology Safety & Transportation To: Dispatch Manager University Safety | Title Change | 01/16/19 |
| Lance Wilson | From: Patrol Corporal Safety & Transportation To: Campus Safety Lead University Safety | Title Change | 01/16/19 |

Non-academic Personnel Board Actions, cont'd.

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| | | | |
|----------------|---|-----------------------------------|----------|
| Cody Denson | From: Systems Analyst Computer Services To: Database Analyst Computer Services | Status Change | 02/01/19 |
| Robert Moore | From: Associate Director Financial Aid GR 44, \$53,120 annually To: Director Financial Aid GR 47, \$78,000 annually | Promotion | 03/04/19 |
| Tami Sutton | Coordinator, Office of China Programs & Study in China Research & Economic Development | Change of Retirement Date | 03/31/19 |
| Tami Sutton | From: Coordinator, Office of China Programs & Study in China Research & Economic Development To: Staff Emeritus Research & Economic Development | Change of Emeritus Status Date | 04/01/19 |
| Teresa Steele | From: Budget Officer Financial Services To: Staff Emeritus Financial Services | Status Change | 05/01/19 |
| Jeff Morrissey | From: Chief Information Officer Information Services To: Staff Emeritus Information Services | Status Change | 06/01/19 |

Vote: _____ Yea
 _____ Nay

V.D.1.

Healthcare Principles

G10.02 Healthcare Principles

It is the policy of Missouri State University to adhere to the following guidelines which address the economics of the University's medical and dental programs:

1. The University shall provide for a reserve fund that does not fall below 60 days' payout as of December 31 of each calendar year;
2. The total employee benefit plan cost and reserves shall be reported to the Board annually for the calendar year ending December 31;
3. Any increases in cash contributions representing the University's premium contribution to the health plan for medical and dental costs shall be approved by the Board;
4. Should the annual costs of the medical and dental programs exceed the University and employee premiums, the University will cover such costs with one-time reserves and evaluate whether adjustments to the funding of the medical and dental programs are necessary on a go-forward basis; and
5. The medical plan insurance fund shall provide funding for a wellness program that will train, educate, and provide incentives for employees to live a healthy lifestyle in an effort to reduce healthcare costs.

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

VII.A.

**Missouri State University Board of Governors
February 22, 2019 meeting**

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

Spring 2019 Enrollment: Student enrollment for the spring semester continues to trend upward. The February 4 enrollment report showed enrollment up 3%, credit hours up 4% and online credit hours up 10%. The official census day is the 20th class day (February 11).

Apprenticeships: A signing event was held January 14 for five students in the first cohort of the Industrial Maintenance Technician Apprenticeship program at the Greater Ozarks Center for Advanced Technology (GOCAT). A project two years in the making, this marks Missouri State-West Plains' first venture into U.S. Department of Labor certified registered apprenticeships. Funded through a Missouri Registered Apprenticeship Grant from the Missouri Division of Workforce Development, it brings together a coalition consisting of Missouri State-West Plains, GOCAT, the South Central Workforce Investment Board (SCWIB), the Missouri Registered Apprenticeship Program, the U.S. Department of Labor, and four local businesses: Leonardo-DRS, Regal Beloit, Timberland Forest Products and Jasper Engines and Transmissions.

Joint meeting with the City of West Plains and West Plains R-7 School District: Missouri State-West Plains hosted a joint meeting with City of West Plains officials and West Plains R-7 School District representatives. There was a good turnout and positive discussion. Topics included continuing the GOCAT partnership, opening a police substation on campus, and promoting West Plains Civic Center programs.

Guided Pathways Summit: Several faculty and staff members from the West Plains campus will attend the February 12 Missouri Guided Pathways Summit (MoGPS) in Jefferson City. The summit is hosted by the Missouri Department of Higher Education, with support from Complete College America. The focus will be on providing assistance to help develop degree maps/pathways and imbed "intrusive advising" across institutions with the goal of increasing retention.

Agriculture students place in competitions: Ten agriculture students attended the Missouri Professional Agricultural Student (PAS) Organization's annual conference in November at Crowder College. All 10 students placed high enough in one or more contests to qualify for competitions at the national convention in March.

Campus Events: Missouri State-West Plains has hosted/is hosting several groups on campus this semester, including:

- January 26: Middle School Math Relays, Math Educators of South Central Missouri
- February 1: Future Business Leaders of America (FBLA) District Leadership Conference
- February 5: "The Tortoise and the Hare," University/Community Programs and West Plains Council on the Arts
- February 23: Elementary and Middle School Regional Contests, Missouri Council of Teachers of Mathematics
- March 19-20: Bringing Back the American Small Farm conference, Ozark Farmers Agriculture Cooperative (OFAC), the University of Missouri Extension and the City of West Plains.
- April 4: Rural Schools Partnership Forum, Community Foundation of the Ozarks
- April 12: Interscholastic Contest for area high school students

VII.B.

RECOMMENDED ACTION – Proposed Revisions to the Missouri State University-
West Plains Faculty Handbook

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

WHEREAS, the Chancellor of the West Plains campus, the Dean of Academic Affairs, the Missouri State University-West Plains Faculty Senate, and the Missouri State University-West Plains Faculty Handbook Revision Committee believe the Faculty Handbook should be revised; and

WHEREAS, the General Counsel has reviewed, edited, and approved the revisions proposed; and

WHEREAS, the proposed revisions to the Faculty Handbook (as outlined in the following Executive Summary) will, through a phased-in approach, increase the teaching load for full-time faculty at Missouri State-West Plains from 24 credit hours per academic year to 30 credit hours per academic year beginning July 1, 2019.

NOW, THEREFORE, BE IT RESOLVED that the proposed changes to the Faculty Handbook be approved as submitted.

VOTE: AYE _____

NAY _____

EXECUTIVE SUMMARY:

The proposed changes to the Faculty Handbook will increase the teaching load of full-time faculty from 24 credit hours per academic year (fall, spring) to 30 credit hours per academic year beginning July 1, 2019, for all faculty who either are hired on or after July 1, 2019, or who opt-in to the incentive plan agreed to by the administration and the Faculty Senate of the West Plains campus in October, 2018. This change affects Section 4.3.2.1 of the Faculty Handbook.

The following is Section 4.3.2.1 of the Faculty Handbook that is being replaced:

4.3.2.1 Teaching Load

Each full-time faculty member is expected to teach the prevailing normal academic load in lecture/discussion-type classes during each regular academic year. A normal academic load is, at the time of the printing of this Faculty Handbook, defined as no more than twenty-four semester hours per academic year, or twenty-four equated semester hours per year if a faculty member has laboratory assignments.

The following is the replacement being put forth for Board approval:

Section 4.3.2.1 Teaching Load/Work Load

Prior to the fall semester of 2019, the traditional teaching load for full-time ranked faculty of the Missouri State University System was a total of 24 credit hours each academic year for the standard nine-month appointment. This teaching load was combined with 6 equated hours* allocated for maintaining currency in one's field, advising duties, and normal department and university service activities for a total workload of 30 hours**.

The workload for all full-time ranked faculty of Missouri State University-West Plains first employed in fall 2019 and thereafter will increase to 30 credit hours of teaching each academic year plus 6 equated hours allocated for maintaining currency in one's field, advising duties, and normal department and university service activities for a total workload of 36 hours. These faculty members will be eligible to teach overloads as described in section 5.7; all faculty are eligible to teach during the summer semester as described in section 5.7.

Ranked faculty employed full-time previous to fall 2019 have the following options:

- 1) **Opt in** to this new teaching load of 30 credit hours. This teaching load will be combined with the 6 equated hours for a total workload of 36 hours. These faculty members will receive a 5% increase in their annual salary and will be eligible to teach overloads as described in section 5.7. See section 7.6.3 for information regarding possible release time.
- 2) **Opt out** of the 30-hour teaching load and maintain their original teaching load of 24 hours combined with the 6 equated hours for a total workload of 30 hours. These faculty members will not receive the additional compensation that accompanies the increase of teaching load from 24 hours to 30 hours, and they will not be eligible to teach overloads. However, these faculty may still teach during the summer semester and receive compensation as described in section 5.7.

* The term "equated hours" refers to activities that are equivalent to credit hours of teaching.

**This 30 hours denotes contact hours only, and it is understood across academia that contact hours are inherently accompanied by numerous hours of preparation, evaluation, and documentation. Previous sections of this handbook outline the various expectations of teaching, professional activity, and service.

Missouri State University Faculty Senate Report to MSU Board of Governors
February 22, 2019

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

My previous reports provided a general overview of faculty contributions in teaching, research and service as well as updates on general trends in the evolution of our curriculum. This report will focus on some of the activities of Faculty Senate. Since my last oral report there has been one Faculty Senate meeting. Another will occur between the time this report is written and your meeting on February 22nd. Below is summary of the work done by a small sample of the dozen or so Senate Committees since my last report.

ad hoc Committee to Review Doctoral Program Guidelines. Given recent changes to state law that may make it possible for the University to increase the number of Doctoral programs, it seemed like a good time to revisit our guidelines for proposing such programs. This committee has completed its review and will recommend a few minor changes to refine language and clarify the routing of such proposals. The most significant recommendations from this committee are 1.) to explicitly charge the Faculty Senate Graduate Council to review all such proposals for both academic rigor and potential conflicts/overlaps/opportunities with existing programs. The latter will be a new charge for that committee. 2.) require the Faculty Senate Committee on Budget and Priorities review and report on the potential financial impact of any new doctoral programs.

ad hoc Committee to evaluate the purpose and operation of CGEIP. I mentioned this committee in my previous report. Since then, the committee has begun meeting and should have a final report to present at the April 11 Senate meeting. The need for this committee comes from the need for more efficient and effective methods of program and course assessment. The value of program and course assessment (as distinct from faculty or student assessment) has become increasingly recognized in higher education over the past decade or so, and, like many of our peer institutions, we are struggling to find better ways to carry out this process. The committee has begun meeting and although they have no recommendation as of yet, I am confident they will come up with several practical ideas to improve the situation. The committee consists of both faculty and administration and based on what I have seen of their operations so far this committee is a model of effective shared governance.

Committee on Policy Review. This is a new committee this year. Its main function is to review new and existing policy and suggest improvements. It is proving to be an effective channel of communication between faculty and administration. The committee is currently working on recommended guidelines for hiring Department Heads.

Beyond the above, the routine business of Senate continues. In our first two meetings of this calendar year the full Senate will have considered 21 curricular proposals and another 100 plus will have made their way through the approval process without requiring consideration by the full Senate. In addition, the many standing committees of Senate continue the often mundane and largely invisible tasks necessary for effective governance. They do this in addition to the main functions of faculty – teaching and research – which consume the vast majority of our energies.

Finally, this is my last report. My term as Faculty Senate Chair expires on April. I want to take this opportunity to let you know that serving in this position has given me a more comprehensive view of the university and how it operates. This experience has deepened my already significant respect for the faculty, staff, and administrators whose combined efforts make MSU the great institution it is.

VIII.B.

Report from the Provost

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

1. Update on hiring in Academic Administration
2. Faculty applications and review process for Tenure & Promotion
3. Status of online classes and programs – offerings, enrollment, marketing
4. Processes in progress regarding expansion of the Nursing program



**THE OFFICE OF RESEARCH ADMINISTRATION
ACTIVITY REPORT – FISCAL YEAR 2019 THROUGH JANUARY**

Missouri State University faculty, staff, and students are involved in research, education, and service projects through the support of governmental, business, and philanthropic entities. This report summarizes key aspects of this activity and highlights awards received in FY 2019 through the month of January.

PROJECT HIGHLIGHTS

- **Dorothy Wittorff-Sandgren**, Community Development Coordinator, and **Jason Ray**, Director, of the Center for Resource Planning and Management, received **\$391,453** from the **US Department of Homeland Security** through the **Missouri Department of Public Safety** to continue a grant program for regional allocation of federal funds that ensure regional needs are addressed and enhance the State's collective emergency preparedness. These funds will be used to address regional identified needs within the core funding areas of Interoperable Communications, CBRNE Detection and Response and Regional Preparedness Capabilities.
- **Timothy Lehmann**, Access Specialist with the Disability Resource Center, received **\$3,500** from the **US Department of Health and Human Services** through **Missouri Assistive Technology**. This Contract provides funding to introduce assistive technology and basic training, encompassing all disability areas, for faculty, staff, students and community members of all ages.
- **Tammy Wiley**, General Manager, and **Rachel Knight**, Assistant General Manager of KSMU & OPT, received **\$809,408** from the **Corporation for Public Broadcasting** through the 209 Television Community Service Grant Program. These Community Service Grant will be used to assist KOZK in expanding the quality and scope of their work, whether in educational, news, public affairs or other programming.

RESULTS

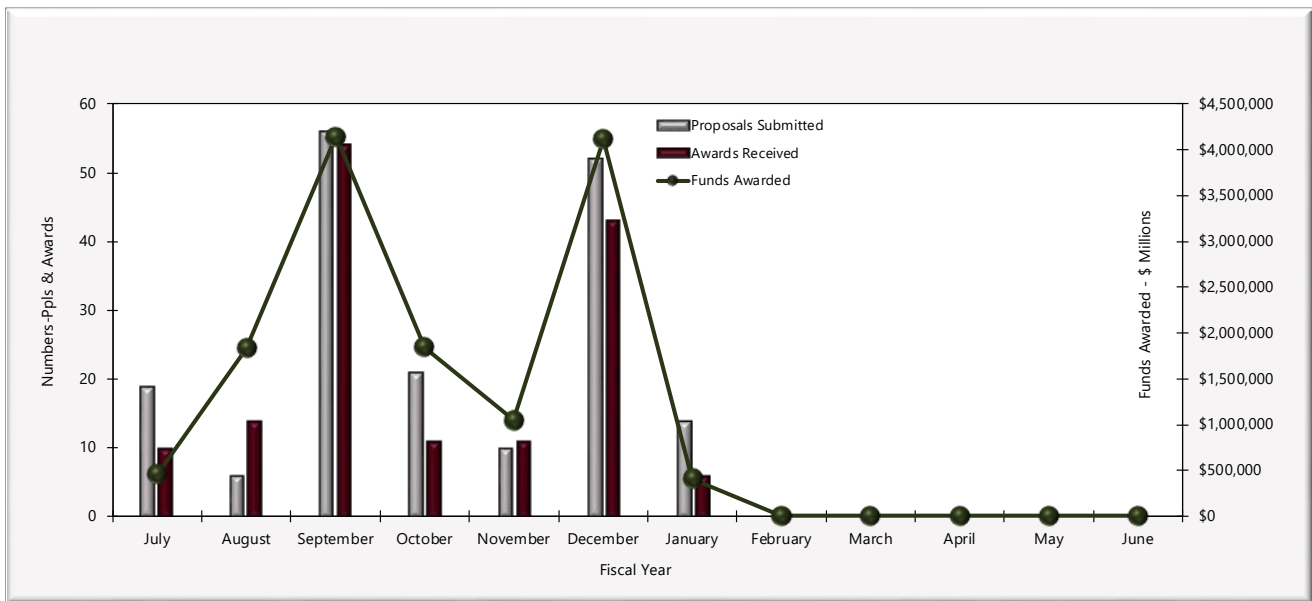
As of the end of January, the University has submitted 178 proposals for support of University-based projects. To date, 149 awards have been received – some of which are from proposals submitted during the previous fiscal year. The commitment of funds in these grants and contracts to date is \$13.8 million. 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 2019 | % Change from FY 2018 |
|----------------------------|-------------------------|--------------------------|
| Proposals Submitted | 178 | 9% |
| Funds Requested | \$24,278,766 | -8% |
| Named Investigators | 76 | -7% |
| Grants & Contracts Awarded | 149 | -3% |
| Funds Awarded | \$13,860,177 | -8% |

External funding activity so far in FY 2019:

Sponsored Program Activity FY 2019

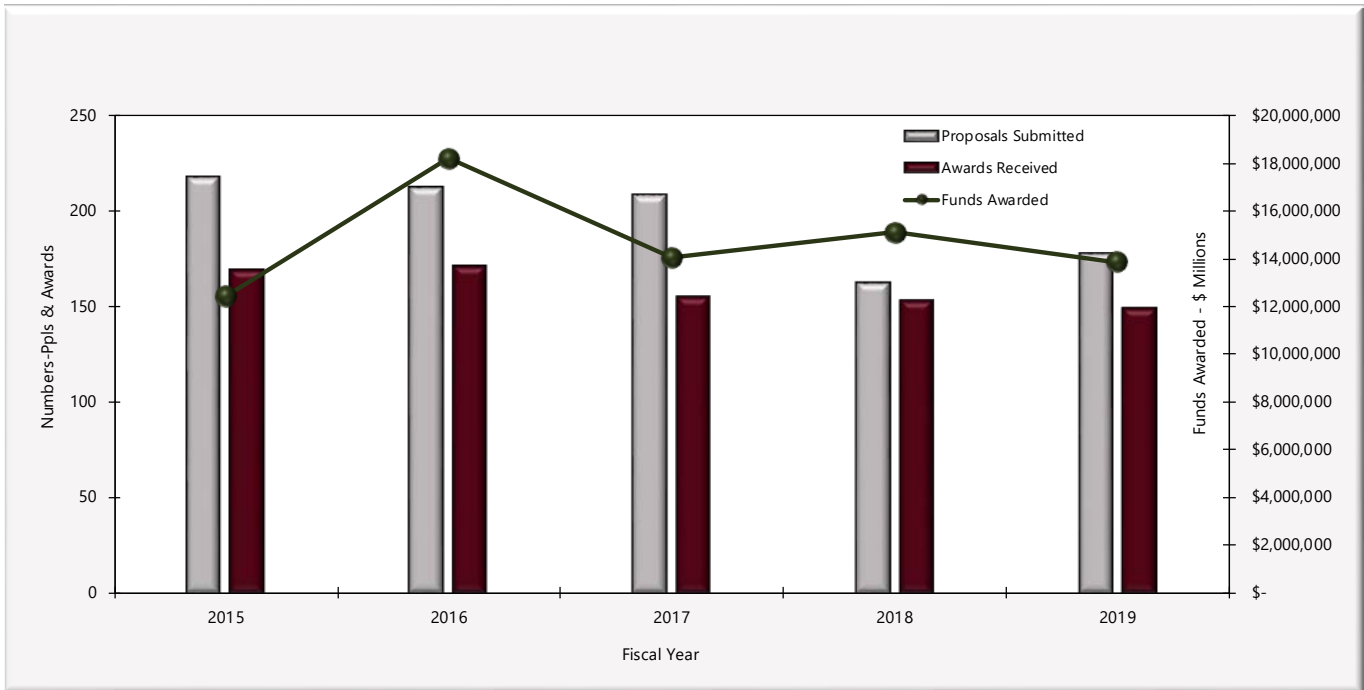
| Month | Proposals Submitted | Total Awards | Dollars Awarded |
|-----------|---------------------|--------------|-----------------|
| July | 19 | 10 | \$463,742 |
| August | 6 | 14 | \$1,831,416 |
| September | 56 | 54 | \$4,150,814 |
| October | 21 | 11 | \$1,840,558 |
| November | 10 | 11 | \$1,048,198 |
| December | 52 | 43 | \$4,115,714 |
| January | 14 | 6 | \$409,735 |
| February | 0 | 0 | \$0 |
| March | 0 | 0 | \$0 |
| April | 0 | 0 | \$0 |
| May | 0 | 0 | \$0 |
| June | 0 | 0 | \$0 |
| | 178 | 149 | \$13,860,177 |



A comparison of activity over the last five years:

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

| Fiscal Year | Proposals Submitted | Number of Awards | | | | | | \$Millions | |
|-------------|---------------------|------------------|-----------|----------------|----------|---------|----------|---------------|---------------|
| | | Education | Equipment | Infrastructure | Research | Service | Ttl Awds | Requested | Awarded |
| 2015 | 218 | 37 | 0 | 2 | 27 | 104 | 169 | \$ 28,452,237 | \$ 12,442,779 |
| 2016 | 213 | 36 | 2 | 5 | 32 | 96 | 171 | \$ 39,020,564 | \$ 18,204,278 |
| 2017 | 209 | 35 | 0 | 3 | 31 | 86 | 155 | \$ 26,162,556 | \$ 14,038,077 |
| 2018 | 163 | 35 | 0 | 5 | 30 | 83 | 153 | \$ 26,448,118 | \$ 15,112,534 |
| 2019 | 178 | 25 | 0 | 1 | 24 | 99 | 149 | \$ 24,278,766 | \$ 13,860,177 |



Grant and contract activity for FY 2019, through January:

**Missouri State University
FY 19 Grant/Contract Activity by Unit**

| Unit | # Applying | | # Awarded | | Credit Share* | | | Actual** | | |
|--|------------|-----------|-----------|-----------|--------------------|------------|----------------------|--------------------|------------|----------------------|
| | Staff | Faculty | Staff | Faculty | Grants / Contracts | | Award | Grants / Contracts | | Award |
| | | | | | Submit | Awards | \$ | Submit | Awards | \$ |
| Administrative Services | 0 | 0 | 0 | 0 | 0 | 0 | \$ - | 0 | 0 | \$ - |
| College of Agriculture | 0 | 2 | 0 | 5 | 6 | 9 | \$ 225,512 | 6 | 7 | \$ 247,893 |
| Center for Grapevine Biotechnology | 0 | 1 | 0 | 1 | 4 | 2 | \$ 85,595 | 3 | 2 | \$ 85,595 |
| Mid-America Viticulture & Enology Center | 2 | 1 | 2 | 1 | 5 | 5 | \$ 69,610 | 4 | 4 | \$ 69,610 |
| College of Arts & Letters | 0 | 1 | 0 | 2 | 1 | 2 | \$ 551,514 | 1 | 2 | \$ 551,514 |
| Center for Dispute Resolution | 0 | 1 | 0 | 1 | 2 | 2 | \$ 10,304 | 2 | 2 | \$ 10,304 |
| Center for Writing in College, Career, & Community | 0 | 1 | 0 | 1 | 2 | 2 | \$ 4,888 | 2 | 2 | \$ 4,888 |
| College of Business | 0 | 1 | 0 | 1 | 2 | 2 | \$ 816,858 | 2 | 2 | \$ 816,858 |
| Center for Project Innovation & Management | 0 | 0 | 0 | 0 | 0 | 0 | \$ - | 0 | 0 | \$ - |
| College of Education | 2 | 3 | 1 | 3 | 9 | 8 | \$ 443,065 | 9 | 8 | \$ 443,065 |
| Agency for Teaching, Leading and Learning | 0 | 1 | 2 | 1 | 3 | 6 | \$ 1,402,524 | 3 | 4 | \$ 1,402,524 |
| 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 | 2 | 10 | 1 | 8 | 17 | 13 | \$ 574,735 | 15 | 12 | \$ 549,627 |
| Center for Research & Service | 0 | 0 | 0 | 0 | 0 | 0 | \$ - | 0 | 0 | \$ - |
| College of Humanities & Public Affairs | 0 | 1 | 0 | 0 | 1 | 0 | \$ - | 1 | 0 | \$ - |
| Center for Archaeological Research | 1 | 1 | 1 | 1 | 12 | 11 | \$ 451,073 | 8 | 7 | \$ 451,073 |
| Center for Community Engagement | 0 | 0 | 0 | 0 | 0 | 0 | \$ - | 0 | 0 | \$ - |
| Center for Economic Research | 0 | 0 | 0 | 0 | 0 | 0 | \$ - | 0 | 0 | \$ - |
| Center for Social Science & Public Policy Research | 0 | 0 | 0 | 0 | 0 | 0 | \$ - | 0 | 0 | \$ - |
| College of Natural & Applied Sciences | 0 | 33 | 0 | 12 | 54 | 15 | \$ 730,671 | 36 | 12 | \$ 693,462 |
| Bull Shoals Field Station | 0 | 1 | 0 | 1 | 2 | 2 | \$ 18,419 | 2 | 2 | \$ 18,419 |
| Center for Resource Planning & Management | 4 | 0 | 4 | 0 | 21 | 17 | \$ 565,701 | 12 | 9 | \$ 565,701 |
| Ozark Environmental Water Research Institute | 1 | 1 | 1 | 1 | 17 | 19 | \$ 384,848 | 9 | 10 | \$ 399,676 |
| Diversity & Inclusion | 0 | 1 | 0 | 1 | 1 | 1 | \$ 7,500 | 1 | 1 | \$ 7,500 |
| Graduate College | 0 | 0 | 0 | 0 | 0 | 0 | \$ - | 0 | 0 | \$ - |
| Information Services | 0 | 0 | 0 | 0 | 0 | 0 | \$ - | 0 | 0 | \$ - |
| Library | 1 | 0 | 1 | 0 | 1 | 1 | \$ 10,000 | 1 | 1 | \$ 10,000 |
| President | 1 | 0 | 0 | 0 | 1 | 0 | \$ - | 1 | 0 | \$ - |
| Provost | 1 | 2 | 0 | 2 | 6 | 4 | \$ 17,060 | 6 | 4 | \$ 17,060 |
| Ozarks Public Health Institute | 0 | 1 | 0 | 1 | 1 | 2 | \$ 35,109 | 1 | 2 | \$ 60,217 |
| Southwest Missouri Area Health Education Center | 1 | 0 | 1 | 0 | 3 | 4 | \$ 224,803 | 3 | 4 | \$ 224,803 |
| Research & Economic Development | 6 | 0 | 6 | 0 | 21 | 21 | \$ 2,865,010 | 19 | 18 | \$ 2,865,010 |
| Center for Applied Science & Engineering | 2 | 0 | 1 | 0 | 3 | 2 | \$ 2,855 | 3 | 2 | \$ 2,855 |
| Center for Biomedical & Life Sciences | 0 | 1 | 0 | 1 | 6 | 7 | \$ 769,413 | 6 | 7 | \$ 769,413 |
| International Leadership & Training Center | 1 | 0 | 1 | 0 | 2 | 2 | \$ 1,563,948 | 2 | 2 | \$ 1,563,948 |
| Jordan Valley Innovation Center | 1 | 0 | 1 | 0 | 7 | 7 | \$ 558,105 | 7 | 7 | \$ 558,105 |
| Small Business Development & Technology Center | 1 | 0 | 1 | 0 | 5 | 5 | \$ 287,363 | 5 | 5 | \$ 287,363 |
| Student Affairs | 1 | 0 | 2 | 0 | 1 | 3 | \$ 582,954 | 1 | 3 | \$ 582,954 |
| West Plains | 4 | 4 | 6 | 2 | 9 | 8 | \$ 600,740 | 7 | 8 | \$ 600,740 |
| TOTAL | 32 | 68 | 32 | 46 | 225 | 182 | \$ 13,860,177 | 178 | 149 | \$ 13,860,177 |

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

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

X.A.

**REPORT TO BOARD OF GOVERNORS
FROM ASSISTANT TO PRESIDENT/CHIEF DIVERSITY OFFICER
Submitted for Board of Governors Meeting (February 22, 2019)**

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

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

Planning continues for the 2019 CDC “Bridging the Cultural Divides”, featuring Professor Irshad Manji, a nationally recognized author, speaker and founder of the Moral Courage Project (MCP). The MCP is an award-winning initiative that empowers individuals to do the right thing and cooperate across differences.

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

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

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

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

Facing Racism Institute (FRI) --The 2019 Facing Racism Institute reconvenes on February 28 - March 1 at the Adolos Student Center. More than 200 people have attended in the past and this year ten scholarships are available for non-profit organizations (limit 2 per organization) due to the generation of diversity grants received from the Community Foundation of the Ozarks (CPO). A one-day session, as a pre-conference CDC event, entitled “Facing Racism: Face it to Erase it!” will be held on April 24, 2019. The program presents an understanding of the origins of racism and engages in meaningful conversations about its impact while developing strategies to mitigate divisive racist attitudes and behaviors. *Dr. Leslie A. Anderson and Dr. Lyle Q. Foster,*

Faculty Diversity Training Coordinator, will facilitate the sessions with participants from the public, non-profit, for profit businesses, corporate and faith-based sectors.

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

Giving Voice--Giving Voice (GV) is a student theatrical organization sponsored by a collaboration that includes DDI and the College of Arts and Letters that represents the challenges of underrepresented group students, employees and faculty. Memorandum of Understanding signed with DDI, Office of the President, College of Arts & Letters, and Department of Dance and Theatre. Giving Voice performs for "Shattering the Silence" event on April 16, 2019 in the PSU Theatre. <https://givingvoice.missouristate.edu/>

Faculty Diversity Coordinator--Professor Lyle Q. Foster, Sociology, and Faculty Diversity Coordinator in the Division for Diversity & Inclusion, continues new and existing faculty Cultural Consciousness professional development sessions during 2018-2019 academic year.

Diversity Lunch & Learn for Faculty and staff--Faculty and staff attend forums on specific topics related to the university setting. Shared ideas among participants enhance learning that is designed so faculty & staff feel free to come and go based on their schedules. Co-hosted by Dr. Adena Young-Jones, Dr. Lyle Foster and Dr. Tuesda Roberts.

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

Workshop Sessions: See Dr. Young-Jones report below.

Tough Talks--The Spring 2019 Tough Talks sessions facilitated by Dr. Lyle Q. Foster , Sociology, will continue throughout the semester.

Diversity 101 for Supervisors--The DDI and HR department collaboration designed for supervisors is facilitated by Assistant Vice President for DDI, Juan Meraz, covering:

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

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

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

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

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

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

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

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

Student Diversity Leadership Training Program--DDI and Division of Student Affairs Multicultural Student Services developing 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 Spring meeting of the Community Diversity Council Spring 2019 is being scheduled. President Smart and CDO will provide updates on diversity initiatives on campus and in community, including the Collaborative Diversity Conference on April 24-27, 2019.

President's Student Diversity Council--The first meeting held November 13, 2018 in PSU Theater facilitated by VP for Student Affairs, Dee Siscoe, included updates on 6 major areas shared by students from earlier October meeting with President Smart and administrators after Presidential Campaign visit.

Scholar 2 Scholar Program (S2S)--S2S is a campus-wide research initiative for undergraduate students awarded work-study funds with interest in assisting faculty from all disciplines as research assistants by engaging in faculty research projects. Dr. Adena Young-Jones, DDI Diversity Fellow, facilitates S2S administration.
<https://diversity.missouristate.edu/Scholar2Scholar.htm>

Diversity Talent Hub Job Fair--Job Fair provided opportunity for local employers to meet/interview diverse and traditional-aged targeted college underrepresented students for internship and co-operative job opportunities, and potential full-time careers. Employers and college and community college students attended. Planning continues for spring semester event with Prosper 2015, Workforce Development and community collaborators.

Interfaith Diversity Taskforce--Taskforce selected temporary site for Interfaith center at Mary Jean Price Annex group will be working to equip and provide materials and

equipment for space. Taskforce continues planning for temporary Interfaith Center. CDO following up with IFYC interfaith leadership for collaboration at MSU for student, administrators and interfaith community advocates.

Religious Diversity Climate Survey--The University and DDI were awarded the 2018 Values, Interfaith Engagement, and Worldview Survey (VIEWS) scholarship. At a minimum, 4,000 student participants were surveyed. The VIEWS data will be used to develop specific campus recommendations and/or goals regarding religious diversity on campus. MSU researchers are reviewing national data as comparison to MSU data to use in developing recommendations to address any potential disparities.

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

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

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

Minorities in Business (MIB)--MSU DDI co-sponsored MIB Community Networking Reception for new community members, residents who relocated to Springfield region on September 11, 2018 at the eFactory. Last Networking event held in November 2018 at Springfield-Branson Airport.

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

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

Future applications to be submitted for funding for collaborative approach to retention and graduation of targeted population that includes African-American, Latinx, Native American and low socio-economic students graduating within 2 years. Talent Hub is a partnership comprised of MSU, OTC, Prosper 2015, Community Partnership of the Ozarks, and Community Foundation of the Ozarks. [No Update]

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

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

January 2019

CDO attended Good Morning Springfield Chamber of Commerce breakfast at Springfield-Branson Airport on 1/3/2019.

CDO attended and participated in Springfield Metropolitan Bar Association (SMBA) Retreat on 1/4/2019.

CDO met with newly hired MSU Compliance Coordinator Julie Holmes on 1/7/2019.

CDO met with BassPro/Cabela's D & I Business Analyst, Hong Yeung, regarding potential collaboration efforts on 1/8/2019.

CDO and AVPDI participated in conference on call on 1/8/2019 regarding DDI presentation to Missouri Association of Convention & Visitors Bureaus (MACAVB) Conference, June 3-5, 2019 at Oasis Hotel, Springfield, MO.

CDO selected as member of Student African American Brotherhood (SAAB) Ambassadors Council and participated in initial national organizational conference call on 1/9/2019.

CDO attended MSU Staff Awards Luncheon and recognized for 10 years of service to university on 1/9/2019.

CDO met w/new president of Springfield Chapter NAACP, Ms. Toni Robinson, on 1/10/2019.

CDO attended reception for departing Assistant Director of Student Conduct, Tamarah Dixon on 1/11/2019.

CDO meeting with Minorities in Business (MIB) Executive Director, Samuel Knox, regarding Board meeting agenda on 1/16/2019.

CDO meeting with Graduate Dean and former graduate student regarding opportunities.

CDO speaker at the Biz 417 Think Summit on the Springfield Greene County African American Heritage Trail on 1/18/2019.

CDO attended MLK Day program and did interview with Dr. Tim Knapp with KOLR 10 regarding the Springfield Greene County African American Heritage Trail on 1/21/2019.

CDO met with Multicultural Student Services Director on 1/22/2019 regarding DDI support for Langston Hughes Project.

CDO met with student athlete regarding mentorship.

CDO attended American Association of Colleges & Universities Annual Conference in Atlanta, GA from 1/23-26/2019.

CDO visited Tuskegee University and the National Memorial for Peace and Justice in Montgomery, Alabama, in conjunction with Equal Justice Initiative collaboration involving Missouri State University, City of Springfield, NAACP, SPS and other community partners on 2/26/2019.

CDO attended Springfield Area Chamber of Commerce School Board Endorsement Task Force organizational meeting on 1/28/2019.

CDO meeting with Adolos Director, Chris Wilson, on 1/29/2019 regarding DDI participation in Midwest Baptist Theological Seminary conference on 2/23/2019 in Kansas City, MO.

CDO participated in Semi-Annual Emergency Exercise-Pandemic on 1/31/2019.

February 2019

CDO met with SPS Executive Director, Learning Support and Partnerships, Marty Moore, regarding diversity and inclusion issues in the district on 2/1/2019.

CDO attended the Rebound Foundation Fundraiser for Mada's House to assist in preventing domestic abuse featuring MSU Coach Ford and wife Christina at Big Momma's Coffeehouse on 2/5/2019.

CDO attended and participated as Board member in Springfield Metropolitan Bar Association Board of Directors meeting on 2/6/2019.

CDO attended Executive Enrollment Management Committee meeting, MSU Football Signing Ceremony, and MBB game on 2/6/2019.

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

| | |
|-----------|---|
| January 2 | Diversity Training – Waynesville Faculty (200) |
| January 3 | Meeting with Waynesville Leadership (5) – in order to develop a Diversity Development series for administrators and faculty |
| January 7 | Reviewer AIB International Conference |

| | |
|---------------|---|
| January 8 | Meeting with Wes Pratt – Monthly meeting to discuss diversity work and opportunities for the division. |
| January 8 | Meeting with Dean Hough and Judith Martinez – working on a 100,000 Strong Grant for outreach to Mexico. |
| January 8 | Meeting with Judith Martinez – Mentorship meeting to develop research component for tenure track plan. |
| January 8 | MIB Monthly Meeting – Networking meeting with MIB members |
| January 9 | Staff Awards Luncheon – Yearly staff awards recognition. |
| January 9 | Meeting with Ana Estrella – Diversity Session for West Plains |
| January 10 | Diversity Training – CNAS Faculty Leadership Team on Diversity Development |
| January 11 | Meeting with Daniel Ogunyemi – Leadership Springfield opportunities and history of HEG’s in Springfield. |
| January 14 | Staff Meeting – Bi-Monthly Team meeting for updates and progress in our division. |
| January 17 | Diversity Executive Leadership Academy – Phone Conference to help plan our conference scheduled for May 16-17, 2019 |
| January 17 | MIB Board Meeting – Executive Board Meeting to review financial and organizational progress. |
| January 23-27 | AAC&U National Conference – Atlanta, GA., attended and participated in conference focusing on best practices in Inclusive Excellence. |
| January 28 | Staff Meeting - Bi-Monthly Team meeting for updates and progress in our division. |
| January 29 | Assessment Council – Developing new metrics for our campus and discussion assessment measures being used on campus. |
| February 1, 8 | Diversity Training for Leadership Springfield |
| February 6 | Diversity Training – Willard Schools Leadership Team |
| February 13 | Public Entities Diversity Workgroup meeting |

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

Two grant applications to the Community Foundation of the Ozarks Diversity RFP were funded. One was for scholarship support for the Facing Racism workshop and the other was for financial support for Trail markers for the Springfield-Greene County African-American Heritage Trail.

Attended and participated in the American Association of Colleges and Universities Annual Meeting held January 23-26, 2019.

Planned and scheduled the next round of Tough Talks for February on “Resurgence: Exploring the rise of vestiges of hate and racism”.

Participated in Springfield Arts Council Community Conversations at Midtown Library exploring Race and the Arts.

Attended the “Biz 417 Think Summit” organized by 417 Biz Magazine.

Attended meetings of the Equal Justice initiative that is in the process of establishing a marker for the lynching site on the Springfield Public Square. This will be a part of the African American Heritage Trail and part of national tribute established by the Equal Justice Institute.

Scheduled to participate in the Springfield public relations professionals’ conference. Presented a seminar on Cultural Consciousness to Bears Lead Scholars.

Will co-facilitate “Brothers Who Smile” Workshop as part of African American Heritage Month campus activities.

Speaking to Springfield Leadership Academy on Diversity Issues

Spoke to Graduate Business class on “Diversity in the Business World.”

Spoke at Library Station on the Springfield-Greene County African-American Heritage Trail

Participated in several media interviews for the Springfield-Greene County African-American Heritage Trail.

Mentoring to Bears Lead participants.

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

Fall 2018-Spring 2019 (Tasks from 11/28-2/22)

Coordinated the following events:

Diversity Fellow made presentation for the Physician Assistant (PA) Program: January

24, 2019, on the topic of *Cultural Consciousness: Evaluating Micro-Aggressions* with Dr. Roberto Canales' incoming PA class

Scholar 2 Scholar Informational Session 1: January 23

Scholar 2 Scholar Informational Session 2: January 31

Scholar 2 Scholar Informational Session 3: February 8

Led three sessions regarding how to get a paid research assistant for professors and a paid research position for students through work study funding.

Mini-Diversity Workshop 1a: February 11

Mini-Diversity Workshop 1b: February 12

Hosted two versions of the same interactive discussion on privilege and identity through a workshop titled *Critical Perspectives: Exploring the Educator's Identity* with faculty and staff.

Lunch and Learn 1: January 23

Coordinated with Dr. Paula Rector to present on *Challenges and Resiliency in Teaching Sensitive Topics* for faculty and staff.

Lunch and Learn 2: February 20

Coordinated with Dr. Tuesda Roberts to present on *Beyond 'Buzz' Words* for faculty and staff.

Mini-Diversity Workshop 4a: December 3

Mini-Diversity Workshop 4b: December 6

Hosted an interactive discussion on personal calls to action for socially just practices and ideas for future steps of progress through a workshop titled *Critical Perspectives: The University and Social Justice* with faculty and staff.

Lunch and Learn 4: November 28

Coordinated with Dr. Tuesda Roberts to present on *Beyond 'Buzz' Words* for faculty and staff.

Extra Activities:

Attended the FCTL Advisory Council Meeting as the University Diversity Fellow representative: February 1

Coordinated guest speakers for lunch and learn events in spring 2019 (Paula Rector, Tuesda Roberts, Rhonda Lesley, Jenay Divin)

Invited people to Book Talk and Scholar 2 Scholar conclusion meetings events via Microsoft calendar

Coordinated with the FCTL and DDI offices to advertise for the spring 2019 DDI events via email, on the university calendar, and on the DDI website

Worked with Mike Fisher and Ashley Raines to create flyers for the following events: Scholar 2 Scholar, Shattering the Silences, Book Talks, and Lunch and Learns

Attended the fall 2018 Multicultural services graduation ceremony and reception as the University Diversity Fellow representative: December 6

Assisted with coordinating the 'Anti-Semitism in America' panel event for fall 2018 and additional presentations in spring 2019

Submitted: February 6, 2019

XI.A.

STUDENT BODY VICE PRESIDENT REPORT

Mr. Dillon Cordel, Vice President of the Student Body, will make a report to the Board of Governors.

Student Affairs Report
Missouri State University Board of Governors
February 22, 2019

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

Enrollment Management & Services:

- In December, the Office of Admissions implemented a new, more user-friendly undergraduate application for admission.
- With the move of the Counseling Center to the Magers Family Health Center and the relocation of Human Resources to the space they vacated, we were able to complete a much-needed renovation and reassignment of space to the Office of Financial Aid. They moved into their newly-renovated space in Carrington 101 during the first week of the spring semester. Carrington 118, which is phase 2 of the renovation, is currently underway.
- The Career Center, in coordination with units across campus, collected outcomes data on our 2017-18 graduates. Our success rate as measured by the Missouri Department of Higher Education was 83.1% this year, up from 81.4% last year.
- The Office of the Registrar coordinated the implementation of CORE 42, a new statewide general education option. This was a significant project with collaboration from multiple offices and included projects such as major updates to the degree audit system and course library, development of a new "general education vs CORE 42 comparison" degree audit, design of a CORE 42 website, an update to the University's transfer equivalency system, etc.
- The Office of the Registrar produced 7,782 transcripts for the fall 2018 semester – 5,133 electronic and 2,649 paper.
- Department of Veteran Affairs selected MSU Veteran Student Center to host the annual School Certifying Official workshop for the state of Missouri in October 2018. The Department of Veteran Affairs selected VSC to host again in October 2019.

Health and Wellness Center:

- Magers Health and Wellness Center successfully completed the AAAHC re-accreditation visit in November. They did an exceptional job and **received a perfect score on this visit...** which is simply unheard of.
- Also in Magers, Dr. Brockman was awarded the *Certificate of Knowledge* from the International Society of Travel Medicine. The award recognizes his accomplishments and knowledge in the broad field of Travel Medicine. These added skills will further augment our medical services at Magers for traveling students, faculty, staff, families, and guests to/from international countries.

Campus Recreation:

- The Foster Recreation Center (FRC) increased membership activation by 50% this January compared to last January 2018.
- The FRC hit a record in personal training. Throughout fall of 2018, our staff and trainers have worked to provide the 13,909 hours sold of individualized fitness programming.
- The Intramural Sports program platform change resulted in a 16 percent team increase in participation.

Multicultural Services

- TRiO was refunded with a slight increase in funding and an increase in students to be served through Student Support Services (SSS) through the grant (going from 195 to 204).

- The Springfield Black Tie Inc. awarded Multicultural Programs \$7,281.25 to co-sponsor a speaker (Patisse Cullors for Women's Herstory Month) this spring.
- Black History Month is currently underway with numerous programs and events offered throughout the month.

Bookstore:

- The Bookstore has expanded their Inclusive Access program called StreamlinED to include more core courses including Public Speaking, College Algebra, General Biology and Human Biology. This program provides affordable e-textbooks and courseware via Blackboard for enrolled students. The StreamlinED program is benefitting 3,328 students this spring, with significant savings from traditional textbooks.
- The Bookstore sent a team and set up shop at both St. Louis and Kansas City MaroonNation Balls... bringing BearWear to alums and friends throughout the state.

Residence Life, Housing and Dining:

- The number of current residents that reapplied for 2019-20 to live on campus is up 28% compared to last year.
- The number of first time new in college (FTNIC) is still up 6% compared to last year, while transfers are up 21% for housing contracts for next year.
- The Residence Hall Association's bid submitted on behalf of the Chinese Students and Scholars Association (CSSA) was awarded the MACURH {Midwest Affiliate of College and University Residence Halls} Outstanding Student Organization at the fall Regional Leadership Conference.

Dean of Students:

- The Plaster Student Union completed projects to replace the carpet and lounge furniture. The new furniture has been extremely well received by students, both in use and on social media platforms.
- Fraternity and Sorority All FSL GPA was higher than the All Campus average reported for fall 2018.
- Spring 2019 SOAR welcomed 89 new students, including our inaugural cohort of Bear POWER students.
- During the fall 2018 semester, MSU Counseling Center staff provided counseling services to more students than ever before in the history of the university, providing 2,154 counseling sessions to 780 individual students and providing 113 crisis counseling appointments.
- Two nationally known keynote presenters are scheduled to speak at the May 1, 2019, Impact Summit on College Student Mental Health. Our opening keynote presenter is Dr. Nance Roy, Chief Clinical Officer for the JED Foundation and Assistant Clinical Professor at the Yale School of Medicine. Dr. Roy has been actively involved in college strategic planning initiatives focusing on a holistic approach to education, crisis management and a public health model for delivery of care on college campuses. The Summit's closing keynote presenter will be Sean Astin, actor and mental health advocate, who will be discussing the importance of mental health awareness. Additionally, we are excited about the diversity of the numerous educational sessions received for this year's Summit which focus on a variety of topics relevant to college student mental health.

Respectfully submitted by,

Dr. Dee Siscoe
Vice President for Student Affairs

XII.A.

STAFF SENATE REPORT

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

XIII.A.

RECOMMENDED ACTION – Approval of bids and award of a contract for the upgrades to the mechanical and electrical systems at Blair-Shannon House.

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

BE IT RESOLVED by the Board of Governors for Missouri State University that the low bid of Carson-Mitchell, Inc. in the amount of Five Hundred Ten Thousand, Six Hundred Ninety-six and 00/100ths dollars (\$510,696.00) for the base bid plus alternates 1, 3, and 4 for the upgrades to the mechanical and electrical systems at Blair-Shannon House be accepted, approved, and awarded.

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

| Project Budget | |
|------------------------------------|---------------------|
| Consultant Fees | \$43,300.00 |
| Construction Costs | \$510,696.00 |
| Project Administration | \$27,004.00 |
| Construction Contingency | \$79,000.00 |
| Furniture, Fixtures, and Equipment | \$0.00 |
| Telecommunications | \$0.00 |
| Relocation Costs | \$0.00 |
| Total Project Budget | \$660,000.00 |
| Funding Source | |
| Blair-Shannon MEP Upgrades budget | \$660,000.00 |
| Total Funding Source | \$660,000.00 |

BE IT FURTHER RESOLVED that this be paid from Blair-Shannon MEP Upgrades budget funded by the Telecommunications - Operating, FY19 Maintenance and Repair - Operating, and Residence Life Reserve budgets.

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

VOTE: AYE _____

NAY _____

COMMENTS:

The bids received on this project are as follows:

| Contractor | Base Bid | Alternate 1 | Alternate 2 | Alternate 3 | Alternate 4 | Total (Base Bid + Alt. 1, Alt. 3, & Alt. 4) |
|-------------------------------------|-----------------|--------------------|--------------------|--------------------|--------------------|--|
| Carson-Mitchell, Inc. | \$207,928.00 | \$175,100.00 | \$142,722.00 | \$119,868.00 | \$7,800.00 | \$510,696.00 |
| MSI Constructors | \$232,500.00 | \$184,600.00 | \$144,650.00 | \$137,500.00 | \$6,800.00 | \$561,400.00 |
| W.M.C., Inc. | \$212,929.00 | \$247,000.00 | \$183,000.00 | \$154,101.00 | \$9,984.00 | \$624,014.00 |
| Meyer Electric Company, Inc. | \$292,622.00 | \$204,000.00 | \$132,000.00 | \$160,400.00 | \$5,600.00 | \$662,622.00 |

This project replaces the existing, failing electrical substation in the basement of Blair-Shannon House with a new pad-mounted transformer in the building's dock area and adds new switchgear in the basement. The new electrical service will serve the fire pump, the domestic water booster pumps, the chilled water pump, and selected life-safety loads within the building. The new switchgear will provide the ability to switch between the north and south electrical feeds as needed.

Alternate 1 replaces the existing air conditioning equipment in the Networking and Telecommunications data center. Alternate 3 provides an additional pad-mounted transformer and switchgear dedicated to the Networking and Telecommunications offices that separates the electrical service from the Blair-Shannon House electrical service. Alternate 4 replaces the existing piping supports in the utility tunnel near Blair-Shannon House and the Networking and Telecommunications offices. It is recommended that these alternates be accepted.

Alternate 2 would have connected the air conditioning units in the Networking and Telecommunications offices and data center to the district chilled water system. This alternate is not being accepted due to cost.

This project will be paid from the Blair-Shannon MEP Upgrades budget funded by the Telecommunications - Operating (\$386,982.00), Maintenance and Repair – Operating (\$161,904.00), and Residence Life Reserve (\$111,114.00) budgets.

XIII.B.

RECOMMENDED ACTION – Approval of bids and award of a contract for the construction of an outdoor amphitheater on the West Plains campus.

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

BE IT RESOLVED by the Board of Governors for Missouri State University that the bid of DeWitt & Associates, Inc. in the amount of Three Hundred Seventy Thousand, Eight Hundred and 00/100ths dollars (\$370,800.00) for the base bid plus alternate 1 for the construction of an outdoor amphitheater on the West Plains Campus be accepted, approved, and awarded.

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

| Project Budget | |
|------------------------------------|---------------------|
| Consultant Fees | \$65,000.00 |
| Construction Costs | \$370,800.00 |
| Other Construction Costs | \$45,000.00 |
| Project Administration | \$15,000.00 |
| Construction Contingency | \$89,200.00 |
| Furniture, Fixtures, and Equipment | \$0.00 |
| Telecommunications | \$0.00 |
| Relocation Costs | \$0.00 |
| Total Project Budget | \$585,000.00 |
| Funding Source | |
| West Plains Amphitheater budget | \$585,000.00 |

BE IT FURTHER RESOLVED that this be paid from the West Plains Amphitheater budget funded by the Missouri Department of Natural Resources Land and Water Conservation Fund grant, Administrative Services budget, City of West-Plains In-Kind funds, West Plains Chancellor's Office – Operating budget, Tuttle Amphitheater Foundation Account, and the West Plains Amphitheater Foundation fund.

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

VOTE: AYE _____

NAY _____

COMMENTS:

The bids received on this project are as follows:

| Contractor | Base Bid | Alternate 1 | Total (Base Bid + Alt. 1) | Calendar Days |
|--------------------------------------|-----------------|--------------------|----------------------------------|----------------------|
| DeWitt & Associates, Inc. | \$366,600.00 | \$4,200.00 | \$370,800.00 | 120 |
| Hambey Construction, LLC | \$348,500.00 | \$3,500.00 | \$352,000.00 | 135 |

This project constructs an outdoor amphitheater on the West Plains campus which will seat approximately 800 people. The amphitheater will be located west of the Smith-London Bell Tower. The work includes constructing retaining seat walls, grass terraces, concrete walkways, a concrete stage, metal handrails, and landscape beds. The work is scheduled to begin in the 2019 spring semester and be completed within the 2019 summer semester.

Alternate 1 installs conduit in the seat walls to allow for the future addition of electrical wiring. It is recommended that this alternate be accepted.

Other construction costs include the contribution of in-kind funds by the City of West Plains for use in the construction of the amphitheater.

Upon evaluation of bids, it was determined that the priority for this project is to align the project's completion schedule with the requirements of the grant. DeWitt & Associates, Inc. provided the low bid in regards to calendar days to completion. DeWitt & Associates, Inc. has successfully completed various projects for the university, including work on the West Plains campus. Therefore, it is recommended that the contract be awarded to DeWitt & Associates, Inc. in lieu of the low bidder of Hambey Construction, LLC. The funds available for this project are sufficient to cover the difference between the contract values of the two bidders.

Further, the university has applied for a grant award increase of \$47,863.00 with the Missouri Department of Natural Resources. If approved, university contributions would be reduced proportionally.

This project will be paid from the West Plains Amphitheater budget funded by the Missouri Department of Natural Resources Land and Water Conservation Fund grant (\$202,137.00), Administrative Services (\$275,000.00) budget, City of West-Plains In-Kind funds (\$45,000.00), West Plains Chancellor's Office - Operating (\$38,079.53) budget, Tuttle Amphitheater Foundation Account (\$22,500.00), and the West Plains Amphitheater Foundation fund (\$2,283.47).

**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 18 | 4,064 | \$111,286 | 41 | \$249,255 | 4,105 | \$360,541 | 34,903 | \$4,662,972 | FY 18 |
| | FY 19 | 5,041 | \$135,879 | 45 | \$185,807 | 5,086 | \$321,686 | 38,724 | \$4,399,308 | FY 19 |
| Special Campaigns | FY 18 | 34 | \$5,844 | 9 | \$71,797 | 43 | \$77,641 | 1,225 | \$2,865,531 | FY 18 |
| | FY 19 | 50 | \$10,525 | 13 | \$54,091 | 63 | \$64,616 | 1,261 | \$2,107,163 | FY 19 |
| One Time Gifts | FY 18 | 0 | \$0 | 6 | \$57,181 | 6 | \$57,181 | 91 | \$4,344,140 | FY 18 |
| | FY 19 | 0 | \$0 | 8 | \$57,842 | 8 | \$57,842 | 100 | \$1,273,126 | FY 19 |
| TOTALS | FY 18 | 4,098 | \$117,130 | 56 | \$378,233 | 4,154 | \$495,363 | 36,219 | \$11,872,643 | FY 18 |
| | FY 19 | 5,091 | \$146,404 | 66 | \$297,740 | 5,157 | \$444,144 | 40,085 | \$7,779,597 | FY 19 |

**MISSOURI STATE UNIVERSITY FOUNDATION
INCOME SUMMARY TOTALS BY TYPE AND SOURCE
07/01/2018 TO 1/31/2019**

| SOURCE | UNRESTRICTED CURRENT | RESTRICTED CURRENT | ENDOWMENT | GIFTS OF PROPERTY | NON-GIFT INCOME* | TOTAL 07/01/2018 TO 1/31/2019 | TOTAL 07/01/2017 TO 1/31/2018 |
|-------------------|-------------------------|-----------------------|--------------------|----------------------|---------------------|----------------------------------|----------------------------------|
| ALUMNI | \$58,784 | \$1,347,762 | \$394,136 | \$408,206 | \$350,630 | \$2,559,519 | \$3,818,788 |
| FRIENDS | 6,637 | 1,480,617 | 195,688 | 85,145 | 317,284 | \$2,085,371 | 1,973,731 |
| PARENTS | 2,640 | 98,802 | 7,265 | 186 | 32,600 | \$141,493 | 159,293 |
| FOUNDATIONS | 11,863 | 440,050 | 54,356 | 0 | 6,500 | \$512,769 | 841,802 |
| ORGANIZATIONS | 2,506 | 328,208 | 442,908 | 4,598 | 1,600 | \$779,820 | 2,958,609 |
| BUSINESSES | 12,647 | 721,259 | 91,847 | 243,107 | 631,766 | \$1,700,626 | 2,120,421 |
| GIFT TOTAL | \$95,077 | \$4,416,698 | \$1,186,200 | \$741,242 | \$1,340,380 | \$7,779,597 | \$11,872,643 |

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

DEFERRED GIFT COMMITMENTS

| | UNRESTRICTED CURRENT | RESTRICTED CURRENT | ENDOWMENT | GIFTS OF PROPERTY | TOTAL 07/01/2018 TO 1/31/2019 | TOTAL 07/01/2017 TO 1/31/2018 |
|----------------|-------------------------|-----------------------|-----------|----------------------|----------------------------------|----------------------------------|
| DEFERRED GIFTS | 0 | 2,325,521 | 895,001 | 0 | \$ 3,220,522 | \$ 5,900,000 |

GRAND TOTAL FOR TESTAMENTARY GIFTS YET TO BE RECEIVED: \$ 42,920,000

| | NUMBER OF DONORS 7/1/2018 TO 1/31/2019 | NUMBER OF DONORS 7/1/2017 TO 1/31/2018 |
|---------------|---|---|
| ALUMNI | 4,708 | 4,630 |
| FRIENDS | 8,803 | 8,926 |
| PARENTS | 1,134 | 1,000 |
| FOUNDATIONS | 42 | 40 |
| ORGANIZATIONS | 157 | 136 |
| BUSINESSES | 698 | 754 |
| TOTAL | 15,542 | 15,486 |

**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 | | |
| | | No. | Amount | No. | Amount | No. | Amount | No. | Amount | Year |
| Annual Gifts | FY 18 | 5,658 | \$269,491 | 236 | \$1,161,431 | 5,894 | \$1,430,922 | 30,798 | \$4,302,432 | FY 18 |
| | FY 19 | 6,008 | \$258,205 | 203 | \$1,134,656 | 6,211 | \$1,392,861 | 33,638 | \$4,077,622 | FY 19 |
| Special Campaigns | FY 18 | 93 | \$13,334 | 32 | \$752,873 | 125 | \$766,207 | 1,182 | \$2,787,890 | FY 18 |
| | FY 19 | 119 | \$13,130 | 27 | \$568,326 | 146 | \$581,456 | 669 | \$2,004,674 | FY 19 |
| One Time Gifts | FY 18 | 0 | \$0 | 17 | \$713,159 | 17 | \$713,159 | 85 | \$4,286,959 | FY 18 |
| | FY 19 | 0 | \$0 | 25 | \$140,590 | 25 | \$140,590 | 92 | \$1,215,284 | FY 19 |
| TOTALS | FY 18 | 5,751 | \$282,825 | 285 | \$2,627,463 | 6,036 | \$2,910,288 | 32,065 | \$11,377,281 | FY 18 |
| | FY 19 | 6,127 | \$271,335 | 255 | \$1,843,572 | 6,382 | \$2,114,907 | 34,399 | \$7,297,580 | FY 19 |

**MISSOURI STATE UNIVERSITY FOUNDATION
INCOME SUMMARY TOTALS BY TYPE AND SOURCE
07/01/2018 TO 12/31/2018**

| SOURCE | UNRESTRICTED CURRENT | RESTRICTED CURRENT | ENDOWMENT | GIFTS OF PROPERTY | NON-GIFT INCOME* | TOTAL 07/01/2018 TO 12/31/2018 | TOTAL 07/01/2017 TO 12/31/2017 |
|-------------------|-------------------------|-----------------------|--------------------|----------------------|---------------------|-----------------------------------|-----------------------------------|
| ALUMNI | \$54,802 | \$1,272,228 | \$375,562 | \$406,448 | \$329,481 | \$2,438,521 | \$3,660,782 |
| FRIENDS | 5,882 | 1,391,637 | 155,180 | 61,371 | 313,234 | \$1,927,304 | 1,854,293 |
| PARENTS | 2,540 | 65,630 | 6,600 | 186 | 32,600 | \$107,556 | 153,479 |
| FOUNDATIONS | 9,363 | 429,550 | 53,525 | 0 | 6,500 | \$498,938 | 834,245 |
| ORGANIZATIONS | 2,506 | 295,518 | 410,575 | 2,631 | 1,600 | \$712,829 | 2,897,734 |
| BUSINESSES | 12,439 | 673,791 | 85,917 | 232,268 | 608,017 | \$1,612,431 | 1,976,748 |
| GIFT TOTAL | \$87,532 | \$4,128,354 | \$1,087,359 | \$702,903 | \$1,291,432 | \$7,297,580 | \$11,377,281 |

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

DEFERRED GIFT COMMITMENTS

| | UNRESTRICTED CURRENT | RESTRICTED CURRENT | ENDOWMENT | GIFTS OF PROPERTY | TOTAL 07/01/2018 TO 12/31/2018 | TOTAL 07/01/2017 TO 12/31/2017 |
|----------------|-------------------------|-----------------------|-----------|----------------------|-----------------------------------|-----------------------------------|
| DEFERRED GIFTS | 0 | 2,325,521 | 895,001 | 0 | \$ 3,220,522 | \$ 5,900,000 |

GRAND TOTAL FOR TESTAMENTARY GIFTS YET TO BE RECEIVED: \$ 42,920,000

| | NUMBER OF DONORS 7/1/2018 TO 12/31/2018 | NUMBER OF DONORS 7/1/2017 TO 12/31/2017 |
|---------------|--|--|
| ALUMNI | 4,476 | 4,437 |
| FRIENDS | 8,409 | 8,501 |
| PARENTS | 1,062 | 961 |
| FOUNDATIONS | 38 | 36 |
| ORGANIZATIONS | 142 | 117 |
| BUSINESSES | 510 | 643 |
| TOTAL | 14,637 | 14,695 |

XIV.B.

RECOMMENDED ACTION – Approval of transfer of a three-acre tract of land in Taney County from the MSU Foundation to the Board of Governors of Missouri State University.

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

BE IT RESOLVED by the Board of Governors of Missouri State University that it accept the transfer of ownership of a three-acre tract of land in Taney County, located at 446 Wolf Creek Road, Cedar creek, Missouri, from the Board of Trustees of the Missouri State University Foundation. The Executive Committee of the MSU Foundation approved such a transfer on February 13, 2019. The intended purpose of the land is to benefit the Bulls Shoals Field Station program.

VOTE: **AYE** _____
 NAY _____

MarCom updates since the December 13, 2018 meeting

Website Refresh

In response to admitted student feedback indicating gaps in communication of the strengths of the university, we have undertaken a web refresh project in partnership with Ologie (the agency we have worked with on the university brand refresh and the Foundation sub-brand) focusing on the home, admissions and how-to-apply pages. By redesigning within the current architecture, we plan to create an experience that empowers users to guide and control their journey, engage with the brand, and easily find what they're looking for. The project is expected to complete with Ologie by early February and will be implemented by the Web Strategy and Development team.

Web Strategy and Development

The team continues to update academic and administrative websites. They are also preparing to implement the updated website, starting with the home page by late March and the admissions' landing page by the end of the semester.

Following the resignation of Sara Clark as Director of Web Strategy and Development, effective December 31, 2018, we embarked on a search that began in early November. We are happy to announce the hiring of the new director, Jessica Heinz. Her first official day will be March 1, 2019.

University Communications

The team is busy drafting media releases, biographies and scripts in preparation for the Public Affairs Hall of Fame celebration in April.

They continue to actively promote professors and their associated research with national media – not only to identify them as expert resources, but also to promote their articles for use across the U.S.

Visual Media

The team is partnering with the foundation on the many visual media elements for the upcoming campaign. The team has also been very busy supporting athletics via the photographic and video coverage of the many winter sports and is transitioning to spring sports.

Editorial and Design Services

The team continues to be very busy partnering with Admissions on variable data pieces, search related pieces and much more as recruiting moves into full swing. They are working with Safety and Transportation on a rebranding project.

The team also received the following CASE awards:

Teri Poindexter
DESIGN – Covers
2017 COAL Magazine Cover
GOLD

Teri Poindexter
DESIGN – Multi-Page Publications
2017 COAL Magazine
GOLD

Teri Poindexter and Nicki Donnelson
PUBLICATIONS – Institutional Relations Publications: Research Publications
2018 Mind’s Eye
SILVER

Teri Poindexter and Michelle Rose
MARKETING – Student Recruitment Publications: Individual Publications
Presidential Scholarship application invitation
SILVER

Amy Schuldt and Michelle Rose
DESIGN – Editorial Design
Building a destination campus editorial
GOLD

Teri Poindexter and Michelle Rose
PUBLICATIONS – Institutional Relations Publications: President’s Reports and Annual Reports
2017 Foundation Annual Report
BRONZE

XVI.A.

Access Programs

Missouri State University's Multicultural Services is a unit within the Division of Student Affairs. The unit offices include College Access Programs, Multicultural Programs, LGBT Student Services, Transition & Support (Bears LEAD) and TRIO Programs (Student Support Services-college students & Upward Bound-high school students) which are focused toward empowering students to take control of their education and assist them to succeed in college. Access Programs specifically provide academic support services and scholarship programs geared toward promoting retention and graduation through personal/academic advising, student success workshops and programs, mentoring, financial literacy, and connections to the MSU community.

Nationally, college access programs are designed to prepare low-income, first-generation, and underrepresented students for college. The National College Access Network (NCAN) mission is to build, strengthen, and empower communities committed to college access and success so that all students, especially those underrepresented in postsecondary education, can achieve their educational dreams through a two or four-year degree or high-quality certificate program. NCAN has several hundred national members and sixteen Missouri members, of which MSU is one. Research shows students at Missouri State University who participate in an access program are more successful academically and are retained at higher rates than their peers with similar demographics (Reed, 2017). Our unique partnerships and the dedicated full-time staff member who supports our College Access Program partnerships, is key to this success. We currently have four active programs and one new program starting next year.

Current Partnerships:

Kauffman Scholars – 28 undergraduate & 3 graduate students in FA 18; 55 students since fall 2014.

<http://www.kauffmanscholars.org/>

Kauffman Scholars is a multi-year college access and scholarship program designed to help low-income urban students in Kansas City prepare for and complete a college education. MSU provides qualified students with a \$1500 or \$2500 scholarship per year and the Kauffman Foundations provides a last dollar scholarship to cover the total cost of school for the student. This program is no longer taking new students, current sophomores are the last class of students at MSU.

- Fall GPA – 2.56
- Overall Cumulative GPA – 2.66
- Graduated – 12

Wyman Teen Leadership Program - 31 undergraduate & 2 graduate students in FA 18; 50 students since fall 2014. <http://wymancenter.org/tlp/>

Wyman's Teen Leadership Program employs a progressive year-round approach, over the course of six years, to support healthy teen development, leadership capacity, college access and college persistence to under-resourced students in the St. Louis area starting in the 8th grade. Each year the Wyman Foundation gives 2 or 3 incoming freshman a \$5000 scholarship and MSU provides those students with a last dollar scholarship to cover the total cost of school. 16 students have received full scholarship since fall 2014.

- Fall GPA – 2.97
- Overall Cumulative GPA – 2.93
- Graduated – 15 & 2 from grad school

College Bound – 23 undergraduate students in FA 18; 42 students since fall 2014.

<http://collegeboundstl.org/>

College Bound is a St. Louis nonprofit organization that provides promising high school students from under-resourced backgrounds (usually first generation & low income) with academic enrichment, social

supports and life skills needed to succeed in colleges and careers. MSU provides qualified students with a \$1500 or \$2500 scholarship per year.

- Fall GPA – 2.36
- Overall Cumulative GPA – 2.24
- Graduated – 6

100 Black Men - 1 student in FA 18; 4 students since fall 2016. <http://www.100blackmenstl.com/>
The 100 Black Men of Metropolitan St. Louis is a non-profit community-based organization, whose mission is to improve the quality of life in our communities and enhance educational and economic opportunities for all. MSU provides qualified students with a \$1500 or \$2500 scholarship per year.

- Fall GPA – 3.79
- Overall Cumulative GPA – 2.85
- Graduated – 0

KIPP St. Louis – new program, no students currently. <https://www.kippstl.org/>
KIPP - The Knowledge is Power Program - is a national nonprofit network of college-preparatory, public charter schools educating elementary, middle, and high school scholars. KIPP has a 20-year track record of preparing students in educationally underserved communities for success in college and life. MSU provides qualified students with a \$1500 or \$2500 scholarship per year.

Other organizations that we have worked with but who are not official partners include:

- Big Brother/Big Sister – Big Futures program
- Boys and Girls Clubs
- Ellis Foundation
- Missouri College Advising Corps
- St. Louis Scholarship Foundation
- St. Louis Internship Program
- St. Louis Graduates
- KC Scholars – new Kauffman Program
- Uplift Education
- Hispanic Development Fund of KC

Missouri College Access Network (MOCAN) is a statewide collaborative of providers, professionals and other stakeholders strengthening and growing programs to eliminate service and equity gaps while advocating for public and institutional policies to increase career and college awareness, preparation, access, and completion in Missouri, particularly for the underrepresented and underserved. (See <https://dhe.mo.gov/cbhe/boardbook/documents/Tab36-0912.pdf>)

Reed, R. R. G. (2017). *The impact of a community-based college access program at a midwestern institution* (Doctoral dissertation). Retrieved from <https://search.proquest.com/docview/1971888366?accountid=13921>

Discussion Questions:

- What should our strategy with Access Program initiatives consist of? Should we add additional partnerships or work to strengthen existing relationships?
- What opportunities exist for strengthening services offered to students who join MSU through an access program?

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