

**Board of Governors' Meeting**

313 Plaster Student Union

Thursday, 5/12/2016

1:00 - 5:00 PM CT

**I. Roll Call**

**II. Approval of Minutes**

**A. Board of Governors' Meeting**

**1. Approval of Minutes of Open Meeting of March 31 – April 1, 2016**

*II.A.1. minutes mar312016open - Page 4*

**2. Approval of Minutes of Closed Meeting of April 1, 2016**

**III. Consent Agenda**

**A. President**

**1. Approval of First Amendments to Athletics Employment Agreements for Athletic Coaches (Assistant Coaches for Football)**

*III.A.1. Athletics Employment Agreements - Page 12*

**B. West Plains Campus**

**1. Approval of Activity Report**

*III.B.1. Approval of Activity Report.WPC.5.12.16 - Page 18*

**2. Approval of Actions Concerning Academic Employees**

*III.B.2. Approval of Actions Concerning Academic Employees.WPC.5.12.16 - Page 20*

**3. Approval of Actions Concerning Non-academic Employees**

*III.B.3. Approval of Actions Concerning Non-Academic Employees.WPC.5.12.16 - Page 25*

**4. Approval of Fiscal Year 2017 Salary and Benefits Overview for Missouri State University-West Plains Coaches**

*III.B.4. Approval of Fiscal Year 2017 Salary and Benefits Overview for coaches - Page 27*

**5. Approval of Expenditures to Implement Student-Approved Capital Projects**

*III.B.5. Approval of Expenditures to Implement Student-Approved Capital Projects - Page 29*

**6. Approval of revised Memorandum of Understanding and Approval to Enter into an Agreement with West Plains High School**

*III.B.6. Approval of revised MOU with West Plains High School - Page 31*

**7. Approval of Revised Dual Credit Agreement**

*III.B.7. Approval of revised Dual Credit Agreement. - Page 39*

**C. Student Affairs**

**1. Approval of Wyrick Expenditures Passed by Student Vote April 2016 to be Implemented in FY 2017**

*III.C.1. Resolution Wyrick 2016 - Page 45*

**2. Board approval of a Student Government Association (SGA) resolution to name the new Multicultural Resource Center Annex**

*III.C.2. Resolution - Naming of MRC Annex - Page 46*

**3. Approval of the revised Student Government Association (SGA) Constitution**

*III.C.3. Resolution - SGA Constitution - Page 47*

**D. Procurement and Financial**

**1. Approval of Procurement Activity Report**

*III.D.1. Procurement 5.12.16 - Page 49*

## **E. Facilities and Equipment**

### **1. Approval of Activity Report for the Month of March 2016**

*III.E.1. Activity Report 2016-03 - Page 62*

### **2. Approval of Proposal and Award of a Contract for the FY16 Job Order Contracting Services – Security Systems Installation**

*III.E.2. FY16 Job Order Contract Services - Security Systems Installation - Page 67*

## **F. Human Resources**

### **1. Approval of Actions Concerning Academic Employees**

*III.F.1. AcadboardMay2016 - Page 68*

### **2. Approval of Actions Concerning Non-academic Employees**

*III.F.2. NonacadMay2016 - Page 96*

## **IV. President's Report**

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

*IV.A. President 5.12.16 - Page 102*

#### **1. Student Spotlight**

#### **2. AGB Conference Report (assisted by Governor Carrie Tergin)**

#### **3. Defense & Strategic Studies Report (assisted by Governor Joe Carmichael)**

#### **4. Table Top Exercise Report (assisted by Governor Beverly Miller)**

#### **5. 2016 Legislative Summary Report – Approval of Revised Fee Schedule**

*IV.A.5. FY2017 Fee Resolution Amendment - Page 103*

#### **6. Approval of 2016 Wall of Fame Inductees (resolution to be distributed at meeting)**

## **V. Academic Affairs**

### **A. Faculty Senate Report**

*V.A. Faculty Senate 5.12.16 - Page 106*

*V.A.1. 2016 Budget Report BPC 2010-2015 - Page 107*

*V.A.2. 2015-16FCCAdminAssessment - Page 116*

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

*V.B. Provost Report for BOG May 12 agenda - Page 119*

#### **1. Approval of Proposal to Establish the Missouri State University Center for Writing in College, Career, and Community**

*V.B.1. BOG Resolution Center for Writing in College Career and Community 5.12.16 - Page 120*

#### **2. Approval of Resolution of Appreciation for Dr. Sharmistha Self**

*V.B.2. BOG Resolution Honoring Fac Senate Chair - Page 124*

#### **3. Introduction of the Recipients of the Foundation Awards for Teaching, Research and Service**

#### **4. Approval of a Resolution to Acknowledge the Excellence in Public Affairs for Faculty and Staff Award Recipients**

*V.B.4. 2016 BOG Excellence in Public Affairs Award - Page 125*

#### **5. Update on the 2016 Public Affairs Conference (Associate Professor Dr. Elizabeth Dudash-Buskirk)**

## **VI. Research and Economic Development (written reports only)**

### **A. Report from the Vice President for Research and Economic Development & International Programs – Vice President Jim Baker will provide the following written reports:**

#### **1. Research Report**

*VI.A.1. Research Report.5.12.16 - Page 126*

#### **2. International Programs Report**

*VI.A.2. International Programs Report.5.12.16 - Page 130*

## **VII. 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 in the Division for Diversity and Inclusion**

**VIII. West Plains Campus (written report only)**

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

*VIII.A. Chancellor's Report.5.12.16 - Page 142*

**IX. Student Affairs**

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

*IX.A. SGA Report - Page 143*

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

*IX.B. Student Affairs Report-May - Page 144*

**1. Offer of Commendation to Ashley Crisafulli for Service as Student Body President**

*IX.B.1. Resolution -Ashley Crisafulli - Page 147*

**2. Offer of Commendation to Alissa Biermaier for Service as Student Body Vice President**

*IX.B.2. Resolution -Alissa Biermaier - Page 148*

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

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

*X.A. May 2016 BOG report-MarCom - Page 149*

**XI. Staff Senate**

**A. Staff Senate Report**

*XI.A. Staff Senate Report - Page 150*

**B. Offer of Commendation to Christina Bowles for Service as Staff Senate Chair**

*XI.B. Resolution for Staff Senate Christina Bowles - Page 151*

**XII. Financial**

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

*XII.A. Development Report.5.12.16 - Page 152*

**XIII. Unfinished Business**

**XIV. New Business**

**A. Discussion on Online Education**

*XIV.A. Online Education Discussion - Page 158*

**XV. 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**

*XV. Closed Meeting Resolution - Page 159*

**XVI. Adjournment**

**XVII. Date of Next Meeting: Friday, June 10, 2016, 1 p.m.; West Plains Civic Center**

MINUTES OF THE BOARD OF GOVERNORS  
MISSOURI STATE UNIVERSITY  
March 31 – April 1, 2016

**1. Roll Call**

Present- Mr. Joe Carmichael, Vice Chair of the Board (arriving at 9:00 a.m. on April 1)  
Ms. Virginia Fry, Governor  
Mr. Gabriel E. Gore, Governor  
Dr. Peter Hofherr, Chair of the Board  
Mr. Stephen B. Hoven, Governor  
Ms. Beverly Miller, Governor  
Mr. Kendall Seal, Governor (by conference call)  
Mr. Greg Spears, Governor  
Ms. Carrie Tergin, Governor

Absent- Mr. Caleb Doyle, Student Governor

Also

Present- Clifton Smart III, President  
Drew Bennett, Chancellor of the West Plains Campus  
Frank Einhellig, Provost  
Dee Siscoe, Vice President for Student Affairs  
Matt Morris, Vice President for Administrative Services  
Jim Baker, Vice President for Research and Economic Development and International Programs  
Wes Pratt, Assistant to the President and Chief Diversity Officer  
Jeff Morrissey, Chief Information Officer  
Stephen Foucart, Chief Financial Officer  
Brent Dunn, Vice President for University Advancement  
Rachael Dockery, General Counsel  
Suzanne Shaw, Vice President for Marketing & Communications  
Donna Christian, Director of Internal Audit & Compliance  
Kyle Moats, Director of Intercollegiate Athletics  
Gloria Galanes, Dean of the College of Arts & Letters  
Ryan DeBoef, Chief of Staff  
Tammy Jahnke, Dean of the College of Natural & Applied Sciences  
Tom Peters, Dean of the Library  
Dennis Lancaster, Dean of Academic Affairs, West Plains Campus  
Paul Kincaid, Kincaid Communications, LLC  
Kristan Gochenauer, Executive Assistant to the President  
John McAlear, Secretary of the Board

**2. Presiding** --- The presiding officer for the meeting was Dr. Peter Hofherr, Chair of the Board of Governors. He called the meeting to order at 9:00 a.m. in the Laclede Ballroom in the Hilton St. Louis Downtown at the Arch, 400 Olive Street, St. Louis, Missouri.

**3. Approval of Minutes:**

**a. Board of Governors Meetings** --- Dr. Hofherr mentioned that the first item of business was the approval of the minutes for the open and closed meetings of February 5, 2016. Mr. Hoven so moved, receiving the second of Ms. Fry.

Motion passed 8-0.

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

President

Approval of 2016-2017 Athletics Employment Agreements for Catherine Ostoich as Head Coach of Field Hockey and Adam Lang as Assistant Strength and Conditioning Coach (Human Resources No. 1516-16)

West Plains Campus

Approval of actions concerning West Plains Campus academic employees (West Plains Campus Personnel No. 387-16)

Approval of actions concerning West Plains Campus non-academic employees (West Plains Campus Personnel No. 388-16)

Financial

Approval of Procurement Activity Report for the period January 20, 2016, through March 16, 2016 (Purchasing Activity Report No. 435-16).

Facilities and Equipment

Approval of Activity Report for the month of January 2016 (Activity Report No. 278-16).

Approval of Activity Report for the month of February 2016 (Activity Report No. 279-16).

Replace air handling units at Hutchens House (Bids & Quotations No. 1514-16); Hovey Homes, LLC., low bid of \$246,000 for the base bid plus alternate 1; total project budget set at \$275,000.

The FY16 preventative parking lot maintenance for the Springfield campus (Bids & Quotations No. 1515-16); Ball Paving Inc., low bid of \$143,450 for the base bid plus alternates 1, 2, 3, 4, and 5; total project budget established at \$186,485.

Human Resources Items

Actions concerning academic employees (Human Resources No. 1517-16).

Actions concerning non-academic employees (Human Resources No. 1518-16).

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

Motion passed 8-0.

**5. Update on Annual Goals:**

- a. Springfield Campus** --- President Clif Smart indicated that we will just focus on a few facets of our annual goals:

Maintain modest growth in enrollment while increasing the diversity of the student body. President Smart recapped the record Fall 2015 enrollment numbers in all categories – graduate, undergraduate, dual-credit, out-of-state, under-represented, and international.

Increase retention rates. First-generation student retention rates have always lagged behind average retention rates by about 10%. He reported on the results of a pilot program to form freshmen cohorts by enrolling 224 first-generation students in GEP 101 (a First-Year Program committed to assisting students in achieving a successful transition to Missouri State) by college (eight sections – one for each college and two for undecided students). The Fall 2014 to Fall 2015 retention rate for these students improved to 72%, while all other GEP 101 students was 75%. The Fall 2015 to Spring 2016 retention rate for a new cohort of first-generation students came in at 92%, while the rate for all other GEP 101 students was 87%.

Continue efforts to improve student placement and success in college-level math courses. Dr. Tammy Jahnke, Dean of the College of Natural and Applied Sciences, indicated that all students must pass MTH130 (Contemporary Mathematics) or MTH135 (College Algebra) as part of the general education requirement in quantitative literacy. Incoming students who score less than 22 on the mathematics portion of the ACT exam are placed into MTH101 or MTH103 as a path to Contemporary Mathematics or College Algebra. After significant course transformation in both of these beginning courses, success rates (percent of students who earn A, B, or C) have increased from 45-50% (prior to 2014) to 65%. For majors where College Algebra is not needed, students are steered toward Contemporary Mathematics where student success is higher.

Implement a comprehensive plan to successfully track the outcomes of graduates as required by the state's performance funding model. Mr. Ryan DeBoef, Chief of Staff, reported on the improvement of our knowledge rate. For the Fall 2014 Commencement graduates, our current knowledge rate is 60.06%, while for Spring 2015 Commencement graduates, after a new process (still collected manually via a paper survey) was put in place, our knowledge rate is 83.60%. He added that in today's consent agenda, the Board approved outcomes tracking software which should improve our knowledge rate even more.

Evaluate the campus climate study and develop a plan of action to create and implement recommendations directed at enhancing the campus climate. President Smart reported that the Climate Study Response Task Force, chaired by Mr. Wes Pratt, Chief Diversity

Officer, will be making recommendations concerning the climate study. A Faculty Senate Ad Hoc Committee on Climate Study has already presented their recommendations (included with this meeting's agenda). He added that we retained Dr. Lori Patton Davis to consult on expanding multicultural services and will have her report in the next few weeks. In response to the student activists' demands received at the end of the Fall semester, we have made progress on most of the demands, and meaningful work is still being done. Both a Diversity Council and a Bias Response Team have been established. Students will be voting on the naming of the Multicultural Resource Center Annex. The Multicultural Resource scholarships have been reassigned to the Office of Financial Aid.

Continue to improve diversity of the workforce. President Smart reported on the demographics of our employees – diverse faculty have grown from 14.5% in 2014-15 to 15.1% in 2015-16. He added that more than 20% of the new hires in Provost Frank Einhellig's area were diverse hires. He commented that in this next year, we will expand our recruitment and retention efforts, training, and programming. President Smart indicated that student activism has made us get more serious in diversity hiring.

Manage University-wide risk effectively through the Enterprise Risk Management and Compliance Committee, including an external assessment of the University's emergency preparedness. Ms. Donna Christian, Director of Internal Audit & Compliance, reported on the work of the Committee. Regarding the University's emergency preparedness, Safety and Transportation requested the State Emergency Management Agency and the Office of Emergency Management to evaluate the University Emergency Response Plan and the University Emergency Operation Center Guide. We are in the process of implementing their recommendations. Safety and Transportation is in the process of contracting with the International Association of Campus Law Enforcement Administrators for the purpose of providing consultation on public safety. The Board of Governors will tour the Emergency Operations Center on May 13, 2016, prior to the Spring Commencement ceremonies.

**6. Discussion on Key Performance Indicators (along with an update on West Plains Campus Goals):**

- a. Springfield Campus** --- Dr. Frank Einhellig, Provost, reported that the Springfield Campus has met all five State Performance Measures. He also announced that the campus's 15 performance measures are either "trending toward or sustained excellence" (10 measures) or are in a "no trend across variables" (5 measures) status.
- b. West Plains Campus** --- Dr. Drew Bennett, Chancellor of the West Plains Campus, reported that of their 12 Key Performance Indicators, eight measures are "trending toward or sustained excellence," two measures are "no trend across variables," and two are "trending away." Regarding their drop in enrollment numbers, he reported that they brought in a recruiting specialist who offered several recommendations to improve their student recruitment. At their recent "Red Carpet Day," they had a record number of high-school students on campus.

- c. **Update on West Plains Campus Goals** --- Dr. Bennett reported that they are hoping to increase their credit hours with the new Agriculture courses they have added. He added that construction of the renovation/expansion of the old Post Office facility (Hass-Darr Hall) will begin in January 2017 with a January 2018 completion. Dr. Dennis Lancaster, Dean of Academic Affairs, gave a brief summary of the West Plains Campus's Long-Range Plan process which included a visioning process, a review and revision of their mission, and a SWOT (Strengths, Weaknesses, Opportunities, and Threats) Analysis. The final plan will be presented at the October 2016 Board meeting.

7. **Principles Impacting the Long-Range Plan:**

- a. **Financial and Budgeting Strategies** --- Mr. Steve Foucart, Chief Financial Officer, presented the four key budget design elements identified by the Education Advisory Board along with examples of how we have implemented them in the MSU budget/revenue allocation process:

- i. Institutional goals should determine how the budget model allocates revenue in order to incentivize academic units in order to influence growth in revenue sources. Two examples of these elements include: academic units sharing in the growth of summer school revenue and program specific enrollment fees such as those that have been established for programs in the College of Arts and Letters, College of Business upper-level and graduate-level courses, and the College of Health and Human Services graduate-level courses.
- ii. Keep cost allocation simple, there is little benefit from metering most university services. MSU centrally budgets and controls university services and only charges out to cost centers external party direct costs. We are spending about \$11 million less on "non-core mission" areas of academic support, student services, and institutional support based upon the average of the Coalition of Urban and Metropolitan Universities peer group.
- iii. Incorporate performance targets and institutional goals into the budget. MSU's key institutional priority goals is faculty/staff compensation. From January 1, 2012, through the July 1, 2015, raise, across-the-board raises total 8.5%. The corresponding five-year CPI totals 8.5%.
- iv. Build and maintain a central strategic reserve fund. The FY2016 budget has a \$700,000 ongoing strategic reserve that can be used for ongoing funding for strategic initiatives.

- b. **Higher Learning Commission Findings** --- Dr. Jahnke reminded everyone that we received full accreditation from the HLC (Higher Learning Commission) for another 10 years. The final accreditation report listed several areas where we are doing well. HLC recommendations included: a) revise the presentation of MSU's fee structure; b) overall assessment was noted as a strength but areas of improvement included a clearly articulated assessment plan with annual goals/prioritized from the provost's office; more attention to assessment of all course delivery methods to ensure quality of educational



processes; and simplifying general education assessment; c) continue to emphasize diversity initiatives; d) continue to track graduates; e) implement and publish timelines for expected responses to student complaints (*already been done*); and f) Registrar and Provost Office must work together to identify potential issues with credit awarded for short-term classes.

- c. **Visioning Document Assumptions** --- President Smart reported that the five major assumptions that the Visioning Task Force operated with last year included: a) the rate of change will continue to accelerate; b) there will be changes in demographics; c) competition will intensify; d) cost will matter to Missouri State students; and e) state appropriations will remain unpredictable. He remarked that these assumptions are all still in place, as well as the six guiding principles remaining true: a) student success is priority one; b) continuous improvement toward excellence is the goal; c) attracting and retaining talented employees is paramount; d) the statewide mission in public affairs remains important; e) organization agility is vital; and f) partnerships and allies will be key.

Dr. Hofherr recessed the meeting at 4:20 p.m., and reconvened the meeting on April 1, 2016, at 9:00 a.m.

- 8. **Discussion on Long-Range Plan** --- Dr. Gloria Galanes, Chair of the Long-Range Plan Steering Committee, first presented the vision, strategic priorities, university goals, and pertinent key performance indicators, for the two key areas not yet presented to the Board – Diversity and Inclusion, and Infrastructure. She next reviewed the substantive changes to those areas already reviewed by the Board. Dr. Galanes also reviewed the remaining timeline which includes two more Town Hall meetings, a status report at the May 12, 2016, Programs & Planning Committee meeting, and Board action at the June 10, 2016, Board meeting. After a short discussion, it was recommended that a paragraph addressing the “communication” of the plan needed to be added in the Introduction.

Mr. Paul Kincaid, Kincaid Communications, LLC, next contrasted the old approach to establishing long-range-plans to the new approach. The old approach was the plan being based on a moment in time, goals would be established for a set number of years, and all attention would be on accomplishing those goals. The new approach begins with setting strategic directions; creating annual work plans to implement; and assessing, adjusting and acting on the next-year’s work plan. This provides an opportunity to update assumption, adjust specific tasks and timelines, and results in a dynamic plan based on strategic priorities. MSU’s long-range plan builds on last year’s vision report, sets strategic direction for the next five years, and is implemented through a series of one-year plans. Each unit will be involved in providing specific goals, plans, and measurements. Dr. Jim Baker, Vice President for Research and Economic Development and International Programs, next presented examples of implementing the plan, with tactics, outcomes, pertinent KPIs, and responsible persons/units in reaching a couple of university goals from the Globalization narrative of the plan. Using the Infrastructure area of the plan, a short discussion was held showing the importance of the Safety, Facilities, and Technology strategic priorities and reaching the corresponding goals.

9. **Board of Governors' Procedural Matters** --- The following items were discussed:
- a. Directors Desk --- Mr. McAlear first reported that our contract for 35 licenses for use of the Directors Desk board portal expires on May 31, 2016. He asked the Board if anyone had any concerns with renewing for another two years. With no concerns being offered, he indicated that they would renew 35 licenses for another two years – through May 31, 2018.
  - b. Presidential assessment --- Mr. McAlear commented that since everyone seemed to like the present presidential assessment tool, he will update the survey to include the 2015-2016 annual goals for this year's assessment. He next proposed using a similar timeline to last year: 1) have President Smart present his self-assessment at the June 10, 2016, Board meeting; 2) the Board members will complete the online assessment tool by July 11; 3) the assessment results will be included as a closed meeting item within the Directors Desk agenda for the July 28, 2016, Board meeting; and 4) the entire Board will visit with President Smart regarding the results at the July 28 meeting.
  - c. Discussion topics for future Board meetings --- President Smart first commented that we will discuss online education at the May, 2016, Board meeting. The June meeting in West Plains will include the final presentation of the next long-range plan and his self-assessment report in the closed session. After a short discussion regarding future topics for next year, two topics were brought up as possibilities – deferred maintenance and scholarships. President Smart commented that the administration would select several additional possibilities from the long-range plan and present these for discussion at the July 28, 2016, Board meeting.
10. **Closed Meeting** --- It was determined that the Board of Governors needed to meet in a closed session to consider items of business provided in the Revised Statutes of Missouri. Dr. Hofherr asked if a resolution authorizing a closed meeting of the Board was prepared. Thereupon, the following resolution was presented for consideration:

BE IT RESOLVED by the Board of Governors for Missouri State University that a closed meeting, with closed records and closed vote, be held immediately following this March 31-April 1, 2016, meeting of the Board of Governors to consider items of business pursuant to:

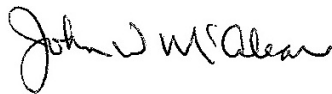
- a. R.S.Mo. 610.021(1). "Legal actions, causes of action, or litigation involving a public governmental body..."
- b. R.S.Mo. 610.021(3). "Hiring, firing, disciplining or promoting of particular employees by a public governmental body..."
- c. R.S.Mo. 610.021(13). "Individually identifiable personnel records, performance ratings or records pertaining to employees or applicants for employment..."

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

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

Dr. Hofherr declared the resolution passed unanimously.

11. **Date of Next Meeting** --- The date of the next regularly scheduled meeting was set for Thursday, May 12, 2016, at 1:00 p.m. on the Springfield Campus.
12. **Adjournment**--- Dr. Hofherr adjourned the meeting at 12:20 p.m. on the motion of Mr. Hoven, the second of Ms. Fry, and the unanimous vote of the Board.



John W. McAlear  
Secretary

III.A.

**RECOMMENDED ACTION – Approval of First Amendments to Athletics Employment Agreements for Athletic Coaches (Assistant Coaches for Football)**

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

**WHEREAS**, the University currently employs Peter Badovinac, Kenji Jackson, Christian Morton, Munir Prince, and Marcus Yokeley as Assistant Coaches for the University’s intercollegiate football team (collectively, “Assistant Football Coaches”);

**WHEREAS**, in December of 2014, the University agreed to increase the salaries for all Assistant Football Coaches during Head Football Coach Dave Steckel’s second year of employment, in order to bring said salaries up to the average salary for an assistant football coach within the Missouri Valley Football Conference;

**WHEREAS**, the University desires to increase the annual salaries of the Assistant Football Coaches to the average salary for an assistant football coach within the Missouri Valley Football Conference, effective February 1, 2016; and

**WHEREAS**, the First Amendments to the Athletics Employment Agreements for Messrs. Badovinac, Jackson, Morton, Prince, and Yokeley, respectively, are attached hereto and incorporated by reference as Exhibits A-E.

**NOW, BE IT RESOLVED** that the Board of Governors of Missouri State University approves and authorizes the President to execute the attached FY2016/2017 Employment Agreements for Football Assistant Coaches.

**VOTE:        AYE** \_\_\_\_\_

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

**Comments:**

Effective February 1, 2016:

- The annual salary for Peter Badovinac will be increased from \$40,720 to \$50,000;
- The annual salary for Kenji Jackson will be increased from \$40,720 to \$50,000;
- The annual salary for Christian Morton will be increased from \$55,990 to \$59,966;
- The annual salary for Munir Prince will be increased from \$43,720 to \$50,000; and
- The annual salary for Marcus Yokeley will be increased from \$86,530 to \$90,506.

**FIRST AMENDMENT TO  
ATHLETICS EMPLOYMENT AGREEMENT –  
ASSISTANT COACH**

This First Amendment to Athletic Employment Agreement – Assistant Coach (“First Amendment”) is entered into by and between the Board of Governors of Missouri State University, a Missouri state institution of higher education (“University”), and Peter D. Badovinac (“Coach”) as of date of the last signature indicated below, but effective as of February 1, 2016 (“Effective Date”).

**WHEREAS**, Coach is currently employed by University as an Assistant Coach for the University’s intercollegiate football team, under an Athletics Employment Agreement (“Agreement”) which runs from February 1, 2016 through January 31, 2017; and

**WHEREAS**, University desires to amend the Agreement in order to increase Coach’s annual compensation so as to bring it up to the average of salaries paid to assistant football coaches within the Missouri Valley Football Conference.

**NOW, THEREFORE**, for good and valuable consideration, the sufficiency of which is hereby acknowledged, the parties agree to amend the agreement as follows:


1. Effective February 1, 2016, Coach shall be compensated at the rate of \$50,000 annually.
2. Except as expressly indicated in this First Amendment, all other terms and conditions of the Agreement are hereby ratified and shall continue in full force and effect.

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

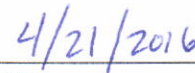
**Board of Governors of  
Missouri State University**

**COACH**

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

  
\_\_\_\_\_  
Peter D. Badovinac  
Assistant Football Coach

\_\_\_\_\_  
Date

  
\_\_\_\_\_  
Date

**FIRST AMENDMENT TO  
ATHLETICS EMPLOYMENT AGREEMENT –  
ASSISTANT COACH**

This First Amendment to Athletic Employment Agreement – Assistant Coach (“First Amendment”) is entered into by and between the Board of Governors of Missouri State University, a Missouri state institution of higher education (“University”), and Kenji L. Jackson (“Coach”) as of date of the last signature indicated below, but effective as of February 1, 2016 (“Effective Date”).

**WHEREAS**, Coach is currently employed by University as an Assistant Coach for the University’s intercollegiate football team, under an Athletics Employment Agreement (“Agreement”) which runs from February 1, 2016 through January 31, 2017; and

**WHEREAS**, University desires to amend the Agreement in order to increase Coach’s annual compensation so as to bring it up to the average of salaries paid to assistant football coaches within the Missouri Valley Football Conference.

**NOW, THEREFORE**, for good and valuable consideration, the sufficiency of which is hereby acknowledged, the parties agree to amend the agreement as follows:

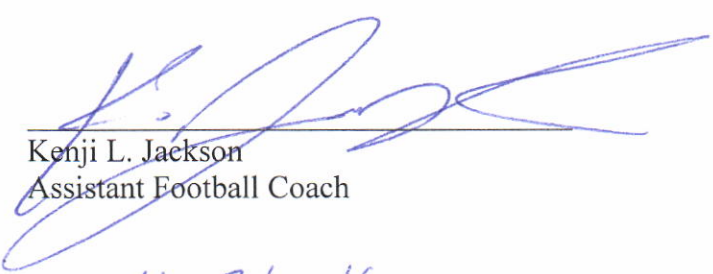
1. Effective February 1, 2016, Coach shall be compensated at the rate of \$50,000 annually.
2. Except as expressly indicated in this First Amendment, all other terms and conditions of the Agreement are hereby ratified and shall continue in full force and effect.

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

**Board of Governors of  
Missouri State University**

**COACH**

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

  
\_\_\_\_\_  
Kenji L. Jackson  
Assistant Football Coach

\_\_\_\_\_  
Date

4-21-16  
\_\_\_\_\_  
Date

**FIRST AMENDMENT TO  
ATHLETICS EMPLOYMENT AGREEMENT –  
ASSISTANT COACH**

This First Amendment to Athletic Employment Agreement – Assistant Coach (“First Amendment”) is entered into by and between the Board of Governors of Missouri State University, a Missouri state institution of higher education (“University”), and Christian M. Morton (“Coach”) as of date of the last signature indicated below, but effective as of February 1, 2016 (“Effective Date”).

**WHEREAS**, Coach is currently employed by University as an Assistant Coach for the University’s intercollegiate football team, under an Athletics Employment Agreement (“Agreement”) which runs from February 1, 2016 through January 31, 2017; and

**WHEREAS**, University desires to amend the Agreement in order to increase Coach’s annual compensation so as to bring it up to the average of salaries paid to assistant football coaches within the Missouri Valley Football Conference.

**NOW, THEREFORE**, for good and valuable consideration, the sufficiency of which is hereby acknowledged, the parties agree to amend the agreement as follows:


1. Effective February 1, 2016, Coach shall be compensated at the rate of \$59,966 annually.
2. Except as expressly indicated in this First Amendment, all other terms and conditions of the Agreement are hereby ratified and shall continue in full force and effect.

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

**Board of Governors of  
Missouri State University**

**COACH**

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

  
\_\_\_\_\_  
Christian M. Morton  
Assistant Football Coach

\_\_\_\_\_  
Date

4/21/16  
\_\_\_\_\_  
Date

**FIRST AMENDMENT TO  
ATHLETICS EMPLOYMENT AGREEMENT –  
ASSISTANT COACH**

This First Amendment to Athletic Employment Agreement – Assistant Coach (“First Amendment”) is entered into by and between the Board of Governors of Missouri State University, a Missouri state institution of higher education (“University”), and Munir A. Prince (“Coach”) as of date of the last signature indicated below, but effective as of February 1, 2016 (“Effective Date”).

**WHEREAS**, Coach is currently employed by University as an Assistant Coach for the University’s intercollegiate football team, under an Athletics Employment Agreement (“Agreement”) which runs from February 1, 2016 through January 31, 2017; and

**WHEREAS**, University desires to amend the Agreement in order to increase Coach’s annual compensation so as to bring it up to the average of salaries paid to assistant football coaches within the Missouri Valley Football Conference.

**NOW, THEREFORE**, for good and valuable consideration, the sufficiency of which is hereby acknowledged, the parties agree to amend the agreement as follows:

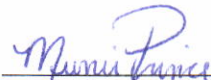
1. Effective February 1, 2016, Coach shall be compensated at the rate of \$50,000 annually.
2. Except as expressly indicated in this First Amendment, all other terms and conditions of the Agreement are hereby ratified and shall continue in full force and effect.

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

**Board of Governors of  
Missouri State University**

**COACH**

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

  
\_\_\_\_\_  
Munir A. Prince  
Assistant Football Coach

\_\_\_\_\_  
Date

4-21-2016  
\_\_\_\_\_  
Date



**FIRST AMENDMENT TO  
ATHLETICS EMPLOYMENT AGREEMENT –  
ASSISTANT COACH**

This First Amendment to Athletic Employment Agreement – Assistant Coach (“First Amendment”) is entered into by and between the Board of Governors of Missouri State University, a Missouri state institution of higher education (“University”), and Marcus A. Yokeley (“Coach”) as of date of the last signature indicated below, but effective as of February 1, 2016 (“Effective Date”).

**WHEREAS**, Coach is currently employed by University as an Assistant Coach for the University’s intercollegiate football team, under an Athletics Employment Agreement (“Agreement”) which runs from February 1, 2016 through January 31, 2017; and

**WHEREAS**, University desires to amend the Agreement in order to increase Coach’s annual compensation so as to bring it up to the average of salaries paid to assistant football coaches within the Missouri Valley Football Conference.

**NOW, THEREFORE**, for good and valuable consideration, the sufficiency of which is hereby acknowledged, the parties agree to amend the agreement as follows:


1. Effective February 1, 2016, Coach shall be compensated at the rate of \$90,506 annually.
2. Except as expressly indicated in this First Amendment, all other terms and conditions of the Agreement are hereby ratified and shall continue in full force and effect.

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

**Board of Governors of  
Missouri State University**

**COACH**

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

  
\_\_\_\_\_  
Marcus A. Yokeley  
Assistant Football Coach

\_\_\_\_\_  
Date

4/21/16  
\_\_\_\_\_  
Date

III.B.1.

**RECOMMENDED ACTION** - Approval of Activity Report.

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

**BE IT RESOLVED** by the Board of Governors for Missouri State University that the attached Activity Report dated May 12, 2016, as presented by Business and Support Services, be accepted and approved.

**VOTE:**      **AYE** \_\_\_\_\_

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

**COMMENTS:**

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

It is recommended that the attached report be approved.

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

**May 12, 2016**

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

**Sidewalk Repair  
Pennsylvania House**

**Project Budget  
\$2,278.91**

A notice to proceed was issued to Feller Construction, Inc. in the amount of \$2,278.91. This project was issued under the FY16 Job Order Contract Services agreement. This project consists of expenses for removing the degraded sidewalk from the front door to the city sidewalk at the Pennsylvania House and pouring new concrete to create a new sidewalk in its place. The project budget has been established as follows:

<b>Project Budget</b>	
Consulting Fees	\$ 0.00
Construction Contracts	\$ 2,278.91
Project Administration	0.00
Construction Contingency	0.00
Furniture, Fixtures, & Equipment	0.00
Telecommunications	0.00
Relocation Costs	0.00
<b>Total Project Budget</b>	<b>\$ 2,278.91</b>

This project is being funded through the West Plains Campus Maintenance and Repair Budget.

III.B.2.

Approval of Actions Concerning Academic Employees.

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

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

**RANKED FACULTY APPOINTMENT:**

<u>Name</u>	<u>Position/Department</u>	<u>Salary</u>	<u>Effective</u>
Tresa Ryan	Instructor/Prog. Dir. of Health Information Technology West Plains Campus	\$48,500	8/1/2016 6/30/2017

**NON RANKED FACULTY APPOINTMENTS:**

Carla Neff	Lecturer of Health Information Technology West Plains Campus	\$40,000	8/15/2016 5/26/2017
Tera Smith	Lecturer of Computer Graphics and Programming West Plains Campus	\$30,300	8/15/2016 5/26/2017

**FACULTY REAPPOINTMENTS:**

*Non-tenured Faculty, effective August 15, 2016 through May 26, 2017*

<u>Name</u>	<u>Rank</u>	<u>Effective</u>
Ana Estrella-Riollano	Instructor	8/15/2016 5/26/2017
Mina Higgins	Instructor	8/15/2016 5/26/2017
Lindsay Hill	Instructor	8/15/2016 5/26/2017
Seongchun (Michelle) Kwon	Assistant Professor	8/15/2016 5/26/2017
Jason McCollom	Assistant Professor	8/15/2016 5/26/2017
Alex Pinnon	Lecturer	8/15/2016 5/26/2017
Dasha Russell	Instructor	8/15/2016 5/26/2017
Brenda Smith	Instructor	8/15/2016 5/26/2017
Lisa Wade	Instructor	8/15/2016

Academic Personnel Board Actions, cont'd.  
Page 2

***Non-tenured Faculty, effective July 1, 2016 through June 30, 2017***

<u>Name</u>	<u>Rank</u>	<u>Effective</u>
Aimee Green	Lecturer	7/1/2016 6/30/2017

**REAPPOINTMENT AND PROMOTION:**

<u>Name</u>	<u>Rank</u>	<u>Effective</u>
Jacob Poulette	From: Instructor To: Assistant Professor	8/15/2016 5/26/2017

**REAPPOINTMENT AND TENURE RECOMMENDED:**

<u>Name</u>	<u>Rank</u>	<u>Effective</u>
Carla Huddleston	Instructor	8/15/2016 5/26/2017
Rajiv Thakur	Assistant Professor	8/15/2016 5/26/2017
Linda Wulff-Risner	Assistant Professor	8/15/2016 5/26/2017

**PROMOTION:**

***(Change of Academic Rank effective August 15, 2016)***

<u>Name</u>	<u>Rank</u>	<u>Effective</u>
Phillip Howerton	From: Assoc. Professor To: Professor	7/1/2016 6/30/2017
Gary Phillips	From: Assoc. Professor To: Professor	7/1/2016 6/30/2017

**UNRANKED FACULTY APPOINTMENTS:**

<u>Name</u>	<u>Department</u>	<u>Salary</u>	<u>Effective</u>
Alex D. Pinnon	Lecturer/ Director of the William and Virginia Darr Honors Program	\$4,180 semester*	8/22/2016 5/19/2017

\* *Supplemental payment for Director of the William and Virginia Darr Honors Program*

**NON-ACADEMIC APPOINTMENT:**

<u>Name</u>	<u>Position/Department</u>	<u>Salary</u>	<u>Effective</u>
Amy Ackerson	Director of Nursing/Administrative Duties / Div. Chair duties	\$20,750 annually	6-1-2016 5-31-2017

\* *Supplemental payment*

**(See Addendum A for Supplemental Payments for the spring 2016 semester)**

**(See Addendum B for Per Course Faculty for the spring 2016 semester)**

**VOTE:      AYE \_\_\_\_\_**

NAY \_\_\_\_\_

Academic Personnel Board Actions, cont'd.  
Page 3

**ADDENDUM A**

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

<u>Name</u>	<u>Department</u>	<u>Salary</u>
Kerri Jones	IDS	\$475
Mary Kellum	IDS	\$700
Chad Van Riessen	KIN	\$643.20

**ADDENDUM B**

**The following have been appointed as Per Course Faculty for the spring 2016 semester:**

<u>Name</u>	<u>Department</u>	<u>Salary</u>
Josefina Adriance	Course Development of VIN 108	1,500
Moria Seiber	IDS	\$630

**COMMENTS:**

Carla Neff

Certified Ambulance Coder  
Certified in Healthcare Compliance  
B.S. in General Business from Missouri State University

1989 – 1994      Owner/Operator of TransCare Ambulance Service  
1995 – 2000      Caseworker/Manager Area Agency on Aging  
2000 – 2015      Corporate Compliance Officer @ Air Evac EMS, Inc.

.....  
Tresa Ryan

Medical Transcription diploma from Phillips Junior College  
B.S. from University of Phoenix  
M.B.A. from University of Phoenix

1991 – 1995      Medical Transcriptionist, Citizens Memorial Healthcare  
1995 – 2001      Rural Health Clinic Manager, Humansville Family Care Center  
2001 – 2002      Rural Health Clinic Manager, Hermitage Family Medical Center  
2001 – 2002      Medical Transcriptionist, Citizens Memorial Healthcare  
2002 – 2007      Clinic Manager, Dr. Thomas J. Legg  
2007 – 2011      Clinic Manager, Family Medical Care Center  
2008 – 2008      Adjunct Faculty, Everest College  
2009 – 2015      Adjunct Faculty, Bryan University  
2012 – 2014      Business Office Specialist, Jordan Valley Community Health Center  
2015 – 2016      Lecturer, Health Information Technology – Missouri State University-West Plains

.....  
Tera Smith

AAS in Computer Graphics and Programming from Missouri State University-West Plains  
AAS in Computer Technology from Missouri State University-West Plains  
AA in General Studies from Missouri State University-West Plains  
B.S. in Technology from University of Central Missouri

5/2010 – 8/2010    Data Entry, Missouri State University-West Plains  
1/2012 – 5/2012    Technical Artist - Internship, Missouri State University-West Plains  
1/2012 – 5/2014    Event Coord. Oz-Con - Internship, Missouri State University-West Plains  
8/2015 - 5/2016    Lecturer of Computer Graphics and Programming-West Plains



III.B.3.

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

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

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

**APPOINTMENT:**

<u>Name</u>	<u>Position-Department</u>	<u>Grade</u>	<u>Salary</u>	<u>Effective</u>
Bruce A. Cavitt	Academic Specialist WP TRiO S.S.S.	41	\$26,886 Annually	04/18/2016
Geoffrey T. Ping	Coordinator of Financial Aid WP Financial Aid	44	\$52,000 Annually	04/25/2016
Jared L. Cates	Coordinator Student Life & Dev. WP Student Life & Development	43	\$40,000 Annually	04/18/2016

**CHANGE OF STATUS:**

<u>Name</u>	<u>Position-Department</u>	<u>Action</u>	<u>Effective</u>
Jared L. Cates	Career Development Center Coordinator WP Career Development Center From: Career Development Center Coordinator Annual Salary: \$34,000 To: Career Development Ctr. Crd./ Interim Coord. Student Life & Dev. Annual Salary: \$34,000 + \$900 / month supplemental pay	Status Change	03/14/2016
Chad M. Van Riessen	Assistant Coach, WP Men's Athletics WP Men's Athletics From: Assistant Coach, WP Men's Athletics Annual Salary: \$34,700 To: Interim Head Coach, WP Men's Basketball Annual Salary: \$34,700 + \$1,300 / month supplemental pay	Status Change	04/07/2016

**RESIGNATION:**

<u>Name</u>	<u>Position-Department</u>	<u>Effective</u>
William Y. Walker	Head Coach, WP Men's Athletics WP Men's Athletics	04/30/2016

**RETIREMENT:**

<u>Name</u>	<u>Position-Department</u>	<u>Effective</u>
Donna J. Bassham	Financial Aid Coordinator, WP WP Financial Aid	05/01/2016

**VOTE:**     **AYE** \_\_\_\_\_

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

III.B.4.

**RECOMMENDED ACTION** – Approval of Fiscal Year 2017 Salary and Benefits Overview for Missouri State University-West Plains Coaches.

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

**BE IT RESOLVED** by the Board of Governors for Missouri State University that the attached FY17 Overview of Salaries and Benefits for Missouri State-West Plains Coaches is hereby approved.

**VOTE:**      **AYE** \_\_\_\_\_

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

**Comments:**

Salary and benefits for Head Coach Paula Wiedemann and Assistant Coaches Chad Van Riessen and Briana Walsh are presented in the attached overview.

# **OVERVIEW OF FY17 SALARIES AND BENEFITS**

## **Missouri State University-West Plains Coaches**

*Submitted for approval at the Board of Governors meeting on May 12, 2016*

**Name/Position: Chad M. Van Riessen, Assistant Basketball Coach**

FY17 Salary: \$34,700.00 annually for the contract period of July 1, 2016 – June 30, 2017

Achievement: Post-season incentive package not to exceed a total of \$3,750. Incentive package begins with the team's finish in the NJCAA Region 16 regular season (\$250 for first or second place) and ends with the NJCAA National Championship.

Other/Comments:

- Entitled to two tickets to Grizzly Athletics events
- One year contract
- \$5,000 early cancellation clause

**Name/Position: Paula M. Wiedemann, Head Volleyball Coach**

FY17 Salary: \$53,234.00 annually for the contract period of July 1, 2016 – June 30, 2018

Achievement: Post-season incentive package not to exceed a total of \$7,500. Incentive package begins with the team's finish in the NJCAA Region 16 regular season (\$500 for first or second place) and ends with the NJCAA National Championship.

Other/Comments:

- Right to conduct volleyball camps and USVBA Junior Olympics Program for personal benefit
- Permission to contract independently with and receive compensation directly from a radio station approved by the University for purposes of participating in a "Coach's Show"
- Entitled to two tickets to Grizzly Athletics events
- Two year contract
- \$10,000 early cancellation clause

**Name/Position: Briana Walsh, Assistant Volleyball Coach**

FY17 Salary: \$34,186.00 annually for the contract period of July 1, 2016 – June 30, 2017

Achievement: Post-season incentive package not to exceed a total of \$3,750. Incentive package begins with the team's finish in the NJCAA Region 16 regular season (\$250 for first or second place) and ends with the NJCAA National Championship.

Other/Comments:

- Entitled to two tickets to Grizzly Athletics events
- One year contract
- \$5,000 early cancellation clause.

III.B.5.

**RECOMMENDED ACTION** – Approval of Expenditures to Implement Student-Approved Capital Projects.

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

**WHEREAS**, the Capital Projects Committee has reviewed and approved the Capital Projects for a vote by the student body; and

**WHEREAS**, the Chancellor has endorsed these projects for inclusion on the student ballot; and

**WHEREAS**, the student body has voted to expend Capital Project funds (\$7,000) to provide a sidewalk path from Lybyer Technology Center creating a more convenient and accessible pathway to Gohn Hall on the Missouri State-West Plains campus, and

**WHEREAS**, the student body has voted to use (\$2,500) of Capital Project funds for disability accessible picnic tables, and

**WHEREAS**, the student body has voted to use (\$5,500) of Capital Project funds for updated student seating and common area furniture for Putnam Student Center, and

**WHEREAS**, the student body has voted to use (\$3,600) of Capital Project funds to provide edible landscape, eight fruit trees, and

**WHEREAS**, the student body has voted to expend Capital Project funds (\$5,000) for Campus Beautification on Missouri State-West Plains campus; and

**WHEREAS**, funds exist in the Capital Projects Account to implement the projects approved by the students;

**BE IT RESOLVED** by the Board of Governors for the Missouri State University that an expenditure of Capital Funds, not to exceed the levels listed, is authorized to implement the project as voted on by the students.

**VOTE:**        **AYE** \_\_\_\_\_

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

## **COMMENTS:**

**Sidewalk from Lybyer to Gohn Hall:** The only current access to Gohn Hall is through two very active parking lots with an incline that has no access from one area to the other. Students with accessibility challenges are required to travel to the street and then over to find an accessible route. Students often will cut through the parking lot and then through the grass. This sidewalk would provide a direct path from Lybyer to Gohn Hall removing the inconvenience students experience currently. This project would cost approximately \$7,000.

**Picnic Tables:** This capital project is to provide additional outdoor seating for the use of the campus community that will accommodate for a wheelchair. The anticipated cost of this project is approximately \$2,500.

**Student Seating for Putnam Student Center:** This capital project will replace the furniture in Putnam Student Center to provide a cleaner and more inviting atmosphere for the students. The estimated pricing is anticipated to provide chairs, couch, bar stools, side tables and a TV stand. This project is expected to cost \$5,500.

**Edible Landscape:** This capital project provides the planting of eight fruit trees, four pear and four apple trees in the open area next to the greenhouse. The anticipated cost of this project is \$3,600.

**Campus Beautification:** \$5,000 of capital projects fund to be used for Campus Beautification. The funds will be used to purchase plants, mulch, benches, or equipment to maintain the campus grounds.

III.B.6.

**RECOMMENDED ACTION** - Approval of revised Memorandum of Understanding and Approval to Enter into an Agreement with West Plains High School.

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

**BE IT RESOLVED** by the Board of Governors for Missouri State University that the University be authorized to enter into a cooperative agreement, effective immediately, with West Plains High School for the purpose of revising a Memorandum of Understanding concerning the joint offering of an Early Degree Program.

**BE IT FURTHER RESOLVED** that the attached Memorandum of Understanding be approved; and

**BE IT FURTHER RESOLVED** that the Chancellor of the West Plains campus be authorized to sign the Memorandum of Understanding, incorporated herein by reference, and perform those acts necessary to carry out and perform the terms of the agreement.

**VOTE:**    **AYE** \_\_\_\_\_

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

**COMMENTS:**

The Early Degree Program allows eligible juniors and seniors to simultaneously fulfill West Plains High School and Missouri State University-West Plains degree graduation requirements. The goal of this program is to provide a unique educational opportunity for academically meritorious high school students. Participating students attend classes at Missouri-State West Plains on Monday through Thursday and attend high school classes on Fridays. The original agreement was approved at the May 2009 Board of Governors meeting, and this program has been operating successfully for six years.

Four changes were made to this new agreement. The first was student dismissal from the program. Upon the recommendation of legal counsel, the final decision to dismiss students from the program will be that of MSU-WP. The second was minor changes to the eligibility criteria. This including raising the ACT composite score from a 20 to a 21 and raising the ACT reading sub-score from 18-19. The third change was to restrict students from bringing hours into the program from other institutions. This was due to the growth in dual credit options from outside entities. The fourth was in regards to the general fee statement.

It is recommended that this resolution be approved.

## MEMORANDUM OF UNDERSTANDING Early Degree Program (EDP)

The Board of Governors of Missouri State University (hereinafter referred to as “MSU-WP”) and the West Plains High School (hereinafter referred to as “School District”) agree to the terms of this Memorandum of Understanding (hereinafter referred to as “MOU”).

The term of this Agreement shall begin on the date last below written and continue for a one (1) year term. Unilaterally, with or without cause, MSU-WP or high school may terminate this Agreement by giving at least thirty (30) days written notice to the other Party’s undersigned representative, and the Agreement shall be of no further force or effect except as outlined in this paragraph. The termination of this Agreement shall not impact the Parties’ obligations with regard to student enrolled in the Program at the time of termination.

WHEREAS MSU-WP and the School District have agreed to the following particulars of a Full-Time dual enrollment Associate of Arts in General Studies degree program for eligible juniors and seniors that will simultaneously fulfill School District and MSU-WP graduation requirements; and

WHEREAS the goal of this collaboration is to provide educational opportunities for deserving and meritorious students at least 16 years of age at the start of coursework for this program; and

WHEREAS MSU-WP and the School District would share the responsibility for the administration of this program.

Whereas, MSU-WP has the sole discretion to select the courses and degree requirements for the Associate of Arts in General Studies (“AA”). MSU-WP shall also maintain sole control of the curriculum and faculty selection for the AA program.

School District shall have sole control of all high school requirements.

NOW THEREFORE, MSU-WP and School District agree to the following:

A. In addition to being accepted for admission to and maintaining active enrollment at School District and MSU-WP, students must satisfy the following requirements to be eligible to participate in the EDP:

1. 3.25 cumulative GPA on a 4.0 scale at the end of the third semester of high school, and
2. 95% attendance rate while in high school, and
3. Age 16 by the first day of MSU-WP classes, and
4. ACT\* composite score of 21 or above, and



5. The following ACT subject area test requirements:
  - a. READING: Reading ACT\* score of 19 or higher or a COMPASS\*\* test reading score of 81 or above
  - b. ENGLISH: An English ACT\* score of 21 or higher and, placement as determined by MSU-WP
  - c. MATHEMATICS: In order to take MTH 135, a Math ACT\* score of 22 or appropriate placement on an approved placement exam.
  - d. All prospective EDP students must meet the same requirements for placement into individual courses, (e.g., English or mathematics) as those required of on-campus students.

\*The ACT may be taken at MSU-WP or scores from the national ACT exam may be used.

B. The EDP CURRICULUM shall be solely controlled by MSU-WP. The current curriculum is outlined below in three options. Participating students must complete the coursework at MSU-WP in one of the below options to successfully complete the program and receive an MSU-WP Associate of Arts in General Studies degree:

**Option 1. Non-Math, Engineering, Technology and Science (METS) Course Outline**

**Year One (32 Credit Hours)**

- IDS 110\*
- ENG 110\*
- CIS 101\*
- MTH 135\*
- HST 121 or 122
- COM 115
- Natural World Life Science Course BIO 101 & 111 (lab) (or BMS 110 or BIO 121 if needed for a specific 4-yr degree)
- PLS 101
- Public Affairs/Human Culture Course \*\*\*
- Additional Electives (totaling at least 5 MSU-WP credit hours)

\*These courses should be taken during the first semester – along with at least 2 additional courses from this list.

**Year Two (31 Credit Hours)**

- ENG 210
- HST 103 or 104 or other 3 credit hour Humanity course
- MTH 130 (or MTH 181 if needed for a specific 4-yr degree)
- Natural World Physical Science Course (CHM 116 & 117 or 160, PHY 100, PHY 102 or 123, GRY 142, GLG 110)
- PSY 121
- KIN 100 (no longer required for AA GS but may take as elective. May fulfill School District health requirement)

IDS 297\*\* (or other courses designated as a Capstone Course)  
Social & Behavioral Science Course (Consult your high school counselor for appropriate course)  
Public Affairs/Human Culture Course \*\*\*  
Public Affairs/Human Culture Course \*\*\*  
Electives (enough to bring total credit hours at MSU-WP to 63)  
\*\*These courses will be taken during the last (4<sup>th</sup>) semester  
\*\*\* (Choose 1 course from each of these areas: Cultural Competence, Public Issues, and The Arts)

## **Option 2. Math, Engineering, Technology, and Science (METS) Course Outline**

### **Year One (32 Credit Hours)**

IDS 110\*  
ENG 110\*  
CIS 101\*  
HST 121 or 122  
COM 115  
MTH 135\* (or MTH 181 if ACT subscore > 23)  
Natural World Life or Physical Science Course (BIO 121, CHM 160, or PHY 123)  
PLS 101  
Public Affairs/Human Culture Course \*\*\*  
Additional Electives (totaling at least 5 MSU-WP credit hours)  
\*These courses should be taken during the first semester – along with at least 2 additional courses from this list.

### **Year Two (31 Credit Hours)**

ENG 210  
HST 103 or 104 or other 3 credit hour Humanity course  
MTH 181 (or MTH 261 if MTH 181 previously taken)  
Natural World Life or Physical Science Course (BIO 121, CHM 160, or PHY 123)  
PSY 121  
KIN 100 (no longer required for AA GS but may take as elective. May fulfill School District health requirement)  
IDS 297\*\* (or other courses designated as a Capstone Course)  
Social & Behavioral Science Course (Consult your high school counselor for appropriate course)  
Public Affairs/Human Culture Course \*\*\*  
Public Affairs/Human Culture Course \*\*\*  
Electives (enough to bring total credit hours at MSU-WP to 63)  
\*\*These courses will be taken during the last (4<sup>th</sup>) semester  
\*\*\* (Choose 1 course from each of these areas: Cultural Competence, Public Issues, and The Arts)

## **Option 3. Elementary Education Course Outline**

**(Note: This program undergoes frequent revision on the MSU-Springfield campus and thus changes may occur.)**

**Year One (33 Credit Hours)**

IDS 110\*

ENG 110\*

CIS 101\*

MTH 130\*

HST 121 or 122

COM 115

MTH 220

BIO 100

PLS 101

GRY 100

Social & Behavioral Science Course (Consult your high school counselor for appropriate course)

\*These courses should be taken during the first semester – along with at least 2 additional courses from this list.

**Year Two (30 Credit Hours)**

ENG 210

HST 103 or 104 or other 3 credit hour Humanity course

PHY 101

PSY 121

KIN 100 (no longer required for AA GS but may take as elective. May fulfill School District health requirement)

EDU 297\*\* (Capstone Course)

ART 200

Public Issues Course

Electives (enough to bring total credit hours at MSU-WP to 63) (EDU 150, MTH 260, GRY 142 or GLG 110 or GRY 240)

(Note: School Districts may have different requirements for students earning high school credit. Please consult your high school counselor for appropriate courses to select.)

Because Missouri State University-West Plains is accredited by the Higher Learning Commission and is a member of the North Central Association, a regionally accrediting association approved by the Council on Postsecondary Accreditation, credit earned for at Missouri State University-West Plains will generally be transferable to other regionally accredited colleges and universities. Ultimately, the final decision on transferability of credit rests with the receiving institution. It is therefore understood that Missouri State University-West Plains cannot guarantee transfer of credit to another institution.

Missouri State University-West Plains will have no liability in this agreement other than as normally incurred in its daily operation.

B. The scheduling and testing for the program shall be:

MSU-WP coursework shall be primarily offered 4 days per week on the MSU-WP campus, Monday through Thursday, during regular business hours. Students will not be permitted to take an online or hybrid/blended course, unless approved by the requesting student's school district counselor. Additionally, students may take evening block courses with the approval of the student's parents and the student's school district counselor. It is understood that classes will generally be taken between the hours of 8:00 a.m. and 3:20 p.m. to conform to High School scheduling. Both the Garnett Library and the Lybyer Technology Center Open (computer) Lab will be available during regular open hours. Further, all students will be on their campus on Fridays during regularly scheduled times unless attending an MSU-WP class. In the event a student has an MSU-WP class on Friday, the time missed on the School District campus will be made up on other days of the week. Program courses offered by MSU-WP will not generally be available on Fridays. Students shall be expected to be on the MSU-WP campus Monday through Thursday unless they are taking a class or participating in activities at the School District on these days. All courses and activities offered in the School District will be available to program participants as their schedule allows. Students will be responsible for their own transportation. When possible, all high school students will be scheduled together in an IDS 110 section, which may also include MSU-WP students. Testing (such as the ACT and/or COMPASS) for placement only will be administered on the MSU-WP campus. Scores from the national ACT exams will also be accepted.

C. The grading and requirements for remaining in the program shall be:

Grades will be reported through established MSU-WP procedures. Parents wishing to discuss the academic progress of their child will first go to the high school Principal, who then goes to the MSU-WP Dean of Academic Affairs, who then goes to the MSU-WP faculty member. Additionally, each student in the AA Program will have two counselors/advisors, one each from the high school and MSU-WP, who will stay apprised of all matters relating to student academic progress. Students in the program will be considered students of both MSU-WP and the high school. Each student admitted to the program should fill out the Release of Information form in order to allow MSU-WP to provide any information pertaining to the academic progress of a given student to be made available to parents. The form is available in the MSU-WP Registration and Records office or can be downloaded from the website.

It is understood that any information pertaining to the academic progress of a given student will be made available at both institutions, as well as to counselors/advisors. Parents will be asked to sign a form acknowledging acceptance of these procedures, which will also include an acknowledgement that college-level coursework, contains mature content, and that they agree to pay the student's portion of the tuition and fees.

EDP students will be subject to all relevant policies and procedures applicable to Missouri State University-West Plains students. These include policies regarding change of schedule (add/drop), pass/not pass, grading and scholastic action.

If a student wishes to drop a course or withdraw from all courses, a student needs to seek permission from both the high school counselor and their MSU-WP counselor.

If at any point, in the sole judgment of MSU-WP, a student does not demonstrate the continued ability to benefit from the program, his or her continued participation will be cancelled by MSU-WP. Items used to determine this include, but are not limited to, poor or failing grades, poor or inconsistent attendance, or failure to complete coursework assignments on time.

D. The costs for this program will be:

Students participating in the EDP program will receive a \$550 scholarship per academic term from MSU-WP. An additional and matched amount shall also be provided by the high school. This funding applies per each regular academic term (not summer school) for two years (four semesters total for the program.) Further, while summer school is not required, it will be available for participants who will pay all costs associated with summer enrollment. All summer classes passed that match degree requirements will be applied to the degree program. Likewise, any corresponding AP credit earned will also apply to the degree program. Participants are solely responsible for the remaining costs of tuition and fees, books/supplies, and all course related fees. All students participating in this program fall under the University's deferred payment plan and enrollment agreement terms and conditions.

Students who have taken dual enrollment courses from other institutions will be charged a transcription fee for each course of \$120. Students will also be limited to transferring 12 credit hours into the program.

E. Senior Year Early Enrollment (SYEE) Option

High school students who, in their senior year at the high school, need one to three courses in order to complete their requirements to graduate from high school, MAY, if eligible and if all applicable prerequisites have been met, choose to enroll in a limited number of MSU-WP courses selected from the following list of credit courses, each applicable to the Associate of Arts in General Studies degree at MSU-WP:

ENG 110

CIS 101

MTH 130, 135, (or MTH 181 if needed for a specific 4-yr degree)

HST 103, 104, 121 or 122

COM 115

Natural World Life Science Course BIO 101 & 111(lab) (BMS 110 or BIO 121 if needed for a specific 4-yr degree)

KIN 100 (no longer required for AA GS but may take as elective. May fulfill School District health requirement)

PLS 101

PSY 121

Public Affairs or Human Culture Course  
Natural World Physical Science (CHM 116 & 117(lab) or 160, PHY 100, PHY 102 or 123,  
GRY 142, GLG 110)  
HNR 150 (Fall only)

Students in the SYEE option must pay dual enrollment MSU-WP tuition as approved for the academic year in which they enroll. Participants are solely responsible for the remaining costs of tuition and fees, books/supplies, and all course related fees. All students participating in this program fall under the University's deferred payment plan and enrollment agreement terms and conditions.

F. Students in the EDP and SYEE programs will be subject to policies in both the high school Student Handbook and applicable MSU-WP policies, including but not limited to the policies found in the MSU-WP catalog.

#### G. Miscellaneous Provisions

The Parties shall not discriminate against any person on any basis prohibited by applicable law, including but not limited to race, color, national origin, religion, sex, age, veteran status, or disability in the performance of this Agreement.

Neither Party shall assign this Agreement or assign or delegate any of its obligations or rights under this Agreement to any third party without the other Party's prior written consent.

To the extent not covered by sovereign, governmental, or official immunity under federal, state or municipal law or regulation, each party shall be responsible for all liabilities, losses, damages, claims and expenses, including reasonable attorney fees, ("Claims") (incurred by either Party) that arise from its own actions and omissions in connection with this Agreement. This language is not intended to act as a waiver or limitation on either Party's rights and/or defenses with regard to sovereign, governmental, or official immunity under federal, state or municipal law or regulation.

This Agreement shall be governed by and interpreted in accordance with the laws of the State of Missouri. Any dispute under or in connection with this Agreement shall be subject to, and the parties hereby submit to, the exclusive jurisdiction of and the personal jurisdiction within the state and federal courts within Greene County.

THE BOARD OF GOVERNORS OF MISSOURI STATE UNIVERSITY

\_\_\_\_\_  
Drew Bennett  
Chancellor, Missouri State University-West Plains

\_\_\_\_\_  
Superintendent Name  
Superintendent, West Plains High School

\_\_\_\_\_  
Date

III.B.7.

**RECOMMENDED ACTION** - Approval of revised Dual Credit Agreement.

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

**BE IT RESOLVED** by the Board of Governors for Missouri State University that the University be authorized to enter into a cooperative agreement, effective immediately, with local high schools that choose to enter into such agreement.

**BE IT FURTHER RESOLVED** that the attached Memorandum of Understanding be approved;  
and

**BE IT FURTHER RESOLVED** that the Chancellor of the West Plains campus be authorized to sign the Memorandum of Understanding, incorporated herein by reference, and perform those acts necessary to carry out and perform the terms of the agreement.

**VOTE:**    **AYE** \_\_\_\_\_

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

**COMMENTS:** The Dual Credit Agreement allows MSU-WP to offer college credit courses to high school students. These courses not only allow students to get a jump start on their college education but allow them to meet their high school requirements at the same time. This agreement is a revision of an earlier agreement and is required by the National Alliance of Concurrent Enrollment Partnerships for accreditation.

It is recommended that this resolution be approved.

## **Dual-Credit Agreement**

The purpose of this document is to establish an agreement between Board of Governors of Missouri State University-West Plains (“MSU-WP”) and **Name of High School** (hereinafter referred to as the high school), regarding dual-credit programs and the awarding of dual-credit to high school students enrolled in Missouri State University-West Plains courses according to the provision of the Coordinating Board for Higher Education Policy on Dual-Credit Delivery (hereinafter “Program”).

### **It is mutually agreed and understood that:**

MSU-WP will manage the dual credit program in collaboration with the high school, and MSU-WP has the sole discretion to select the courses.

Courses eligible for dual-credit will include only those Missouri State University-West Plains courses which are non-remedial and non-developmental in nature. Eligible courses are numbered 100 or higher in the Missouri State University-West Plains Catalog.

Courses to be taught in the high school must be approved by the appropriate academic division/department head and/or dean at Missouri State University-West Plains.

This program will be administered in the high schools by Missouri State University-West Plains Assistant Dean/faculty liaisons who will be offering the courses.

Administrative supervision by Missouri State University-West Plains will be carried out by the office of academic affairs.

Requirements for admission to the dual-credit program are designed to help ensure the success of students in the program.

All prospective dual-credit students must meet the same requirements for placement into individual courses, (e.g., English or mathematics) as those required of on-campus students.

In addition, students in the 11th and 12th grades interested in dual-credit must also meet the additional criteria listed below:

- a) Students in the 11th and 12th grades with an overall minimum grade point average of 3.0 (on a 4.0 scale) are automatically eligible for dual credit courses.
- b) Students in the 11th and 12th grades with an overall grade point average between 2.5 – 2.99 (on a 4.0 scale) must have written permission from the principal or guidance counselor and a parent or legal guardian.

In addition, students in the 9th and 10th grade interested in dual-credit must also meet the additional criteria listed below:



a.) Students in the 10th grade must have an overall minimum grade point average of 3.0 (on a 4.0 scale) and have written permission from the principal or guidance counselor and a parent or legal guardian.

b.) Students in the 9th grade must have an overall minimum grade point average of 3.0 (on a 4.0 scale), score at the 90th percentile or above on the ACT or SAT, and have written permission from the principal or guidance counselor and a parent or legal guardian.

The student will be responsible for payment of all fees and costs associated with enrollment in Missouri State University-West Plains courses unless special arrangements are made between the high school and the student. Fees and costs include required student fees (tuition) and course materials fees, as well as books and supplies as necessary. Refunds for dropped courses will be issued in accordance with established Missouri State University-West Plains policies described in the Missouri State University-West Plains Catalog.

Dual-credit students will be subject to all relevant policies and procedures applicable to Missouri State University-West Plains students. These include policies regarding change of schedule (add/drop), pass/not pass, grading and scholastic action.

With respect to release of information regarding dually enrolled students, the high school will adhere to the Missouri State University-West Plains "Policy Regarding Personally Identifiable Student Records" obtainable from the office of academic affairs.

Because Missouri State University-West Plains is accredited by the Higher Learning Commission and is a member of the North Central Association, a regionally accrediting association approved by the Council on Postsecondary Accreditation, credit earned for dual-credit courses at Missouri State University-West Plains will generally be transferable to other regionally accredited colleges and universities. Ultimately, the final decision on transferability of credit rests with the receiving institution. It is therefore understood that Missouri State University-West Plains cannot guarantee transfer of credit to another institution.

Representatives and contacts of the participating institutions for purposes of this agreement are identified as the Missouri State University-West Plains chancellor (or designee) and the superintendent of the high school (or designee).

Missouri State University-West Plains will have no liability in this agreement other than as normally incurred in its daily operation.

### **Term**

The term of this Agreement shall begin on the date last below written and continue for a one (1) year term. Unilaterally, with or without cause, MSU-WP or high school may terminate this Agreement by giving at least thirty (30) days written notice to the other Party's undersigned representative, and the Agreement shall be of no further force or effect except as outlined in this paragraph. The termination of this Agreement shall not

impact the Parties' obligations with regard to student enrolled in the Program at the time of termination. The parties' obligations regarding such students shall remain in effect until the completion of the dual credit course at issue or until such student is no longer enrolled in such course.

### **Course Materials**

A course syllabus will be required and contain the equivalent information found in a syllabus on the West Plains campus. This information includes, but not limited to:

Textbook, teaching methodologies and assessment strategies;

Laboratory facilities (when applicable);

Final comprehensive examination/activity (the exam/activity must be approved in advance by the Missouri State University-West Plains faculty liaison); and

Other criteria deemed appropriate by the Missouri State University-West Plains department head and/or dean to ensure comparability of the course with the same course taught on the Missouri State University-West Plains campus.

Each semester, High School will provide a copy of each course syllabus to MSU-WP.

### **Course Guidelines**

Missouri State University-West Plains also reserves the right to establish minimum and maximum enrollment level for courses offered in the high schools.

For courses taught through the high schools, the high school will decide whether to provide textbooks to the students or require that students purchase them.

Missouri State University-West Plains will provide to the high school each semester a list of participating dual-credit students. At the end of each grading cycle, Missouri State University-West Plains will provide the high school with grade reports for its students.

Although not the preferred practice, non-dual-credit students can be allowed to take the dual-credit high school course as long as they are required to meet the same requirements for completion of the course as those students enrolled for college credit. Because of the size of the student body at most of the rural high schools that Missouri State University-West Plains partners with for dual-credit, this mixed population (dual-credit and non-dual-credit students) is allowed with permission. The high school will document that a dual-credit class has a mixed population and ask permission for this allowance from Missouri State University-West Plains.

Students will be assigned for a class hour or block to an instructor who is teaching everyone the same material during that particular time. Dual-credit will not be available on an individual basis to a student through directed study (independent study).

### **Faculty/Instructor Qualifications and Responsibilities**

Missouri State University West Plains will follow the guidelines for faculty as set forth by the Higher Learning Commission and adhered to by the Coordinating Board of Higher Education.

High school instructors of dual-credit courses are, in effect, adjunct instructors of Missouri State University – West Plains. As for any instructor of college-level courses, high school instructors of dual-credit courses shall meet the requirements for faculty teaching in institutions of higher education, as stipulated for accreditation by the Higher Learning Commission.

Faculty from the local school district are to be nominated to the University for the purposes of teaching the class or classes. Such individuals must be processed through the channels usually followed by the University in hiring instructors. All qualifications must be met and dean/division chair approval must be received before the local school district can assign a faculty member to the dual-credit class. Faculty members of the local school district are not compensated by the university nor are they considered employees of the school.

Faculty must attend an orientation with participating division/department heads and other appropriate personnel prior to the beginning of the class(es).

According to CBHE policy, dual-credit instructors must be evaluated according to the college's evaluation policies for other part-time/adjunct faculty, with recommendation for continuation being the responsibility of the campus academic division/department. Assessment will consist of an annual evaluation of the instructor by students and an on-site evaluation of instructor by a Missouri State University-West Plains faculty liaison.

Missouri State University-West Plains provides dual-credit students access to the Garnett Library through scheduled on-campus tours, an online catalog accessible through any Internet provider, online requests for material through the Missouri State University-West Plains library website and online tutorials in math and English through the student advisement and academic support center website.

Two contracts will be executed annually. The application for admission to the dual-credit program must be signed by the student, the parent(s) and a designated school district official. The dual-credit agreement (this document) must be signed by the local school district official and a representative of Missouri State University-West Plains.

In accordance with Missouri Department of Elementary and Secondary Education (DESE) guidelines for students taking classes which do not meet daily, including those courses taught on the Missouri State University-West Plains campus, it will be the responsibility of the high school to monitor students for attendance purposes and to document engagement in learning activities related to their college classes and other high school classes on those days when Missouri State University-West Plains classes do not meet.

### **Miscellaneous Provisions**

The Parties shall not discriminate against any person on any basis prohibited by applicable law, including but not limited to race, color, national origin, religion, sex, age, veteran status, or disability in the performance of this Agreement.

Neither Party shall assign this Agreement or assign or delegate any of its obligations or rights under this Agreement to any third party without the other Party's prior written consent.

To the extent not covered by sovereign, governmental, or official immunity under federal, state or municipal law or regulation, each party shall be responsible for all liabilities, losses, damages, claims and expenses, including reasonable attorney fees, ("Claims") (incurred by either Party) that arise from its own actions and omissions in connection with this Agreement. This language is not intended to act as a waiver or limitation on either Party's rights and/or defenses with regard to sovereign, governmental, or official immunity under federal, state or municipal law or regulation.

This Agreement shall be governed by and interpreted in accordance with the laws of the State of Missouri. Any dispute under or in connection with this Agreement shall be subject to, and the parties hereby submit to, the exclusive jurisdiction of and the personal jurisdiction within the state and federal courts within Greene County.

FOR THE BOARD OF GOVERNORS OF MISSOURI STATE UNIVERSITY

_____	_____
Drew Bennett	Superintendent Name
Chancellor, Missouri State University-West Plains	Superintendent, High School District

\_\_\_\_\_  
Date

III.C.1.

**RECOMMENDED ACTION** - Approval of Wyrick expenditures passed by student vote April 2016 to be implemented in FY 2017.

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

**WHEREAS**, the Wyrick Commission reviewed and approved two proposals which were voted on by the student body; and

**WHEREAS**, President Smart endorsed both projects for inclusion on the student ballot; and

**WHEREAS**, the student body voted for construction for Outdoor Seating Plaza at the Hammons Fountain at an estimated cost of \$171,549.00 (by a vote of 1161 in favor and 216 opposed); and for installation of Automatic Bathroom Doors in the Plaster Student Union at an estimated cost of \$10,000.00 (by a vote of 1064 in favor and 300 opposed); and

**WHEREAS**, funds exist in the Wyrick account to implement these projects as approved by the students,

**NOW, THEREFORE, BE IT RESOLVED**, by the Board of Governors of Missouri State University that an expenditure of Wyrick funds, as authorized by the Wyrick Commission and voted on by the students, be made to implement these projects.

**VOTE:**      **AYE** \_\_\_\_\_

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

**COMMENTS:** Two projects were submitted to the Wyrick Commission for review and approval. These proposals were recommended to President Smart for his review, approval, and for inclusion in the ballot. The proposals were then brought before the student body for voting. The final cost of the proposals were adjusted to allow for the campus required project administrative fee, along with the Wyrick Commission required 10% contingency. The changes slightly modify the final numbers with an additional \$25,404.90 for the Outdoor Seating project, and \$1,220.00 for the Automatic Bathroom Door project. The approximate adjusted total which includes contingency and administrative fees is \$208,173.90. The total funds available are approximately \$212,634.47, and will cover the cost of the projects. Any remaining fund balance from the FY16 Wyrick funds will be available for next year or subsequent years.

III.C.2.

**RECOMMENDED ACTION** – Board approval of a Student Government Association (SGA) resolution to name the new Multicultural Resource Center Annex.

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

**WHEREAS**, the University has renovated space for a new Multicultural Resource Center Annex; and

**WHEREAS**, the space was created to support an inclusive environment on the Missouri State University campus and offer resources to a growing population of under-represented students; and

**WHEREAS**, the Student Government Association passed a resolution to include ballot language to be added to the student body election; and

**WHEREAS**, the student body voted to support of naming the new Multicultural Resource Center Annex Mary Jean Price-Walls Multicultural Resource Center Annex, and the revision was passed by a student vote of 1114 to 185 as a result of the elections held April 2016; and

**WHEREAS**, President Smart and SGA Advisors have approved the naming of the Multicultural Annex;

**NOW, THEREFORE, BE IT RESOLVED** by the Board of Governors of Missouri State University that it does hereby recognize the Mary Jean Price Walls Multicultural Resource Center located on the west side basement of Freudenberger House.

**VOTE:**      **AYE** \_\_\_\_\_

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

**COMMENTS:** The procedure described has been followed and SGA is requesting Board of Governors approval.

III.C.3.

**RECOMMENDED ACTION** - Approval of the revised Student Government Association (SGA) Constitution.

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

**WHEREAS**, changes to the Missouri State University Student Government Association (SGA) Constitution require approval by the Board of Governors, and

**WHEREAS**, the revised SGA Constitution was approved by the SGA Student Senate by more than the required two-thirds vote, and

**WHEREAS**, the revision was passed by a student vote of 1190 to 136 as a result of the elections held April 2016, and

**WHEREAS**, President Smart and SGA Advisors have approved the changes to the SGA Constitution,

**NOW, THEREFORE, BE IT RESOLVED** that the Missouri State University Board of Governors, in accordance with the provisions described in the SGA Constitution approves the SGA Constitution revisions for use and implementation.

**VOTE:**      **AYE** \_\_\_\_\_

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

**COMMENTS:** The procedure described has been followed and SGA is requesting Board of Governors approval. Changes to the SGA Constitution require approval by the Student Senate to be placed on the ballot for a vote by the Student Body. The changes approved by the students make permanent establishment of a Title IX Executive Commission in the SGA Constitution with the purpose to create a more focused and willing group of people who will work closely with MSU's Title IX force.

Article III: Executive

Section 7: Other Executives

- E. The Chief Elections Commissioner, Chief Sustainability Commissioner, Chief Wyrick Commissioner, and Chief Title IX Commissioner will follow the guidelines in their respective manuals. The Chief Commissioners will nominate members of their commission by present a resolution before the Senate for confirmation.



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 March 16, 2016 through April 27, 2016 be approved.

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

**FOR APPROVAL**

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

<b>Actuarial Services</b>	<b>\$9,500.00</b>
<b>Financial Services</b>	<b>(Year One Estimated)</b>

**Recommend approval to extend expiring Actuarial Services Contract C4968-2 for three years, from June 1, 2016 through May 31, 2019, and subject to satisfactory performance, exercise of optional renewals that will continue after that date.**

Gallagher is a key global source for retirement services, and is the actuarial services provider for the GASB 45 Accounting and Financial Reporting by Employers for Post-Employment Benefits Other than Pensions. Disclosure of these benefits in the University's audit report is required.

Original respondents to the original RFP included Aon Consulting, Gallagher Benefit Services, Holmes Murphy and Associates, Mercer, and Segal Sibson.

**Note: Required funding to be from ongoing operational budgets.**

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

<b>Employee Benefit Consulting Services</b>	<b>\$10,000.00</b>
<b>Human Resources</b>	<b>(Year One Estimated)</b>

**Recommend approval to extend expiring Employee Benefit Consulting Services Contract C4968-1 for two years, from June 1, 2016 through May 31, 2018, with one optional one-year renewal after that date.**

As a global leader in employee benefits Mercer has extensive experience working with the University, which results in process efficiencies. In return for a two-year contract commitment, Mercer has decreased the hourly billable rate from \$390.00 to \$380.00.

Original respondents to the original RFP included Aon Consulting, Gallagher Benefit Services, Holmes Murphy and Associates, Mercer, and Segal Sibson.

**Note: Required funding to be from ongoing operational budgets.**

March 16, 2016 through April 27, 2016

**ACTIVITY REPORT  
PAGE TWO**

**Contract amendments that cause the estimated value of a contract to be exceeded by 10% or \$25,000, whichever is greater**

**Parking Permit Processing** **\$28,000.00**  
**Safety and Transportation** **(Year One Estimated)**

**Recommend approval to amend Contract C5708-1 to add approximately \$28,000.00** in service by an outside contractor to process on-line parking permit orders. **The term of the final renewal option for the existing contract is February 1, 2016 through January 31, 2017.** The amendment is retroactive to June 1, 2014 because service has been provided externally since that time. **Estimated annual spend for the original contract is \$13,800.00 for the permits only. The revised total estimated annual cost is \$41,800.00.**

Processing is \$1.95 per permit and includes inserting parking permits or decals, maps, and a general parking letter into a number ten envelope. Also included is the printing of the shipping and return addresses and barcode on the envelope, and mailing and postage for a one-ounce letter.

Service is provided by Weldon, Williams, and Lick, a custom security printer located in Fort Smith, Arkansas.

**Note: Funding to be from ongoing operational budgets.**

**Property Lease**

**Housing for Students** **\$37,400.00**  
**International Leadership Training Center**

An opportunity to host a group of students from Qingdao University (China) for the fall 2016 semester has been communicated to the International Leadership Training Center. Housing is being sought in apartments located at 1030 East Walnut Street, currently leased by the University through Bryan Properties. The apartments are under a June 30, 2016 expiring six-month lease for 14 Chilean students.

**Recommend approval for execution of a new lease to replace the expiring January 1, 2016 through June 30, 2016 agreement for six apartment units.** The new lease term is July 1, 2016 through December 31 2016, and the total payment is \$6,000.00 per month,

March 16, 2016 through April 27, 2016

**ACTIVITY REPORT  
PAGE THREE**

plus a one-time fee of \$1,400 for supplied bedding. Full payment for the entire lease term is to be paid prior to August 1, 2016.

**Note: Funding is to be by student program participants, paid through the FY17 operational budget.**

**FOR INFORMATIONAL PURPOSES ONLY**

**Exercise of contract renewal option for the purchase of goods and services estimated > \$25,000 < \$100,000**

<b>Pest Control Services Campus Wide</b>	<b>\$25,166.00 (Year One Estimated)</b>
--	---

Contract 6652-1 with Schendel Pest Services to provide pest control services for the period July 1, 2016 through June 30, 2017 has been renewed. **This is the second of four available contract renewal options that, subject to continued satisfactory performance, will be renewed on an ongoing basis.** Contract prices will remain unchanged in accordance with the terms of the contract.

**Note: Funding to be from ongoing operational budgets, subject to Board approval.**

**Single purchase > \$25,000 < \$100,000 that was competitively bid**

<b>Sprayer, Orchard School of Agriculture</b>	<b>\$26,236.99</b>
---	--------------------

A solicitation was advertised and issued to three sources for a 500 gallon orchard sprayer for agriculture.

Three bids were received, and a purchase order was issued for a John Bean Redline 547 sprayer to the lowest respondent, Poor Boy Tree Services, Fair Play, Missouri.

**Note: Funding to be from the FY16 operational budget.**

March 16, 2016 through April 27, 2016

**ACTIVITY REPORT  
PAGE FOUR**

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

**Respiratory Calorimetry System for Cattle \$31,895.00  
Darr School of Agriculture**

Pursuant to University policy, which addresses justifications for making awards on a single feasible source basis, the University has purchased a respiratory calorimetry system for cattle for the Darr School of Agriculture.

Features of the system that make it unique to any others available include containment in a briefcase, portability to cattle working facilities at Shealy Farm or Journagan Ranch, and inclusion of a custom built flow restrictor allowing greater flexibility in measurement of cattle widely varying in size, such as 100 pound calves to 2,000 pound bulls.

A purchase order has been issued to the manufacturer, Sable Systems International, Incorporated.

**Note: Funding to be from the FY16 operational budget.**

**Exercise of contract renewal option for the purchase of goods and services estimated > \$25,000 < \$100,000**

**Mailing Services \$31,981.62  
Campus Wide (Year Two Estimated)**

Contract C6682-1 with Ozark Mailing Service for mailing services to University departments for the period August 1, 2016 through July 31, 2017 and **subject to providing satisfactory service, the remaining two (2) one-year renewal option periods under the terms of the contract.**

This renewal is the second of four available contract renewal options. Contract prices will increase by two percent (2%) in accordance with the contract.

**Note: Funding to be from ongoing operational budgets.**

March 16, 2016 through April 27, 2016

**ACTIVITY REPORT  
PAGE FIVE**

**Exercise of contract renewal option for the purchase of goods and services estimated  
> \$25,000 < \$100,000**

**Health Care Services** **\$33,235.00**  
**West Plains Campus** **(Year Two Estimated)**

Contract C2062-1, Amendment Two with Ozarks Medical Center has been renewed to offer and provide a variety of health care services to the students, faculty, and staff of the West Plains campus for the period July 1, 2016 through June 30, 2017. **This is the second of four available contract renewal options that, subject to providing satisfactory service, will continue to be renewed.** Pricing has increased by 5% in accordance with the contract.

The annual estimated cost for student health care services will be paid using a student fee similar to the fee charged on the Springfield campus for Taylor Health & Wellness Center services. Faculty and staff are personally responsible for the cost of health care services used under this contract, thus there is no cost to the University.

**Note: Funding to be from the ongoing operational budgets.**

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

**Institutional Repository System License** **\$34,789.00**  
**Meyer Library**

Pursuant to University policy, which addresses justification for making awards on a single feasible source basis, the University has purchased an institutional repository system license for the Meyer Library.

Faculty, students and staff will utilize the institutional repository to archive and access scholarly papers, reports, documents, datasets and intellectual products generated at or by the University. It can also be used by the general public and other agencies to search and access this information.

Digital Commons is the only system on the market with journal publishing tools that include submission, review, revision and publication.

March 16, 2016 through April 27, 2016

**ACTIVITY REPORT  
PAGE SIX**

A purchase order has been issued to Internet-Journals, Incorporated. **Future renewals will be made, subject to continuous satisfactory performance, on an ongoing basis.**

**Note: Funding to be from ongoing operational budgets.**

**Exercise of contract renewal option for the purchase of goods and services estimated > \$25,000 < \$100,000**

**Cash Investment Management Services** **\$35,000.00**  
**Financial Services** **(Year Two Estimated)**

Contract C6208-1 with BancorpSouth to provide cash investment management services for the period July 1, 2016 through June 30, 2017 will be renewed. This is the second of two available one-year contract renewal options.

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

**Purchases of goods and services estimated > \$25,000 < \$100,000 from established cooperative contract**

**Hazardous Disposal and Recycling Services** **\$35,000.00**  
**JVIC/Environmental Management** **(One Year Estimated)**

Pursuant to University policy, which allows for participation in contract agreements established by other public entities, **subject to ongoing satisfactory service, the University plans to continue utilizing State of Missouri Contract C315016005** with Veolia Environmental Services for hazardous waste disposal and recycling services. The current period of performance is April 1, 2016 through March 31, 2017.

JVIC affiliates reimburse the University for their portion of fees.

**Note: Funding to be from ongoing operational budgets.**

March 16, 2016 through April 27, 2016

**ACTIVITY REPORT  
PAGE SEVEN**

**Single Purchase > \$25,000 < \$100,000 that was competitively bid**

**Blackboard TRANSACT Card Supplies** **\$35,000.66**  
**Computer Services** **(Estimated)**

Purchase order issued to Blackboard to replenish the University's supply of cardstock, color ribbons and clear overlay associated with the Blackboard TRANSACT ID card system. These supplies are required on an ongoing basis to produce BearPass ID cards for faculty, staff, and students.

**Note: Funding to be from the FY16 operational budget.**

**Exercise of contract renewal option for the purchase of goods and services estimated > \$25,000 < \$100,000**

**Cylinder Gases** **\$35,203.00**  
**Campus Wide** **(Year Three Estimated)**

Contract C6308-1 with Airgas USA, LLC to be renewed for cylinder gas services to University departments for the period July 1, 2016 through June 30, 2017. This is the third of four available contract renewal options, and **subject to satisfactory performance, the final renewal will be executed when due.** Pricing will increase by three percent (3%) in accordance with the contract.

**Note: Funding to be from ongoing operational budgets.**

**Purchases of goods and services estimated > \$25,000 < \$100,000 from established cooperative contract**

**Portable Radios** **\$37,444.46**  
**Center for Resource Planning and Management**

Pursuant to University policy, which allows for participation in contract agreements established by other public entities, the University is utilizing the Western States Contracting Alliance contract with Command 1 LLC to purchase portable radios for use by the Center for Resource Planning and Management.

March 16, 2016 through April 27, 2016



**ACTIVITY REPORT  
PAGE EIGHT**

The portable radios are to enable the Southwest Missouri Incident Support Team (SWMOIST) to communicate with their staff members and outside agencies when they respond to disasters across Missouri. This project will allow the SWMOIST members to access the Missouri Statewide Interoperability Radio Network (MOSWIN) and communicate across all four emergency service radio bands used in the State of Missouri. Radios will be housed and maintained at the SWMOIST Equipment Cache located at Redings Mill Fire District in Joplin, Missouri.

A purchase order has been issued to Command 1 LLC, and **subject to continuous satisfactory performance, future purchases will be made under this contract.**

**Note: Funding to be from the FY16 Homeland Security Regionalization Program Grant.**

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

<b>American Public Media Program Carriage Fees Broadcast Services - KSMU Radio</b>	<b>\$40,000.00 (One Year Estimated)</b>
--	---

Pursuant to University policy, which addresses justification for making awards on a single feasible source basis, **subject to continued satisfactory performance, the University will process ongoing payments to American Public Media (APM) as the single feasible source for the identified programming.**

APM is the sole distributor of the following programs aired on KSMU Public Radio: *A Prairie Home Companion* and *BBC World Report*, which are established parts of KSMU's broadcast schedule.

Fees are paid monthly upon receipt of invoices.

**Note: Funding to be from ongoing operational budgets.**

March 16, 2016 through April 27, 2016

**ACTIVITY REPORT  
PAGE NINE**

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

**Energy Dispersive X-Ray Fluorescence Instrument \$47,913.00  
Geography, Geology and Planning**

Pursuant to University policy, which addresses justification for making awards on a single feasible source basis, the University has purchased an energy dispersive x-ray fluorescence (ED-XRF) instrument for Geography, Geology and Planning.

The department requires an ED-XRF instrument to analyze the composition of rock and mineral samples. The Rigaku Nex QC+ with QuantEZ is unique in how it measures the elements in soils and sediments, the way it processes the results, and the broad range of available applications. These features make the Rigaku instrument more effective in meeting the department's needs than other related instruments.

A purchase order has been issued to Rigaku, the manufacturer of the ED-XRF instrument.

**Note: Funding to be from the FY16 operational budget.**

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

**Public Radio International Carriage Fees \$50,000.00  
Broadcast Services - KSMU Radio (One Year Estimated)**

Pursuant to University policy, which addresses justification for making awards on a single feasible source basis, and **subject to continued satisfactory performance, the University will process ongoing payments to Public Radio International (PRI) as the single feasible source for the identified programming.**

Sole distribution is by PRI for the following programs aired on KSMU Radio: *Michael Feldman's Whad'Ya Know?*, *Living on Earth with Steve Curwood*, *Zorba Paster On Your Health*, and *Classical 24*. These programs are established parts of KSMU's broadcast schedule.

**Note: Funding to be from ongoing operational budgets.**

March 16, 2016 through April 27, 2016

**ACTIVITY REPORT  
PAGE TEN**

**Purchases of goods and services estimated > \$25,000 < \$100,000 from established cooperative contract**

**Telecommunications and Data Equipment** **\$50,000.00**  
**Campus Wide** **(One Year Estimated)**

Pursuant to University policy, which allows the University to participate in contract agreements established by other public entities, the University plans to utilize Anixter, Incorporated Contract C111155001 with the State of Missouri for telecommunications and data equipment including talk-a-phones.

**Subject to satisfactory service and continued contract award, usage will continue on an annual basis.** The current contract period is September 1, 2016 through August 31, 2017.

**Note: Funding to be from ongoing operational budgets.**

**Purchases of goods and services estimated > \$25,000 < \$100,000 from established cooperative contract**

**Microsoft Surface Pros** **\$58,059.00**  
**Residence Life, Housing & Dining Services**

Pursuant to University policy, which allows for participation in contract agreements established by other public entities, the University has purchased 90 Microsoft Surface Pros utilizing the U.S. Communities Cooperative Contract 4400001195 with Insight Public Sector.

The 90 Surface Pros are a technology upgrade to replace out-of-date desktop computers and iPads that are currently used by Resident Assistants to perform the duties of the student staff positions. These devices will be issued each fall semester and collected at the end of the spring semester.

A purchase order has been issued to Insight Public Sector. **Subject to satisfactory service and continued contract award, usage will continue on an annual basis.**

**Note: Funding to be from the FY16 operational budget.**

March 16, 2016 through April 27, 2016

**ACTIVITY REPORT  
PAGE ELEVEN**

**Exercise of contract renewal option for the purchase of goods and services estimated > \$25,000 < \$100,000**

**Training Development and Delivery for Six Sigma and Kaizen Management Development Institute** **\$71,000.00**  
**(Year Two Estimated)**

Contract C6298-1 with Process Predictability Management, Incorporated to provide Training and Development and Delivery for Six Sigma and Kaizen, for the Management Development Institute for the period July 1, 2016 through June 30, 2017 will be renewed. This is two of two available one-year contract renewal options.

**Note: Funding to be from class participants.**

**Exercise of contract renewal option for the purchase of goods and services estimated > \$25,000 < \$100,000**

**Custodial Services and Supplies** **\$72,000.00**  
**Administrative Services** **(Year Three Estimated)**

Contract C6277-1 with Brokate Janitorial to provide custodial services and supplies for the Brick City Office Building for the period of July 1, 2016 through June 30, 2017 has been renewed. This is the third of four available contract renewal options. Prices will remain unchanged in accordance with the terms of the contract.

**Subject to satisfactory service contracts will be renewed on an annual basis.**

**Note: Funding to be from ongoing operational budgets.**

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

**Forest Incentives** **\$75,000.00**  
**Broadcast Services -- Ozarks Public Television (OPT)** **(One Year Estimated)**

Pursuant to University policy, which addresses justification for making awards on a single feasible source basis, **subject to continued satisfactory performance, the University will issue ongoing orders for donor incentives.**

March 16, 2016 through April 27, 2016

**ACTIVITY REPORT  
PAGE TWELVE**

It is standard practice in public television fundraising for donors to make a financial contribution to the station and receive, in exchange, a premium or thank-you gift. These premiums are generally books, CDs or DVDs related to the program the donor is viewing.

Public Broadcast Service (PBS) has negotiated discounted pricing for member stations with Forest Incentives, as well as with other vendors. Forest Incentives is a national premium supplier, specializing in providing fundraising premiums to public television stations based on PBS programs chosen for fundraising. The company is the leading supplier of these premiums across the public broadcasting system, offering selected items to stations at a reduced cost.

Ozarks Public Television (OPT) has worked with Forest Incentives for many years to meet its pledge fulfillment needs. As is typical in public television fundraising, a portion of the on-air fundraising revenue will reliably be used to acquire premiums.

Using totals from prior years, combined with FY17 fundraising projections, the University is able to estimate that Ozarks Public Television (OPT) will spend \$75,000.00 with Forest Incentives throughout the fiscal year. Expenditures will be used to secure items related to the fundraising programming provided by Public Broadcasting Service (PBS), and other national program distributors.

**Note: Funding to be from ongoing operational budgets.**

**Exercise of contract renewal option for the purchase of goods and services estimated > \$25,000 > \$100,000**

<b>Governmental Consulting Services</b>	<b>\$85,000.00</b>
<b>Government Relations</b>	<b>(Year Two Estimated)</b>

Contract C7271-1 with Downs Government Affairs for governmental consulting services will be renewed for the period of July 1, 2016 through June 30, 2017. This represents the first of two available contract renewal options. Service rates will remain unchanged in accordance with the contract.

**Subject to satisfactory service the final annual renewal will be executed when due.**

**Note: Funding to be from ongoing operational budgets.**

March 16, 2016 through April 27, 2016

III.E.1.

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

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

BE IT RESOLVED by the Board of Governors for Missouri State University that the attached Activity Report for the month of March 2016, as presented by Planning, Design & Construction, be accepted and approved.

**VOTE:**        **AYE** \_\_\_\_\_

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

**COMMENTS:**

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

It is recommended that the attached report be accepted.

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

**March 2016**

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

**March 4, 2016**

**Laboratory Renovations  
Temple Hall**

**Project Budget  
\$3,378,095.00**

A change order was signed with Carson-Mitchell, Inc. in the amount of \$10,562.74. This is the sixth change order on this project. Work added under this change order provides receptacles and switches for the fume hoods in room 474. The contract amount will be increased to \$2,797,322.91. This project is being funded by the Temple Laboratory Renovations budget.

**March 7, 2016**

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

**Project Budget  
\$1,395,000.00**

Following approval at the November Board of Governors' Executive Committee meeting, a contract was signed with Ross & Baruzzini, Inc. for services in conjunction with the improvements to the campus district chilled water system. The fixed fee for the consultant's work is \$297,200.00. This project is being funded by the District Chilled Water Improvements budget.

**March 9, 2016**

**Exterior Foundation Improvements  
Hill Hall**

**Project Budget  
\$10,000.00**

A notice to proceed was issued to Kenmar Construction, Inc. in the amount of \$8,977.92. This project was issued under the FY16 Job Order Contracting Services agreement. Work under this project exposes, cleans, and repairs the foundation near the northwest corner.

The project budget has been established as follows:

<b>Project Budget</b>	
Consulting Fees	\$ 0.00
Construction Contracts	8,977.92
Project Administration	122.08
Construction Contingency	900.00
Furniture, Fixtures, and Equipment	0.00
Telecommunications	0.00
Relocation Costs	<u>0.00</u>
<b>Total Project Budget</b>	<b>\$10,000.00</b>

This project is being funded by the Facilities and Maintenance budget.

**March 10, 2016**

**Asbestos Abatement, Room 431** **Project Budget**  
**Temple Hall** **\$521.00**

A work order was issued to Gerken Environmental Enterprise, Inc. in the amount of \$473.86. This work order was issued under the FY16 On-Call Asbestos Abatement contract. Work under this project removes asbestos insulation from piping in the fume hood in room 431.

The project budget has been established as follows:

<b>Project Budget</b>	
Consulting Fees	\$ 0.00
Construction Contracts	473.86
Project Administration	0.00
Construction Contingency	47.14
Furniture, Fixtures, and Equipment	0.00
Telecommunications	0.00
Relocation Costs	<u>0.00</u>
<b>Total Project Budget</b>	<b>\$521.00</b>

This project is being funded by the Facilities and Maintenance budget.

**March 16, 2016**

**Bathroom Renovation, Blair House** **Project Budget**  
**Blair-Shannon House** **\$1,616,750.00**

Bids were received on March 1, 2016 to renovate the bathrooms in Blair Tower of the Blair-Shannon House. Following the March Board of Governors' Executive Committee meeting, a notice to proceed was issued to Carson-Mitchell, Inc. in the amount of \$1,211,250.00. This project is being funded by the Blair House Bathroom Renovation budget.

**Improve District Chilled Water System, Phase I** **Project Budget**  
**Campus Utilities** **\$1,395,000.00**

Bids were received on March 3, 2016 to improve the campus district chilled water system. Following the March Board of Governors' Executive Committee meeting, a notice to proceed was issued to Mechanical Services, Inc. in the amount of \$846,000.00. This project is being funded by the District Chilled Water Improvements budget.



**March 18, 2016**

**Replace Sign  
McQueary Family Health Sciences Building**

**Project Budget  
\$15,000.00**

A bid was received to replace the existing stainless steel sign, concrete monument, and lighting. A notice to proceed was issued to the Campus Construction Team in the amount of \$12,869.00.

The bid received on this project is as follows:

<b>Contractor</b>	<b>Base Bid</b>
Campus Construction Team	\$12,869.00

The project budget has been established as follows:

<b>Project Budget</b>	
Consulting Fees	\$ 0.00
Construction Contracts	12,869.00
Project Administration	631.00
Construction Contingency	1,500.00
Furniture, Fixtures, and Equipment	0.00
Telecommunications	0.00
Relocation Costs	<u>0.00</u>
<b>Total Project Budget</b>	<b>\$15,000.00</b>

This project is being funded by the Maintenance and Repair budget.

**March 23, 2016**

**Renovation and Addition  
Glass Hall**

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

A change order was signed with Dewitt & Associates, Inc. in the amount of \$125,758.00. This is the first change order on this project. This change order implements the agreed upon value engineered reductions, adds the alternate to finish out the executive masters of business administration and masters of business administration spaces, adds the alternate for the second floor modifications, adds the site work that was a bid alternate not accepted at the time of award, and adds the alternate that improves the area of the former parking lot directly adjacent to Glass Hall on the west. These alternates could not be awarded until the value engineering reductions were finalized. The contract amount will be increased to \$25,998,458.00. This project is being funded by the Glass Hall Renovation and Addition budget.

**Renovation and Addition  
Glass Hall**

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

A change order was signed with Dewitt & Associates, Inc. in the amount of \$43,137.53. This is the second change order on this project. Work added under this change order installs additional wireless access points, removes unsuitable soil, modifies four floor drains, and installs additional receptacles in janitor closets. The contract amount will be increased to \$26,041,595.53. This project is being funded by the Glass Hall Renovation and Addition budget.

**Geotechnical and Building Investigation  
Ellis Hall**

A contract was signed with Palmerton & Parrish, Inc. for services in conjunction with the geotechnical and building investigation required for the renovation of Ellis Hall. The hourly not-to-exceed fee for the consultant's work is \$5,844.70. This project is being funded by the Ellis Hall Renovation budget.

**March 24, 2016**

**Geotechnical Investigation for  
Health and Wellness Center**

A contract was signed with Terracon Consultants, Inc. for services in conjunction with the geotechnical investigation required for the new health and wellness center. The fixed fee for the consultant's work is \$6,500.00. This project is being funded by the Health and Wellness Center budget.

**March 28, 2016**

**Tornado Community Safe Room  
Sunvilla West**

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

A change order was signed with DeWitt & Associates, Inc. in the amount of \$23,558.00. This is the first change order on this project. Work added under this change order installs a parapet coping cap and underground piping. The contract amount will be increased to \$1,526,930.00. This project is being funded by the Residence Life – Hazard Mitigation Grant Program Safe Room budget.

**March 31, 2016**

**FY16 Preventative Parking Lot Maintenance  
Springfield Campus**

**Project Budget  
\$186,485.00**

Bids were received on March 3, 2016 for repairing, cleaning, filling of cracks, and striping several of the asphalt and concrete parking lots. Following the March Board of Governors' meeting, a notice to proceed was issued to Ball Paving, Inc. in the amount of \$143,450.00. This project is being funded by the FY16 Preventative Maintenance Parking Lot budget.

**Replace Air Handling Units  
Hutchens House**

**Project Budget  
\$275,000.00**

Bids were received on March 8, 2016 for replacing the existing air handling units on the roof. Following the March Board of Governors' meeting, a notice to proceed was issued to Hovey Homes, LLC in the amount of \$246,000.00. This project is being funded by the Hutchens – Air Handling budget.

III.E.2.

**RECOMMENDED ACTION** – Approval of proposal and award of a contract for the FY16 job order contracting services – security systems installation.

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

**BE IT RESOLVED** by the Board of Governors for Missouri State University that the proposal received from Netwatch, Inc. for the FY16 job order contracting services – security systems installation be accepted, approved and awarded.

**BE IT RESOLVED** that the total expenditure for projects completed under this contract shall not exceed Two Hundred Fifty Thousand and 00/100ths Dollars (\$250,000.00) during any one fiscal year.

**BE IT FURTHER RESOLVED** that each project accomplished under this contract will have its own financial plan and paid by the department requesting the services.

**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.

**VOTE:**        **AYE** \_\_\_\_\_

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

**COMMENTS:**

The University sought proposals from security systems installation contractors for an on-call service. The intent of this contract is to allow installation of security cameras, blue light telephones, electronic door access, and alarm security systems along with all design and programming required to support the installation of the aforementioned items, with the maximum expenditure per project not to exceed \$65,000.00. This contract will allow Networking and Telecommunications to accomplish security systems installations that are beyond the capability of the present staff. The cumulative total of all individual projects awarded under this contract may not exceed \$250,000.00 per fiscal year. No additional work will be awarded in any fiscal year if the limit of \$250,000.00 would be exceeded. Work under this contract may be done on University controlled properties located in Douglas, Greene, Howell, Jasper, Laclede, Newton, Polk, Taney, Webster, and Wright counties.

The initial term of this contract shall become effective upon Board approval and shall run through April 30, 2017. Included in the contract is the option to renew the contract for four additional consecutive fiscal years. If these options for renewal are exercised, the contract will expire on April 30, 2021.

One valid proposal was received at the University's request. A review of the proposal included qualifications as well as cost. While only one proposal was provided, it was found that Netwatch's proposal is reasonable and fair and that it is in the University's best interest to award it to this company.

Upon approval of this resolution, Networking and Telecommunications will be responsible for the administration of this contract and any reporting that may be requested.

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>
Jeni B. Hopkins	Instructor Greenwood (12-month appointment)	\$52,650 annually	07/01/16
Heidi A. Backes	Assistant Professor Modern & Classical Languages	\$54,000 annually	08/15/16
Djene Rhys Bajalan	Assistant Professor History	\$55,000 annually	08/15/16
James W. Bihlmeyer	Professor Media, Journalism & Film (50% FTE)	\$32,119 annually	08/15/16
Seth Cockrell	Assistant Professor Marketing	\$115,000 annually	08/15/16
Pamela Correll	Assistant Professor Reading, Foundations & Technology	\$55,000 annually	08/15/16
Jessica Elliott	Assistant Professor History	\$55,500 annually	08/15/16
Timothy J. Flannery	Assistant Professor Economics	\$75,000 annually	08/15/16
Benjamin Goss	Assistant Professor Management	\$90,000 annually	08/15/16
Julie A. Johnson	Associate Professor Modern & Classical Languages (50% FTE)	\$32,468 annually	08/15/16
Erin J. Kappeler	Assistant Professor English	\$52,000 annually	08/15/16

Academic Personnel Board Actions, cont'd.

Page 2

Junyoung Kim	Assistant Professor Kinesiology	\$53,000 annually	08/15/16
Jonathan M. Newman	Assistant Professor English	\$52,000 annually	08/15/16
Arthur H. Owora	Assistant Professor Master of Public Health	\$50,000 annually	08/15/16
Kangkang Qi	Assistant Professor Computer Information Systems	\$115,000 annually	08/15/16
Jennifer Rojas-McWhinney	Assistant Professor Childhood Ed. & Family Studies	\$55,000 annually	08/15/16
Leslie Seawright	Assistant Professor English	\$52,000 annually	08/15/16
Jenifer Skiba	Assistant Professor Marketing	\$115,000 annually	08/15/16
Suneeta Thomas	Assistant Professor English	\$52,000 annually	08/15/16
Sarah H. Wilcoxon	Assistant Professor with Tenure Theatre & Dance	\$51,500 annually	08/15/16
Brittany M. Wittenberg	Assistant Professor Childhood Ed. & Family Studies	\$55,000 annually	08/15/16

**UNRANKED FACULTY APPOINTMENTS (Term):**

<u>Name</u>	<u>Position-Department</u>	<u>Salary</u>	<u>Effective</u>
Russell E. Brock	Clinical Assistant Professor Southwest Regional Professional Development Center	\$50,000 annually	08/15/16 05/19/17
David D. Hammons	Instructor Marketing	\$40,000 annually	08/15/16 05/19/17

Academic Personnel Board Actions, cont'd.

Page 3

Michelle A. Satterfield	Clinical Instructor Childhood Ed. & Family Studies	\$50,000 annually	08/15/16 05/19/17
-------------------------	---	----------------------	----------------------

(See Addendum A for Per Course Faculty Appointments)

(See Addendum B for Summer Appointments)

(See Addendum C for Supplemental Payments)

(See Addendum D for Supplemental Non-teaching Payments)

(See Addendum E for Graduate Teaching Assistant Appointments)

**RESIGNATIONS:**

<u>Name</u>	<u>Position-Department</u>	<u>Effective</u>
Susan L. Berg	Associate Professor Nursing (12-month appointment)	05/13/16
Scott Richmond	Assistant Professor Kinesiology	05/13/16
Harrison Witt	Assistant Professor Media, Journalism & Film	05/13/16

**RETIREMENTS:**

<u>Name</u>	<u>Position-Department</u>	<u>Effective</u>
Roberta J. Aram	Professor Childhood Ed. & Family Studies	05/13/16
Christina M. Biava	Professor English	05/13/16
James W. Bihlmeyer	Professor Media, Journalism & Film	05/13/16

Janice Nelsen	Associate Professor Kinesiology	05/13/16
Richard Neumann	Senior Instructor English	05/13/16
David Oatman	Professor Kinesiology	05/13/16
Kristene Sutliff	Professor English	05/13/16
Jerry Hoover	Professor Music (12-month appointment)	06/30/16

**LEAVE WITH PAY:**

<u>Name</u>	<u>Position-Department</u>	<u>Effective</u>
Gary Meints	Associate Professor Chemistry	03/28/16 05/13/16

**SABBATICALS:**

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

Mary Ann Jennings	Professor, School of Social Work Fall 2015 Keeping Missouri Children Safe: Improving services to children in their own homes after reports of child abuse and neglect.
Ralph Shain	Associate Professor, Philosophy Academic Year 2015-2016 Complete work on a series of projects, including referred articles on Derrida's treatment of time and religion.

Judith E. Martin	Professor, Modern & Classical Languages Spring 2016 “Colonial space in the Nineteenth-Century German American ethnographic Novel.”
Ruth E. Barnes	Professor, Theatre & Dance Fall 2016 “Somatic Practices Relating to Choreography and Dance Training.”
Eric Bosch	Distinguished Professor, Chemistry Fall 2016 Structural investigation of historically significant dyes and pigments.
S. Berlin Brahnam	Professor, Computer Information Systems Fall 2016 Developing general purpose multi-classifier systems for big data by harnessing the power of deep learning.
Gwen Walstrand	Professor, Art and Design Fall 2016 “ <i>Near and There: A Photographic Investigation of the Sublime and Spiritual Nature of Place in contemporary Culture.</i> ”
Kevin Evans	Professor, Geography, Geology & Planning Academic Year 2016-2017 Time of the Ozark uplift and syntectonic sedimentation of the Mississippian Burlington Shelf, southwest Missouri.
Jacek Fraczak	Associate Professor, Art and Design Academic Year 2016-2017 “ <i>Great Wandering: Art Prints</i> ” and “ <i>The American Midwest and Mittel Europa: A Dialogue in Images.</i> ”
Xingping Sun	Professor, Mathematics Academic Year 2016-2017 Monte Carlo and quasi-Monte Carlo approximation methods.
Kanghui Guo	Professor, Mathematics Spring 2017 Detecting the flatness of the edges using shearlets.



- Kelly S. Haggard Associate Professor, Finance & General Business  
 Spring 2017  
 A comprehensive review of the recommendations, solutions and suggestions made to individuals and organizations dealing with abusive supervision.
- Cheryl G. Jones Professor, Library  
 Spring 2017  
 Creating a collection of Ozarks stories for children in kindergarten through Grade 8.
- Robert A. Mayanovic Professor, Physics, Astronomy & Material Sciences  
 Spring 2017  
 Investigations of materials under extreme conditions.
- Kartik Ghosh Professor, Physics, Astronomy & Material Sciences  
 Fall 2017  
 Nanostructured inorganic-organic hybrid heterostructures for solar cell applications.

**CHANGE OF STATUS:**

<u>Name</u>	<u>Position-Department</u>	<u>Action</u>	<u>Effective</u>
Eric Pervukhin	From: Professor	Change	05/14/16
	Art & Design \$79,818 annually	of Status	08/07/16
Jerry Hoover	To: Acting Assistant Department Head	Change of Status	07/01/16
	Art & Design Professor Art & Design \$79,818 annually (\$1,995 monthly supplemental)		

Academic Personnel Board Actions, cont'd.

Page 7

Kathleen Kennedy	Department Head History Professor History From: \$102,127 annually To: \$107,127 annually	Reappointment & Salary Adjustment	07/01/16
Vonda K. Yarberry	From: Professor Art & Design \$79,266 annually To: Acting Interim Department Head Art & Design Professor Art & Design \$79,266 annually (\$1,061 monthly supplemental)	Change of Status	07/01/16 06/30/17
Tamara Arthaud	From: Department Head Counseling, Leadership & Special Education Associate Professor Counseling, Leadership & Special Education \$100,315 annually (12-month appointment) To: Associate Professor Counseling, Leadership & Special Education \$82,076 annually (9-month appointment)	Change of Status	08/01/16
James W. Bihlmeyer	From: Professor Media, Journalism & Film To: Faculty Emeritus Media, Journalism & Film	Change of Status	08/01/16
Joan C. McClennen	From: Professor School of Social Work To: Faculty Emeritus School of Social Work	Change of Status	08/01/16

Janice L. Nelsen	From: Associate Professor Kinesiology	Change of	08/01/16
	To: Faculty Emeritus Kinesiology	Status	

**REAPPOINTMENTS:**

Non-tenured, unranked faculty, effective August 15, 2016 through May 19, 2017, unless otherwise noted.

COLLEGE OF ARTS & LETTERS

Department of Art & Design

Robin Lowe	Instructor
Marrie Y. Ochieng	Instructor
Iwona Zalewski-Duszek	Senior Instructor

Department of Communication

Allison Coltharp	Senior Instructor
Nora Cox	Senior Instructor
Gary Iman	Instructor
Jerri L. Kyle	Senior Instructor
Taleyna Morris	Instructor
Roberta Rowe	Senior Instructor
Heather Walters	Instructor

Department of English

Roberta Magdalena Berry	Senior Instructor
Sara Burge	Senior Instructor
Mara Cohen Ioannides	Senior Instructor
Tracy Dalton	Senior Instructor
Earl Holmer	Senior Instructor
Jennifer Murvin	Senior Instructor
Angelia Northrip-Rivera	Senior Instructor
Lori Rogers	Senior Instructor
Michael Stowe	Senior Instructor
John Turner	Senior Instructor

Department of Media, Journalism & Film

Jack E. Dimond

Senior Instructor

Leonard B. Horton

Instructor

Department of Modern & Classical Languages

Anne Colombo

Senior Instructor

Edward Gutting

Instructor

Melanie Kleeschulte

Visiting Instructor

Luis Lombilla

Senior Instructor

Blanca J. Martinez

Instructor

Weirong Schaefer

Senior Instructor

Corinne Shirley

Senior Instructor

Dane Wallace

Instructor

Department of Music

Kyle Aho

Instructor

Martin T. Morrison

Instructor

Department of Theatre & Dance

Melinda Robinson

Instructor

COLLEGE OF BUSINESS

School of Accountancy

Samuel J. Bass

Instructor

Michael R. Hammond

Senior Instructor

Julia K. Ravenscraft

Instructor

Department of Finance & General Business

Jana M. Ault-Phillips

Instructor

Russell K. Meek

Instructor

COLLEGE OF EDUCATION

Department of Reading, Foundations & Technology

Annice H. McLean

Senior Instructor

V. Jane Ward

Instructor

COLLEGE OF HEALTH & HUMAN SERVICES

Department of Biomedical Sciences

Rickey D. Albaugh	Clinical Assistant Professor
Natalie Allen	Clinical Instructor
Rebecca M. Allen	Instructor
Ivy Fitzgerald	Instructor
Nicole Hendrickson	Instructor
Sarah E. Murray	Senior Instructor
Daniela Novotny	Instructor
Tracey L. Poston	Clinical Assistant Professor
Hillary Roberts	Senior Instructor
Tara J. Stulce	Clinical Instructor
Joseph P. Williams	Senior Instructor

Department of Communication Sciences & Disorders

Sarah Barber	Clinical Assistant Professor
Edith Bobbitt-Boyce	Clinical Assistant Professor (07/01/2016-6/30/2017)
Deborah Cron	Clinical Associate Professor (07/01/2016-6/30/2017)
Karen Engler	Clinical Professor (07/01/2016-6/30/2017)
Jennifer Kerr	Clinical Assistant Professor (07/01/2016-06/30/2017)
Holly Metcalf	Clinical Assistant Professor
Tara Oetting	Clinical Associate Professor (07/01/2016-06/30/2017)
Mary Jill Oswald	Clinical Professor (07/01/2016-06/30/2017)

Department of Kinesiology

Amy C. Blansit	Instructor
Stacy E. Goddard	Instructor
Kirsten A. Hatz	Senior Instructor
Michael W. Keltner	Instructor
Larry W. Mays	Instructor

Department of Occupational Therapy

Tara Boehne

Clinical Assistant Professor  
(07/01/2016-06/30/2017)

Traci Garrison

Clinical Instructor

Department of Psychology

Tanya L. Whipple

Senior Instructor

School of Social Work

Natalie A. Curry

Clinical Instructor

Jannette Eldred

Clinical Instructor

Tiffany S. Havlin

Clinical Instructor

Regina Russell

Clinical Instructor

Department of Sports Medicine & Athletic Training

Allan Liggett

Clinical Assistant Professor  
(07/01/2016-06/30/2017)

Kristin Tivener

Clinical Instructor

COLLEGE OF HUMANITIES & PUBLIC AFFAIRS

Department of Economics

Andres F. Cantillo

Instructor

Scott E. Bloom

Instructor

Department of Philosophy

Patrick A. Beach

Instructor

Michael P. Boyle

Instructor

Department of Political Science

Nick L. Beatty

Instructor

Department of Religious Studies

Amy Artman

Instructor

Lora J. Hobbs

Senior Instructor

Micki A. Pulleyking

Senior Instructor

**GRANTED TENURE:**

(Effective August 15, 2016, unless otherwise noted)

COLLEGE OF ARTS & LETTERS

Department of Communication

Eric Morris

Assistant Professor

LeAnn M. Brazeal

Assistant Professor

COLLEGE OF BUSINESS

Department of Merchandising and Fashion Design

Cathy Starr

Assistant Professor

COLLEGE OF HEALTH & HUMAN SERVICES

Department of Communication Sciences & Disorders

Anne Hunter

Assistant Professor

Alana Mantie-Kozlowski

Assistant Professor

Jianjie Wang

Assistant Professor

Department of Kinesiology

Scott Richmond

Assistant Professor

COLLEGE OF NATURAL & APPLIED SCIENCES

Cooperative Engineering Program

Matthew C. Pierson

Assistant Professor

Department of Mathematics

Adam P. Harbaugh

Assistant Professor

**PROMOTIONS:**

**Change of academic rank (new rank indicated)**

(Effective August 15, 2016 unless otherwise noted)

COLLEGE OF ARTS & LETTERS

Department of Art & Design

Catherine Jolivette

Professor

Department of Communication

LeAnn Brazeal

Associate Professor

Eric Morris

Associate Professor

Department of English

Keri Franklin

Professor

(07/01/2016-06/30/2017)

Shannon R. Wooden

Professor

Department of Modern & Classical Languages

Anne Colombo

Senior Instructor

Department of Music

Richard T. Payne

Professor

Department of Theatre & Dance

Telory D. Arendell

Associate Professor

Carol J. Maples

Professor

COLLEGE OF BUSINESS

Department of Finance & General Business

Stanley A. Leasure

Professor

Department of Marketing

Christina S. Simmers

Professor

Department of Merchandising & Fashion Design

Cathy Starr

Associate Professor



COLLEGE OF EDUCATION

Department of Childhood Education & Family Studies

Gina M. Wood

Clinical Assistant Professor

Department of Counseling, Leadership & Special Education

Paul M. Ajuwon

Professor

Department of Education Administration

O. Gilbert Brown

Professor  
(07/01/2016-06/30/2017)

COLLEGE OF HEALTH & HUMAN SERVICES

Department of Biomedical Sciences

Anne M. Hunter

Associate Professor

Jianjie Wang

Associate Professor

Department of Communications Sciences & Disorders

Deborah Cron

Clinical Professor  
(07/01/2016-06/30/2017)

Alana Mantie-Kozlowski

Associate Professor

Letitia White

Professor  
(07/01/2016-06/30/2017)

Department of Kinesiology

Scott Richmond

Associate Professor

Department of Nursing

Jan M. Atwell

Clinical Assistant Professor

Carolyn F. Graves

Clinical Assistant Professor

Department of Physician Assistant Studies

Roberto Canales

Professor  
(07/01/2016-06/30/2017)

Department of Psychology

Carly A. Yadon

Associate Professor

Department of Sports Medicine & Athletic Training

Allan Liggett

Clinical Associate Professor

COLLEGE OF HUMANITIES & PUBLIC AFFAIRS

Department of Criminology & Criminal Justice

Brett E. Garland

Professor

Department of Religious Studies

Austra Reinis

Professor

COLLEGE OF NATURAL & APPLIED SCIENCES

Department of Biology

Kyoungtae Kim

Professor

Department of Computer Science

Hui Liu

Professor

Cooperative Engineering Program

Matthew C. Pierson

Associate Professor

Department of Geography, Geology & Planning

Robert Pavlowsky

Distinguished Professor

Department of Mathematics

Adam P. Harbaugh

Associate Professor

Jennifer L. Pursley

Senior Instructor

Department of Physics, Astronomy & Material Sciences

Rebecca A. Baker

Senior Instructor

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

\_\_\_\_\_ Nay

**COMMENTS:**

**Jeni B. Hopkins, Instructor, Greenwood Laboratory School**

M.S. Missouri State University, 2000

B.S. Missouri State University, 1994

Experience: 2000 – 2001 and 2012 – present, Guidance Counselor, Hillcrest High School, Springfield, Missouri; 2000-present, Classroom Instructor-Integrated Science, Hillcrest High School, Springfield, Missouri; 2012 – present, Lead Counselor, Autism Therapy Group-Lego Club, Bolivar, Missouri; 2004 – 2008 and 2013 – present, Coordinator of Teacher Mentoring – Hillcrest High School, Springfield, Missouri; 2004 – 2006, Springfield Public Schools Lead Teacher Mentor, Hillcrest High School. 1994 – 2000, Head Women's Basketball Coach – Greenwood Laboratory School, Springfield, Missouri; 1994 – 2000, Pink & White Tournament Director, Greenwood Laboratory School. 1994 – 1996, Seminar Teacher, Greenwood Laboratory School; 1994 - 1996, Head Track Coach, Greenwood Laboratory School.

**Heidi A. Backes, Assistant Professor, Modern & Classical Languages**

Ph.D. University of Wisconsin-Madison, 2011

M.S. Louisiana Tech University, 1996

B.S. Louisiana Tech University, 1995

Experience: 2012 – present, Assistant Professor, Drury University, Springfield, Missouri; 2011 – 2012, Visiting Assistant Professor, University of Wisconsin, Milwaukee, Wisconsin; 2007 – 2011, Teaching Assistant, University of Wisconsin, Madison, Wisconsin.

**Djene Rhys Bajalan, Assistant Professor, History**

M.A. Istanbul Bilgi University, 2009

M.Sc. University of London, 2006

B.A. University of London, 2004

Experience: 2014 – present, Lecturer, University of Iraq, Sulaimani; 2013, Instructor, University of Oxford, Oxford, England; 2011 – 2012, Politics and International Relations Tutor, Exeter College, University of Oxford; 2011, History Tutor, Trinity College, University of Oxford; 2008 – 2010, Instructor, Istanbul Bilgi University, Istanbul, Turkey.

**Seth Cockrell, Assistant Professor, Marketing**

M.B.A. University of Arizona, 2007

B.A. Oklahoma State University, 2004

Experience: 2013 – present, Instructor, Michigan State University, East Lansing, Michigan; 2007 – 2012, Project Manager, HCL Axon.

**Pamela Correll, Assistant Professor, Reading, Foundations & Technology**

Ed.D. University of Kentucky, ABD  
M.Ed. University of Missouri, 2005  
B.A. Southwest Baptist University, 1976

Experience: 2015 – present, Graduate Course Instructor, Georgetown College, Georgetown, Kentucky; 2012, 2015, Research Assistant, University of Kentucky, Lexington, Kentucky; 2010 – 2012, Course Instructor & Teaching Assistant, University of Kentucky; 2004 – 2005, Program Assistant, University of Kentucky Cooperative Extension Service, Frankfort, Kentucky; 1997 – 1998, Course Instructor/Teaching Assistant, University of Missouri, Columbia, Missouri.

**Jessica M. Elliott, Assistant Professor, History**

Ph.D. University of California, 2014  
M.A. University of California, 2007  
B.A. Boston University, 2005

Experience: 2014 – 2016, Visiting Assistant Professor, Grand Valley State University, Allendale, Michigan; 2014, Visiting Postdoctoral Researcher, Université de Nantes, France; 2011 – 2013, Teaching Associate, University of California, Santa Barbara, California; 2006 – 2011, Teaching Assistant/Honors Teaching Assistant, University of California.

**Timothy J. Flannery, Assistant Professor, Economics**

Ph.D. University of Arizona, 2015  
M.A. University of Arizona, 2010  
B.S. University of Notre Dame, 2009

Experience: 2015 – present, Assistant Professor, Eastern Connecticut State University, Willimantic, Connecticut; 2009 – 2015, Teaching Assistant, University of Arizona, Tucson, Arizona; 2013, Research Assistant, University of Arizona.

**Benjamin D. Goss, Assistant Professor, Management**

Ed.D. University of Wisconsin-Madison, 2011  
M.A. University of Wisconsin-Milwaukee, 2007  
B.S. University of Wisconsin-Stevens Port, 2004

Experience: 2013 – present, Associate Professor, Stetson University, DeLand, Florida; 2004 – 2013, Associate Professor, Missouri State University, Springfield, Missouri; 2001 – 2004, Assistant Professor, Clemson University, Clemson, South Carolina; 1999 – 2001, Assistant Professor, Winthrop University, Rock Hill, South Carolina; 1998 – 1999, Visiting Instructor, The University of Southern Mississippi, Hattiesburg, Mississippi.

**Erin J. Kappeler, Assistant Professor, English**

Ph.D. Tufts University, 2014  
M.A. Tufts University, 2007  
B.A. Princeton University, 2005

Experience: 2015 – present, Visiting Assistant Professor, Bentley University, Waltham, Massachusetts; 2015 – present, Instructor, Tufts University, Medford, Massachusetts; 2014 – 2015, National Endowment for the Humanities Long-Term Fellow at the Massachusetts Historical Society, Boston, Massachusetts; 2013 – 2014, Visiting Assistant Professor, University of Maine at Farmington, Farmington, Maine.

**Junyoung Kim, Assistant Professor, Kinesiology**

M.S. Miami University, 2009  
B.S. Brigham Young University, 2007

Experience: 2009 – 2013, Graduate Teaching Assistant, The Ohio State University, Columbus, Ohio; 2007 – 2009, Assistant Coach, Miami University, Oxford, Ohio; 2006 – 2007, Assistant Coach, Kahuku High School, Kahuku, Hawaii;

**Jonathan M. Newman, Assistant Professor, English**

Ph.D. University of Toronto, 2008  
M.A. University of Toronto, 2000  
B.A. University of Florida, 1999

Experience: 2015, Visiting Assistant Professor, University of Notre Dame, Notre Dame, Indiana; 2011 – 2013, SSHRC Postdoctoral Visiting Fellow, Dartmouth College, Hanover, New Hampshire; 2010 – 2011, Assistant Professor, Concordia University, Montreal, Canada; 2005 – 2009, Course Instructor, University of Toronto, Toronto, Canada.

**Arthur H. Owora, Assistant Professor, Master of Public Health**

Ph.D. University of Oklahoma, 2015  
M.P.H. University of Oklahoma, 2009  
B.S. Makerere University, 2005

Experience: 2014 – present, Research Biostatistician, University of Oklahoma, Norman, Oklahoma; 2014 – 2011, Research Biostatistician, University of Oklahoma; 2009 – 2010, Research Coordinator, University of Oklahoma; 2009, Epidemiologist, Oklahoma State Department of Health, Oklahoma City, Oklahoma; 2007 – 2009, Graduate Research Assistant/Teaching Assistant, University of Oklahoma; 2006 – 2007, Program Officer, Southern and Eastern African Trade Information and Negotiation Institute (SEATINI), Kampala, Uganda; 2005 – 2006, Statistician, Department of International Development (DFID), Kampala, Uganda; 2005 – 2006, Research Assistant, Makerere University, Kampala, Uganda.

**Kangkang Qi, Assistant Professor, Computer Information Systems**

Ph.D. Michigan State University, Expected 2016  
M.S. University of Florida, 2011  
B.S. Shanghai Normal University, 2009

Experience: 2015 – 2013, Teaching Assistant, Michigan State University, East Lansing, Michigan; 2013 – 2014, Instructor, Michigan State University; 2010 – 2011, Teaching Assistant, The University of Florida, Gainesville, Florida; 2010 – 2011, Business Analyst & Database Developer, Infinite Energy, Gainesville, Florida; 2009 – 2011, System Analyst, University of Florida; 2008 – 2009, Software Development & Data Warehouse Intern, Corning Company, Ltd., Shanghai, China.

**Jennifer Rojas-McWhinney, Assistant Professor, Childhood Education and Family Studies**

Ph.D. Texas Tech University, 2014  
M.S. Texas Tech University, 2007  
B.S. Texas Tech University, 2005

Experience: 2015, Instructor, Texas Tech University, Lubbock, Texas; Fall 2013, Teaching Assistant, Texas Tech University; 2010 – 2013, Part-time Instructor, Texas Tech University; 2009 – 2010, Teaching Practicum, Texas Tech University; 2006 – 2011, Research Assistant, Texas Tech University; 2005 – 2006, Teaching Assistant, Texas Tech University.

**Leslie Seawright, Assistant Professor, English**

Ph.D. University of Arkansas, 2012  
M.A. University of Arkansas, 2008  
B.A. University of Oklahoma, 1999

Experience: 2015 – present, Interim Program Chair for Liberal Arts, Texas A&M University at Qatar, Doha, Qatar; 2012 – present, Assistant Professor, Texas A&M University At Qatar, 2008 – 2012, Coordinator of Technical Writing Program, University of Arkansas; Fayetteville, Arkansas; 2006 – 2012, Graduate Teaching Assistant, University of Arkansas.

**Jenifer Skiba, Assistant Professor, Marketing**

M.B.A. Western Michigan University, 2011  
M.S. Western Michigan University, 1997

Experience: 2010 – 2012, Accountant, New Life Victory Church, Kalamazoo, Michigan; 2006 – 2012, Clinical Data Manager, Borgess Medical Center, Kalamazoo, Michigan; 2006, Corporate Accountant, ProMed Healthcare, Kalamazoo, Michigan; 2005 – 2006, Corporate Accountant, Borgess Medical Center, Kalamazoo, Michigan; 2001 – 2005, Corporate Accountant, Borgess Medical Center, Kalamazoo, Michigan; 2000 – 2003, Accountant, Resurrection Life Church, Richland, Michigan; 2001, Senior Accountant, Shepherd Caster, St. Joseph, Michigan.

**Suneeta Thomas, Assistant Professor, English**

Ph.D. Purdue University, Expected 2016  
M.A. Purdue University, 2010  
M.A. Madras Christian College, 2008  
B.A. Madras Christian College, 2007

Experience: 2014 – present, Graduate Instructor, Purdue University, Lafayette, Indiana; 2008 – present, Editor, Purdue University; 2011 – 2014, Instructor, 2011 – 2014, Instructor, Purdue University; 2013, Graduate Instructor, Purdue University; 2010 – 2011, Instructor, Purdue University.

**Sarah H. Wilcoxon, Assistant Professor with Tenure, Theatre & Dance**

M.F.A. Florida State University, Expected May 2016  
M.S. Illinois State University, 2013  
B.S. University of Illinois, 2010

Experience: 2015 – present, Florida State University School of Dance Conditioning Studio and 2014 – present, Florida State University School of Dance, Tallahassee, Florida; 2011 – 2013, Illinois State University, Normal, Illinois; 2011 – 2013, City of Bloomington Illinois – Department of Parks & Recreation; 2009 – 2013, Peoria Ballet Academy, Peoria, Illinois

**Brittany M. Wittenberg, Assistant Professor, Childhood Education and Family Studies**

M.A. University of Texas at Austin, 2014  
B.S. University of Texas at Austin, 2009

Experience: 2009 – present, Certified Child Life Specialist, Dell Children's Medical Center of Center Texas, Austin Texas; 2009, Child Life Internship/Practicum, Dell Children's Medical Center of Central Texas; 2015, Assistant Instructor, University of Texas at Austin, Austin, Texas; 2015, Adjunct Faculty, Texas State University, San Marcos, Texas; 2012 – 2015 Teaching Assistant, University of Texas at Austin.

**ADDENDUM A**

**The following have been appointed as Per Course Faculty for the spring semester: January 11, 2016 through May 13, 2016.**

<u>Name</u>	<u>Department</u>	<u>Salary</u>
Collins, Christopher	Communication Sciences & Disorders	\$1,100.00
Dunn, Joanne	English	\$2,035.00
Harrison, Glenda	Sociology & Anthropology	\$2,365.00
Hisle, Melissa	English	\$605.00
Hooker, Tristin	English	\$1,650.00
Kepling, Vicke	English	\$330.00
Mattix, Lora	English	\$935.00
Mitchell, Molinda	English	\$770.00
Murr, Katrina	English	\$990.00
Qualls, Lisa	Music	\$2,255.00
Rice, Judith	History	\$1,870.00
Tsahiridis, Peter	History	\$2,090.00
Walker, Kristen	Music	\$385.00



**ADDENDUM B**

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

<u>Name</u>	<u>Department</u>	<u>Salary</u>
Abidogun, Jamaine	History/Diversity & Inclusion	\$1,500.00
	History	\$4,928.00
Adams, Kathryn	Nursing	\$7,905.00
Amberg III, Richard	Media, Journalism & Film	\$4,030.00
Anderson, Wayne	Finance & General Business	\$5,881.00
Argyle, Deidre	Art & Design	\$6,000.00
Artman, Amy	Religious Studies	\$2,700.00
Ault-Phillips, Jana	Finance & General Business	\$2,293.00
Bauman, Isabelle	Communication	\$4,586.00
Beatty, Nick	Political Science	\$6,108.00
Belshoff, Richard	Mathematics	\$11,707.00
Berquist, Charlene	Communication	\$12,476.00
Borich, Lynn	Communication	\$3,154.00
Bourhis, John	Communication	\$6,982.00
Bowe, Laura	Biology	\$4,131.00
Boyle, Michael	Philosophy	\$3,155.00
Brahnam, S. Berlin	Computer Information Systems	\$12,031.00
Brazeal, LeAnn	Communication	\$8,214.00
Breault, Rick	Reading, Foundations & Technology	\$8,525.00
Bunn, Roger	Mathematics	\$6,324.00
Burton, Richard	Computer Information Systems	\$6,000.00
Byrd, Sandra	Accountancy	\$83.00
Camp, Deanne	Reading, Foundations & Technology	\$12,389.00
Chang, Chih-Cheng	Finance & General Business	\$1,125.00
Chang, Ching-Wen	Reading, Foundations & Technology	\$9,299.00
Clark, Ronald	Marketing	\$8,995.00
Closser, Cole	Art & Design	\$6,000.00
Cobb, Barry	Management	\$750.00
Cook, Sherry	Marketing	\$3,778.00
Cox, Nora	Communication	\$1,534.00
Crafts, Daniel	Hospitality & Restaurant Administration	\$5,282.00
Crain, Susan	Finance & General Business	\$9,609.00
Dillon, Randy	Communication	\$13,364.00
Dimond, Jack	Media, Journalism & Film	\$3,264.00
Dubash-Buskirk, Elizabeth	Communication	\$13,558.00

Academic Personnel Board Actions, cont'd.

Page 23

Eldred, Jannette	School of Social Work	\$3,100.00
Ellickson, Mark	Political Science	\$10,835.00
English, Catherine	English	\$6,000.00
Follensbee, Billie	Art & Design	\$1,780.00
Foster, Lyle	Sociology & Anthropology	\$3,317.00
Frederick, Dana	Management	\$3,296.00
Friske, Wesley	Marketing	\$10,000.00
Garrison, Traci	Occupational Therapy	\$6,613.00
Gong, Xiao'ou	College of Business, Dean's Office	\$7,550.00
Goodwin, David	Reading, Foundations & Technology	\$8,932.00
Greene, Brian	Biology	\$4,533.00
Haggard, Dana	Management	\$7,875.00
Haggard, Kelly S	Finance & General Business	\$12,582.00
	College of Business, Dean's Office	\$14,349.00
Hammond, Michael	Accountancy	\$83.00
Hamwi, Georg	Marketing	\$1,500.00
Harbaugh, Adam	Mathematics	\$5,586.00
Heinlein, Kurt	Theatre & Dance	\$10,827.00
Hellman, Andrea	English	\$6,000.00
Hellman, Daniel	Music	\$4,133.00
Hermans, Charles	Marketing	\$16,718.00
Hiller, Jokima	Hospitality & Restaurant Administration	\$3,818.00
Hines, Christopher	Accountancy	\$1,500.00
Hobbs, Lora	Religious Studies	\$3,573.00
Horton III, Leonard	Media, Journalism & Film	\$1,214.00
Hughes, Kevin	Art & Design	\$8,493.00
Hurst, Beth	Reading, Foundations & Technology	\$8,237.00
Iman, Gary	Communication	\$6,007.00
Jennings, Bryan	Art & Design	\$4,112.00
Johnson, Richard	Computer Information Systems	\$14,340.00
Jones, Jeffery	Finance & General Business	\$9,162.00
Jones, Steven	Reading, Foundations & Technology	\$11,430.00
Karuppan, Corinne	Management	\$16,992.00
Kaula, Radhika	Computer Information Systems	\$3,125.00
Kaula, Rajeev	Computer Information Systems	\$16,959.00
Keller, Carl	Accountancy	\$250.00
Kelts, Christopher	Music	\$6,000.00
Kemp, Paula	Mathematics	\$20,358.00
Keys, Amanda	School of Social Work	\$3,970.00
Killion J. Kurt	Mathematics	\$13,658.00
Kyle, Jerri	Communication	\$6,155.00

## Academic Personnel Board Actions, cont'd.

Page 24

Lillge, Danielle	English	\$6,000.00
Lopez, Joyce	Management	\$3,077.00
Lowe, Roberta	Art & Design	\$3,119.00
Maier, Melissa	Communication	\$7,905.00
McLean, Annice	Reading, Foundations & Technology	\$6,839.00
Meek, Russell	Finance & General Business	\$3,436.00
Meraz, Juan	Reading, Foundations & Technology	\$5,688.00
Morris, Eric	Communication	\$5,913.00
Morris, Taleyna	Communication	\$6,005.00
Murray, Michael A.	Music	\$5,220.00
Murray, Michael F.	Music	\$5,066.00
Nelson, Walt	Finance & General Business	\$14,372.00
Nixon, Sarah	Reading, Foundations & Technology	\$5,096.00
Pace, Glenn	Management	\$7,052.00
Parsons, James	Music	\$5,768.00
Pervukhin, Eric	Art & Design	\$5,986.00
Peterson, Dane	Marketing	\$6,715.00
Pham, Courtney	Marketing	\$9,723.00
Philpot, James	Finance & General Business	\$9,089.00
Pierson, Carly	Marketing	\$6,000.00
Pursley, Jennifer L.	Mathematics	\$2,773.00
Rader, John	Political Science	\$2,799.00
Ray, Jack	Sociology & Anthropology	\$4,233.00
Rodriguez de la Vega, Vanessa	Modern & Classical Languages	\$3,894.00
Rothschild, Philip	Management	\$1,000.00
Rozell, Elizabeth	College of Business, Dean's Office	\$375.00
Schaefer, Allen	Marketing	\$8,399.00
Scott, James	Finance & General Business	\$6,273.00
Scroggins, Wesley	Management	\$15,737.00
Sexton, Randall	Computer Information Systems	\$17,372.00
Shah, Kishor	Mathematics	\$11,698.00
Sheffield, Eric	Reading, Foundations & Technology	\$10,406.00
Shirley, Corinne	Modern & Classical Languages	\$1,998.00
Simmers, Christine	Marketing	\$17,770.00
Simmons, Daniel	Communication	\$6,000.00
Stafford, Gary	Mathematics	\$8,345.00
Stainaker, Jo Lynne	Computer Information Systems	\$3,000.00
Stanojevic, Vera	Mathematics	\$16,611.00
Stone, Lorene	Sociology & Anthropology	\$8,119.00
Swearington, Rebecca	Reading, Foundations & Technology	\$9,311.00
Tassin, Kerri	Accountancy	\$83.00

Academic Personnel Board Actions, cont'd.

Page 25

Van Landuyt, Cathryn	Computer Information Systems	\$3,227.00
Wait, David	Biology	\$8,565.00
Walters, Heather	Communication	\$9,924.00
Wang, Fei	Chemistry	\$6,000.00
White, Timothy	Media, Journalism & Film	\$1,483.00
White, Matthew	Mathematics	\$4,449.00
Willis, Steve	Art & Design	\$4,769.00
Wisdom, Barry	Management	\$8,224.00
Witte, Hugh	Finance & General Business	\$9,834.00
Yoshimatsu, Keiichi	Chemistry	\$6,000.00

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

<u>Name</u>	<u>Department</u>	<u>Salary</u>
Allen, Natalie	Biomedical Sciences	\$10,000.00
Alsup-Egbers, Clydette	Agriculture	\$1,800.00
Amberg III, Richard	Media, Journalism & Film	\$2,687.00
Bell, Lisa	Communication Sciences & Disorders	\$952.00
Bridges, Phillip	English Language Institute	\$2,400.00
Cabrera Hurtado, Juan	Modern & Classical Languages	\$2,448.00
Dattero, Ronald	Computer Information Systems	\$2,200.00
Echols, Leslie	Psychology	\$2,400.00
Gerasimchuk, Nikolay	Chemistry	\$3,583.00
Greene, Janice	Biology	\$3,744.00
Hass, Aida	Criminology & Criminal Justice	\$2,400.00
High, Brian	Chemistry	\$5,206.00
Iman, Gary	Communication	\$4,158.00
Johnson, Julie	Modern & Classical Languages	\$5,610.00
Klem, Michael	Agriculture	\$3,600.00
Leamy, Diane	Criminology & Criminal Justice	\$2,035.00
Mitra, Mahua	Economics	\$2,400.00
Parnell, Patrick	Foreign Language Institute	\$700.00
Rabon, John	Economics	\$3,321.00
Rector, Paula	Criminology & Criminal Justice	\$3,940.00
Rimal, Arbindra	Agriculture	\$1,800.00
Roam, Kimberly	Childhood Ed. & Family Studies	\$2,400.00
Roberts, Hillary	Biomedical Sciences	\$3,500.00
Rowe, Roberta	Communication	\$403.00
Rugutt, Joseph	Reading, Foundations & Technology	\$2,745.00
Ryder, Christina	Sociology & Anthropology	\$1,925.00
Shirley, Corinne	Modern & Classical Languages	\$1,980.00
Suttmoeller, Michael	Criminology & Criminal Justice	\$2,400.00
Tinsley, Tonia	Modern & Classical Languages	\$440.00
Wallace, J. Dane	Modern & Classical Languages	\$3,002.00
Walters, Heather	Greenwood	\$4,500.00
White, Timothy	Media, Journalism & Film	\$1,483.00
Yarckow-Brown, Ivy	Criminology & Criminal Justice	\$2,400.00

**ADDEDNUM D**

**Supplemental payment for non-teaching assignments:**

<u>Name</u>	<u>Department</u>	<u>Salary</u>
Boyd, Carmen	Biomedical Sciences	\$12,000.00
Johnson, Andrew	Philosophy	\$14,000.00
Scott, Patrick	Political Science	\$11,879.00

**ADDENDUM E**

**The following have been appointed as Graduate Teaching Assistants for the summer semester: May 30, 2016 through July 29, 2016.**

<u>Name</u>	<u>Department</u>	<u>Salary</u>
Burt, Zachary	Kinesiology	\$2,150.00

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>
Alyssa M. Cassidy	VESTA Missouri Coordinator Agriculture	42	\$35,000 annually	03/01/16
Marla Fritz	Academic Administrative Assistant I Chemistry	11	\$23,504 annually	03/14/16
Lamar L. Curtis	Collection Coordinator Financial Services	44	\$48,500 annually	04/01/16
Bryan J. Ray	Planner Center for Resource Planning & Management	42	\$36,934 annually	04/01/16
Heather R. Cinkosky	Administrative Specialist II Taylor Health & Wellness Center	12	\$26,624 annually	04/06/16
Trysta K. Herzog	Strategic Communications Specialist College of Arts & Letters	42	\$35,000 annually	04/11/16
Jinzi Fan	China Program Specialist International Leadership & Training Center	42	\$35,000 annually	04/18/16
Deandre Branch	Admission Counselor for Diversity Outreach & Recruitment Office of Admissions	41	\$30,222 annually	05/02/16
Tamaria Few	Director Office of Human Resources	48	\$102,500 annually	05/02/16
Justin Lozano	Director Disability Resource Center	45	\$50,500 annually	05/02/16



Non-academic Personnel Board Actions, cont'd.

Page 2

Emily Wright	Administrative Assistant II Honors College	12	\$26,832 annually	05/02/16
Jason Z. Thornton	Assistant Director of Campus Recreation-Facilities Campus Recreation	42	\$36,300 annually	05/23/16

**RESIGNATIONS:**

<u>Name</u>	<u>Position-Department</u>	<u>Effective</u>
Tracy West	Public Safety Officer Safety & Transportation	02/10/16
Jaydean L. Miller	Career Resources Specialist Career Center	03/04/16
June M. Burke	Custodian I Custodial Services	03/18/16
Danielle Newcomb	Accountant Financial Services	03/18/16
Nicole L. Nelson	Research Analyst Institutional Research	03/31/16
Lindsey Reddick	Graphic Designer, Student Affairs Residence Life, Housing & Dining Services	04/01/16
Heather Brinker	Teacher Child Development Center	04/08/16
Kami B. Gollhofer	Health Education Coordinator-Joplin Southwest Missouri Area Health Education Center	04/08/16
Brian Hite	Custodian I Facilities Management - Custodial	04/14/16
Barron Hagerman	Enterprise Systems Administrator Computer Services	04/29/16

Non-academic Personnel Board Actions, cont'd.

Page 3

Victoria D. Summers-Anderson	Assistant Teacher Child Development Center	04/29/16
Dixie Williams	Assistant Director Admissions Transfer Coordinator Office of Admissions	05/13/16
Gail A. Barrowclough	Accounting Specialist Residence Life, Housing & Dining Services	06/03/16

**RETIREMENTS:**

<u>Name</u>	<u>Position-Department</u>	<u>Effective</u>
Janice M. Felker	Academic Administrative Assistant II Biomedical Sciences	05/06/16
Nancy A. Copeland	Collection Coordinator Financial Services	05/31/16
Rayanna L. Anderson	Director Small Business Technical Development Center	07/31/16

**DECEASED:**

<u>Name</u>	<u>Position-Department</u>	<u>Effective</u>
Kimberly R. Bell	Enrollment Services Systems Coordinator Enrollment Services	03/19/16

**CHANGE OF STATUS:**

<u>Name</u>	<u>Position-Department</u>	<u>Action</u>	<u>Effective</u>
Shirley Mitchell	From: Accountant Office of the Provost GR 42, \$45,502 annually	Reclassification & Salary Adjustment	03/01/16
	To: Senior Accountant/Analyst Office of the Provost GR 44, \$50,962 annually		

Non-academic Personnel Board Actions, cont'd.

Page 4

Sheri L. Ballard	From: Accountant Financial Services GR 42, \$37,376 annually To: Senior Accountant/Analyst Financial Services GR 44, \$41,861 annually	Reclassification & Salary Adjustment	04/01/16
Kristin M. Bilyeu	From: Accountant Financial Services GR 42, \$37,376 annually To: Senior Accountant/Analyst Financial Services GR 44, \$41,861 annually	Reclassification & Salary Adjustment	04/01/16
Clara Lynette Walker	From: Administrative Assistant II Taylor Health & Wellness Center GR 12, \$30,073 annually To: Administrative Assistant III Taylor Health & Wellness Center GR 13, \$33,051 annually	Reclassification & Salary Adjustment	04/01/16
Eric P. Shively	From: Distributed User Support Specialist College of Health & Human Services GR 33, \$42,685 annually To: Instructional Tech. Support Specialist College of Health & Human Services GR 34, \$55,000 annually	Promotion	04/04/16

Non-academic Personnel Board Actions, cont'd.

Page 5

Lori A. Vaughan	From: Residence Hall Receptionist Residence Life, Housing & Dining & Service GR 10, \$17,920 annually (10-month position)  To: Academic Administrative Assistant I Nursing GR 11, \$23,504 annually (12-month position)	Promotion	04/04/16
Alyssa J. Kearns	From: Admission Counselor Office of Admissions GR 41, \$30,216 annually  To: Senior Admission Counselor Office of Admissions GR 42, \$32,000 annually	Promotion	05/02/16
Brooks Travis	From: Distributed User Support Specialist College of Arts & Letters GR 33, \$42,180 annually  To: Information Technology Coordinator Library GR 35, \$57,000 annually	Promotion	05/02/16
Tamarah Y. Dixon	From: Residence Hall Director Residence Life, Housing & Dining Services GR 42, \$33,000 annually  To: Assistant Director of Student Conduct Office of Student Conduct GR 42, \$40,000 annually	Change of Status & Salary Adjustment	06/01/16
James T. Craig	Director of Veteran Student Services Veteran Student Services	Change in Start Date	06/14/16

Non-academic Personnel Board Actions, cont'd.

Page 6

Glena R. Admire	From: Administrative Assistant II Residence Life, Housing & Dining Services-Custodial GR 12, \$28,751 annually To: Academic Administrative Assistant II History GR 12, \$29,266 annually	Change of Status & Salary Adjustment	07/01/16
Lucie Amberg	New Media Specialist Web and New Media	Continuation of Appointment	07/01/16 07/07/17
Kristan E. Gochenauer	From: Executive Assistant to President Office of the President GR 18, \$48,828 annually To: Secretary to the Board of Governors Board of Governors UN, \$62,000 annually	Promotion	07/01/16
Rayanna L. Anderson	From: Director Small Business Technical Development Center To: Staff Emeritus Small Business Technical Development Center	Change of Status	08/01/16

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

IV.A.

**PRESIDENT'S REPORT**

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

1. Student Spotlight
2. AGB Conference Report (assisted by Governor Carrie Tergin)
3. Defense & Strategic Studies Report (assisted by Governor Joe Carmichael)
4. Table Top Exercise Report (assisted by Governor Beverly Miller)
5. 2016 Legislative Summary Report – Approval of Revised Fee Schedule
6. Approval of 2016 Wall of Fame Inductees (resolution to be distributed at meeting)

IV.A.5.

**Missouri State University  
Fees No.  
2016-2017 Fee Schedule Amendment  
Board Resolution**

BE IT RESOLVED by the Board of Governors for Missouri State University that the following fee schedule changes be adopted, effective July 1, 2016.

**Springfield Campus Required Student Fees**

Remove the following statement: If the Truly Agreed To And Finally Passed FY2017 State of Missouri Budget has a 6% state appropriation increase for Missouri State University and there are no withholdings other than the traditional 3%, then the Undergraduate Missouri Resident rate increase of \$1.00 per credit hour will be waived and the Student Services Fee for Auxiliary System Operation Fee increase of \$8.00 for seven or more credit hours per semester will be waived.

Change the following:

**Tuition (Fall 2016, Spring 2017, and Summer 2017)\***

	<b>Missouri Resident</b>	<b>Missouri Resident</b>
<b>Regular Instruction (per credit hour)</b>		
Courses numbered 1-599	From: \$206.00	To: \$205.00

Per the student vote during the Spring of 2016, change the USA Readership Program Student Services Fees to Student Initiative Fund.

Change the Student Services Fees to have no increase from the 2015-2016 Fee Schedule to reflect the following:

**Fall 2016 and spring 2017**

	<b>Credit Hours</b>						
	<b>1 hr</b>	<b>2 hrs</b>	<b>3 hrs</b>	<b>4 hrs</b>	<b>5 hrs</b>	<b>6 hrs</b>	<b>7 hrs or more</b>
<b>Total</b>	<b>155.00</b>	<b>199.00</b>	<b>241.00</b>	<b>284.00</b>	<b>327.00</b>	<b>370.00</b>	<b>455.00</b>

**Summer 2017**

	<b>Credit Hours</b>			
	<b>1 hr</b>	<b>2 hrs</b>	<b>3 hrs</b>	<b>4 hrs or more</b>
<b>Total</b>	<b>101.00</b>	<b>139.00</b>	<b>176.00</b>	<b>217.00</b>

Add the following statement to the Student Services Fees: Each semester, upon initial use of the Taylor Health and Wellness Center services, students who have not been assessed the full amount of the Health Center Fee for that semester will be assessed the difference.

BE IT FURTHER RESOLVED THAT PREVIOUS ACTIONS BY THE Board of Governors covered in this schedule of student fees and deposits be modified accordingly, the Board of Governors reserving its discretion to further modify fees and charges as it determines necessary and appropriate.

---

Peter Hofherr  
Chair of the Board

Passed at the meeting of May 12, 2016

---

John W. McAlear, Secretary



**West Plains Campus**

BE IT RESOLVED by the Board of Governors for Missouri State University that the following fee schedule changes be adopted, effective July 1, 2016.

**Required Student Fees**

Remove the following statement: BE IT FURTHER RESOLVED, if the Truly Agreed To And Finally Passed FY2017 State of Missouri Budget has a 6% state appropriation increase for Missouri State University and there are no withholdings other than the traditional 3%, then the Undergraduate Missouri Resident rate increase of \$2.00 per credit hour will be waived.

Change the following:

**Tuition (Fall 2016, Spring 2017, and Summer 2017)**

	<b>Missouri Resident</b>	<b>Missouri Resident</b>
Undergraduate course per-hour fee	From: \$121.00	To: \$119.00
	<b>Non-Missouri Resident</b>	<b>Non-Missouri Resident</b>
Undergraduate course per-hour fee	From: \$242.00	To: \$238.00

Remove the **Common Fee** section and replace with the 2015-2016 Fee Schedule **Student Services Fees**. Any fees incorporated into the Common Fee that were included in the 2015-2016 Fee Schedule will be incorporated into the 2016-2017 Fee Schedule.

BE IT FURTHER RESOLVED THAT PREVIOUS ACTIONS BY THE Board of Governors covered in this schedule of student fees and deposits be modified accordingly, the Board of Governors reserving its discretion to further modify fees and charges as it determines necessary and appropriate.

---

Peter Hofferr  
Chair of the Board

Passed at the meeting of May 12, 2016

---

John W. McAlear, Secretary

V.A.

## **FACULTY SENATE REPORT**

Dr. Sharmistha Self and Mr. Mike Foster, outgoing and incoming Chairpersons for the Faculty Senate, will be present to make reports to the Governors. The reports will be made within the guidelines approved at the October 21, 1983, meeting of the Board of Regents.

**Missouri State University  
FTE and Salary Budget Study:  
Trends from 2010 to 2015**

**May 2016**

**Budget and Priorities Committee  
MSU Faculty Senate**

## **Introduction**

This study was completed by the Budget and Priorities Committee as charged in the Committee section in the Constitution and Bylaws of the Faculty Senate ([http://www.missouristate.edu/assets/facultysenate/2015-2016\\_ALL\\_COMMITTEE\\_ROSTERS\\_updated\\_2-5-16.pdf](http://www.missouristate.edu/assets/facultysenate/2015-2016_ALL_COMMITTEE_ROSTERS_updated_2-5-16.pdf)). The purpose of the report is to review the staffing and budget trends at Missouri State University for the five year period since the previous report was submitted. The previous report was submitted to the Senate in May 2011 and covered budget and FTE trends from fiscal years 1993 to 2010 (<http://www.missouristate.edu/FacultySenate/207567.htm>). For comparison purposes, this report uses similar methodology as used in the earlier report so that valid comparisons can be made. The previous report summarized trends for the fiscal years 1993, 2004, and 2010. This report presents the budget and FTE trends for fiscal year 2015 and includes statistics for 2010 taken from the 2011 report to allow evaluation of budget trends over the five year period between 2010 and 2015.

## **Methodology**

This investigation reports on the distributions of and changes in both full time equivalent positions (FTEs) and budgeted salaries for the fiscal years 2010 and 2015. We have attempted to extend, as similarly as possible, the information from the previous study as a basis for organizational and budgetary structure. For example, the current study, as with the past study, examines only data from MSU's Springfield campus. Further, this report contains information on Foster Recreation Center for 2015 which was not yet built in 2010. The present report follows the organization and categories used in the 2011 report. The 2011 report was comprehensive and information contained in it can be used by the Senate to extend trends included in this report back to 1993.

The data for this study is contained in an Excel file supplied by Financial Services. The data includes a record of full-time equivalent (FTE) positions and salary levels aggregated by category for both university units and job families. The job families in the study include administrative, professional, ranked faculty, unranked faculty, technical, clerical, and maintenance employees (see Tables 16A - C in the 2011 report for definitions). The data analysis is limited to identifying and describing the following patterns:

1. Absolute and relative growth/decline in University units in terms of both FTEs and budgets over the period of the study;

2. Absolute and relative growth/decline in University job families in terms of both FTEs and budgets over the period of the study; and
3. Changes in the proportional distributions of units and job families over the period of the study.

### **The Analysis**

Tables 1 through 6 contain the combined information for this report. This report includes some information from the previous 2011 report including fiscal year 2010 budget and FTE summaries. The tables report both full-time equivalent (FTE) numbers of employees and the total budget dollars for each year of the report. Budget dollars are not inflation adjusted, but are actual dollars from the respective budget year. The relative distributions of budget dollars and FTEs among different categories are also displayed.

**Table 1** compares budget, FTE, and average salary summaries among different university units and includes the percent difference or change between categories from 2010 to 2015. The average salary is calculated by dividing the budget dollars by the FTEs for a given category.

**Table 2** presents the relative proportions among categories for budget and FTE and is a companion to Table 1. **Table 3** reports budget and FTE summaries and examines the growth or decline in FTEs and budgeted salaries among university job families as previously described in the 2011 report. As a companion to Table 3, **Table 4** reports budget and FTE proportions and how they have changed since 2010. Budget and FTE summaries for the Foster Recreation Center were not included in this report. However, record summaries by job family for the new center are included in **Table 5**. Finally, **Table 6** reports total, ranked faculty, and unranked faculty budget and FTE for 2010 and 2015 by college.

The numbers in the multiple tables in this report provide readers the opportunity to make many comparisons. The charge to the Budget and Priorities Committee does not require providing conclusions or stating all possible analyses. The 2016 committee would like to thank the authors of the 2011 report for providing the framework, methods, and descriptions used for the present report.

**Table 1: University Unit Budget and FTEs (2010 to 2015)**

University Unit	A) Budget Dollars (\$)		
	2010	2015	% Diff
Instruction	51,742,844	53,196,541	2.8
Academic Support	11,321,206	12,058,477	6.5
Student Services	4,966,619	5,627,859	13.3
Institutional Support	12,257,581	13,616,855	11.1
Operations and Maintenance	5,184,726	5,525,245	6.6
Athletics	3,694,061	4,412,899	19.5
Residence life	3,164,999	3,555,392	12.3
Transit System	922,109	894,789	-3.0
Taylor Health Services	2,007,853	2,124,779	5.8
Broadcast Services	1,385,178	1,165,316	-15.9
Research	4,772,487	4,182,390	-12.4
Public Services	1,202,299	1,610,396	33.9
Bookstore	581,507	629,825	8.3
JQH-PSC-HSC	537,550	577,729	7.5
Juanita K. Hammons Hall	499,611	543,160	8.7
Plater Student Union	709,232	771,090	8.7
<i>Foster Recreation Center</i>	X	new- 462,428	X
<b>Total</b>	<b>104,949,862</b>	<b>110,492,741</b>	<b>5.3</b>

University Unit	B) FTEs		
	2010	2015	% Diff
Instruction	904.5	859.7	-5.0
Academic Support	242.2	255.6	5.5
Student Services	135.0	142.5	5.5
Institutional Support	265.6	283.8	6.9
Operations and Maintenance	165.0	168.0	1.8
Athletics	72.7	84.0	15.5
Residence life	111.6	121.3	8.7
Transit System	32.0	30.0	-6.3
Taylor Health Services	35.8	36.5	2.0
Broadcast Services	32.0	37.8	18.0
Research	112.4	155.0	37.9
Public Services	35.3	59.6	68.8
Bookstore	17.0	17.0	0.3
JQH-PSC-HSC	14.5	17.8	22.4
Juanita K. Hammons Hall	13.5	14.0	3.7
Plater Student Union	22.2	25.0	12.6
<i>Foster Recreation Center</i>	X	new- 14.0	X
<b>Total</b>	<b>2,211.3</b>	<b>2,307.5</b>	<b>4.4</b>

**Table 1 (con't): University Unit Budget and FTEs (2010 to 2015)**

University Unit	C) Average Salary (\$/FTE)		
	2010	2015	% Diff
Instruction	57,206	61,879	8.2
Academic Support	46,743	47,180	0.9
Student Services	36,782	39,499	7.4
Institutional Support	46,157	47,975	3.9
Operations and Maintenance	31,415	32,888	4.7
Athletics	50,798	52,535	3.4
Residence life	28,368	29,304	3.3
Transit System	28,816	29,826	3.5
Taylor Health Services	56,101	58,213	3.8
Broadcast Services	43,287	30,869	-28.7
Research	42,452	26,983	-36.4
Public Services	34,050	27,020	-20.6
Bookstore	34,307	37,049	8.0
JQH-PSC-HSC	37,072	32,548	-12.2
Juanita K. Hammons Hall	37,008	38,797	4.8
Plater Student Union	31,947	30,844	-3.5
<i>Foster Recreation Center</i>	X	new- 33,031	X
<b>Total</b>	<b>47,461</b>	<b>47,884</b>	<b>0.9</b>

**Table 2: University Unit Family Relative Proportions (2010 to 2015)**

University Unit	A) Budget Proportion (%)		
	2010	2015	% Diff
Instruction	49.3	48.1	-2.3
Academic Support	10.8	10.9	1.2
Student Services	4.7	5.1	7.6
Institutional Support	11.7	12.3	5.5
Operations and Maintenance	4.9	5.0	1.2
Athletics	3.5	4.0	13.5
Residence life	3.0	3.2	6.7
Transit System	0.9	0.8	-7.8
Taylor Health Services	1.9	1.9	0.5
Broadcast Services	1.3	1.1	-20.1
Research	4.5	3.8	-16.8
Public Services	1.1	1.5	27.2
Bookstore	0.6	0.6	2.9
JQH-PSC-HSC	0.5	0.5	2.1
Juanita K. Hammons Hall	0.5	0.5	3.3
Plater Student Union	0.7	0.7	3.3
<i>Foster Recreation Center</i>	X	X	X
<b>Total</b>	<b>100.0</b>	<b>100.0</b>	<b>0.0</b>

University Unit	B) FTE Proportion (%)		
	2010	2015	% Diff
Instruction	40.9	37.3	-8.9
Academic Support	11.0	11.1	1.1
Student Services	6.1	6.2	1.1
Institutional Support	12.0	12.3	2.4
Operations and Maintenance	7.5	7.3	-2.5
Athletics	3.3	3.6	10.7
Residence life	5.0	5.3	4.2
Transit System	1.4	1.3	-10.2
Taylor Health Services	1.6	1.6	-2.3
Broadcast Services	1.4	1.6	13.0
Research	5.1	6.7	32.1
Public Services	1.6	2.6	61.8
Bookstore	0.8	0.7	-3.9
JQH-PSC-HSC	0.7	0.8	17.3
Juanita K. Hammons Hall	0.6	0.6	-0.6
Plater Student Union	1.0	1.1	7.9
<i>Foster Recreation Center</i>	X	X	X
<b>Total</b>	<b>100.0</b>	<b>100.0</b>	<b>0.0</b>



**Table 3: University Job Family Budget and FTEs (2010 to 2015)**

Job Family	A) Budget Dollars (\$)		
	2010	2015	% Diff
Administrative	13,200,558	13,495,424	2.2
Ranked	38,403,446	39,106,321	1.8
Unranked	8,351,224	8,627,541	3.3
Professional	24,824,404	27,608,088	11.2
Technical	3,724,969	4,521,779	21.4
Clerical	9,333,172	9,430,621	1.0
Maintenance/Craft	7,111,989	7,702,967	8.3
<b>Total</b>	<b>104,949,762</b>	<b>110,492,741</b>	<b>5.3</b>

Job Family	B) FTEs		
	2010	2015	% Diff
Administrative	146.1	146.7	0.4
Ranked	583.2	556.7	-4.5
Unranked	211.4	195.8	-7.4
Professional	575.3	662.4	15.1
Technical	98.0	126.9	29.5
Clerical	343.3	346.1	0.8
Maintenance/Craft	253.0	273.0	7.9
<b>Total</b>	<b>2,210.3</b>	<b>2,307.5</b>	<b>4.4</b>

Job Family	C) Average Salary (\$/FTE)		
	2010	2015	% Diff
Administrative	90,371	91,993	1.8
Ranked	65,852	70,242	6.7
Unranked	39,504	44,074	11.6
Professional	43,149	41,682	-3.4
Technical	38,010	35,633	-6.3
Clerical	27,184	27,250	0.2
Maintenance/Craft	28,110	28,216	0.4
<b>Total</b>	<b>47,482</b>	<b>47,884</b>	<b>0.8</b>

**Table 4: University Job Family Relative Proportions (2010 to 2015)**

Job Family	A) Budget Proportion (%)		
	2010	2015	% Diff
Administrative	12.6	12.2	-2.9
Ranked	36.6	35.4	-3.3
Unranked	8.0	7.8	-1.9
Professional	23.7	25.0	5.6
Technical	3.5	4.1	15.3
Clerical	8.9	8.5	-4.0
Maintenance/Craft	6.8	7.0	2.9
<b>Total</b>	<b>100</b>	<b>100.0</b>	<b>0.0</b>

Job Family	B) FTE Proportion (%)		
	2010	2015	% Diff
Administrative	6.6	6.4	-3.8
Ranked	26.4	24.1	-8.6
Unranked	9.6	8.5	-11.3
Professional	26.0	28.7	10.3
Technical	4.4	5.5	24.0
Clerical	15.5	15.0	-3.4
Maintenance/Craft	11.4	11.8	3.4
<b>Total</b>	<b>100</b>	<b>100.0</b>	<b>0.0</b>

**Table 5: Foster Recreation Center Data (2015)**

Job Family	Foster Recreation Center not yet built in 2010		
	Budget \$	FTE	Avg. Salary (\$)
Administrative	13,079	1.0	13,079
Professional	312,806	9.0	34,756
Maintenance/Craft	136,543	4.0	34,136

**Table 6: Ranked and Unranked Faculty by College**

**College of Arts and Letters**

Family	Budget (\$)			FTE			Salary (\$) Avg. 2015
	2010	2015	% diff	2010	2015	% diff	
<b>Ranked</b>	7,588,499	7,703,022	1.5	132.4	129.0	-2.6	59,713
<b>Unranked</b>	1,184,468	1,316,747	11.2	34.5	33.0	-4.3	39,901
<b>Total</b>	10,864,658	11,171,079	2.8	210.4	206.8	-1.7	54,032

**College of Business Administration**

Family	Budget (\$)			FTE			Salary (\$) Avg. 2015
	2010	2015	% diff	2010	2015	% diff	
<b>Ranked</b>	8,255,603	7,896,891	-4.3	89.0	78.0	-12.4	101,242
<b>Unranked</b>	809,210	1,219,884	50.7	21.4	27.0	26.2	45,181
<b>Total</b>	11,719,627	11,936,219	1.8	159.4	155.8	-2.3	76,637

**College of Education**

Family	Budget (\$)			FTE			Salary (\$) Avg. 2015
	2010	2015	% diff	2010	2015	% diff	
<b>Ranked</b>	2,512,363	3,081,003	22.6	42.0	44.0	4.8	70,023
<b>Unranked</b>	1,003,659	1,648,006	64.2	27.2	40.0	47.3	41,200
<b>Total</b>	7,000,350	7,893,666	12.8	153.9	185.3	20.4	42,611

**College of Health and Human Services**

Family	Budget (\$)			FTE			Salary (\$) Avg. 2015
	2010	2015	% diff	2010	2015	% diff	
<b>Ranked</b>	5,752,404	6,447,234	12.1	90.0	96.0	6.7	67,159
<b>Unranked</b>	1,955,845	2,494,346	27.5	43.0	49.8	15.7	50,138
<b>Total</b>	10,211,438	11,440,211	12.0	187.1	200.0	6.9	57,201

**College of Humanities and Public Affairs**

Family	Budget (\$)			FTE			Salary (\$) Avg. 2015
	2010	2015	% diff	2010	2015	% diff	
<b>Ranked</b>	4,918,636	5,347,649	8.7	79.8	78.7	-1.3	67,915
<b>Unranked</b>	854,779	394,283	-53.9	20.0	8.0	-60.0	49,285
<b>Total</b>	6,969,189	7,185,103	3.1	122.8	109.9	-10.5	65,355

**College of Natural and Applied Sciences**

Family	Budget (\$)			FTE			Salary (\$) Avg. 2015
	2010	2015	% diff	2010	2015	% diff	
<b>Ranked</b>	7,724,481	6,650,462	-13.9	118.3	98	-17.1	67,862
<b>Unranked</b>	1,820,782	1,041,560	-42.8	47.0	27	-42.6	38,576
<b>Total</b>	12,625,649	10,241,220	-18.9	238.0	187	-21.3	54,668

# Academic Administrators Assessment

Faculty Concerns Committee Report 2015-16

**Faculty Concerns Committee Members:** Ching-Wen Chang, Kenneth Gillam, Shouchuan Hu, Joseph Hulgus, Joshua Lambert (Chair), Hui Liu, Alana Mantie-Kozlowski, Reed Olsen, Stevan Olson, Les Reid, Johnny Washington, Ashlea Cardin, Sarah Williams (Secretary)

**Report compiled and written by:** Joshua Lambert (Chair), Ashlea Cardin, Alana Mantie-Kozlowski, Reed Olsen

## Introduction

The purpose of the Departmental Climate Conditions Survey is to inform the respective departments and the general University community of the current working climate at Missouri State University as viewed by faculty. This report describes the overall University climate as revealed through a mixed-methods survey.

## Methods

This survey relied on a questionnaire that included 54 closed- and open-ended questions. Faculty were asked to respond to each question using a scale that ranged between 1 and 5, where 1 indicated “strongly disagree”; 2 was “disagree”; 3 was “neutral”; 4 was “agree”; and 5 was “strongly agree.” The survey was administered between 11/04/15 and 11/25/15. One hundred seventy eight (178) faculty members responded. A total of 72 males and 69 females responded; 27 preferred not to answer the question, and one self-identified as transgender. Of the respondents, 32 were tenure track, 107 were tenured, and 25 were non-tenure track. A total of 18 respondents were instructors, 35 were assistant professors, 36 were associate professors, and 67 were full professors.

## Data Summaries

### President

Faculty tended to see the president as a good ambassador for the university and believe he positively raises awareness about things that impact the university. Faculty tended to think the president generally does a good job. President Smart’s ratings this year are generally more positive than ratings from other surveys over the last nine years.

Faculty rated the president the lowest for the questions related to budget and research support. A question related to shared governance was the third lowest rating, and comments provided mentioned that there was a lack of shared governance. Respondents suggested the structure for shared governance is often in place, but feel it is a façade that administrators ignore when they can. Specific examples included student-faculty disputes, lack of adherence to policies and the changing of policies without faculty input, and hiring of faculty.

Another concern that respondents had was related to funding. Faculty saw funding prioritized for sports and non-research based facilities, with little allocated toward research space, classrooms, parking, and faculty salaries. As one respondent wrote, “I feel like a second rate citizen in a purported community of scholars as virtually nothing has been done to support any of my teaching programs. Spending 16 million

dollars on athletic field renovations and then bragging about a 1.8 % faculty raise are at diametric odds.” The president is seen as a good ambassador to the state government, the local community, and to students, but not necessarily to faculty or for research.

### Provost

Faculty ratings for the provost clustered between a mean of 3.83 and 3.49. The highest rated items dealt with supporting the long-term interests of MSU and doing “a good job.” The lowest rated items involved budgeting, the strength of graduating students, improving academic programs, and shared governance.

Comments suggested that the provost has brought stability and trust to the provost office but that he has too low of a profile and too little control over colleges. As one commenter said, “The Provost office is accessible to faculty and interactions with the Provost and Associate Provosts are open without fear of negative reactions or retaliation in response to disagreements about policy or procedure. A stronger presence of the Provost office in oversight of deans might help to ensure this same level of integrity is maintained at the college level.”

The quantitative ratings also support one of the qualitative themes from the comments: declining quality of programs and decreased rigor in classes. Faculty believe the administration, and the provost specifically, push for quantity over quality. This manifests itself in larger classes and more per-course instruction.

### College and Department

Of 178 respondents, 110 specified which department they were from. Since the committee determined a respondent’s college based off of department, only 110 people could be placed in their appropriate college. There was not enough information to provide definitive conclusions about departments nor to separate the data into distinct tables. From the responses, it is obvious that respondents were quite unhappy in some colleges and departments while others had more satisfied or less vocal faculty.

Ratings for the deans were between a mean of 3.17 and 3.94. That said, the overall data was not particularly useful since the mean was for all colleges combined. The qualitative data showed that there were personnel challenges in some colleges and departments. Descriptors such as retaliatory, harsh, superficial, unpredictable, privacy-violating, bullying, and publicly humiliating were used to describe actions of deans and department heads. Thematic analysis revealed the perception of being “managed” versus “lead.” Triangulating results showed that such problems clustered in certain colleges/departments while others did not describe such problems.

### Other Observations

There are some demographic-related patterns worth pointing out as well. Tenured faculty consistently rated the president, provost, deans, and department heads worse than tenure track and non-tenured faculty. For president and provost, assistant professors rated higher than associate professors, who rated higher than full professors. For deans and department heads, this distinction no longer held true. Regarding responses by gender, females generally rated the president and provost higher than males. For deans and department heads, they no longer rated them consistently higher.

Comparing this year’s data (Table 6) with other years’, the president generally rated better than he has in the past and better than past presidents. The provost, on the other hand, is was rated lower than his past years but better than years 2009 and 2007. Looking at longitudinal data, past surveys have not

consistently collected information on colleges and departments. Compared to the one other year of departmental data (2011), scores this year rated lower, and sometimes significantly lower.

## **Report from the Provost**

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

- 1) Resolution for Center for Writing in College, Career, and Community
- 2) Resolution Honoring Out-Going Faculty Senate Chair Sharmistha Self
- 3) Introduction of the Recipients of the Foundation Awards for Teaching, Research and Service
- 4) Recognition and conferring of the Excellence in Public Affairs Awards for Faculty and Staff (Dr. Rachelle Darabi)
- 5) Update on the 2016 Public Affairs Conference (Associate Professor Dr. Elizabeth Dudash-Buskirk)

V.B.1.

**RECOMMENDED ACTION – Approval of Proposal to Establish the Missouri State University Center for Writing in College, Career, and Community**

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

**WHEREAS** Missouri State University desires to enhance the community engagement component of the public affairs mission by establishing the Missouri State University Center for Writing in College, Career, and Community as more thoroughly outlined in the proposal attached as Exhibit 1

**NOW, THEREFORE, BE IT RESOLVED** by the Board of Governors of Missouri State University that the attached Proposal to Establish the Missouri State University Center for Writing in College, Career, and Community be approved.

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



**PROPOSAL TO ESTABLISH  
THE  
MISSOURI STATE UNIVERSITY  
CENTER FOR WRITING IN COLLEGE, CAREER, AND COMMUNITY**

- I. Need

This proposal seeks to establish the Center for Writing in College, Career, and Community to continue and expand the work begun in 2006 with teachers and students from kindergarten through university. The establishment of the Center for Writing in College, Career, and Community will enhance the mission of the University in a more effective manner than through existing University units. The alternate alignment of resources to the Center will enable the Center to streamline organization and administration processes, build capacity, and maintain sustainability. Furthermore, the Center designation will allow for broader focus and awareness across disciplines, enabling the Center to more easily accomplish interdisciplinary work and institutional partnerships.
- II. Mission

The mission of the Missouri State University Center for Writing in College, Career, and Community is to support instructors in all grade levels (Kindergarten through University) and across all disciplines to improve student writing through innovative, engaged, and meaningful professional learning, youth programs, and workshops in partnership with schools, universities, and community partners.
- III. Personnel

Keri Franklin, Ph.D., will initially serve as Director of the Center and will oversee operations. Three employees currently work for operations that will become a part of this Center are supported by external funding. Any future staff additions will be paid through funds generated by the Center.
- IV. Reporting Lines

The Director of the Center for Writing in College, Career, and Community will report to the Dean of the College of Arts and Letters. The Dean reports to the Provost.
- V. Proposed Budget

The Center is projected to be self-sustaining through grants and through income-producing professional development and youth programs. Several current and ongoing grant-funded projects and contracts will be folded-in and become a part of the Center functions. No additional funding from the University or College is requested.
- VI. Space, Facilities, and Other Resource(s) Requests

The current grant-funded programs and contracts that will become a part of the Center have their base functions in an office in Siceluff Hall 116, and this space will be the initial home for operations of the Center. The Center for Writing in College, Career and Community would like to be considered for additional space expansion if and when more space became available in a centralized location.
- VII. Primary Proposed Center Activities
  1. Improve student writing through programs for teachers kindergarten through university, to deliver programs for students, teachers, families, and communities. Previous activities include professional learning workshops focused on topics such

as digital storytelling, place-based writing, professional writing, and argument writing.

2. On-site work in schools funded through grants and contracts. Currently, the following school partnerships will become part of the proposed center include Warsaw, Monett, Laquey, Lebanon, Bolivar, Branson, and Richland school districts. Additional partnerships with districts and schools will be established as possible.
3. On-campus workshops, institutes, and conferences focused on engaged pedagogies and writing. For example, the biannual Writing and Thinking Conference is held each fall and spring.
4. Youth Writing Programs including the Middle School Writing Conference (Grades 5-8) held in May since 2008. The Center will explore expanding youth programs to include high school workshops and residential camps.
5. Act as a resource for writers, teachers of writing, scholars, and partners seeking grant-funding for writing-related work
  - a. Writing workshops for adult writers in collaboration with community partners and faculty from departments at Missouri State
  - b. Seek grants in collaboration with schools and university partners
  - c. The Center will continue development of faculty writing retreats and regional and national faculty writing retreats. The Center will become a true center of writing and scholarship for faculty across disciplines and among institutions.
  - d. Writing Retreats for Faculty Scholarship
6. Maintain and develop partnerships with university and school partners. Current partners who are already collaborating or who have agreed to combine their strengths on selected grant applications include the Department of Elementary and Secondary Education (DESE), Clemson, University of Louisville, University of Arkansas, University of Mississippi, University of Missouri, University of Missouri-St. Louis; Missouri Western State University, National Writing Project, and area school districts.
7. Support scholarship, both qualitative and quantitative, related to writing by seeking grant opportunities and income-generating work
8. The Center will be positioned to develop collaborative endeavors with other Universities for new opportunities if funding becomes available.

### **Background and Rationale**

The proposed work of the Center for Writing in College, Career and Community builds upon the activities begun through the Ozarks Writing Project (OWP), housed in the [English Department](#) within the [College of Arts and Letters](#) since 2008, a collaborative program between Missouri State University and the [National Writing Project](#) (NWP), and founded by Keri Franklin in 2006. Since 2006, Dr. Franklin has been a PI or co-PI on over \$1.3 million used to address writing across the curriculum and literacy in southwest Missouri. Since 2008, Ozarks Writing Project has expanded programs and developed partnerships with national, state, and local entities.

### **Funding Expectation**

As noted, the past history of work that will become a part of the Center has been self-sustaining since 2008 and continues to focus on obtaining external funding. The funding expectation for FY2016 is over \$200,000 through a variety of types funding obtained through federal grants, workshop and seminar fees, and professional development contracts with individual school districts. The funding expectation for future years is similar, with new partnerships and opportunities continually explored.

V.B.2.

**RECOMMENDED ACTION:** Approval of Resolution of Appreciation for Dr. Sharmistha Self

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

**WHEREAS**, Dr. Sharmistha Self, Professor in the Department of Economics, served as Chair of the Faculty Senate for the 2015-2016 academic year; and

**WHEREAS**, Dr. Self has worked tirelessly to promote the best interests of the institution and been an outstanding advocate on behalf of the faculty and curriculum development;

**NOW, THEREFORE, BE IT RESOLVED**, that the Board of Governors of Missouri State University expresses its sincere appreciation to Dr. Self for her exemplary service as Chair of the Faculty Senate for the 2015-2016 academic year.

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

V.B.4.

**RECOMMENDED ACTION – Approval of a resolution to acknowledge the Excellence in Public Affairs for Faculty and Staff award recipients.**

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

**WHEREAS**, the Board of Governors of Missouri State University wishes to encourage and recognize outstanding faculty and staff in the area of public affairs; and

**WHEREAS**, the Board of Governors' Award for Faculty Excellence in Public Affairs and the Board of Governors' Award for Staff Excellence in Public Affairs have been established to duly honor up to three faculty and three staff annually; and

**WHEREAS**, the following individuals have established a record and provided evidence of distinctive work and accomplishments in support of the University's Public Affairs mission;

**NOW THEREFORE, BE IT RESOLVED** that the Board of Governors' Award for Faculty Excellence in Public Affairs be awarded to:

Charlene Berquist  
Melissa Burnett  
Ashely Leinweber

And that the Board of Governors' Award for Staff Excellence in Public Affairs be awarded to:

Holly Hesse  
Devin Schehrer  
Darren Young

And that each awardee receives a \$1500 grant to be used for travel and/or projects related to their public affairs activities.

**VOTE:**      **AYE** \_\_\_\_\_

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

**Comments:** In accordance with Governing Policy G3.08, a committee selected these award recipients from a pool of nominees submitted by the academic colleges, the School of Agriculture, the Duane G. Meyer Library, and the West Plains Campus for faculty and a pool of nominees from across both the Springfield and West Plains Campuses for staff.



**THE OFFICE OF RESEARCH ADMINISTRATION  
ACTIVITY REPORT – FISCAL YEAR 2016 THROUGH MARCH**

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 2016 through the month of March.

**PROJECT HIGHLIGHTS**

- **Les Reid, Steven Senger, Xingping Sun and Jorge Rebaza**, all faculty members in the Department of Mathematics, recently received a **\$293,661** grant from the **National Science Foundation**. This grant will fund the Research Experiences for Undergraduates (REU) program for the next three years. The program provides meal and travel funds, on-campus housing, and a \$3,800 stipend each summer to 12 talented undergraduate students from across the country. During their stay at Missouri State, these students will have the opportunity to be involved in high-quality research projects in different areas of pure and applied mathematics.
- **Keri Franklin and Amy Knowles**, faculty members in the English Department received **\$10,000** from the **National Writing Project**. The project will test new models that expand the National Writing Project communities of practice in order to develop leadership opportunities for underserved teachers. Sustained access to strong communities of practice and effective teacher networks can help improve the abilities of teachers to support young people in achieving college, career, and community ready standards
- **Kristin Tivener**, a Clinical Instructor in the Department of Sports Medicine & Athletic Training received **\$1,000** from the **Mid-America Athletic Trainers' Association**. The purpose of this quantitative experimental study is to investigate the effect that an emergency cardiovascular care high fidelity simulation has on the perceived self-efficacy of athletic training students.
- **Tamara Arthaud and Claudia Franks**, faculty members in the College of Education received **\$106,563** from the **US Department of Education through the Missouri Department of Elementary and Secondary Education** for the 2016-2017 Migrant Summer School program. The program will take place at the McDonald County for 3 weeks and will focus on English language proficiency. Two additional areas of focus of the program are foundation skills in mathematics for the elementary students and the PASS course in American Government for high school students. In addition to the academic skills noted, technology integration will be a significant component of the summer program through utilization of iPads and iPad minis incorporated into the instructional focus of the program.

## RESULTS

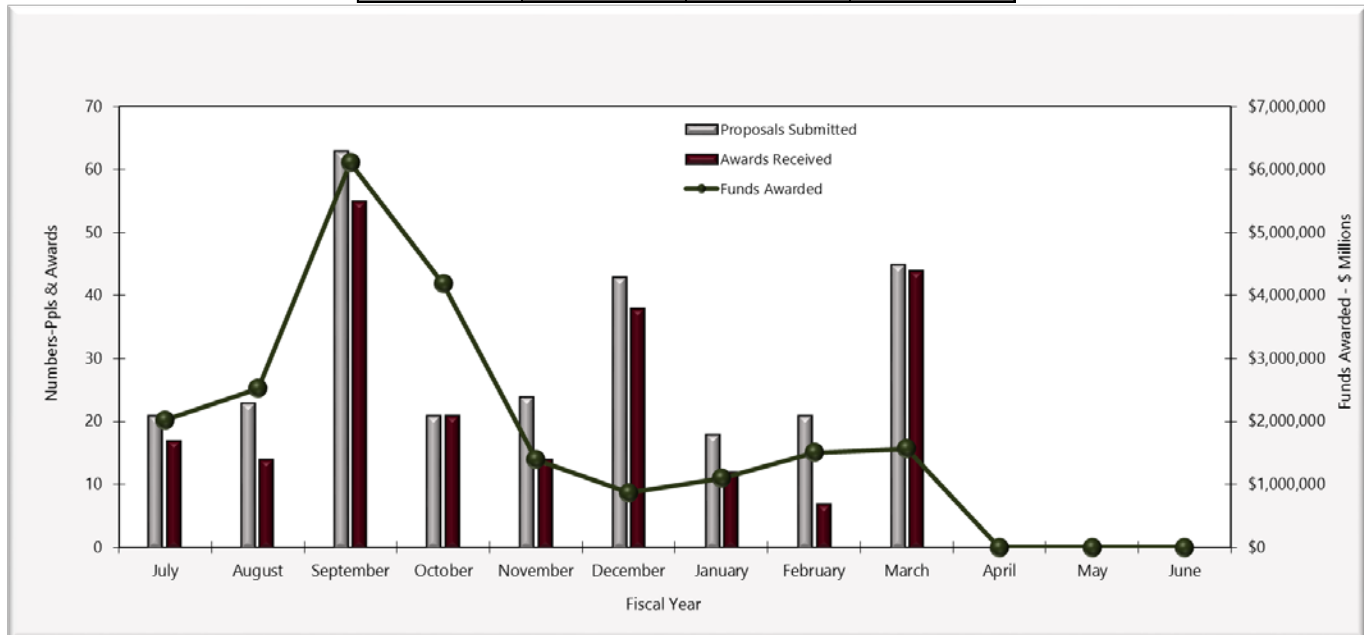
As of the end of March, the University has submitted 279 proposals for support of University-based projects. To date, 222 awards have been received – some of which are from proposals submitted during the previous fiscal year. The commitment of funds in these grants and contracts to date is \$21.2 million. Some of these awards are for projects that extend over more than one year, but the full commitment for funds is allocated to the first year.

Key Indicators	Activity for FY 2016	% Change from FY 2015
Proposals Submitted	279	0%
Funds Requested	\$47,322,168	45%
Named Investigators	112	14%
Grants & Contracts Awarded	222	1%
Funds Awarded	\$21,279,383	44%

External funding activity so far in FY 2016:

**Sponsored Program Activity FY 2016**

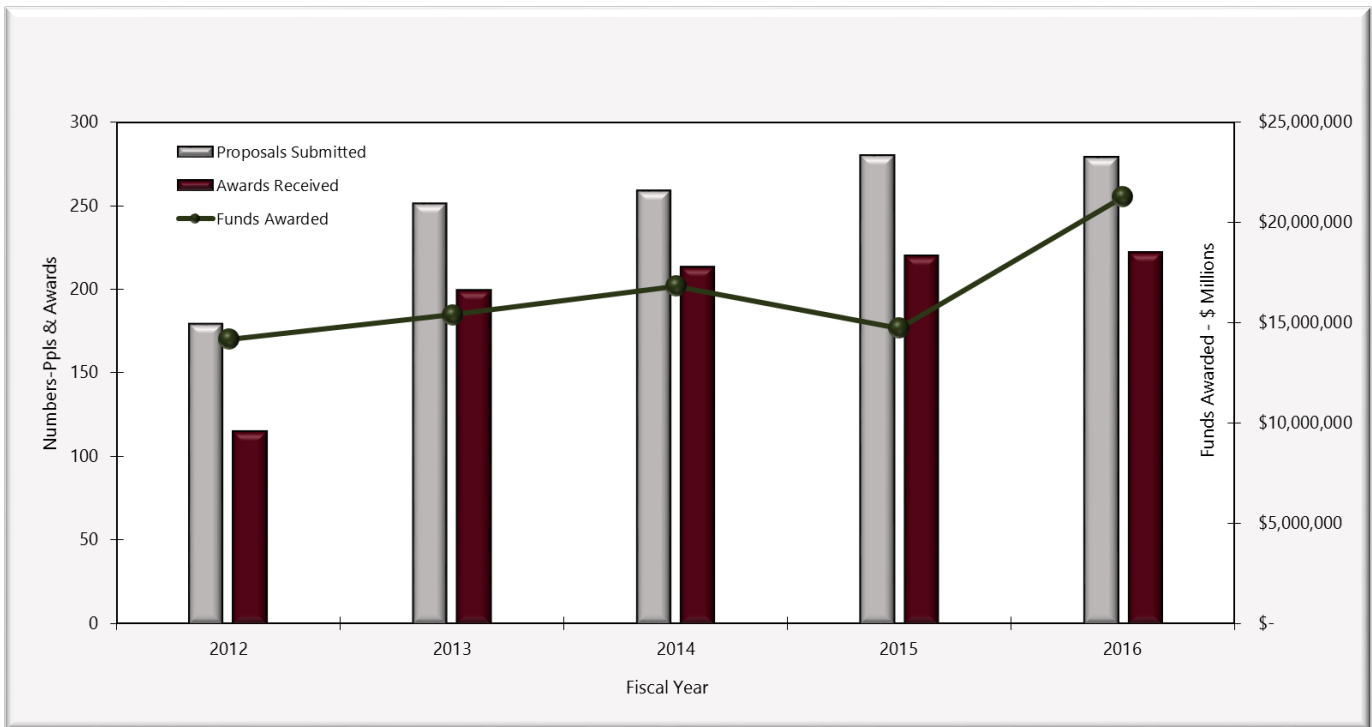
Month	Proposals Submitted	Total Awards	Dollars Awarded
July	21	17	\$2,018,944
August	23	14	\$2,526,455
September	63	55	\$6,109,588
October	21	21	\$4,190,658
November	24	14	\$1,396,150
December	43	38	\$864,922
January	18	12	\$1,097,561
February	21	7	\$1,505,413
March	45	44	\$1,569,692
April	0	0	\$0
May	0	0	\$0
June	0	0	\$0
	279	222	\$21,279,383



A comparison of activity over the last five years:

Cumulative Sponsored Program Activity Through the Month of March (FY 2012 - FY 2016)

Fiscal Year	Proposals Submitted	Number of Awards						\$Millions	
		Education	Equipment	Facilities & Infrastructure	Research	Service	Ttl Awds	Requested	Awarded
2012	179	37	2	3	25	48	115	\$ 31,947,196	\$ 14,185,027
2013	251	39	2	4	34	120	199	\$ 26,038,475	\$ 15,391,709
2014	259	35	0	7	45	126	213	\$ 28,267,983	\$ 16,818,797
2015	280	43	0	6	30	142	220	\$ 32,644,123	\$ 14,737,582
2016	279	43	2	7	36	134	222	\$ 47,322,168	\$ 21,279,383





Grant and contract activity for FY 2016, through March, by University Unit.

**Missouri State University  
FY 16 Grant/Contract Activity by Unit**

Unit	# Applying		# Awarded		Credit Share*			Actual**		
	Staff	Faculty	Staff	Faculty	Submit	Awards	Award \$	Submit	Awards	Award \$
Admin & Info Services	0	0	0	0	0	0	\$ -	0	0	\$ -
College of Arts & Letters	3	3	3	1	21	14	\$ 233,973	12	9	\$ 233,973
Center for Dispute Resolution	0	1	0	1	4	4	\$ 80,155	4	4	\$ 80,155
College of Business	0	2	0	2	5	5	\$ 2,630,196	5	5	\$ 2,630,196
Center for Project Innovation & Management	0	1	0	1	3	1	\$ 27,000	3	1	\$ 27,000
College of Education	4	5	4	4	18	18	\$ 823,814	18	17	\$ 823,814
Institute for Play Therapy	0	0	0	0	0	0	\$ -	0	0	\$ -
Institute for School Improvement	0	0	0	0	0	0	\$ -	0	0	\$ -
Southwest Regional Professional Development Center	1	1	0	1	6	5	\$ 1,260,803	5	5	\$ 1,260,803
College of Health & Human Services	4	21	4	14	38	32	\$ 1,327,315	30	26	\$ 1,302,360
Center for Research & Service	0	0	0	0	0	0	\$ -	0	0	\$ -
College of Humanities & Public Affairs	0	7	0	8	7	8	\$ 871,733	5	6	\$ 871,733
Center for Archaeological Research	0	1	2	1	3	5	\$ 54,347	3	4	\$ 54,347
Center for Community Engagement	0	1	0	0	1	0	\$ -	1	0	\$ -
Center for Economic Research	0	1	0	1	1	1	\$ 7,533	1	1	\$ 7,533
Center for Social Science & Public Policy Research	0	1	0	1	2	2	\$ 2,650	2	2	\$ 2,650
College of Natural & Applied Sciences	3	43	1	20	92	34	\$ 1,533,814	61	25	\$ 1,514,440
Bull Shoals Field Station	1	1	1	1	4	4	\$ 37,885	4	4	\$ 37,885
Center for Resource Planning & Management	3	1	3	1	19	12	\$ 509,177	11	7	\$ 509,177
Ozark Environmental Water Research Institute	1	1	1	1	13	14	\$ 464,952	9	10	\$ 485,952
Diversity & Inclusion	0	0	0	0	0	0	\$ -	0	0	\$ -
Graduate College	0	0	0	0	0	0	\$ -	0	0	\$ -
Library	2	2	0	0	5	0	\$ -	3	0	\$ -
President	3	0	0	0	3	1	\$ 66,084	2	1	\$ 66,084
Provost	2	1	3	1	6	6	\$ 30,079	4	6	\$ 30,079
Ozarks Public Health Institute	0	1	0	1	5	6	\$ 224,986	5	6	\$ 224,986
Research & Economic Development	4	0	4	0	25	21	\$ 1,510,340	21	19	\$ 1,510,340
Center for Applied Science & Engineering	5	0	4	0	15	7	\$ 978,999	10	5	\$ 978,999
Center for Biomedical & Life Sciences	0	1	0	1	10	6	\$ 77,434	10	6	\$ 77,434
International Leadership & Training Center	1	0	1	0	4	4	\$ 352,300	4	4	\$ 352,300
Jordan Valley Innovation Center	1	0	1	0	7	7	\$ 668,815	7	7	\$ 668,815
Small Business Development & Technology Center	1	0	1	0	6	7	\$ 232,236	6	7	\$ 232,236
Southwest Missouri Area Health Education Center	1	0	1	0	5	4	\$ 144,494	5	4	\$ 144,494
School of Agriculture	2	5	2	7	15	16	\$ 693,851	11	12	\$ 717,180
Center for Grapevine Biotechnology	0	1	0	1	2	2	\$ 48,084	2	2	\$ 48,084
Mid-America Viticulture & Enology Center	1	1	1	0	4	4	\$ 4,298,364	4	4	\$ 4,298,364
Student Affairs	1	0	2	0	1	4	\$ 1,563,378	1	4	\$ 1,563,378
West Plains	4	4	4	2	12	9	\$ 524,591	10	9	\$ 524,591
<b>TOTAL</b>	<b>48</b>	<b>107</b>	<b>43</b>	<b>71</b>	<b>362</b>	<b>263</b>	<b>\$ 21,279,383</b>	<b>279</b>	<b>222</b>	<b>\$ 21,279,383</b>

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

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

**INTERNATIONAL PROGRAMS REPORT  
BOARD OF GOVERNORS'  
MAY 2016**

**International Services**

There are 1,578 international students, representing 74 countries, studying at Missouri State this semester, as compared to 1,493 in spring 2015. International student enrollment has increased by 85 for the spring 2016 semester.

To date, International Services has received 714 applications and admitted 289 students for the 2016 fall semester. China remains Missouri State's number one feeder country with 895 Chinese students currently enrolled. Saudi Arabia is Missouri State's second largest international student population with 261 currently enrolled. The third and fourth largest international populations include India at 51 and South Korea at 39 students.

**China Programs:**

**Received Applications: (44 students)**

**Breakdown:**

Qingdao University: 15 students

Xi'an International Studies University: 15 students (including 5 students with full scholarship)

Henan University of Economics and Law: 12 students

Hainan University: 2 students

**Pending Applications: (18 students)**

**Breakdown:**

Shaanxi Normal University: 2 students

Qufu Normal University: 1 student

SIAS University: 15 students

**Special Programs: (75 students)**

**Breakdown:**

Qingdao University- BioTech Group: 25 students

Ningxia University – 50 students

**Total estimated number: 137 students**

**The 137 students listed above are non-degree seeking students. Missouri State will have 130 degree-seeking students from Dalian campus. Overall, Missouri State will have approximately 267 new Chinese students for fall 2016.**

**Study in China Program:**

5 - Missouri State – Springfield students studying in China for the fall 2016 semester.

4 - Missouri State – Springfield students going to Qingdao University for the fall 2016 semester

1 - Missouri State – Springfield student going to study at LNU/MSU College of International Business

Missouri State – West Plains Interns are in the selection process.

**Study in Mexico Program:**

This new program has its first Missouri State student scheduled to go to Mexico City for the fall 2016 semester to one of our partner universities in Mexico, Universidad Latina.

**International Friends' Program:**

83 students are enrolled, with 70 students being placed this semester.

20 new families have been recruited to the program.

A total of 42 families participated for the spring 2016 semester.

**India Operations**

The India program continues to show progress despite the devaluation of the Rupee against the dollar and concern across India after students were denied entry to the US as the result of enrollment in a non-accredited US school. MSU personnel are in India this month visiting high schools and agencies that recruit students for us.

**International Leadership and Training Center (ILTC)**

The **Ningxia Agriculture Education Program** is concluding the spring semester with 50 students completing courses on various topics related to animal science, agronomy, winemaking and viticulture. The Ningxia students and faculty will participate in statewide agriculture and wine tours in June as part of their practicum experience and then return to China in July.

Meanwhile, a new cohort of 50 students will be selected in May for the 2016-17 Ningxia program. Other summer programs for the ILTC will include the 3rd annual **Unicesumar** (Brazil) agriculture exchange, a professional development program for accounting faculty from **Henan University of Economics and Law** (China), and a workshop on **Hospitality Revenue Management** for students from Peru in conjunction with the Missouri State Hospitality and Restaurant Administration Department.

## English Language Institute (ELI)

The **ELI English for Academic Purposes (EAP)** program has begun restructuring to streamline the number of levels for budgetary purposes and to more effectively market the program. The new “6-level EAP” will begin in fall 2016, along with a new pre-academic program for students with zero to low beginner English skills. Utilizing a “Universal Design for Learning” approach, the curriculum and assessment procedures will allow students in the pre-academic program to progress at their own pace and test into the EAP at the end of any 8-week session. The EAP levels 1 through 6G will be aligned with the Common European Framework (CEFR) levels A2 through B2 for better transparency and marketing. The top exit level of the EAP (6G) is conceptualized as a capstone course for graduate students only. 6G will require students to demonstrate mastery of learning objectives through an integrated skills final portfolio with components that mirror assignments they will encounter in graduate courses.

**ELI Teacher Training Programs** will hold the second “Refining and Renewing English Skills” workshop at Universidad La Gran Colombia (UGC) in Bogota from May 10-14. The workshop involves training for teachers as well as English classes for UGC students. Upcoming CELTA courses are May 16-June 10 and June 27-July 28. A part-time CELTA course will be held during the fall semester.

**ELI Special Programs** is currently hosting a group of nine Thai teachers who have been observing classes at the EAP, Greenwood School, and Central High School, in addition to meeting Missouri State students and engaging in cultural activities, including the AAPIO Culture Festival. Over the next few months, Special Programs has a number of exciting programs scheduled:

- Isesaki Global Leadership Academy: May 28-June 5 – 123 students and 11 teachers, our largest group so far for this program.
- Language and Culture 6-week & 4-week programs: anticipated 60 participants
- Youth Global Leadership Academy: 60 Vietnamese, possibly some Kazakhs, and around 10 Springfield youth
- Adult Global Leadership + English program: 40 Chileans
- Adult Innovation and Entrepreneurship + English program: 30 Chileans and possibly a few Taiwanese
- Isesaki Cultural Exchange: 70 students and 7 teachers
- English for Musicians: Fall semester 4-5 new students and 1 returning part-timer

Altogether, over 400 people will have experienced our campus, the city of Springfield, and the Ozarks region from now until the middle of August. This is a great recruitment mechanism for Missouri State.

## Foreign Language Institute (FLI)

OTC students: 10      Drury students: 18      Evangel students: 11      Total partners: 39

Total students:

Language	Total enrollment - all students	Partner enrollment
Arabic	23	2
Chinese	27	2
German	61	12
Italian	14	5
Japanese	50	7
Korean	21	2
Portuguese	5	0
Russian	20	9
<b>Total:</b>	<b>221</b>	<b>39</b>

39 partner students have come to Missouri State to learn eight different languages at the FLI. Total enrollment is 221 students, including Missouri State students. This is lower than spring 2015 enrollment numbers (321 students in spring 2014). This is in part owing to us having offered 101 level courses in Russian, German and Japanese in spring 2015 (67 students enrolled). Those courses are very popular. We did not offer these courses this spring, because many students were upset that the 102 level would not be offered until spring 2016 and they wanted it offered in fall 2015. This would put other courses in the 201/202 level also off the four semester track for these students. Our hopes are that we will see a growth in fall 2016 in our 101s, after not having offered them in spring. In the future our plan is to offer 101s in certain languages each semester.

We have been and will be featured in ads in *The Standard* and *The Evangel Lance* to promote for-credit courses. Featured articles were also written in both student newspapers to highlight the importance of language acquisition. The Missouri State computer labs featured instructions on enrolling in language courses during the first week of fall enrollment.

For non-credit promotion, we ran spots on KSMU, the *Springfield News-Leader* online and in print, and distributed fliers around the city. The FLI is offering language for traveler courses in Arabic, German, Italian, Japanese, Portuguese, Russian, Spanish and French through the 2nd block spring. We have also created the first FLI summer camps: Passport to Asia and Passport to Europe, which will allow children ages 10-14 to study Chinese, Japanese and Korean or German, French and Spanish for three weeks during July.

**Sponsored Students Program**

The spring 2016 semester will end with a final count of 277 Sponsored Students. In response to the drop in Saudi Arabian Cultural Mission students, increasing the size and scope of other agency-sponsored applicants has become a new goal of the department. At the result of recruitment, networking, and training, the number of new applications for degree-seeking State Department funded sponsored students has increased; which signals movement towards this goal.

**Study Away**

A total of 549 Missouri State students studied abroad in 2015-16, compared to 513 students in 2014-15, a 7% increase. Of the 549 students who studied abroad in 2015-16, 374 participated in short-term programs led by Missouri State faculty members. Since 2009, student participation in Study Away has increased 108 percent (263 students to 549 students).

**2015-16 Scholarships**

<b>College Study Away Scholarships</b>			
<b>College</b>	<b>Number of Awards</b>	<b>Total Amount Awarded</b>	
CHHS	15	\$	14,175.00
CHPA	24	\$	14,250.00
CNAS	10	\$	10,100.00
COAL	31	\$	18,180.00
COB	80	\$	40,000.00
COE	12	\$	9,500.00
SOA	16	\$	11,200.00
<b>Total</b>		\$	<b>117,405.00</b>
<b>Old Voucher Award</b>			
Fall 2015	2	\$	1,000.00
Spring 2016	3	\$	1,500.00
Summer 2016	TBD		
<b>Total</b>		\$	<b>2,500.00</b>
<b>BOG &amp; University Scholarship Voucher</b>			
Fall 2015	7	\$	3,500.00
Spring 2016	40	\$	20,000.00
Summer 2016	TBD		
<b>Total</b>		\$	<b>23,500.00</b>
<b>Overall Awards</b>			
College Scholarships		\$	117,405.00
Old Voucher Awards		\$	2,500.00
BOG & University Vouchers		\$	23,500.00
<b>Total</b>		\$	<b>143,405.00</b>

VII.A.

## **REPORT TO BOARD OF GOVERNORS**

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

**Submitted April 26, 2016 (for May 2016 BOG Mtg.)**

#### **Statewide Collaborative Diversity Conference (SCDC)**

The Statewide Collaborative Diversity Conference was another success in 2016. Our attendance, approximately 230 was comparable to previous years. We gained six new sponsors this year and increased our sponsorship dollars by about 200% (\$8,000 in 2015 to just over \$23,000 + in-kind donations in 2016). This year, a private donor provided funding for 50 MSU students to attend student day of the conference. Participant surveys of the sessions and the overall conference experience came back very positive, with many looking forward to seeing the conference happen again in 2017. Our keynote with Dr. Maura Cullen was free and open to the public and was well attended. The video from this session will be posted on the conference website soon.

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

Chief Diversity Officer H. Wes Pratt (CDO) outlined the Climate Study recommendations for presentation to President's Council on Diversity on 4/22/2016. He also met with the Diversity Climate Study Response Task Force several times who finalized their recommendations in 4 areas: Training to improve cultural competency for faculty, staff & students; the retention of diverse faculty, staff & students; increased recruitment of diverse faculty, staff & students; and the integration and expansion of programs for diverse students. These recommendations were also presented to the President's Diversity Council on 4/22/2016.

#### **Difficult Dialogues Series**

*The "Shattering the Silences"* presentations and events coordinated by Diversity Fellow Dr. Jamaine Abidogun below were open to MSU and Community Audiences:

**Tuesday, February 09, 2016**

**6:00 PM - 9:30 PM Shattering the Silences: Dutchman PSU Theater**

***The Dutchman***

Play by Amiri Baraka

Director, Darryl Clark, Assistant Professor, Theater & Dance Department

A powerful one-act drama, *Dutchman* by Amiri Baraka. The play is a searing two-character confrontation that begins playfully but builds rapidly in suspense and symbolic resonance. Written in the 1960s, it

continues to reflect the turbulence of race and gender relations in the United States. – Dutchman “is about how difficult it is to become a man in the United States.” – Amiri Baraka

Sponsors: Division for Diversity & Inclusion, Faculty Center for Teaching & Learning, Theater & Dance Department, Multicultural Resource Center

**Thursday, February 11, 2016**

**2:00 – 4:00 PM, Meyer Library 101**

**African & African American Studies Lecture**

***“Contain, Crush & Incorporate: A Historical View of Policing the African American Community”* Dr. Sundiata Cha-Jua, Departments of African American Studies and History**

University of Illinois-Urbana

Senior Editor, TBS/The **Black** Scholar, 2011-2015

President of the National Council for Black Studies, 2010-2014

Sponsors: African and African American Studies Committee, College of Humanities & Public Affairs, College of Arts and Letters, Anthropology & Sociology Department, Political Science Dept, Faculty Center for Teaching & Learning

**Monday, February 29,**

**5:00 PM - 7:00 PM, Meyer Library 101**

***“Not Your Mascot,” Not Your Subject Matter: Indigenous Identity and Knowledge in the Academy***

**Panel Forum: Dr. John Gram, Dr. Kayla Lewis, Dr. Sarah Nixon, and Dr. Steve Willis**

Whose identity and knowledge is it? This forum discusses what constitutes Identity and Indigenous Knowledge in Native American cultures and perspectives on how to integrate and/or present this knowledge in education and the wider community.

Sponsors: Division for Diversity & Inclusion, Faculty Center for Teaching & Learning

**Tuesday, April 19, 2016**

**1:00 PM - 2:30 PM PSU, Parliamentary Rm (313)**

***ADA Compliance & Disability Studies***

**Panel Forum:** Dr. Shannon Wooden, Associate Professor, English Dept.; Stacy Rice, Instructional Designer, FCTL; Katheryne-Staeger-Wilson, Program Coordinator (Grassroots Advocacy/Training and Outreach) Missouri Developmental Disabilities Council

Sponsors: Division for Diversity & Inclusion, Faculty Center for Teaching

Plans are also underway for the CDO to co-host the campus series *Tough Talks* created by MSU professor and businessman Lyle Q. Foster

**April 27, 2016**

**Glass Hall, Room 345, 6:00 – 7:00 PM**



**The Miracle** tells the Story of Tekki Lomnicki, a little person, who must face the truth about her life during an important journey she took with her mother. Tekki Lomnicki is a solo performer, playwright, director and educator. She has devoted her craft to finding ways to incorporate her abilities and those of others to perform compelling stories. She is currently the artistic director of Tellin' Tales Theatre in Chicago. A SKYPE Discussion with Tekki Lomnicki follows this film showing.

Sponsored by: Student Council for Exceptional Children, Chapter 978, Dept of Counseling, Leadership, and Special Education, Faculty Center for Teaching and Learning, and Division of Diversity and Inclusion.

***Shattering the Silences: Civil Rights Roundtable: Then & Now,***

**April 28, 2016**

**Meyer Library, Room 101, 5:30 – 7:30 PM**

Opening Speaker: Dr. Marlin Barber, History Department

Moderator: Jamaine Abidogun, Diversity Fellow, Division for Diversity & Inclusion

Shattering the Silences invites campus and community members to this roundtable to discuss past civil rights coalitions and why coalition building is necessary to meet today's civil rights challenges. We will look at the intersections of the various civil rights movements and how we might strengthen and maintain coalitions across groups.

Sponsors: Division for Diversity and Inclusion and Faculty Center for Teaching and Learning

**President's Council on Diversity**

The Council met on April 22<sup>nd</sup> and were presented with the university Diversity Inventory. They reviewed reports containing recommendations from the 2015 Campus & Community Climate Study; the Faculty Senate Ad Hoc Committee Report; and the Climate Study Response Task Force. The Council met in small group discussions and as a large group to discuss/propose the university diversity priorities for 2016-2017.

**Scholar 2 Scholar Program**

Diversity Fellow Dr. Jamaine Abidogun has begun implementation of the undergraduate research program matching undergraduate students and their faculty mentors in research and creative projects. Interested students and faculty mentors interested in participating in the research based can contact Dr. Abidogun.

**Faculty Mentoring Program**

The Faculty Mentoring Program created and coordinated by Diversity Fellow Dr. Sabrina is being reviewed by the CDO and is recognized as a viable approach to enhance the university's diverse faculty

retention efforts through partnering and mentoring approaches supporting new faculty members through tenure and promotion.

### **Lumina Diversity Train the Trainer Program**

Several Missouri State University faculty and staff engaged in five Diversity “Train the Trainer” cultural competency sessions facilitated by university faculty members, Dr. Leslie Anderson and Lyle Foster to assist faculty and staff to better work with students from historically underrepresented backgrounds. The training was funded by a Lumina Grant provided through the Community Partnership for Attainment Springfield 2025 Higher Education Project of which Missouri State University was a partner along with Drury University, the Springfield Public School System; the City of Springfield, the Ozarks Technical Community College, and the Community Foundation of the Ozarks. The MSU cohort is now engaged in planning to conduct “train the trainer” cultural competency training for MSU faculty/staff during the early Fall 2016 and Spring 2017.

### **CDO Events/Activities:**

Attended Public Entities Diversity Group meeting, 1/12;

Attended MLK, Jr. Annual March and program as did President Smart and other MSU administrators, students, faculty, and staff, 1/18;

Attended MSU “Untamed Tongues” organization’s Poetry Slam competition, 1/22;

Attended Springfield Police Chief Advisory Group (CAG) meetings as member at Police Fire Training Center on 2/8/2016 and 4/11/2016;

Attended “Black Lives Matter v. All Lives Matter” Student Discussion on 2/8/2016;

Attended Springfield Regional Salute to Legislators, Jefferson City on 1/27;

Attended Springfield Chamber of Commerce Annual Meeting;

Chaired Statewide Collaborative Diversity Conference (SCDC) Executive Committee planning meetings on 1/13; 2/10;3/9;3/14 and 3/15 and hosted SCDC on 3/16-3/18/2016);

Attended Lumina Planning Grant “Train the Trainer” meeting on 3/15 with MSU cohort & facilitators planning MSU participation in cultural competency training;

Chaired 4 Climate Study Response Task Force meetings;

Attended African and African-American Studies Lecture- “Contain, Crush and Incorporate a Historical View of Policing the African-American Community” by guest presenter Dr. Sundiata Cha-Jua on 2/11/2016 and also dinner meeting with Dr. Cha-Jua that evening;

Met with MSU Foundation Executive Director Brent Dunn & staff regarding Diversity Hiring and Affinity groups on 2/12;

Met with local NAACP President Cheryl Clay, VP Student Affairs D. Siscoe re: Multicultural Leadership Grant on 2/12;

Attended & participated in Lumina Grant collaborators team "Train the Trainer" Cultural Competency training at Mid-Town Library on 2/17;2/29;3/14;4/14;

Attended & co-chaired President's Diversity Council meetings on 2/18 and 4/22;

Attended Executive Enrollment Management meetings on 2/19 and 3/18;

Attended local NAACP Chapter general meeting presentation by NAACP Statewide President Rod Chapel on 2/20;

Attended Local Workforce Development Luncheon on 2/23;

Attended "Heroes Continued" Black History Month performance at Big Momma's Back Porch Theater on 2/26;

Attended "Created Equal: Rights, Liberties, and Citizenship" Inaugural Lecture Series at Drury University (DU) on 3/2;

Attended "Race, Ethnicity and Inequality in Politics" lecture on 3/3 and participated as panel member of Created Equal Panel discussion at DU Diversity Center on 3/4;

Attended initial MSU Bias Response Team (BRT) meeting on 3/4; 5/4;

Met with African Student Association members on 3/11;

Presided at Minorities In Business (MIB) Heritage Awards Dinner on 3/14;

Attended dinner meeting on 3/15 with Captain R. Johnson of Missouri State Highway Patrol, 2015 winner of SCDC Diversity Champion Award, who was presenter of 2016 SCDC;

Convened MSU 2016 SCDC Conference, 3/16-3/18/2016;

Met with President Smart, VP S. Shaw, and Springfield Convention & Business Bureau & Chamber of Commerce CEO regarding diversity in tourism marketing on 3/17. Collaborating on diversity training presentation for SCBB;

Presented "Civil Rights Movement in Higher Education in 1970's" as part of *DOCUAMERICA Photography Project 1971-1977*;

Attended "Giving Voice" presentation to Staff Senate members at Craig Hall on 3/23;

Co-chairs meeting(s) of Task Force on Retention & Recruitment of Underrepresented Students, 3/24;

Met with MSU Ozarks Festival Celebration staff re: African-American participation, 3/29;

Attended Price Cutter Grand Opening & Ribbon Cutting ceremony at Grant and Commercial Street store with Commercial Street Merchants Assn and MIB;

Attended BOG Retreat in St. Louis, 3/31-4/1;

DDI Diversity Fellow J. Abidogun met with Cox Health administrators in preliminary discussion of a proposed international nurses option including diversity awareness and preparedness, 3/31;

Attended Multicultural Leadership Scholarship Program Committee meeting, 4/11;

Attended MSU Counseling department candidate dinner meeting, 4/12;

Attended Sustainability Advisory Committee meeting re: diversity issues, 4/25;

Attended Public Affairs Hall of Fame Induction Ceremony dinner, 4/14;

Chairs MSU Lumina Cultural Competency "Train the Trainer" Cohort Planning committee meetings, 4/18;4/25; 5/4;

Attended Leaders in Community Service Year-end Banquet, 4/18;

Attended *Shattering the Silence* ADA and Disability Presentation, 4/19.

Participated as panel member at Evangel University "Synergy" Diversity panel discussion with students, faculty & staff, 4/19.

Attended/Participated in Emergency Response Exercise with AC, 4/21;

Presented on university diversity issues for MSU Marketing & Communications Department staff meeting, 4/21;

Made Diversity presentation to Phi Sigma Pi Honor Fraternity, Meyer Library, 4/21;

Attended Mary Jean Price Naming Ceremony at MRC Annex Building, 4/22;

Attended "Words Hurt: Upholding the Pillar of Cultural Competence" student presentation, 4/26;

Attended Governor Nixon press conference & signing of Higher Education Budget Bill, 4/27;

Attended Chamber of Commerce Cardinal Baseball Luncheon, 4/27;

Attended *Shattering the Silences* presentations, 4/28;

Attended various meetings with National Black Graduate Student Association (NBGSA) on 4/27-28 in collaboration with Associate Provosts and Graduate College to establish chapter at MSU. NBGSA encourages black students to pursue graduate studies, assists current grad students to succeed & provides national networking opportunities.

Submitted by:

H. Wes Pratt

Assistant to the President/Chief Diversity Officer

April 27, 2016

## Missouri State University Board of Governors

May 12, 2016 meeting

Report by Dr. Drew Bennett

Chancellor, West Plains Campus

**GOCAT opening this fall:** With renovations soon underway on the new Greater Ozarks Center for Advanced Technology (GOCAT), we are working with the South Central Career Center (SCCC) of the West Plains R-7 School District to begin offering advanced manufacturing and technology courses at the center this fall. GOCAT is a partnership between the university, SCCC and the City of West Plains to bring advanced technological training to area residents. Thanks to a \$225,000 Delta Regional Authority grant and additional funding from the city, the former city scales building on Howell Avenue is being converted into an advanced manufacturing training center where area residents can develop the skills and knowledge needed to fill the technologically-advanced manufacturing positions of the 21st century. The Board of Governors has previously approved Memorandums of Understanding authorizing a cooperative agreement for the purpose of contracting the instruction of various courses provided by SCCC. Associate degrees and certificates focusing on immediate entry into the workforce will be offered.

**Commencement:** To date, 272 students have applied to be candidates for graduation from Missouri State University-West Plains during commencement ceremonies May 14 at the West Plains Civic Center. This number could increase because the deadline to apply to graduate has not passed at the time this report was submitted. In addition, 48 students will participate in commencement ceremonies for Missouri State University-Springfield graduate and undergraduate degree programs, some of which are available through the Missouri State Outreach program on the West Plains campus.

**Missouri State Night:** Missouri State-West Plains hosted the annual Missouri State Night in West Plains on May 5 at the West Plains Civic Center in conjunction with the Missouri State University Alumni Association. One of the highlights of the evening was the presentation of the West Plains Distinguished Alumni award to former Waynesville School Superintendent Dr. Judene Blackburn and the Distinguished Faculty/Staff Award to Dr. Herb Lunday, former Dean of Student Services and Athletic Director at Missouri State-West Plains.

**Annual Auction:** More than \$16,000 was raised during Missouri State University-West Plains' 22<sup>nd</sup> annual auction April 9 at the West Plains Civic Center. Approximately 150 people attended the "True Blue" themed event, which included auction and casino activities. Proceeds from the auction will be used to help fund the creation of the Carol Silvey Student Union, which will be housed in Hass-Darr Hall (the local post office building) after it is renovated.

**Excellence in Education award:** Dr. Phillip Howerton, associate professor of English at Missouri State-West Plains, recently was honored by Missouri Gov. Jay Nixon with the Missouri Council on Public Higher Education's Governor's Award for Excellence in Education. The 15 recipients of this year's award were recognized during a luncheon in their honor on Wednesday, April 13, in Jefferson City. The annual award honors outstanding faculty from post-secondary public schools, colleges and universities within the state. The recipients were selected by their respective institutions for effective teaching, innovation in course design and delivery, effective advising, service to the institution's community, and commitment to high standards of excellence.

**Art Around Town:** Artwork by area elementary students took the spotlight during the 16<sup>th</sup> annual Art Around Town exhibit April 13-24 and awards program April 17 at the West Plains Civic Center. Sponsored by Missouri State-West Plains' University/Community Programs (U/CP) Department, the free event featured two- and three-dimensional pieces by children in grades kindergarten through eighth from 14 area school districts.

IX.A.

**REPORT BY STUDENT BODY PRESIDENT**

Ms. Ashley Crisafulli, President of the Student Body, will make a report to the Board of Governors.

## IX.B.

### **Student Affairs Report Missouri State University Board of Governors May 13, 2016**

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

#### **Enrollment Management:**

- As of the end of our registration sequence, which means that all of our current students have had the opportunity to register, we have registered 12,018 students for the fall 2016 semester. That is 306 or 2.6% more than had registered last year for fall 2015 as of the end of the registration sequence. More than half of our increase is attributable to students classified as freshmen. Of course, you'll recall that we had a 13 percent increase in first-time students this past fall, so we have that large group of students moving through the system. Students have registered for a total of 150,075 credit hours which is 5,457 (3.8%) more than last year.
- It looks like we are going to have another increase in freshmen this fall, though a much smaller increase than we had last year. We are currently up slightly over last year in the number of admitted students, first-time students with housing contracts, and students with SOAR reservations. Staff in Admissions, Residence Life, New Student and Family Programs, and Financial Aid are all focused on following up with our admitted students and preparing for our Student Orientation, Advisement and Registration sessions that begin in early June.
- For summer, again at the end of sequence, we have registered 5,996 students, up 98 (1.7%) over last year.

#### **Foster Recreation Center:**

Campus Recreation staff have offered numerous programs including:

- *Stumped or Pumped Bouldering Competition*-Held in the Foster Recreation Center – 35 competitors with participants from MSU, OTC, UCM and the Springfield area.
- *Spring Break Trip to Cape St. George, FL*-Students spent time exploring, camping, and canoeing on the tip of this barrier in the Gulf of Mexico.
- *Wellness Expo* included student challenges and giveaways and featured services provided by campus departments.
- *WellFit* Incentive Program promoted living a healthy and well-balanced life.

#### **Multicultural Services and Access Programs:**

- Students voted through a campus-wide ballot to name the MRC Annex the **Mary Jean Price Walls Multicultural Resource Annex**. A Grand Opening was held on Friday, April 22<sup>nd</sup> and over 300 students, faculty and staff toured the new facility.
- We had a very successful Multicultural Leadership Scholarship Interview Day on February 6<sup>th</sup> with over 300 participants including students and parents.
- We completed an 18 month development program with MoDot and our current Multicultural Leadership Scholarship Recipients teaching them about the many opportunities of employment with MoDot and the process of developing multi-million dollar projects – The Rogersville Project.

#### **MSU Bookstore:**

- The Bookstore has competed a RFP process to purchase a new point of sale system.
- The Annual Tent sale was held May 2-6 on the Bookstore West Patio. As always, faculty, staff and students were thrilled with the bargains they were able to obtain.



**The Dean of Students:**

- The **Dean of Students Office** coordinated and advertised several events for April's Sexual Assault Awareness Month, ranging from information tabling to a panel focused on sexual assault survivor resources.
- Justin Lozano was hired as the new Director of the **Disability Resource Center**. A Missouri State alum, he served as an Access Advisor at the University of Missouri's Disability Center.
- **Parent & Family Programs** recently completed its Council for the Advancement of Standards (CAS) External Review and is awaiting feedback in the form of a final report.
- Spring Family Day was held on Saturday, April 23<sup>rd</sup> at the Bears Baseball game with a huge turnout of parents, siblings and friends.
- The **Counseling Center** hired a new Mental Health Clinician, Hannah Harris, MA. Hannah currently serves as an Intern at Health Point Community Health Center in Seattle Washington, as part of the completion of her doctoral studies at the Wright Institute. She will join the team July 18, 2016.
- The **Counseling Center** has provided an unprecedented 3,506 counseling sessions to a total of 1,042 individual students from June, 2015 to April 18, 2016. This is a significant increase in counseling services utilized by students, compared with any semester in the history of the MSU Counseling Center. Anxiety continues to be the #1 reason students request care, followed by depression and relationship problems. Also greatly increased were crisis services; Counseling Center staff have provided 96 crisis counseling sessions to date during the current academic year.
- The **Counseling Center** staff have provided a total of 63 Outreach Programs during the 2015-2016 academic year, thus far, reaching over 1600 students during presentations, panels, table top information opportunities and other student support events.
- The **PSU and Events & Meeting Services** offices completed their Council for the Advancement of Standards (CAS) External Reviews. The external review committee will be producing a report over the next two months, which will include recommendations for organizational improvements, as well as evaluating the self-assessments completed by both departments during the fall 2015 semester.
- **Office of Student Conduct** hired the new Assistant Director of Student Conduct, Tamarah Dixon, who will join the team in June 2016.

**Residence Life, Housing and Dining:**

- Living Learning Communities (LLCs) for 2016-17 continue to fill and we plan for three new offerings; Agriculture, Education and Global as well.
- Applications for housing contracts continue to come in and as students register for SOAR, we'll have another indicator for numbers when we open in August.
- Blair bathrooms' renovation project is scheduled to begin on Monday, May 16.
- The new storm shelter, just west of Sunvilla Tower, is all in place. Finish work should be completed ahead of schedule.
- Hydroponic plants are now being grown in the dining centers. This will provide fresh herbs and a variety of lettuces.

**Taylor Health and Wellness Center:**

- After trimming some building estimated costs, the new University Health and Wellness Center project is on budget and on schedule. Architects from Hastings + Chivetta have been on-site working with the staff to ensure that the project is aligned with work flow needs of each department.

Respectfully submitted by,

Dr. Dee Siscoe  
Vice President for Student Affairs

IX.B.1.

**RECOMMENDED ACTION** – Offer of commendation to Ashley Crisafulli for service as Student Body President.

**WHEREAS**, Ashley Crisafulli served as Student Body President at Missouri State University from May 2015 through May 2016, has been actively involved in student government throughout her collegiate career, and has been faithful and competent in the performance of her duties; and

**WHEREAS**, Ashley Crisafulli has provided exceptional leadership which has resulted in a high level of respect for the Student Government Association among students, faculty, staff, and administration; and

**WHEREAS**, Ashley Crisafulli has pursued a fully participatory form of student governance by working energetically to keep students informed of issues affecting the University and soliciting student input and ideas; and

**WHEREAS**, Ashley Crisafulli has continually demonstrated her dedication to the University and her fellow students through many leadership and service roles in extracurricular activities and has represented the interest of students and effectively communicated their views to the University administration and to the Board of Governors; and

**WHEREAS**, Ashley Crisafulli has conducted herself in a manner appropriately befitting the President of the Student Body of a major state university.

**NOW, THEREFORE, BE IT RESOLVED**, by the Board of Governors for Missouri State University, that we commend Ashley Crisafulli for outstanding service as Student Body President of Missouri State University from May 2015 through May 2016.

VOTE:        AYE \_\_\_\_\_

              NAY \_\_\_\_\_

IX.B.2.

**RECOMMENDED ACTION** – Offer of commendation to Alissa Biermaier for service as Student Body Vice President.

**WHEREAS**, Alissa Biermaier served as Student Body Vice President of Missouri State University from May 2015 through May 2016, and has been faithful and competent in the performance of her duties; and

**WHEREAS**, Alissa Biermaier has presided over the Student Government Association with considerable parliamentary skill, leadership, and motivation; and

**WHEREAS**, Alissa Biermaier has provided exceptional leadership which has resulted in a high level of respect for the Student Government Association among students, faculty, staff, and administration; and

**WHEREAS**, Alissa Biermaier has continually demonstrated her dedication to the University and her fellow students through many leadership and service roles in extracurricular activities; and

**WHEREAS**, Alissa Biermaier has conducted herself in a manner appropriately befitting the Vice President of the Student Body of a major state university.

**NOW, THEREFORE, BE IT RESOLVED**, by the Board of Governors for Missouri State University, that we commend Alissa Biermaier for outstanding service as Student Body Vice President of Missouri State University from May 2015 through May 2016.

VOTE:        AYE \_\_\_\_\_

              NAY \_\_\_\_\_

X.A.

Marketing and Communications Report  
Missouri State University Board of Governors  
May 12, 2016

MarCom updates since the February 5, 2015 meeting:

**Brand Refresh Roll-out**

We are currently in the process of rolling out the brand refresh to the campus.

- December/ January. Communicated to key stakeholder groups around campus, Feedback incorporated into branding guidelines
- February 25 - Brand guidelines presented to key stakeholders from around campus. Approximately 80 people in attendance – by invitation
- April 4 – Detailed/deep dive brand training for critical users across campus – by invitation
- May 24 – Quarterly MarCom meeting to discuss brand updates and introduce assets that will be available at that time on the Marketing and Communications website – open to campus, focus on users
- June 17– Campus introduction and celebration
- August 22– Student introduction and celebration
- Homecoming – Alumni introduction and celebration
- Ongoing – promotions, contests, social media, etc.

**University Communications**

Andrea Mostyn was named Director of University Communications.

**Publications**

The team is immersed in converting publications across the University to the new branding. This process is expected to take approximately 24 months.

**Web and New Media**

The team continues to convert and update websites across the University to a mobile format, which is critical when communicating with prospective students, the majority of whom have smart phones.

The team is also focused on adding elements from the brand refresh to the website.

XI.A.

**REPORT FROM STAFF SENATE**

Ms. Christina Bowles, Chairperson of the Staff Senate, will make a report to the Board regarding the following topics:

1. Update on Staff Satisfaction Survey
2. Senator Elections
3. Increased Number of Senators

XI.B.

**RECOMMENDED ACTION - Offer of commendation to Christina Bowles for service as Staff Senate Chair.**

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

**Whereas**, Christina Bowles has served as Chair of the Staff Senate at Missouri State University for fiscal year 2015-2016; and

**Whereas**, Christina Bowles has provided outstanding leadership which has resulted in a high level of respect for the Staff Senate among the University's staff, faculty, students, and administration; and

**Whereas**, Christina Bowles has pursued a fully participatory form of Staff Senate governance by working energetically to keep staff informed of issues affecting the University and soliciting staff input and ideas; and

**Whereas**, Christina Bowles has continually demonstrated her dedication to the University and her fellow staff, and has represented the interests of staff and effectively communicated their views to the University administration and to the Board of Governors; and

**Whereas**, Christina Bowles has conducted herself in a manner appropriately befitting the Chair of the Staff Senate of a major state university;

**Be It Now Resolved**, by the Board of Governors for Missouri State University, that we commend Christina Bowles for her outstanding service as Staff Senate Chair at Missouri State University for 2015-2016.

VOTE:        AYE \_\_\_\_\_

               NAY \_\_\_\_\_

**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	
<b>Annual Gifts</b>	FY 15	2,703	\$89,369	44	\$170,294	2,747	\$259,663	25,719	\$4,333,062	FY 15
	<b>FY 16</b>	3,374	\$104,239	29	\$72,987	3,403	\$177,226	27,190	\$4,669,995	<b>FY 16</b>
<b>Special Campaigns</b>	FY 15	22	\$2,987	8	\$27,580	30	\$30,567	958	\$3,063,346	FY 15
	<b>FY 16</b>	28	\$3,625	2	\$26,000	30	\$29,625	868	\$1,673,558	<b>FY 16</b>
<b>One Time Gifts</b>	FY 15	0	\$0	12	\$95,258	12	\$95,258	63	\$1,792,693	FY 15
	<b>FY 16</b>	0	\$0	5	\$46,396	5	\$46,396	54	\$4,246,005	<b>FY 16</b>
<b>TOTALS</b>	FY 15	2,725	\$92,356	64	\$293,132	2,789	\$385,488	26,740	\$9,189,101	FY 15
	<b>FY 16</b>	3,402	\$107,864	36	\$145,383	3,438	\$253,247	28,112	\$10,589,558	<b>FY 16</b>



MISSOURI STATE UNIVERSITY FOUNDATION  
 INCOME SUMMARY TOTALS BY TYPE AND SOURCE  
 07/01/2015 TO 01/31/2016

SOURCE	UNRESTRICTED CURRENT	RESTRICTED CURRENT	ENDOWMENT	GIFTS OF PROPERTY	TOTAL 7/1/2015 TO 01/31/2016	TOTAL 7/1/2014 TO 01/31/2015
G I F T S						
ALUMNI	\$66,714	\$1,842,860	\$231,469	\$13,781	\$2,154,824	\$1,569,756
FRIENDS	5,793	1,656,769	169,800	26,191	\$1,858,552	2,595,231
PARENTS	1,836	88,868	3,536	1,265	\$95,505	87,418
FOUNDATIONS	3,100	227,882	2,400	0	\$233,382	1,140,505
ORGANIZATIONS	5,075	237,413	53,438	3,513,436	\$3,809,362	369,274
BUSINESSES	12,959	1,862,021	287,523	275,431	\$2,437,934	3,426,917
GIFT TOTAL	<u>\$95,476</u>	<u>\$5,915,813</u>	<u>\$748,166</u>	<u>\$3,830,104</u>	<u>\$10,589,558</u>	<u>\$9,189,101</u>

	NUMBER OF DONORS 7/1/2015 TO 01/31/2016	NUMBER OF DONORS 7/1/2014 TO 01/31/2015
ALUMNI	5,074	5,052
FRIENDS	8,499	8,024
PARENTS	1,251	1,100
FOUNDATIONS	34	34
ORGANIZATIONS	89	87
BUSINESSES	696	790
TOTAL	<u>15,643</u>	<u>15,087</u>

**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 February		Running Totals		Year
		No.	Amount	No.	Amount	No.	Amount	No.	Amount	
<b>Annual Gifts</b>	FY 15	3,398	\$144,781	42	\$112,493	3,440	\$257,274	29,159	\$4,590,336	FY 15
	<b>FY 16</b>	3,848	\$160,673	29	\$70,295	3,877	\$230,968	31,066	\$4,906,752	<b>FY 16</b>
<b>Special Campaigns</b>	FY 15	37	\$2,966	11	\$84,612	48	\$87,578	1,006	\$3,150,924	FY 15
	<b>FY 16</b>	15	\$981	2	\$13,300	17	\$14,281	1,143	\$1,733,178	<b>FY 16</b>
<b>One Time Gifts</b>	FY 15	0	\$0	11	\$646,625	11	\$646,625	74	\$2,439,318	FY 15
	<b>FY 16</b>	0	\$0	7	\$90,049	7	\$90,049	61	\$4,421,054	<b>FY 16</b>
<b>TOTALS</b>	FY 15	3,435	\$147,747	64	\$843,730	3,499	\$991,477	30,239	\$10,180,578	FY 15
	<b>FY 16</b>	3,863	\$161,654	38	\$173,644	3,901	\$335,298	32,270	\$11,060,984	<b>FY 16</b>

MISSOURI STATE UNIVERSITY FOUNDATION  
 INCOME SUMMARY TOTALS BY TYPE AND SOURCE  
 07/01/2015 TO 02/29/2016

SOURCE	UNRESTRICTED CURRENT	RESTRICTED CURRENT	ENDOWMENT	GIFTS OF PROPERTY	TOTAL 7/1/2015 TO 02/29/2016	TOTAL 7/1/2014 TO 02/28/2015
GIFTS						
ALUMNI	\$75,623	\$1,910,210	\$238,414	\$14,983	\$2,239,230	\$1,664,557
FRIENDS	6,139	1,830,827	172,954	114,274	\$2,124,194	3,348,871
PARENTS	1,856	96,230	3,976	1,265	\$103,327	94,610
FOUNDATIONS	3,100	231,482	4,650	0	\$239,232	1,151,355
ORGANIZATIONS	5,075	238,483	65,188	3,519,613	\$3,828,359	377,660
BUSINESSES	13,333	1,904,379	292,173	316,756	\$2,526,642	3,543,525
GIFT TOTAL	<u>\$105,125</u>	<u>\$6,211,612</u>	<u>\$777,356</u>	<u>\$3,966,891</u>	<u>\$11,060,984</u>	<u>\$10,180,578</u>

	NUMBER OF DONORS 7/1/2015 TO 02/29/2016	NUMBER OF DONORS 7/1/2014 TO 02/28/2015
ALUMNI	5,419	5,394
FRIENDS	8,982	8,557
PARENTS	1,314	1,226
FOUNDATIONS	38	39
ORGANIZATIONS	98	96
BUSINESSES	838	839
TOTAL	<u>16,689</u>	<u>16,151</u>

**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 March		Running Totals		Year
		No.	Amount	No.	Amount	No.	Amount	No.	Amount	
<b>Annual Gifts</b>	FY 15	4,330	\$225,547	36	\$114,623	4,366	\$340,170	33,526	\$4,931,758	FY 15
	<b>FY 16</b>	4,478	\$244,864	53	\$217,937	4,531	\$462,801	35,615	\$5,382,970	<b>FY 16</b>
<b>Special Campaigns</b>	FY 15	29	\$6,380	11	\$1,507,184	40	\$1,513,564	1,046	\$4,664,488	FY 15
	<b>FY 16</b>	31	\$4,163	5	\$1,482,247	36	\$1,486,410	1,211	\$3,229,428	<b>FY 16</b>
<b>One Time Gifts</b>	FY 15	0	\$0	10	\$1,080,469	10	\$1,080,469	84	\$3,519,787	FY 15
	<b>FY 16</b>	0	\$0	19	\$222,361	19	\$222,361	81	\$4,644,667	<b>FY 16</b>
<b>TOTALS</b>	FY 15	4,359	\$231,927	57	\$2,702,276	4,416	\$2,934,203	34,656	\$13,116,033	FY 15
	<b>FY 16</b>	4,509	\$249,027	77	\$1,922,545	4,586	\$2,171,572	36,907	\$13,257,065	<b>FY 16</b>

MISSOURI STATE UNIVERSITY FOUNDATION  
 INCOME SUMMARY TOTALS BY TYPE AND SOURCE  
 07/01/2015 TO 03/31/2016

SOURCE	UNRESTRICTED CURRENT	RESTRICTED CURRENT	ENDOWMENT	GIFTS OF PROPERTY	TOTAL 7/1/2015 TO 03/31/2016	TOTAL 7/1/2014 TO 03/31/2015
GIFTS						
ALUMNI	\$81,110	\$1,999,781	\$252,029	\$15,413	\$2,348,333	\$1,788,262
FRIENDS	6,346	2,144,025	198,164	118,063	\$2,466,598	3,499,725
PARENTS	2,456	109,947	4,366	1,265	\$118,034	108,402
FOUNDATIONS	3,100	240,232	5,019	0	\$248,351	1,153,525
ORGANIZATIONS	5,075	384,595	72,388	3,520,688	\$3,982,746	416,152
BUSINESSES	13,935	3,452,642	296,541	329,886	\$4,093,004	6,149,967
GIFT TOTAL	<u>\$112,021</u>	<u>\$8,331,222</u>	<u>\$828,507</u>	<u>\$3,985,315</u>	<u>\$13,257,065</u>	<u>\$13,116,033</u>

	NUMBER OF DONORS 7/1/2015 TO 03/31/2016	NUMBER OF DONORS 7/1/2014 TO 03/31/2015
ALUMNI	5,753	5,847
FRIENDS	9,994	9,575
PARENTS	1,458	1,338
FOUNDATIONS	39	40
ORGANIZATIONS	107	104
BUSINESSES	934	880
TOTAL	<u>18,285</u>	<u>17,784</u>

## XIV.A.

Discussion Topic: Online Instruction

### **Background Information.**

**History.** The online delivery of course work and the associated positive student learning outcomes achieved are perhaps the most significant change factors that have impacted processes in higher education in this century. Missouri State University-Springfield offered its first online course in the late 1990's. The early course work and degree offered were at the graduate level. Approximately fifteen years ago the Higher Learning Commission approved MSU to offer the Master of Science in Administrative Studies in an online format. Simultaneous with the development of the core courses of that program, an infrastructure of support for online education was developed that included an Instructional Designer, enhancement of delivery technology, and adoption of a commercial online Learning Management System.

**Present.** Online programming from the Springfield campus has grown rapidly with a significant proportion of that growth in the last five years. Currently, 14 graduate degree programs and 11 undergraduate majors can now be completed online. In addition, 17 certificates, primarily at the graduate level, are online and this list continues to expand. During the last fiscal year, 14% of MSU credit hours were in online course work. Including several per course faculty who teach online, 230 instructional faculty taught at least one online course. Forty-four percent of the credit hours were online during the summer session of 2015, and almost 54% of enrolled students took an online course. For the current spring term 12% of the credit hours are from online-class enrollments. These data do not include iCourses and blended courses which have a component of the class online.

Help to prepare and assist faculty has expanded extensively since the early days of online instruction at MSU. The Faculty Center for Teaching and Learning provides assistance for preparation of online courses as well as extensive use of supporting technology in face-to-face instruction. Faculty have refined their techniques to achieve interaction of students with each other and with the instructor in an online course. Blackboard, the Learning Management System utilized for online and other courses, was expanded two years ago to include features such as improved access from mobile applications and enhancement of the instructors and student's capability to collaborate in live videoconferencing. Blackboard is also utilized to some extent by almost every faculty member and student even though a class may not be online. An important spin-off from online instruction has been that the technology utilized for online course delivery is also used in the majority of all Missouri State classes. One of the most rapidly growing areas of technology application has been MediaSite, which is a system providing capability to videotape segments of instruction which can then be posted for student use.

### **Suggestions for Reflection.**

- In what ways have online courses and degree programs enhanced the processes of higher education?
- What are some of the unique features, both opportunities and challenges, when online instruction is compared with face-to-face instruction?
- At the program and department level, what are the major barriers in balancing the student demand for online courses, on-campus program delivery, and the spectrum of faculty workload obligations?

XV.

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 immediately following 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