



Board of Governors Meeting
Friday, 5/15/2020
9:00 AM - 2:00 PM CT
<https://missouristate.zoom.us/j/95810403835>

I. Roll Call Presented By: Governor Craig Frazier

II. Consent Agenda Presented By: Governor Craig Frazier

A. President

1. Approval of FY 2020/2021 Employment Agreements for Assistant Coaches

II.A.1. Approval of FY 2020_2021 Employment Agreements for Assistant Coaches - Page 4

B. West Plains Campus

1. Approval of Actions Concerning Academic Employees

II.B.1. Academic Affairs Personnel Action(s) - May 2020 BOG - Page 10

2. Approval of Actions Concerning Non-Academic Employees

II.B.2. Non-academic Personnel Action(s) - May 2020 BOG - Page 17

3. Approval of Separation Agreement and Mutual Release between the University and Chris Popp

II.B.3. Approval of Separation Agreement and Mutual Release between the University and Chris Popp - Page 19

4. Approval of Fiscal Year 2021 Salary and Benefits Overview for Missouri State University - West Plains Athletics

II.B.4. Approval of Fiscal Year 2021 Salary and Benefits Overview for Missouri State University - West Plains Athletics - Page 24

5. Approval of Employment Agreement of Jared Phay as head Men's Basketball Coach, West Plains

II.B.5. Approval of Employment Agreement of Jared Phay as head Men's Basketball Coach - Page 26

6. Approval of Expenditures to Implement Student Approved Capital Projects

II.B.6. Approval of Expenditures to Implement Student Approved Capital Projects - Page 39

C. Academic Affairs

II.C.1. Approval of New Program for Bachelor of Science in Equine Science - Page 41

D. Procurement and Financial

1. Approval of Procurement Activity Report

II.D.1. Approval of Procurement Activity Report - Page 43

2. Approval of Rental Rates for Space in the Kenneth E. Meyer Alumni Center for Various Departments and University Related Offices

II.D.2. Approval of rental rates for space in the Kenneth E. Meyer Alumni Center for various departments and University related offices - Page 49

E. Facilities and Equipment

II.E.1. Approval of Activity Report for the month of April 2020 - Page 68

F. Human Resources

1. Approval of Actions Concerning Academic Employees

II.F.1. Approval of Actions Concerning Academic Employees - Page 70

2. Approval of Actions Concerning Non-Academic Employees

II.F.2. Approval of Actions Concerning Non-Academic Employees - Page 102

3. Approval of Executive Team Pay Reductions for May/June 2020

II.F.3. Approval of Executive Team Pay Reductions for May/June 2020 - Page 113

4. Approval of Employees placed on 2/3 pay through May 31, 2020

II.F.4. Approval of Employees placed on two-thirds pay through May 31, 2020 - Page 114

III. Finance and Facilities

A. FY2020 Budget Update and decisions (personnel and use of reserves) Presented By: President Clif Smart and Mr. Steve Foucart

B. Financial Update

1. Review Year To Date Financial Statement Presented By: Mr. Steve Foucart

2. Development Report Presented By: Mr. Brent Dunn

III.B.2. Development Report - Page 119

C. Approval of FY21 Fee Resolution Presented By: President Clif Smart and Mr. Steve Foucart

1. Fee Summary

III.C.1. Tuition and Fee Summary Review May BOG 5 15 2020 - Page 125

2. Fee Resolution - Springfield Campus

III.C.2. 2020-2021 Fee Resolution Springfield - Page 129

3. Fee Resolution - West Plains Campus

III.C.3. 2020-2021 Fee Resolution West Plains - Page 156

D. FY2021 Budget Update

1. Approval of Budget Principles Presented By: President Clif Smart

III.D.1. BOG Resolution - FY2021 Budget Principles - Page 169

FY2021 Budget Principles - Page 170

2. Operating Budget Model Presented By: President Clif Smart and Mr. Steve Foucart

3. Auxiliary (including athletics) budget reports Presented By: Mr. Steve Foucart and Mr. Kyle Moats

E. Facilities Update

1. IDEA Commons

a Overview of developments Presented By: Mr. Allen Kunkel

b Approval of resolution concerning JVIC expansion Presented By: Ms. Rachael Dockery

III.E.1.b Approval of resolution concerning JVIC expansion - Page 171

2. Projects Report Presented By: Mr. Matt Morris

a Major projects ongoing

b Small projects on hold/continuing

3. Approval of New Residence Hall Amendment Presented By: Mr. Matt Morris

III.E.3. Approval of New Residence Hall Amendment - Page 174

4. Approval of SAAB Facilities Use Agreement Presented By: President Clif Smart and Mr. Wes Pratt

III.E.4. Approval of SAAB Facility Use Agreement - Page 179

F. Procurement Report

1. Approval of Procurement Activity Report Presented By: Mr. Steve Foucart

III.F.1. Approval of Procurement Activity Report - Page 188

IV. Student Affairs

A. Report from the Student Body President Presented By: Mr. Abdillahi Dirie

B. Approval of Wyrick Expenditures Passed by Student Vote April 2020 to be Implemented in FY2021

Presented By: Dr. Dee Siscoe

IV.B. Approval of Wyrick expenditures passed by a student vote on April 2020 to be implemented in FY 2020 - Page 190

C. Offer of Commendation to Abdillahi Dirie for Service as Student Body President Presented By: Dr. Dee Siscoe

IV.C. Offer of commendation to Abdillahi Dirie for service as Student Body President - Page 191

D. Offer of Commendation to Ethan Schroeder for Service as Student Body Vice President Presented By: Dr. Dee Siscoe

IV.D. Offer of commendation to Ethan Schroeder for service as Student Body Vice President - Page 192

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

Closed Meeting Resolution - Page 193

VI. Adjournment

VII. Date of Next Meeting: Friday, June 19, 2020, 9 a.m.

II.A.1.

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

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

WHEREAS, the University desires to continue its employment of Sheldon Everett, Assistant Coach, Men’s Basketball, as set forth in the attached Exhibit A, subject to the terms and conditions set forth in the attached Exhibit B.

WHEREAS, the University desires to employ Alysiah Bond, Assistant Coach, Women’s Basketball, Russell Friedland as Assistant Coach, Volleyball, and Austin Appleby as an Assistant Coach, Football and these individuals desire to accept such employment, as set forth in the attached Exhibit C;

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

VOTE: **AYE** _____

NAY _____

Comments:

Sheldon Everett’s salary has increased from \$48,700 to \$78,000.00, as he is transitioning from the Director of Operations for Men’s Basketball to Assistant Coach. His salary increase does not represent an increase in expenses to the Athletics Department or University, as he will be filling a vacant position on the Men’s Basketball staff.

These other coaches are also filling vacant positions, such that their salaries will be paid from existing lines, and do not represent new expenses to the Athletics Department or University.

Each coach will be eligible to earn achievement payments contingent upon the athletic success of their respective teams.



Exhibit A

Missouri State UNIVERSITY

ATHLETICS EMPLOYMENT AGREEMENT – ASSISTANT COACH

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

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

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

Name of Coach: Sheldon Everett

Position: Assistant Coach

Sport: Men’s Basketball

Term: May 1, 2020-June 30, 2021

Compensation: \$78,000 annually

Achievement Payments:

Other Benefits and Incentives:

Coach may participate in camps and/or clinics.

Use of one (1) automobile

COACH

Sheldon Everett

MISSOURI STATE UNIVERSITY

Clifton M. Smart III
President

4-27-20

Date

Date

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

ATHLETICS EMPLOYMENT AGREEMENT TERMS AND CONDITIONS – ASSISTANT COACH

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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



Missouri State UNIVERSITY

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

Name of Coach: Alysiah Bond

Position: Assistant Coach

Sport: Women’s Basketball

Term: May 1, 2020 - June 30, 2021

Compensation: \$115,000 annually

- \$2,500 - Missouri Valley Conference (MVC) Regular Season Championship or \$1,400 MVC Regular Season Co-Championship; and
- \$2,000 - MVC Conference Tournament Championship; and
- \$750 - Per game appearance in the Post-Season WNIT; or
- \$1,500 - At Large Bid to the NCAA Tournament; and
- \$1,500 - Per win in the NCAA Tournament; or
- \$2,500 - Win the Sweet 16 NCAA; and
- \$2,500 - Win the Elite 8; and
- \$5,000 - Win a Game in the Final Four; and
- \$7,500 - NCAA Championship Game.

Other Benefits and Incentives:

The University agrees to reimburse Ms. Bond for any documented expenses associated with Ms. Bond relocation to Springfield, Missouri, including but not limited to packing, unpacking and moving expenses/fees for household items.

Coach may participate in camps and/or clinics.
Use of one (1) automobile.

COACH



Alysiah Bond, Assistant Coach

MISSOURI STATE UNIVERSITY

Clifton M. Smart III
President

15 APRIL 2020
Date

Date

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



Missouri State
UNIVERSITY

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

Name of Coach: Russell Friedland

Position: Associate Head Coach

Sport: Volleyball

Term: March 2, 2020 – June 30, 2021

Compensation: \$55,000 Annually

Achievement Payments:

\$1,400 Missouri Valley Conference (MVC) Regular Season Championship; or \$700 for MVC Regular Season Co-Championship; and \$700 for MVC Championship; and \$700 per match played in NCAA Tournament


Moving expenses: The University agrees to reimburse Mr. Friedland for any documented expenses associated with Mr. Friedland’s relocation to Springfield, Missouri, including but not limited to packing, unpacking and moving expenses/fees for household items additionally, the university will pay for temporary housing for up to 3 months at Sunvilla Apartments on campus.

Other Benefits and Incentives:

Coach may participate in camps and/or clinics
Use of one (1) automobile

COACH

MISSOURI STATE UNIVERSITY



Russell Friedland

Clifton M. Smart III
President

3/6/2020

Date

Date

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



Missouri State UNIVERSITY

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

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

Name of Coach: Austin Appleby

Position: Assistant Coach

Sport: Football

Term: April 1, 2020 - January 31, 2021

Compensation: \$40,000 annually

Achievement Payments:

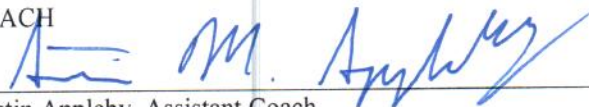
\$1000 for regular season conference championship or regular season conference co-championship in football; and \$700 for each game played in the NCAA FCS football playoffs.

Other Benefits and Incentives:

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

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

COACH


Austin Appleby, Assistant Coach

MISSOURI STATE UNIVERSITY

Clifton M. Smart III
President

3/31/2020
Date

Date

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

II.B.1.

RECOMMENDED ACTION - Approval of Actions Concerning Academic Employees.

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

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

FACULTY APPOINTMENTS:

<u>Name</u>	<u>Rank</u>	<u>Salary</u>	<u>Effective</u>
Michael Orf	Assoc. Dean for Arts, Letters and Natural Sciences/ Appt. to Asst. Professor	\$70,000 Annually	7/1/2020
Amy Ackerson	Assoc. Dean for Nursing and Allied Health/Asst. Professor	\$61,000 Annually	7/1/2020
Cathy Proffitt Boys	Assoc. Dean for Career and Technical Education/ Assoc. Professor	\$61,000 Annually	8/17/2020

FACULTY REAPPOINTMENTS:

Non-tenured Faculty, effective August 10, 2020 through May 21, 2021

<u>Name</u>	<u>Rank</u>	<u>Salary</u>	<u>Effective</u>
Jessica Barton	Instructor	\$46,500 Annually	8/10/2020 5/21/2021
Lacey Campbell	Instructor	\$50,000 Annually	8/10/2020 5/21/2021
Kirsten Cotter	Instructor	\$49,218 Annually	8/10/2020 5/21/2021
Carla Neff	Lecturer	\$43,868 Annually	8/10/2020 5/21/2021
Sharath Rongali	Asst. Professor	\$47,851 Annually	8/10/2020 5/21/2021

Academic Personnel Board Actions, cont'd.
Page 2

Sheila Rather	Instructor	\$46,500 Annually	8/10/2020 5/21/2021
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REAPPOINTMENT AND TENURE RECOMMENDED:

<u>Name</u>	<u>Rank</u>	<u>Salary</u>	<u>Effective</u>
Dasha Russell	Asst. Professor	\$44,568 Annually	8/10/2020
Tresa Ryan	Asst. Professor	\$56,777 Annually	8/10/2020

PROMOTION:

(Change of Academic Rank effective August 10, 2020)

<u>Name</u>	<u>Rank</u>	<u>Salary</u>	<u>Effective</u>
Craig Albin	From: Professor To: Dist. Professor (Includes release time of 6 hours per semester)	\$70,507 Annually	8/10/2020
Jason McCollom	From: Asst. Professor To: Assoc. Professor	\$50,173 Annually	8/10/2020
Jay Towell	From: Asst. Professor To: Assoc. Professor	\$52,120 Annually	8/10/2020
Jerry Trick	From: Asst. Professor To: Assoc. Professor	\$54,481 Annually	8/10/2020
Benjamin Wheeler	From: Asst. Professor To: Assoc. Professor	\$53,039 Annually	8/10/2020

TENURE:

<u>Name</u>	<u>Rank</u>	<u>Effective</u>
Michael Orf	Assistant Professor	8/10/2020

FACULTY RESIGNATIONS:

<u>Name</u>	<u>Position/Department</u>	<u>Effective</u>
Lisa Wade	Asst. Professor of Nursing West Plains Campus	12/31/2019

UNRANKED FACULTY APPOINTMENTS:

<u>Name</u>	<u>Department</u>	<u>Salary</u>	<u>Effective</u>
Alex D. Pinnon	Instructor/ Director of the William and Virginia Darr Honors Program	\$8,360 Annually*	8/17/2020 5/21/2021

* *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 (13 month appt)	\$12,115.38 Annually	6/1/20120 6/30/2021
Barbara Caton	Coordinator of Nursing Programs/ Asst. Professor	\$9,000 Annually	8/17/2020 5/21/2021

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

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

(See Addendum C for Grant Related Supplemental Payments for the summer 2020 session:

VOTE: **AYE** _____
 NAY _____

ADDENDUM A

Per Course payments for the spring 2020 semester:

<u>Name</u>	<u>Department</u>	<u>Salary</u>
Beverly Bishop	MTH	\$2, 068.42

ADDENDUM B

Supplemental payments for the spring 2020 semester:

<u>Name</u>	<u>Department</u>	<u>Salary</u>
Jerry Trick	MTH/IDS Coord. Duties/Dept. Chair Duties	\$4,800.00
Linda Wulff-Risner	AGR/IDS/Internships/Dept. Chair	\$1,979.70

ADDENDUM C

Grant related supplemental payments for the summer 2020 session:

<u>Name</u>	<u>Department</u>	<u>Salary</u>
Cathy Boys	Co-PI for "Workers 4.0" Grant	\$ 6,211.00
James Hart	PI for "Workers 4.0" Grant	\$10,849.00
Joseph Rugutt	PI for "WP NMR Spectrometer" Grant	\$ 6,594.00

COMMENTS:

Amy Ackerson

MSN, Nurse Educator Specialty, Missouri State University, Springfield, MO
BSN, South Dakota State University, Brookings, SD

2012 – Present Division Chair for Nursing and Allied Health, Missouri State University-West Plains
2008 – Present Nursing Faculty for Missouri State University-West Plains
2005 – Present Clinical Faculty for Missouri State University-West Plains
1998 – Present Registered Nurse for Various Health Care Settings in Illinois and Missouri

Cathy Profitt Boys

MS in Computer Information, Missouri state University
MBA, Missouri State University
BS in Mechanical Engineering, Missouri University of Science & Technology

1999 – Present Faculty for Missouri State Univ.-West Plains
2004 – Present Division Chair, Business and Applied Technology, Missouri State Univ.-West Plains
2003 – 2004 Associate Dean, Business and Applied Technology, Missouri State Univ.-West Plains
1999 – 2002 Division Chair, Enhanced Technology, Missouri State Univ.-West Plains
1988 – 1998 Supervisory positions at Dairy Famers of America, Inc., Cabool, MO
1987 – 1988 Mechanical Engineer, Ozarks Medical Center, West Plains, MO

Michael A. Orf:

Ed.D, in Higher Education, University of Arkansas, Fayetteville, AR
Sp.Ed. in Psychology and Counseling from Arkansas State University, Jonesboro, AR
Sp.Ed. in community College Teaching from Arkansas State University, Jonesboro, AR
MA from Arkansas State University, Jonesboro, AR
BS from Arkansas State University, Jonesboro, AR

2015 – Present Assistant Dean of Academic Affairs, Missouri state University-West Plains
2013 – 2015 Director of the Office of Distance Learning/Director of Faculty Recruitment and
Development for Degree Completion, John Brown University
2012 – 2015 Activity Director for Title III, John Brown University
2006 – 2012 Division chair: Arts and Humanities, Ozarka College, Melbourne, AR
2002 – 2006 Instructor of Social Science, Ozarka College, Melbourne, AR
2001 – 2002 Instructor of History, Arkansas State University

II.B.2.

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

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

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

APPOINTMENT:

<u>Name</u>	<u>Position-Department</u>	<u>Grade</u>	<u>Salary</u>	<u>Effective</u>
Rebekah McKinney	Director of Library Services, WP WP Garnett Library	45	\$53,000 Annually	03/24/2020
Jared Phay	Head Men's Basketball Coach WP Men's Athletics	UN	\$56,500 Annually	05/01/2020

CHANGE OF STATUS:

<u>Name</u>	<u>Position-Department</u>	<u>Action</u>	<u>Effective</u>
Karla Bean	Admission Crd/Academic Advisor WP Nursing & Allied Health	COVID-19 2/3s Pay	04/27/2020
Victoria L. Bean	Food Service Attendant WP Food Service	COVID-19 2/3s Pay	04/06/2020
Elijah W. Bey	Custodian I WP Physical Plant	COVID-19 2/3s Pay	04/01/2020
Alexandra E. Graham	Writing Specialist/Testing Crd WP Grizzly Tutoring Lab	COVID-19 2/3s Pay	04/27/2020
Beverly C. Greene	General Buyer WP Drago College Store	COVID-19 2/3s Pay	03/27/2020
Kristi Huff	Administrative Assistant I WP AACCESS	COVID-19 2/3s Pay	04/24/2020
Neva J. Parrott	Assistant Librarian WP Garnett Library	COVID-19 2/3s Pay	04/27/2020

Sophia L. Skinner Circulation/Shelving Supervisor COVID-19 2/3s Pay 04/03/2020
WP Garnett Library

RESIGNATION:

<u>Name</u>	<u>Position-Department</u>	<u>Effective</u>
Chris A. Popp	Head Men's Basketball Coach WP Men's Athletics	03/06/2020
Aaron Proctor	Assistant / Interim Head Men's Basketball Coach WP Men's Athletics	05/01/2020
Cory J. Neal	Director of Residence Life, WP WP Residence Life	06/05/2020

RETIREMENT:

<u>Name</u>	<u>Position-Department</u>	<u>Effective</u>
Margie A. Griffin	Executive Assistant I WP Academic Administration	05/01/2020

VOTE: **AYE** _____

NAY _____

SEPARATION AGREEMENT AND RELEASE OF ALL CLAIMS

THIS SEPARATION AGREEMENT AND RELEASE OF ALL CLAIMS (“Agreement”) is made by and between the Board of Governors of Missouri State University (“University”) and Christopher Harold Popp (“Coach Popp”), the Board of Governors of Missouri State University (“University”), and is effective as of Effective Date set forth in Section 8(b).

Premises

WHEREAS, Coach Popp is currently employed as Head Coach of the University’s West Plains Men’s Basketball (“Program”);

WHEREAS, the current terms and conditions of Coach Popp’s employment are set forth in an Employment Contract that was effective as of July 1, 2018 (“Employment Agreement”);

WHEREAS, under the terms of the Employment Agreement, Coach Popp was employed for a term running from July 1, 2018 through June 30, 2020;

WHEREAS, the University does not wish to reappoint Coach Popp as Head Coach of the Program following the expiration of the Employment Agreement;

WHEREAS, instead of not being reappointed as Head Coach, Coach Popp has elected to voluntarily resign from his employment prior to June 30, 2020, under the terms and conditions set forth herein; and

WHEREAS, this Agreement shall terminate, replace, and supersede the Employment Agreement, and all terms thereof, as of the Effective Date.


NOW THEREFORE, in consideration of the Premises, promises, and covenants set forth herein, and for other good and valuable consideration, the receipt and sufficiency of which is hereby acknowledged, the parties agree as follows:

1. Premises. The parties incorporate the above Premises as if fully set forth herein.
2. Definition of “University.” As used in this Agreement, the term “University” refers to Missouri State University-West Plains, its Board members, administrators, agents, faculty, staff, employees, students, assigns, successors, attorneys, insurers, and any person or entity acting directly or indirectly on behalf of Missouri State University in any capacity whatsoever.
3. Resignation. On March 3, 2020 (“Resignation Date”), Coach Popp hereby irrevocably resigns his employment with the University , and the University hereby irrevocably accepts Coach Popp’s resignation.
4. Consideration. In consideration of Coach Popp’s resignation, the University shall continue to pay Coach Popp compensation as identified in the Employment Agreement through June 30, 2020. The University will waive and release Coach Popp from any liability or other

payments that may be due and owing to the University due to Coach Popp's submission of resignation under the Employment Agreement.

5. Benefits. Coach Popp shall remain eligible under the University's life, medical, disability, and dental insurance benefits through June 30, 2020, at which time he will have the opportunity to exercise rights provided by the retirement provisions of the University or under the Consolidated Omnibus Budget Reconciliation Act of 1985 ("COBRA"). Within sixty (60) days of the Resignation Date, Coach Popp will receive a lump sum payment of any accumulated vacation pay he is eligible to receive consistent with University policies. Nothing in this Agreement is intended to reduce or limit any accrued or vested University retirement benefits Coach Popp is otherwise entitled to as of the Resignation Date.

6. No Other Compensation. Coach Popp shall be entitled to no additional compensation or benefits from the University beyond those specified in this Agreement.

7. Personnel procedures. Coach Popp agrees that he will complete all appropriate forms and actions to implement the terms of the Agreement, including reporting to the Director of Athletics and/or Office of Human Resources for property clearance procedures and to return keys and all other University property on or before ~~March 6, 2020.~~
March 13 

8. Waiver and Release by Coach Popp. In consideration of the University's promises as referenced herein, the receipt and sufficiency of which are hereby acknowledged:

(a) Coach Popp, on behalf of himself, his agents, personal representatives, heirs, and assigns, does hereby waive and release and forever discharge, to the fullest extent permitted by law, any and all claims, suits, or actions of every kind and nature whatsoever, known or unknown, fixed or contingent, that he had, has, or may have in the future against the University, and its respective affiliates, officers, members, employees, personal representatives, heirs, successors, and assigns, arising out of, or related to, Coach Popp's employment with the University, or based upon any fact(s) or event(s) which occurred on or prior to the date Coach Popp executes this Agreement, including, but not limited, to any claim, suit or action arising under or relating to:

(i) any and all federal, state, and local laws, constitutions, statutes, ordinances, regulations, orders, or common law claims relating to employment, employment discrimination, retaliation, termination of employment, or breach of contract, including, but not limited to, the Age Discrimination in Employment Act, 29 U.S.C. § 621, *et seq.*; Title VII of the Civil Rights Act of 1964, 42 U.S.C. § 2000e, *et seq.*; the Americans with Disabilities Act, 42 U.S.C. § 12101, *et seq.*; the Civil Rights Act of 1866, 42 U.S.C. § 1981; the Missouri Human Rights Act, Mo. Rev. Stat. § 213.010, *et seq.*; the Missouri Service Letter Statute, Mo. Rev. Stat. § 290.140; the Missouri Wage Law, Mo. Rev. Stat. § 290.500, *et seq.*; the Fair Labor Standards Act, as amended, 29 U.S.C. § 201, *et seq.*; the Family and Medical Leave Act, 29 U.S.C. §

2601; and the Employee Retirement Income Security Act, 29 U.S.C. § 1001, *et seq.*;

- (ii) lost wages or benefits, personal injury, emotional distress, defamation, liquidated damages, punitive damages, attorneys' fees, and other physical, emotional, or economic injury;
 - (iii) his employment with the University and the termination thereof;
 - (iv) his Employment Agreement and the termination thereof; and
 - (v) any other claim or cause of action, whether based in constitutional or statutory law, tort, contract, or any other legal or equitable theory of recovery, arising or accruing prior to the date Coach Popp executes this Agreement.
- (b) Coach Popp specifically agrees and understands that by signing this Agreement, he is waiving any and all claims under the Age Discrimination in Employment Act, 29 U.S.C. § 621, *et seq.* ("ADEA"). Coach Popp understands and states that he has been given the opportunity to have at least twenty-one (21) days to consider the meaning and effect of his release of claims under the ADEA. Coach Popp further acknowledges that he may revoke his acceptance of his release of claims under the ADEA for a period of seven (7) days after execution, and that the release of his claims under the ADEA shall not become effective or enforceable until after this seven (7) day period has expired ("Effective Date"). To the extent that Coach Popp takes fewer than twenty-one (21) days to consider this Agreement prior to signing and dating it, Coach Popp acknowledges that he: (i) had sufficient time to consider this Agreement with an attorney of his choice, and (ii) expressly, voluntarily, and knowingly waived any additional time.
- (c) Coach Popp agrees for himself, and on behalf of his agents, personal representatives, heirs, and assigns, that he will not apply for employment at the University or any of its affiliated entities with the University, and, to the extent permitted by law, will not institute any internal or external action, charge, grievance, complaint, or proceeding of any sort, or join any class action, against any of the parties released in this Agreement. Coach Popp further agrees that, in the event that he or any other person or entity should bring such a charge, claim, complaint, or action on his behalf, he hereby waives and forfeits any right to recover under said claim and any compensation or other benefit which may inure to him as a result of any claim, including any such benefits paid pursuant to this Agreement, and further hereby expressly agrees to return or repay directly to University any such benefit or compensation, and will exercise every good faith effort to have such claim dismissed.
- (d) Coach Popp shall execute all documents deemed necessary or desirable by the University to accomplish the purpose of this Agreement.

9. Waiver and Release by the University. In consideration of Coach Popp's promises referenced herein, the receipt and sufficiency of which are hereby acknowledged, the University, on behalf of itself, its Board members, agents, personal representatives, heirs, and assigns, does hereby waive and release and forever discharge, to the fullest extent permitted by law, any and all claims, suits, or actions of every kind and nature whatsoever, known or unknown, fixed or contingent, that it has, had, or may have in the future against Coach Popp arising out of, or related to, Coach Popp's employment with the University, or based upon any fact(s) or event(s) which occurred on or prior to the date the University executes this Agreement. Notwithstanding the foregoing, in the event that Coach Popp revokes his acceptance of his release of claims under the ADEA as contemplated by Section 8(b), the aforementioned waiver and release by the University shall have no force or effect, such that the University shall be entitled to pursue any and all claims it would otherwise have against Coach Popp.

10. Termination of Employment Agreement. As of the Effective Date, this Agreement terminates, replaces, and supersedes Coach Popp's Employment Agreement, and all terms and conditions set forth therein.

11. No Admission of Liability. Nothing contained in this Agreement shall be interpreted or construed to be an admission of liability by one party to the other, it being agreed that the parties deny any liability to the other.

12. Non-Disparagement. Coach Popp agrees that he will not disparage the University following execution of this Agreement. For purposes of this Section, "disparage" shall mean any negative statement, whether written or oral, about the University, its Board of Governors, President, Director of Athletics, or Athletics Department. Violation of this Section 12 shall be construed as a material breach of this Agreement and shall entitle the University to all available remedies, in law or equity, due to such breach.

13. Mutually Agreed Press Release. The University has drafted a press release it intends to submit to local media outlets in the West Plains area ("Press Release"). Said Press Release is attached hereto as Schedule 2. Coach Popp agrees to the Press Release language and, in addition to his obligation of Non-Disparagement identified in Section 12, agrees not to make any statements to any media outlets that conflict or detract from the Press Release.

14. Governing Law. This Agreement shall be construed and governed by the laws of the State of Missouri.

15. Severability. If any of the provisions, terms, or clauses of this Agreement are declared illegal, unenforceable, or ineffective, those provisions, terms, and clauses shall be deemed severable, such that all other provisions, terms, and clauses of this Agreement shall remain valid and binding upon all parties to this Agreement.

16. Construction of the Agreement. The parties hereby warrant and represent that they have reviewed this Agreement in its entirety with legal counsel of their choice. The parties

acknowledge that this Agreement is the result of the efforts of all parties hereto, and shall not be construed as having been drafted by any particular party to the Agreement.

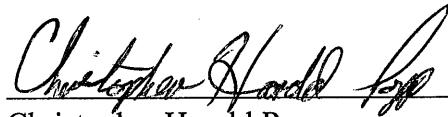
17. Complete Agreement. This Agreement will constitute the complete and final settlement of any and all of the University's obligations to Coach Popp relating to his employment with University, including but not limited to, all salary, bonuses, vacation, notice, severance, benefits, retirement payments, attorneys' fees, expenses, and other compensation claims. This Agreement constitutes the entire agreement between the parties and supersedes all prior understandings, whether oral or written, between them. Any amendments or modifications to the Agreement must be in writing and signed by the parties.

18. Counterparts. This Agreement may be executed in one or more counterparts, each of which shall be deemed an original, but all of which together shall constitute one and the same instrument.

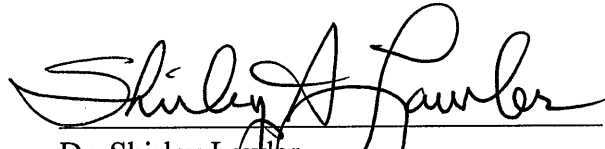
IN WITNESS WHEREOF, the parties have executed this Agreement by and through their duly authorized representatives.

COACH POPP

**THE BOARD OF GOVERNORS OF
MISSOURI STATE UNIVERSITY**



Christopher Harold Popp



Dr. Shirley Lawler
Chancellor

II.B.4.

RECOMMENDED ACTION – Approval of Fiscal Year 2021 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 FY21 Overview of Salaries and Benefits for Missouri State-West Plains Coaches is hereby approved.

VOTE: **AYE** _____

NAY _____

Comments:

Employment Agreement extension requested for Head Coach Paula Wiedemann, one year agreement offer to Assistant Coach Briana Walsh and two year agreement requested for Head Coach Jared Phay presented in the attached overview.

OVERVIEW OF FY21 SALARIES AND BENEFITS

Missouri State University-West Plains Coaches

[Submitted for approval at the Board of Governors meeting on May 15, 2020]

Name/Position: Briana Walsh, Assistant Volleyball Coach

FY21 Salary: \$40,760.00 annually for the contract period of July 1, 2020 – June 30, 2021

Achievement: Post-season incentive package not to exceed a total of \$4,000. 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

FY21 Salary: \$56,500.00 annually for the contract period of July 1, 2020 – June 30, 2022

Achievement: Post-season incentive package not to exceed a total of \$8,000. 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: Jared Phay, Head Basketball Coach

FY21 Salary: \$56,500.00 annually for the contract period of May 1, 2020 – June 30, 2022

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 basketball camps and All Star events 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

II.B.5.

EMPLOYMENT AGREEMENT

THIS EMPLOYMENT AGREEMENT ("Agreement"), is entered by and between the Board of Governors of **MISSOURI STATE UNIVERSITY**, West Plains, Missouri, ("University") and Jared Phay ("Coach") and is effective as of May 1, 2020 ("Effective Date").

WITNESSETH:

WHEREAS, the University desires to employ Coach as Head Men's Basketball Coach, and Coach desires to serve in the position of Head Men's Basketball Coach under the terms and conditions set forth herein.

NOW, THEREFORE, in consideration of the promises, covenants, and agreements herein set forth, and for other good and valuable consideration, receipt of which is hereby acknowledged, the parties hereto covenant and agree as follows:

1. Term of Employment

The University does hereby employ Coach for a term from May 1, 2020, through June 30, 2022 ("Initial Term") as the Head Men's Basketball Coach, subject to renewal or termination, on the terms and conditions hereinafter provided. The parties agree to review the terms and conditions of the Agreement after the 2020-2021 basketball season.

2. Duties

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

- (a) **Head Men's Basketball Coach.** Coach shall serve the University as its Head Men's Basketball Coach, and shall at all times devote his whole time, attention, and energies to the conduct and coaching of intercollegiate men's basketball on behalf of the University, and to the administration and management of his coaching staff, and shall

do and perform all services, acts, and things connected therewith as the Director of Athletics for the University shall from time-to-time direct, which are of a nature customarily and properly belonging to the duties of a University Head Men's Basketball Coach.

- (b) **Other Activities.** Coach shall assist academic advisors to student-athletes in the Grizzly Basketball program, assist with athletics fundraising, and teach the university course PED 135 during the fall and spring semesters, if scheduled by the academic department. Coach may also volunteer to teach additional courses, without compensation, over and above the provisions of this Agreement, at the approval of the Dean of Academic Affairs. Notwithstanding the foregoing provisions, he shall be permitted to conduct summer basketball camps or clinics for his sole benefit as further described herein.

3. **Compensation**

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

- (a) **Base Salary.** On an annual basis, the University shall pay Coach Fifty Six Thousand, Five Hundred Dollars and Zero Cents (\$56,500.00) ("Base Salary"). For the duration of the Agreement, Coach Base Salary shall be subject to any and all across-the-board salary increases provided to University's other employees, including any across-the-board salary increases provided on July 1, 2020.
- (b) **Payment Via University's Standard Payroll Procedure.** Coach's salary shall be paid in equal sums at such intervals as the University has established for its payroll procedure, less applicable taxes and withholdings.
- (c) **Eligibility for Incentive Payments.** Coach shall be eligible for additional incentive

payments as specified in Section 5.

4. **Additional Entitlements**

- (a) **Fringe Benefits and Privileges.** The benefits and privileges accorded the University administrative, professional and staff employees, such as, but not limited to, paid vacation, sick leave, workers compensation, Missouri State Employees Retirement System (MOSERS), hospitalization/medical insurance, life insurance, long-term disability insurance, and other benefits established by the Board of Governors will likewise be accorded to Coach. It is agreed that the terms and conditions of the Faculty Handbook will not be regarded as a part of the Agreement and that Coach is not on tenure-track and is not receiving tenure.
- (b) **Moving Expenses.** The University agrees to reimburse Coach for documented expenses associated with Coach relocation to West Plains, Missouri from Pocatello, Idaho not to exceed \$1,000 of reimbursement.
- (c) **Expense Allowance.** All necessary and reasonable expenses incurred by Coach while recruiting or on official business for the University's athletic program will be paid/reimbursed to Coach, pursuant to University policy. Such expenses must be approved by the University's Director of Athletics upon presentation of expense vouchers and supporting documents; such approval not to be unreasonably withheld.
- (d) **Use of University Vehicles.** Coach expressly warrants and agrees that no university vehicles will be used to transport non-Missouri State students or non-Missouri State employees or for activities not involving Missouri State University. However, guests of the University traveling on official University business may ride as passengers in

University vehicles if approved in advance by the Director of Athletics. It must be noted that no guarantee exists that liability coverage will be afforded to any guest in a university vehicle in the event of an accident.

- (e) **Tickets**. Coach shall be entitled to two tickets to each Grizzly Athletics events and all tournament games at no cost to him for personal use and additional tickets as necessary to assist Coach in promoting and enhancing the University Men's Basketball program.
- (f) **Coach's Show**. Coach shall be permitted 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." In participating in the Radio Show, Coach will not engage in conduct that does not well represent the University or the media outlet.

5. **Other Compensation and Incentives**

- (a) **Achievement Payments**. Coach shall be entitled to receive certain payments (before taxes) during the term of this agreement, if the University Men's Basketball Team (the "Team") performs to certain levels of achievement. It is expressly understood that in no circumstances shall the total amount of achievement payments exceed \$7,500.00 annually during this Agreement period.
 - i. **Category I (NJCAA Region XVI Regular Season)**. In the event the team finishes in first or second place in the regular season of NJCAA Region XVI, an amount of \$500.00 will be paid.
 - ii. **Category II (NJCAA Region XVI Post-Season Tournament)**.
 - In the event the team advances to and participates in the championship game of

the NJCAA Region XVI Post-Season Tournament, an amount of \$500.00 will be paid.

- In the event the team finishes as champion of the NJCAA Region XVI Post-Season Tournament, an additional amount of \$1,750.00 will be paid.

iii. **Category III (NJCAA District Playoff Tournament).** In the event the team finishes as champion of the NJCAA District Playoff Tournament, or otherwise advances to the NJCAA National Post-Season Tournament, an additional amount of \$1,000.00 will be paid.

iv. **Category IV (NJCAA National Post-Season Tournament).**

- In the event the team wins the first round game of the NJCAA National Post-Season Tournament, an additional amount of \$1,000.00 will be paid.
- The remaining balance of the \$7,500.00 maximum amount (\$2,750.00) for post-season achievement payments will be divided in equal portions based on the number of possible games remaining. For each remaining victory in the NJCAA National Post-Season Tournament, that portion will be paid.

6. Basketball Camps

The University acknowledges that it is in the interest of the University to have men's basketball camps (including camps in the summer and an annual All-Star game or games in the spring). In this regard, Coach may conduct annual basketball camps during the term of this agreement and, if he does so for his own benefit, the University shall make available both University facilities and contracted facilities for that purpose, subject to the following provisions as long as the Agreement remains in effect and is not canceled or terminated.

- (a) **University Fee Per Camp Enrollee.** Coach agrees to pay the University one dollar (\$1.00) per paid enrollee or one hundred dollars (\$100.00), whichever is the lesser sum, for the use of the contracted basketball facility.
- (b) **Insurance Obligations.** Coach agrees to secure commercial general liability insurance to cover the operation of the camp. Such insurance shall be in minimum liability limits of Five Hundred Thousand dollars (\$500,000) per person, and Two Million Dollars (\$2,000,000) in the aggregate, with the Board of Governors of Missouri State University named as additional insured. No such insurance shall be construed to constitute a waiver of any sovereign, governmental or official immunity. Coach agrees to increase the liability limits if requested by the university as a result of a change in Missouri law.
- (c) **Mandated Reporter Training.** Coach will attend and require all staff to attend any University-required mandated reporter and/or Title IX training prior to conducting any basketball camps.
- (d) **Use of University's Housing System.** Coach shall be given access to the University's residence housing system for use in conjunction with basketball camps, provided that he shall pay the then current daily rate charged by the University's Department of Residence Life for each camp enrollee. The University agrees to provide Coach with notice of any increase in residence hall rates for the subsequent year.
- (e) **All-Star Game.** "Basketball camp" will include coach's conducting of an area All-Star game(s), including use of University facilities for practice and tournaments, with an additional insurance policy for the All-Star Game. It is further understood that use of University vehicles is not permitted to transport participants. Coach will reimburse

University any additional rental fees or charges incurred by the University for use of facilities as a result of the All-Star game(s).

- (f) **No Guarantee as to Number of Camp Participants.** Coach does not guarantee any number of enrollees.
- (g) **Registration Fee, Revenue for Basketball Camps.** The fee for each enrollee shall be established by Coach. Coach shall be allowed to retain all revenues and income generated by such camp, less fees referenced above in Sections 6(a) and (d).
- (h) **Use of University Name, Logos in Camps Promotion.** Coach may use the University names, logos, and depictions on brochures and similar camp documentation. University funding and/or University personnel may be used for any required reconfiguration of playing surfaces for permitted camps.

7. Professional and Moral Conduct Required

It is understood that Coach is being employed by the University, which is a member institution of the National Junior College Athletic Association (“NJCAA”), for the purpose of administering, conducting, and coaching intercollegiate athletics. Accordingly, Coach agrees he will diligently conduct the athletic department under his direction in such a manner that NJCAA regulations and codes of conduct now existing or hereinafter enacted, will be fully complied with, in all particulars, including, but not limited to, the following:

- (a) Coach will make best efforts to ensure that the Team’s student-athletes comport themselves with honesty and sportsmanship at all times.
- (b) Coach shall not accept compensation or gratuities of any kind whatsoever, either directly or indirectly, for representing a professional sports organization in the scouting or

contacting of athletic talent or the negotiating of a contract.

- (c) Coach will make best efforts to ensure that staff members of the University, or others serving on the Association's committees or acting as consultants, shall not, directly or by implication, use the Association's name or their affiliation with the Association in the endorsement of products or services.
- (d) Coach shall not represent, directly or indirectly, a student-athlete in the marketing of athletic ability or reputation to a professional sports team or professional sports organization, and shall not receive compensation or gratuities of any kind, directly or indirectly, for such services.
- (e) Coach further agrees that he may be suspended for a period of time, without pay, or that his employment may be terminated, notwithstanding any other provisions of this agreement, if he is found by the NJCAA to be involved in violation of NJCAA regulations.
- (f) Accepting the role of a coach assumes the highest level of academic and athletic integrity, professionalism, responsibility and respect for the game, athletes, officials, administrators and the college community. The NJCAA has outlined the expectations in the "NJCAA Position Statement on Coaching and Athletic Administrator Ethics" which can be found in the NJCAA Handbook. In addition to and in conjunction with the NJCAA position, Coach will:
 - Follow all rules, policies and procedures promoted by the college, conference, region and national association;
 - Serve the student-athletes as a positive role model and mentor;

- Develop and train each student-athlete to reach each of their athletic, academic, character and leadership potential;
- Be accountable and take responsibility for the actions of self, athletes and staff with respect to promoting good sportsmanship and respect for the game; and
- My signature below indicates my commitment to coaching excellence, and Coach agrees to follow the ideals as outlined in this Agreement.

Failure to maintain these provisions shall constitute material breach of this agreement.

8. **Non-Functional Personnel.** Non-functional or otherwise unauthorized personnel shall not occupy seating or space either on or adjacent to the team bench during competitions.
9. **Extension.** On or before April 1 during each year of this agreement, the University's Director of Athletics, in conjunction with the University Chancellor, will conduct a performance review and evaluation of Coach and shall give Coach notice in writing stating whether it is willing to modify the agreement. Not later than thirty (30) calendar days following receipt of such notice, Coach shall respond by stating his acceptance or rejection, or his proposed modification of the salary offer extended by the University. If agreement upon the terms of such modification is reached, a new agreement document codifying the terms agreed upon shall be executed by the parties. Such agreement must be approved by the Board of Governors.
10. **Termination**
 - (a) **Termination Due to Expiration of Term.** If no extension of the Agreement beyond the term specified above is made, this Agreement shall terminate as of the last day of the term (June 30, 2022).

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

- i. **Termination Due to Incapacity.** The Agreement shall terminate automatically if Coach becomes totally disabled within the meaning of the University's disability insurance for employees of Coach staff classification so that he qualifies under the University's long-term disability plan, or if Coach becomes permanently disabled. Permanently disabled shall mean physical or mental incapacity of a nature which prevents Coach from performing his duties under the Agreement for a period of one hundred eighty (180) consecutive days. In the event termination occurs under this Section due to permanent disability at a time when Coach's University disability plan benefits are not sufficient to fund his compensation during the one hundred eighty (180) day waiting period to qualify under the University's long-term disability plan, the University will supplement those benefits to ensure Coach receives his full compensation.
- ii. **For just cause.** The term "just cause" is defined as acts by Coach constituting or involving dishonesty in interactions with athletic or University administration, dishonesty when representing the University that brings ill repute to the University, moral turpitude that brings ill repute to the University, conviction of a felony, and major infractions of NJCAA rules and regulations as determined by NJCAA, prolonged absence from duty without consent of the Athletic Director, and willful disregard for the welfare and safety of University student-athletes

which has resulted in serious injury or death. No termination of employment for alleged "just cause" shall occur without first giving Coach notice in writing of the cause alleged, and an opportunity to be heard.

- iii. **Effect of Termination for Just Cause.** In the event the University terminates Coach's employment, under Section 10(b)(ii) above, Coach shall not be entitled to any further compensation following the date of such termination, unless otherwise agreed to in writing by the University. Coach will, however, be entitled to all compensation and achievement payments earned through the date of termination.

11. Cancellation

- (a) **Cancellation without Cause by Coach.** Coach may cancel this Agreement without penalty by giving written notice of cancellation on or after April 1 in the year of cancellation (final Agreement year); however, and notwithstanding any other provision of the Agreement, if Coach cancels this Agreement before April 1 in the year of cancellation, Coach shall pay as damages to the University the liquidated sum of \$10,000. (The April 1 date is calculated as one month after the end of the principal competitive season for men's basketball.) The parties agree that actual damages in the case of such cancellation are difficult, if not impossible, to determine. Such liquidated sum shall be paid within one hundred eighty (180) days of notice of cancellation and, if not paid in such time, will increase by one hundred (100) dollars per day until paid.
- (b) **Cancellation Without Cause by University.** Notwithstanding any provision of the Agreement to the contrary, University may also elect to cancel this Agreement in any year by notification to Coach in writing, on or before May 1. It is understood and agreed that

cancelation does not require just cause or any cause. In the event of cancelation by University, Coach shall receive payment for the number of months remaining on the Agreement after the effective date times the base monthly rate. by payment. For example, if the University cancels this Agreement as of June 30, 2021, then prior to May 1, 2021, University will give Coach written notice of such intent. This Agreement will then be canceled as of June 30, 2021, and as of that date Coach will be paid a liquidated sum of Fifty Six Thousand, Five Hundred Dollars and Zero Cents (\$56,500.00). Said liquidated sum will be paid within thirty (30) days following the termination date and will be in full and complete satisfaction of all amounts which would be otherwise payable to Coach after the termination date. MOSERS retirement will not be paid on the liquidated sum. Social Security (FICA, Medicare tax) only will be paid on said liquidates sum, and standard payroll deduction for Social Security and income tax will be withheld. Coach will also be paid on or before the Cancelation any and all amounts actually earned by Coach on or before Cancelation Date.

12. Missouri Law

The laws of the State of Missouri shall govern this agreement, including the Missouri Sunshine Law. Coach acknowledges that the Agreement is a public document under the Sunshine Law, which the University may release without prior notice to him.

13. Entire Agreement

This Agreement constitutes the entire understanding between the parties, all previous oral and written statements, negotiations, and Letters of Employment having been incorporated herein.

It may only be amended in writing signed by the parties.


IN WITNESS WHEREOF, the parties have executed this Employment Agreement on the dates indicated below:

Coach

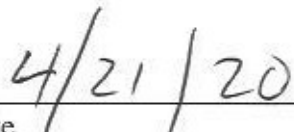


Jared Phay
Head Coach Men's Basketball

Missouri State University-West Plains



Shirley A. Lawler
Chancellor



Date

April 21, 2020

Date

II.B.6.

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 SGA Capital Project funds of \$7,500 to be used for the purchase of gym equipment upgrades at the West Plains Civic Center Fitness Center; and

WHEREAS, the student body has voted to expend SGA Capital Project funds of \$5,200 to be used for the purchase of new vertical dry erase boards in Melton Hall 112; and

WHEREAS, the student body has voted to expend SGA Capital Project funds of \$2,600 to be used for the purchase of two televisions, and appropriate equipment, to the pillars in the Carol Silvey Student Union in Hass-Darr Hall; and

WHEREAS, the student body has voted to expend SGA Capital Project funds of \$4,380 to be used for the purchase of rumble strips, along with signage, on the two main streets of campus, Garfield and Missouri Avenues; and

WHEREAS, funds exist in the SGA 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 SGA Capital Project funds, not to exceed the levels listed, is authorized to implement the project as voted on by the students.

VOTE: **AYE** _____

NAY _____

COMMENTS:

1. Gym Equipment Upgrades-West Plains Civic Center Fitness Center

\$7500 to go towards the purchase of a hack squat machine and SYNERGY 180 equipment rack. The hack squat machine will help prevent risk of injury and provide support for proper weight-lifting technique. In addition, the equipment rack will condense the amount of clutter in the upstairs workout space in order to provide a clean, safe environment for students to exercise.

2. Lecture Room Upgrades in Melton Hall 112

\$5,200 to go towards the purchase of new dry erase boards that will have the ability to slide vertically in order to gain access to more writing space. These updates will be beneficial to the faculty and students in order to provide a more effective and efficient learning environment.

3. Student Union Upgrades in Hass-Darr Hall

\$2,600 to go towards adding two TV's, and appropriate equipment, to the pillars in the student union. By adding these TV's, students sitting in the pods of the student union will be able to view the student news and various channels displayed on the TV's.

4. Street Rumble Strips, Signage

\$4,380 to go towards the purchase of rumble strips, along with signage, on the two main streets of campus, Garfield and Missouri Avenues. The installation of rumble strips and signage will be a proactive step forward to ensure pedestrian safety on campus.

II.C.1.

RECOMMENDED ACTION: New Program: Bachelor of Science in Equine Science

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

WHEREAS, the Department of Animal Science has a successful Equine Studies minor; and

WHEREAS, there are indications that adding an Equine Science major will build on this success by attracting an additional demographic of non-traditional agricultural students; and

WHEREAS, the Department of Animal Science can add this new program with no additional faculty, courses, or other resources; and

WHEREAS, majors in this new degree will have increased employment flexibility since in addition to equine-related classes they will also be required to take classes in the other agricultural programs in the College;

NOW, THEREFORE, BE IT RESOLVED by the Board of Governors for Missouri State University that the Bachelor of Science in Equine Science be added to the programs of the Department of Animal Science in the Darr College of Agriculture.

VOTE: AYE _____

 NAY _____

EXECUTIVE SUMMARY:

By adding an Equine Science comprehensive major to the other programs in the Department of Animal Science, it is projected that an increase in enrollment will occur. This is because in addition to attracting a traditional cohort of agricultural students, the new program will appeal to a nontraditional cohort interested in how to raise, care for, and train horses. In the process, these students will learn how to utilize resources to manage equine operations including the development and implementation of plans for proper nutrition, health care, reproduction, labor and finance.

Because this new program is comprehensive, students will not be expected to complete a minor. Instead, in addition to completing their general education requirements, the Equine Science students will be required to complete 61 hours in the major. In addition to the courses within the Department of Animal Science, majors will be expected to take classes in all the departments in the college.

Each student will be required to complete a Public Affairs Capstone Experience consisting of either an internship, an undergraduate research project, or a capstone project.

The department projects that they will have 10 majors during the first year, and this number will expand to 65 majors in the fifth year. They anticipate 15-20 graduates per year beginning with year 3.

II.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 February 5, 2020 through April 29, 2020 be approved.

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

FOR INFORMATIONAL PURPOSES ONLY

Single Purchase > \$100,000 from established cooperative contract

Classroom Technology – Brick City **\$112,214.50**
Faculty Center for Teaching and Learning

Pursuant to University policy, which allows for participation in contract agreements established by other public entities, the University is utilizing the Educational and Institutional (E&I) Cooperative contract with SKC Communications Products, LLC to purchase supplies and equipment, including control systems, projectors, and flat-panel displays.

The equipment and supplies purchased will be installed by the Faculty Center for Teaching and Learning's Classroom Instructional Technologies unit. This project will upgrade classroom technology in sixteen (16) classrooms within Brick City Buildings One (1), Three (3), and Four (4).

A purchase order has been issued to SKC Communication Products, LLC.

Note: Funding to be from the Office of the Provost Academic Technology A02000 022098 046 BRIK20, from a transfer of funds from Art and Design B02534 102008 011.

Single Purchase > \$100,000 from established cooperative contract

Furniture **\$120,921.12**
Meyer Library

Pursuant to University policy, which allows the University to participate in contract agreements established by other public entities, the University is procuring furnishings for the Second Floor Wedge Expansion for the Meyer Library.

A purchase order is to be issued to Scott Rice Office Interiors for Steelcase Furniture, CDA 07Z00800, through E & I Cooperative, Contract CNR01146.

Note: Funding to be from Foundation Restricted General Fund FN3194 172001 041.

February 5, 2020 through April 29, 2020

**ACTIVITY REPORT
PAGE TWO**

Single Purchase > \$100,000 from established cooperative contract

**Furniture and Equipment
Residence Life**

\$121,580.00

Pursuant to University policy, which allows the University to participate in contract agreements established by other public entities, the University is procuring mattresses, compact refrigerators, and microwave ovens, for the new campus residence hall.

A purchase order is to be issued to American Education Supply, utilizing E and I Cooperative Services Contract CNR01302.

Note: Funding to be from Residence Hall Reserves X06025 192018 73202 201.

**Exercise of contract renewal option for the purchase of goods and services estimated
> \$100,000.00**

**Books, North American/United Kingdom English Language Editions
Meyer Library**

**\$140,250.00
(Estimated)**

Recommend renewal of Contract C7817-1 with Gobi Library Solutions from Ebsco, for the purchase of Class I B Books.

This is the first renewal for the contract term July 1, 2020 through June 30, 2021, with five additional University optional one-year renewals through June 30, 2026. **Subject to continued satisfactory performance, the University will continue to exercise the remaining available annual renewal options as needed.**

Note: Funding to be from the FY20 operational budget.

Single purchase > \$100,000 < \$250,000 from established cooperative contract

**Wireless Equipment
Networking and Telecommunications**

\$144,546.00

Pursuant to University policy, which allows the University to participate in contract agreements established by other public entities, the University seeks approval to utilize Midwestern Higher Education Compact (MHEC) Contract 10012015 through BlueAlly.

February 5, 2020 through April 29, 2020

**ACTIVITY REPORT
PAGE THREE**

The purpose of this procurement is to obtain HPE/Aruba wireless hardware, maintenance services, and licenses for wireless access points to provide services for three (3) buildings on the Springfield campus.

Networking and Telecommunications will be upgrading wireless in the Robert W. Plaster Free Enterprise Center, and the Monroe House residence hall. It will also be providing wireless services in the new residence hall on South Holland Avenue in Springfield. This purchase will provide equipment for these three projects.

Note: Funding to be from the Networking and Telecommunications FY20 operational budget.

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

**Spectroscopic Ellipsometer \$154,000.00
Jordan Valley Innovation Center (JVIC)**

In response to required advertising, one bid was received for a spectroscopic ellipsometer for the Jordan Valley Innovation Center (JVIC). Award is to be made to J.A. Woollam as the only respondent.

J. A. Woollam's spectroscopic ellipsometer is a system to measure the thicknesses of thin films from various deposition methods. The ellipsometer is used to measure film thicknesses down to the atomic level with high precision. The current effort under which this system is needed is for the development of gas sensors. When fabricating the gas sensors, thin films of different materials, which include metals, dielectrics, and polymers, are stacked and layered on top of each other.

Spectroscopic ellipsometers can not only measure the film thicknesses of the different material layers but can also discern the different layers in the stack. Understanding the

film thicknesses of the different layers in the stacked sensor device will dictate its performance and efficacy in the detection of harmful gases. The system will be used by research staff, as well as students working on the funded programs.

The system is required to accomplish deliverables on a research contract with the U.S. Army Engineer Research and Development Center (ERDC) titled *Concept Printed Sensor Systems for Sensing and Monitoring of Harmful Gases*.

February 5, 2020 through April 29, 2020

**ACTIVITY REPORT
PAGE FOUR**

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

Single Purchase > \$100,000 from established cooperative contract

**Furniture \$162,095.90
McQueary Family Health Sciences Hall**

Pursuant to University policy, which allows the University to participate in contract agreements established by other public entities, the University is procuring furnishings for the McQueary Hall Classroom Addition.

A purchase order is to be issued to KI Krueger through the NJPA Contract utilizing Contract 031715-KII.

Note: Funding to be from the McQueary Classroom Addition X02244-302025-76302 095.

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

**Audit and Related Accounting Services \$201,191.00
Financial Services (Estimated Core Services One Year)**

Recommend renewal of Contract 6102-1-AMD 1 with BKD to provide Audit and Related Accounting Services for the period of July 1, 2020 through June 30, 2021. This renewal is the second of four contract renewal options, and per the contract terms and conditions it will allow for a 2.30% increase in fees from the previous year.

Subject to ongoing satisfactory performance, the University will continue to exercise remaining available annual renewable options as needed.

Auditing services were quoted at a fixed rate for each year. Other services, such as tax and management consulting, foundation audits, and/or advisory services may also be requested on an as-needed basis throughout the effective period of the contract and will be billed under the terms of the proposal.

Note: Funding to be from ongoing operational budgets.

February 5, 2020 through April 29, 2020

**ACTIVITY REPORT
PAGE FIVE**

Single purchase > \$100,000 from established cooperative contract

**Firewall for Internet Protection \$212,954.23
Networking and Telecommunications**

Pursuant to University policy, which allows the University to participate in contract agreements established by other public entities, the University seeks approval to utilize Sourcewell Contract 081419. The purpose of this procurement is to obtain a Palo Alto firewall, five (5) years of maintenance services, subscription services, and associated technical support.

The University relies on a Next Generation Firewall to protect its network from numerous malicious attacks and probes initiated from the Internet. This device is also used to block and identify computers in the University System that are infected with malicious software until it can be cleaned. Networking and Telecommunications in 2015 purchased a Fortinet firewall with five (5) years of maintenance and subscriptions to protect against the latest network threats. The maintenance and subscription for this device expire in April of 2020.

Due to the cost of renewing support and subscriptions for the existing Fortinet firewall, other manufacturers were considered, and a Palo Alto firewall was ultimately selected as the best fit for the University. The new device is more powerful than the University's existing firewall and should be more than adequate to handle the University's needs beyond the duration of the contract.

Note: Funding to be from the Networking and Telecommunications FY20 operational budget.

II.D.2.

MISSOURI STATE UNIVERSITY

RECOMMENDEDED ACTION - Approval of rental rates for space in the Kenneth E. Meyer Alumni Center for various departments and University related offices.

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

BE IT RESOLVED by the Board of Governors for Missouri State University that space not to exceed 53,001 square feet of space be rented at a price of between \$9.50 - \$15.00 per square foot for various University departments and offices in Meyer Alumni Center for the 2020-2021 fiscal year.

BE IT RESOLVED by the Board of Governors for Missouri State University that the 2020-2021 lease for Meyer Alumni Center be formally approved via this resolution at the \$9.50 - \$15.00 per square foot rental rate for the 53,001 square feet of space in Meyer Alumni Center.

BE IT FURTHER RESOLVED that the Chair of the Board of Governors or his/her designee be hereby authorized to initiate and sign a lease agreement for July 1, 2020 - June 30, 2021 with the owner of this building, the Missouri State University Foundation.

VOTE: **AYE** _____

NAY _____

Development and Alumni Relations	20,372 sq. ft.	\$ 9.50
Development and Alumni Relations	5,439	\$11.00
Advancement Services	1,543	\$15.00
Marketing & Communications, Editorial & Design Services, University Communications, Web Strategy & Development	8,517	\$ 9.50
Office of Visual Media	1,965	\$ 9.50
University Advancement	3,200	\$11.00
Learning Diagnostic Clinic/Assessment Center	2,666	\$ 9.50
Mail Room and Vending	420	\$ 9.50
Missouri State Outreach	2,339 x	\$ 9.50
Missouri State Outreach	6,290 x	\$11.00
Missouri State Outreach	<u>250</u> x	\$15.00
Total Square Feet	53,001 sq. ft.	

Overview:	Total square feet at \$9.50	36,279	\$ 344,650.50
	Total square feet at \$11.00	14,929	164,219.00
	Total square feet at \$15.00	1,793	<u>26,895.00</u>
		53,001	\$ 535,764.50

Notes:

- 1) Missouri State University does a monthly budget transfer for the following areas:
Development and Alumni Relations, Advancement Services, Marketing & Communications, Editorial & Design Services, University Communications, Web Strategy & Development, Office of Visual Media, University Advancement, Learning Diagnostic Center/Assessment Center, the mail room and vending areas. Total square feet: 44,122
- 2) The Missouri State Outreach office does a monthly budget transfer for their space.
Total square feet: 8,879

May 15, 2020

LEASE AGREEMENT

This Lease made this 15th day of May, 2020, by and between the Missouri State University Foundation, a Missouri not-for-profit corporation, hereinafter referred to as "Landlord" and Missouri State University, hereinafter referred to as "Tenant."

WITNESSETH THAT:

ARTICLE I: PREMISES

1.1 Original premises: Landlord hereby demises and leases to Tenant certain premises situated in the Kenneth E. Meyer Alumni Center located on the southeast corner of Jefferson and McDaniel in the City of Springfield, Missouri ("the Center"), as more particularly described in **Exhibit A** hereto and made a part hereof.

1.2 Parking Spaces: Landlord shall provide Tenant, at no additional cost to Tenant, one parking space in the garage adjacent to the Center for each 350 square feet of space leased by Tenant.

ARTICLE II: TERM

2.1 Term: The term of this Lease shall commence on July 1, 2020 (the "Commencement Date") and, subject to Tenant's option, if any, to extend the term of this Lease, as hereinafter provided, shall end on June 30, 2021 ("the Expiration Date"), both inclusive unless sooner terminated hereby.

2.2 Possession of Premises: Possession of the premises was taken by the Tenant in October of 1989, and Tenant is still in possession as of the date this lease agreement is executed and this lease is to be applied retroactively.

2.3 Acceptance of Premises: Occupying all or any portion of the Premises by Tenant shall be conclusive that the Premises are in satisfactory condition and acceptable to Tenant subject only to latent defects and deficiencies brought in writing to the attention of the Landlord by the Tenant within a reasonable time following discovery thereof.

ARTICLE III: USE OF PREMISES; RULES AND REGULATIONS

3.1 Tenant's use: The Premises consisting of fifty three thousand and one square feet (53,001), located in the Meyer Alumni Center, shall be used for the offices of Development and Alumni Relations, Advancement Services, Marketing & Communications, Editorial & Design Services, University Communications, Web Strategy & Development, Office of Visual Media, University Advancement, Learning Diagnostic Center/Assessment Center, Missouri State Outreach, any other university office so desired by the University. Tenant shall, at Tenant's expense, comply with all laws, rules, regulations, requirements, and ordinances enacted or imposed by any governmental unit having jurisdiction over the Center, Premises, Landlord or Tenant. Landlord makes no representation or warranty as to the legality or permissibility of the permitted use under applicable federal, state or local law.

3.2 Center Rules and Regulations: Tenant, its agents, employees and guests shall abide by all reasonable rules and regulations of the Building as may be from time to time adopted by Landlord pertaining to the security, operations, maintenance and management of the Center. A copy of the current rules and regulations is attached hereto as **Exhibit B** and are incorporated herein as part of this Lease. Landlord shall not be liable for failure of any tenant to obey such rules and regulations. Failure by Landlord to enforce any current or subsequent rules or regulations against any tenant of the Center shall not constitute a waiver thereof or excuse Tenant from compliance. If any rules and regulations are contrary to the terms of this Lease, this Lease shall govern.

ARTICLE IV: RENT AND OTHER TENANT CONTRIBUTIONS

4.1 Payment of Rent: Tenant shall, during the term hereof, pay rent under this Lease as hereinafter provided, in lawful money of the United States of America, without offset or deduction, to Landlord at the address therefor set forth on the cover page, or to such other person or entity or to such other address as Landlord may designate in writing. Except as otherwise specified below, all rent shall be payable in monthly installments in advance on the first day of each calendar month during the term of this Lease. Tenant's obligation to pay all rent due and payable during the term of this Lease shall survive the expiration or earlier termination of this Lease. Should this Lease commence on a day other than the first day of the month or terminate on a day other than the last day of the month, the rent for such partial month shall be pro-rated based on a 365 day year.

4.2 Base Rent: Tenant shall pay to Landlord as annual Base Rent for the Premises the sum of nine dollars and fifty cents (\$9.50) per square foot for 36,279 square feet; eleven dollars (\$11.00) per square foot for 14,929 square feet; fifteen dollars (\$15.00) per square foot for 1,793 square feet; and a total sum not to exceed five hundred thirty five thousand seven hundred sixty four dollars and fifty cents (\$535,764.50), commencing July 1, 2020.

4.3 Additional Rent: in addition to all Base Rent payable under this Lease, any and all other payments to be made by Tenant hereunder, including, without limitation payments to be made pursuant to Sections 4.3, 5.1, and 12.1 hereof, and any amounts or costs expended or incurred by Landlord in curing or by reason of any default of Tenant, shall be deemed additional rent hereunder, whether or not the same be designated as such, and shall be due and payable at the time provided in this Lease, and if no such time is provided the same shall nevertheless be collectible as additional rent on demand or together with the next succeeding installment of Base Rent, whichever shall first occur; and Landlord shall have the same rights and remedies upon Tenant's failure to pay the same as for the non-payment of the Base Rent. Landlord, at its election, shall have the right (but not the obligation) to pay for or perform any act which requires the expenditure of any sums of money by reason of the failure or neglect of Tenant to perform any of the provisions of this Lease within the grace period, if any, applicable thereto, and in the event Landlord shall at its election pay such sums or perform such acts requiring the expenditure of monies, Tenant agrees to reimburse and pay Landlord, upon demand, all such sums, which shall be deemed to be additional rent hereunder and be payable by Tenant as such.

ARTICLE V: SERVICE, MAINTENANCE AND REPAIRS

5.1 Service: Landlord shall furnish Tenant those services described in **Exhibit C** attached hereto and incorporated by reference herein. If, upon request of Tenant, its agents or employees, such services are provided to the Premises on Sundays, holidays or times other than specified, or in an amount in excess of that described, Tenant shall pay Landlord as additional rent the cost of those services provided, such additional rent to be determined from Landlord's schedule of rates in effect at the time such services are furnished. Landlord does not warrant that any of the services or utilities provided to or on the Premises will be free from interruptions caused by repairs, renewals, improvements, alterations, strikes, lockouts, accidents, inability of Landlord to obtain fuel or supplies, or any other cause or causes beyond the reasonable control of Landlord. Landlord will at all times use reasonable efforts promptly to remedy any situation which might interrupt such services. If any services to be provided are suspended or interrupted by strikes, repairs, alterations, orders from any governmental authority or any cause beyond Landlord's reasonable control, Landlord shall not be liable for any costs or damages incurred by Tenant.

5.2 Maintenance and Repairs by Landlord: Landlord shall repair, replace and maintain (1) the external and structural parts of the Center which do not comprise a part of the Premises and are not leased to others, (2) janitors and equipment closets and (3) shafts within the Premises designated by Landlord for use by it in connection with the operation and maintenance of the Center. Landlord shall perform such repairs, replacements and maintenance with reasonable dispatch, but Landlord shall not be liable for any damages, direct, indirect or consequential, or for damages for personal discomfort, illness or inconvenience of Tenant by reason of failure of such equipment, facilities or systems or reasonable delays in the performance of such repairs, replacements and maintenance, unless caused by the deliberate act or omission, or the gross negligence of Landlord, its servants, agents or employees.

5.3 Maintenance and Repairs by Tenant: Tenant agrees that no representations as to the condition of the Center or the Premises have been made by Landlord to Tenant either directly or indirectly prior to or at the execution of this Lease that are not herein expressed. During the term of this Lease, Tenant shall keep the Premises and appurtenances in good order and repair, furnishing its own routine maintenance to furnishings and fixtures thereon and replacing all glass broken through misuse or negligence of Tenant with glass of same size and quality as that broken; shall keep the Premises and appurtenances in a wholesome condition without charge or expense to Landlord; shall not allow any waste or misuse of the water; shall pay all damages to the Center as well as damages to the occupants thereof caused by any waste, misuse or neglect of the Premises, its apparatus or appurtenances; shall not make nor allow to be made any change, alteration or addition, in, upon or to the Premises without the prior written consent of Landlord; and on the Expiration Date, or at an earlier termination hereof by forfeiture or otherwise, shall yield up the Premises together with all its apparatus and appurtenances to Landlord in as good as condition as when leased, reasonable and ordinary wear and tear excepted, and will surrender all original and duplicate keys of the several doors and such other things as appertain to the Premises, and will remove all its signs or other like items installed and restore or repair any damage to the Premises resulting from such removal.

ARTICLE VI: ALTERATIONS

6.1 Alterations by Tenant: Tenant may not make alterations in or additions to the Premises unless Tenant has first obtained from Landlord written permission to do so, and Tenant shall, if requested by Landlord, furnish Landlord with plans and specifications, names and addresses of the contractors and subcontractors who will perform the work, copies of the contracts and subcontracts, copies of all necessary permits and indemnification in form and amount satisfactory to Landlord against any and all claims, costs, damages, liabilities and expenses which may arise in connection with the alterations or additions. Whether or not Tenant shall have furnished Landlord the foregoing, Tenant hereby agrees to hold Landlord harmless from any and all liabilities of every kind and description which may arise out of or be connected with the alterations or additions. Tenant shall pay the cost of all such alterations and additions and also the cost of decorating the Premises occasioned by such alterations and/or additions. Tenant shall not overload, damage or deface the Premises or do any act or thing or bring or keep anything thereon which may make void or voidable any insurance on the Premises or the Center or which may render an increase or extra premiums payable for insurance. Upon completion of any alterations or additions, Tenant shall furnish Landlord with contractors' affidavits and full waivers of liens and receipted bills covering all labor, materials and subcontractors expended and used. All alterations and/or additions must be completely finished in a good and neat workmanlike manner and comply in all respects with all insurance requirements and with all applicable federal, state, or municipal statutes, laws, ordinances and regulations, or any department or agency thereof, or any department thereof, and with the standards and regulations of O.S.H.A. Only good grades of materials shall be used in the alterations and/or additions. All additions shall become Landlord's property and shall remain upon the Premises at the termination of this Lease by lapse of time or otherwise, without compensation or allowance or credit to Tenant.

6.2 Alterations by Landlord: Landlord may make any repairs, alterations or improvements which Landlord deems necessary or advisable for the preservation, safety or improvement of the Center or the Premises. Landlord shall also make those alterations to Meyer Alumni Center mandated by federal, state, and local law, and the cost thereof to the Tenant shall be in proration to the square footage occupied by the Tenant to the total square footage of the Center.

ARTICLE VII: CERTAIN RIGHTS RESERVED TO LANDLORD

7.1 Certain Rights Reserved to Landlord: Landlord reserves the following rights: (a) During the last ninety (90) days of the term of this Lease, if during or prior to that time Tenant vacates the Premises, the Landlord may decorate, remodel, repair, alter or otherwise prepare the Premises for re-occupancy; (b) To have pass keys to the Premises, in order to gain access to the Premises herein; (c) To have access to the Premises at all reasonable times upon prior notice to Tenant, and at any time in the event of emergency, to make periodic inspections thereof and to make repairs, alterations, additions and improvements to the Premises or the Center, as may be necessary or desirable in the operation of the Center; (d) To show the Premises to prospective tenants or brokers during the last six months of the term of this Lease, and to prospective purchasers at all reasonable times, provided prior notice is given to Tenant in each case and Tenant's use and occupancy of the Premises is not materially inconvenienced by any such action

of Landlord; (e) To designate all suppliers of signs, drinking water, beverages, foods, towels or toilet supplies, or other utilities used or consumed in the Center or the Premises; (f) To approve the weight, size and location of safes or other heavy equipment or articles, and the time and manner that they may be moved in, about or out of the Center (in all events, however, at Tenant's sole risk and responsibility, and subject to such reasonable preconditions and requirements, including engineering analysis and insurance, as Landlord may specify); (g) To close the Center after regular working hours and on legal holidays, subject, however, to Tenant's right to admittance, under such reasonable regulations as Landlord may prescribe from time to time, which may include by way of example but not of limitation, that persons entering or leaving the Center identify themselves and display the contents of their clothing, cases and boxes to a security guard by registration or otherwise and that said persons establish their right to enter or leave the Center; (h) To make repairs, alterations or improvements to the Center or any part thereof, and during such operations close the corridors, elevators and other facilities.

Landlord may enter upon the Premises as specified above (Landlord having or reserving such easements, rights of access or licenses as may be reasonably necessary therefor) and may exercise any or all of the foregoing rights hereby reserved without being deemed guilty of any interference with Tenant's use, occupancy or enjoyment of the Premises or an eviction or disturbance of the Tenant's use or possession, and without being liable in any manner to the Tenant.

ARTICLE VIII: ASSIGNMENT AND SUBLETTING

8.1 Assignment; Subletting: Tenant shall not assign this Lease or sublet all or any portion of the Premises, nor allow the same to be used or occupied by any other person or for any other use than that herein specified without Landlord's prior written consent, such consent to be in Landlord's sole discretion and as a condition to such consent, which in any event may be unreasonably withheld, Landlord may require Tenant to pay Landlord all or any portion of the consideration for the assignment or the rental under the sublease; nor shall Tenant suffer or permit any assignment or transfer by operation of law or otherwise, of the estate or interest of Tenant in the Premises acquired in, by or through this Lease. Any such assignment or sublease shall be in a form acceptable to Landlord. Every such assignment or sublease, as the case may be, shall recite that it is and shall be subject and subordinate to the provisions of this Lease, and the termination or cancellation of this Lease shall constitute a termination and cancellation of such assignment. No sublease shall be for a term longer than the term of this Lease. No assignment or sublease shall relieve Tenant of Tenant's liability under this Lease. Consent by Landlord shall not operate as a waiver of the necessity for consent to any subsequent assignment or subletting and the terms of such consent shall be binding upon the assignee or subtenant. Any transfer of this Lease by merger, consolidation, dissolution or liquidation of Tenant shall constitute an assignment, whether the result of a single or series of transactions.

ARTICLE IX: INSURANCE; INDEMNIFICATION

9.1 Insurance by Landlord: Landlord agrees to carry standard fire and extended coverage insurance (with endorsements for vandalism and malicious mischief coverage) and

all-risk insurance in amounts deemed sufficient by Landlord to carry out Landlord's obligations under this Lease.

9.2 Insurance by Tenant: During the term of this Lease, Tenant shall maintain, at Tenant's expense, in full force and effect on all of Tenant's furniture, furnishings, trade fixtures, inventory and equipment located on the Leased Premises, a policy or policies of fire and extended coverage insurance with standard coverage for vandalism, malicious mischief, damage by fire, windstorm, cyclone, tornado, hail, explosion, riot, civil commotion, damage from aircraft, vehicles, smoke or earthquake, special extended perils, sprinkler damage and such other casualties and events as may be insured against under the broad form of uniform fire and extended coverage clause in effect from time to time in Missouri with endorsements for coverage of "all risk" perils and the aforesaid specific perils. Such insurance shall be in an amount equal to one hundred percent (100%) of the full insurable replacement value of such property of Tenant and shall be issued by an insurance company acceptable to Landlord. The proceeds from any such policy of insurance shall be used for the repair or replacement of the furniture, furnishings, fixtures, inventory and equipment of Tenant.

9.3 Indemnification: Landlord shall not be liable for any loss or damage to persons or property sustained by Tenant, or other persons, which may be caused by dangerous conditions of the leased premises, caused by the Tenant.

ARTICLE X: DESTRUCTION

10.1 Substantial Destruction: If the Center or Premises shall be destroyed in whole or in part by fire, the elements or other or other casualty so as to render the Premises wholly unfit for occupancy, and if, in Landlord's sole judgment, the damage cannot be repaired within 120 days of work from the date of such damage, such work to be performed during normal working hours from the occurrence of said damage, this Lease shall terminate as of the date of such damage.

10.2 Partial Destruction: If the Center or Premises shall be damaged in part and if the damage can be repaired within 120 days of work from the date of such damage, such work to be performed during normal working hours from the occurrence of said damage and Landlord fails to do so, this Lease shall terminate on the expiration of said 120 days without further liability of either of the parties hereto; provided, however that no termination shall occur if the delay in commencing or completing repairs is the result of adjustment of insurance claims, governmental requirements or any cause beyond Landlord's reasonable control. If Landlord repairs the Premises within said 120 days, this Lease shall continue in full force and effect. Tenant shall not be required to pay rent for any portion of said 120 days during which the Premises are wholly unfit for occupancy unless the damage or destruction is due to the presence or neglect of Tenant or Tenant's agents, employees, servants, invitees or guests.

ARTICLE XI: CONDEMNATION

11.1 Total Taking: In the event that the whole of the Center or the whole of the Premises shall be taken by the exercise of the power of eminent domain (a "Condemnation Proceeding"), then in such a case this Lease shall terminate as of the date of the taking of possession by or the vesting of title in the condemning authority (the "Taking Date").

11.2 Partial Taking: If less than the whole of the Center or less than the whole of the Premises shall be taken in a Condemnation Proceeding, Tenant or Landlord, may at its option, terminate this Lease as of the Taking Date by giving written notice of its exercise of such option within 60 days after the Taking Date provided in the case of termination by Tenant that as a result of such taking, the Premises (or the remaining portion thereof) may no longer be adequately used for the Permitted Use herein before set forth. If a portion of the Premises shall be so taken and neither Tenant nor Landlord shall exercise its option to terminate this Lease, or is such taking shall not give rise to such an option to terminate, as aforesaid, then this Lease shall terminate on the Taking Date only as to that portion of the Premises so taken, and this Lease shall remain in full force and effect with respect to that portion of the Premises not so taken and the rent and other charges payable by Tenant to Landlord hereunder shall be abated and reduced in the ratio which the diminution in the floor space of the Premises following the Condemnation Proceeding shall bear to the total floor space thereof immediately prior to the Condemnation Proceeding.

11.3 Condemnation Awards: All income, rent, awards or interest derived from any such taking under power of eminent domain shall belong to and be the property of Landlord.

ARTICLE XII: LIENS

12.1 Liens: Tenant covenants and agrees that it shall not incur any indebtedness giving a right to a lien of any kind or character upon the right, title, or interest of Landlord in and to the Premises and the property of which the Premises is a part, and that no person shall ever be entitled to any lien superior to the interest in this Lease reserved to Landlord upon the Premises directly or indirectly derived through or under Tenant, or its agents or servants, or on account of any act or omission of Tenant. Should any such lien be filed, Tenant shall cause to be discharged of record such lien by paying it, or by filing a bond or otherwise, as permitted by law, within 15 days after the filing of any such lien. If Tenant fails to discharge said lien within such period, then in addition to any other right or remedy of Landlord, Landlord may, but shall not be obligated to, procure its discharge by paying the amount claimed to be due or by depositing the same in court or by bonding, and in any such event Landlord shall be entitled, if Landlord so elects, to compel the prosecution of an action for the foreclosure of such Lien by lienor and to pay the amount of the judgment, if any in favor of lienor with interest, costs, and allowances. Any amount paid by Landlord for any of the aforesaid purposes, and all legal and other expenses of Landlord, including attorneys' fees, in defending any such action or in or about procuring the discharge of such lien, with all necessary disbursements in connection herewith, shall be additional rent to be paid by Tenant to Landlord immediately on demand.

ARTICLE XIII: DEFAULT AND REMEDIES

13.1 Default and Remedies: If Tenant shall default in the payment of rent reserved, breach any other covenant or agreement of this Lease, or move out of, abandon, or vacate the Premises, then immediately upon such default, breach, abandonment, or vacating or moving out of the Premises, or at any time thereafter, Landlord, without further demand or notice of any kind, including, but without being limited to, demand for payment of rent, or for possession of the Premises, may either:

(a) terminate this Lease, and with process of law, expel and remove Tenant, or any other person or persons in occupancy from the Premises, together with their goods and chattels, provided that in the event of termination pursuant hereto Landlord shall, nevertheless, be entitled to damages provided by law, just as though Tenant repudiated this Lease; or

(b) terminate Tenant's right to possession only, without terminating this Lease, and with process of law, expel and remove Tenant, or any other person or persons in occupancy from the Premises, together with their goods and chattels, and repossess the Premises without such entry and possession terminating this Lease or releasing Tenant in whole or in part from Tenant's obligation to pay rent hereunder for the full term hereof. Upon and after entry into possession without termination of this Lease, Landlord shall use reasonable efforts to relet the Premises or any part thereof for the account of the Tenant, to any person, firm, or corporation, for such rent, for such term, (including a term beyond the term hereof, but the part of any such term which is beyond the term hereof shall not be chargeable to Tenant's account), and upon such terms and conditions as are Commercially reasonable, and Landlord shall apply all rents received upon such a reletting as follows:

(i) first to the payment of such expenses as Landlord may have incurred in recovering possession of the Premises (including legal expenses and attorneys' fees), and in putting the same into good order or condition, or preparing, or altering the same for rental and reletting, and all other expenses, commissions and charges paid, assumed or incurred by Landlord in or about reletting the leased premises; and

(ii) then to the fulfillment of covenants of Tenant hereunder. If the consideration collected by Landlord upon any such reletting is not sufficient to pay in full the amount of rent reserved in this Lease together with the items and expenses enumerated in subparagraphs (i) and (ii) above, then Tenant shall pay to the Landlord the amount of each monthly deficiency upon demand.

ARTICLE XIV: TRANSFER BY LANDLORD; SUBORDINATION; ESTOPPEL CERTIFICATE

14.1 Transfer by Landlord: Landlord shall have the right to transfer, assign, mortgage or convey in whole or in part the Center and any and all of its rights in and under this Lease, and nothing herein shall be construed as a restriction upon Landlord's so doing. Moreover, the term "Landlord" as used in this lease, so far as covenants or obligations on the part of Landlord are concerned, shall be limited to mean and include only the owner at the time in question of the fee simple title to the Center and in the event of transfer of said fee simple title, then the party conveying said fee simple title shall be automatically relieved from and after the date of such transfer, of all personal liability as respects the performance of any obligations on the part of Landlord contained in this Lease arising out of acts thereafter occurring or covenants thereafter to be performed, it being intended hereby that all the obligations contained in this Lease on the part of Landlord shall be binding upon Landlord, its successors and assigns, only during and in respect of their respective periods of ownership of said fee simple title to the Center and the Property.

14.2 Subordination: This Lease and all rights of the Tenant hereunder shall, at the option of Landlord, be subject and subordinate to any deeds of trust, mortgage or other instruments or security which do now or may hereafter cover the Center and the Property or any interest of Landlord therein, and to any and all advances made on the security thereof, and to any

and all increases, renewals, modifications, consolidations, replacements and extensions or any such deeds of trust, mortgages or instruments of security. Landlord may exercise the aforesaid option to subordinate this Lease by notifying Tenant thereof at any time in writing, and if so requested by Landlord, Tenant shall execute a subordination agreement in the form satisfactory to Landlord.

14.3 Attornment: In the event Landlord exercises its option to subordinate the Lease to any deed of trust or mortgage as provided in Section 14.2, or in the event any proceedings are brought for foreclosure or in the event of the exercise of the power of sale under any mortgage or deed of trust covering the Center, the Tenant shall agree to attorn to the holder of any such deed of trust or mortgage or the purchaser upon any such foreclosure or sale, as the case may be, and recognize such holder of any such deed of trust or mortgage or purchaser, as the case may be, as the Landlord under this Lease, provided however, that so long as the Tenant is not in default hereunder, the Lease shall remain in full force and effect.

14.4 Estoppel Certificate: Tenant shall any time and from time to time upon not less than ten (10) days prior notice from Landlord or Landlord's mortgagee, execute, acknowledge and deliver a written statement certifying that this Lease is in full force and effect subject only to such modifications as may be set out; and, Tenant is in possession of the Premises and is paying rent as provided in this Lease; and, the date to which, rent is paid in advance; and, there are not, to the signator's knowledge any uncured defaults on the part of Landlord, or specifying such defaults if any are claimed. Any such statements may be relied upon by any prospective transferee or encumbrancer of all or any portion of the Center, or any assignee of any such persons. If Tenant fails to timely deliver such statement, Tenant shall be deemed to have acknowledged that this Lease is in full force and effect, without modification except as may be represented by Landlord and that there are no uncured defaults in Landlord's performance.

ARTICLE XV: QUIET ENJOYMENT

15.1 Quiet Enjoyment: So long as Tenant shall observe and perform the covenants and agreements binding on it hereunder, Tenant shall at all times during the term hereof peacefully and quietly have and enjoy possession of the Premises without any unreasonable interference, encumbrance or hindrance by, from or through Landlord, its successors and assigns.

ARTICLE XVI: SURRENDER; HOLDING OVER; REMOVAL OF PROPERTY

16.1 Surrender: Upon termination of this Lease, whether caused by lapse of time or otherwise, Tenant shall within fifteen (15) days surrender possession of the Premises and all rights therein to Landlord and deliver Premises to Landlord in as good repair and condition as at the commencement of Tenant's occupancy, reasonable wear and tear and damage or destruction by fire or other casualty excepted. Tenant shall deliver all keys to the Premises to Landlord. Landlord shall have the right to immediately enter into and take possession of the Premises and shall not be liable for any loss, damage or injury to the property or person of Tenant or any occupant of, in or upon the Premises.

16.2 Holding Over: If Tenant shall continue to occupy the Premises after expiration or sooner termination of this Lease, Tenant shall pay, as liquidated damages, for each month of continued occupancy an amount equal to one and one-half time the rent being paid for the

month the Lease expires or is terminated. No receipt of money by Landlord from Tenant after expiration or termination of this Lease shall reinstate or extend this Lease or affect any prior notice given by Landlord to Tenant. Nothing contained in this Section 16.2 is to be construed to give Tenant the right to hold over at any time and Landlord may exercise any and all remedies at law or in equity to recover possession of the Premises and damages resulting from any such holding over.

ARTICLE XVII: NOTICES

17.1 Notices: Any notice, demand request, consent, approval, or other communication which either party hereto is required or desires to give or make or communicate upon or to the other shall be in writing and shall be given or made or communicated by United States registered or certified mail, addressed to Landlord or Tenant as set forth on the cover page of this Lease, subject to the right of either party to designate a different address by notice similarly given. Any notice, demand, request, consent, approval, or other communication so sent shall be deemed to have been given, made, or communicated, as the case may be, on the date the same was deposited in the United States mail as registered or certified matter with postage thereon fully prepaid.

ARTICLE XVIII: MISCELLANEOUS

18.1 Designated Parties: Landlord may act in any matter provided for herein by its property manager or any other person who shall from time to time be designated by Landlord by notice to Tenant. Tenant may designate in writing a person to act on its behalf in any matter provided for herein and may, by written notice, change such designation. In the absence of such designation, the person or persons executing this Lease for Tenant shall be deemed to be authorized to act on behalf of Tenant in any matter provided for herein.

18.2 Successors: Subject to the provisions pertaining to assignment and subletting, the covenants and agreements of this Lease shall be binding upon the heirs, legal representatives, successors and assigns of any or all of the parties hereto.

18.3 Relationship of Parties: Nothing contained in this Lease shall create any relationship between the Landlord and Tenant other than that of Landlord and Tenant, and it is acknowledged and agreed that Landlord does not in any way or for any purpose become a partner of or joint venturer with Tenant.

18.4 Entire Agreement; Amendment; Captions: It is expressly agreed by Tenant, as a material consideration for the execution of this Lease, that there are, and were no verbal representation, understanding, stipulations, agreements or promises pertaining to this Lease which are not incorporated herein. It is agreed between the parties that this Lease shall not be altered, waived, amended, or extended, except by a written agreement signed by Landlord and Tenant. The captions contained in this Lease are for convenience of reference only and in no way limit or enlarge the terms or conditions of this Lease.

18.5 Severability: If any clause or provision of this Lease is held to be illegal, invalid, or unenforceable under present or future law effective during the term of this Lease, the remainder of this Lease shall not be affected thereby. In lieu of such clause or provision held to be illegal, invalid or unenforceable there shall be added, as a part of this Lease, a clause or provision as similar in terms as possible which shall be legal, valid and enforceable.

18.6 Variations in Pronouns: All pronouns and any variations thereof shall be deemed to refer to the masculine, feminine, neuter, singular or plural as the identity of the person or persons may require.

18.7 Brokerage Commissions: Tenant warrants that it has had no dealings with any broker or agent in connection with the negotiations or execution of this Lease.

18.8 Authority: Tenant warrants that the person or persons executing this Lease on behalf of Tenant has authority to do so and fully obligate Tenant to all terms and provisions of this Lease. Tenant shall, upon request from Landlord, furnish Landlord with a certified copy of documentation authorizing this Lease and granting authority to execute it to the person or persons who have executed it on Tenant's behalf.

18.9 Option to Renew: Landlord hereby grants to Tenant the right to renew this lease for nineteen (19) successive one-year terms, by giving written notice at least ninety (90) days prior to the expiration date of each one-year term; subject, however, to an adjustment in the basic annual rental at the beginning of each contract year, equal to the percentage increase of the Consumer Price Index for the Kansas City region for the preceding year.

ATTEST:

**MISSOURI STATE UNIVERSITY
FOUNDATION,
A NOT-FOR-PROFIT CORPORATION
"Landlord"**

Cindy Busby
Secretary

By: _____
Brent Dunn
Executive Director

ATTEST:

**MISSOURI STATE UNIVERSITY
"Tenant"**

Rowena Stone
Secretary

By: _____
Craig Frazier
Chair of the Board

EXHIBIT A

Description of Premises

Premises shall consist of 53,001 square feet.

Parking spaces to service the square footage leased, as required by applicable law.

LL	001	3,912	square feet
LL	002	700	square feet
LL	003	1,500	square feet
Suite	100	4,930	square feet
Suite	101	3,700	square feet
Vending		200	square feet
Suite	200	4,650	square feet
Suite	205	1,543	square feet
Suite	210	220	square feet
Suite	214	640	square feet
Suite	303	2,265	square feet
Suite	306	340	square feet
Suite	308	250	square feet
Suite	314	601	square feet
Suite	400	8,028	square feet
Suite	502	2,666	square feet
Suite	504	1,965	square feet
Suite	505	6,374	square feet
Suite	600	<u>8,517</u>	square feet

53,001

EXHIBIT B

Center Rules and Regulations

1. Tenant shall not obstruct or interfere with the rights of other tenants of the Center, or of persons having business in the Center, or in any way injure or annoy such tenants or persons.
2. Canvassing, soliciting and peddling in the Center are prohibited, and Tenant shall cooperate to prevent such activities.
3. Tenant shall not bring or keep within the Center any animal, bicycle, or motorcycle.
4. Tenant shall not conduct mechanical or manufacturing operations, cook or prepare food, or place or use any inflammable, combustible, explosive, caustic or hazardous fluid, chemical, device, substance or material in or about the Center without the prior written consent of Landlord. Tenant shall comply with all rules, orders, regulations and requirements of the applicable Fire Rating Bureau, or any other similar body, and Tenant shall not commit any act or permit any object to be brought or kept in the Center which shall increase the rate of fire insurance on the Center or on property located therein.
5. Tenant shall not use the Center for the storage of goods, wares or merchandise, except as such storage may be incidental to the use of the Premises for general office purposes and except in such portions of the Premises as may be specifically designated by Landlord for such storage.
6. Tenant shall not install or use in the Center any air conditioning unit, engine, boiler, generator, machinery, heating unit, stove, water cooler, ventilator, radiator or any other similar apparatus without the prior written consent of Landlord, and then only as Landlord may direct.
7. Tenant shall not use in the Center any machines, other than standard office machines such as typewriters, word processors, calculators, copying machines and similar machines, without the prior written approval of Landlord. All office equipment and any other device of any electrical or mechanical nature shall be placed by Tenant in the Premises in settings approved by Landlord so as to absorb or prevent any vibration, noise, or annoyance. Tenant shall not cause improper noises, vibrations or odors within the Center.
8. Tenant shall move all freight, supplies, furniture, fixtures and other personal property into, within and out of the Center only at such times and through such entrances as may be designated by Landlord, and such movement of such items shall be under the supervision of Landlord. Landlord reserves the right to inspect all such freight, supplies, furniture, fixtures and other personal property to be brought into the Center and to exclude from the Center all such objects which violate any of these rules and regulations or the provisions of the Lease. Tenant shall not move or install such objects in or about the Center in such a fashion as to unreasonably obstruct the activities of other tenants, and all such moving shall be at the sole expense, risk and responsibility of Tenant. Tenant shall not use in the delivery, receipt or other movement of freight, supplies, furniture, fixtures and other personal property to, from or within the Center, any hand trucks other than those equipped with rubber tires and side guards.
9. Tenant shall not place within the Center any safes, copying machines, computer equipment or other objects of unusual size or weight, nor shall Tenant place within the Center any objects which exceed the floor weight specifications of the Center, without the prior

- written consent of Landlord. The placement and positioning of all such objects shall, in all cases, be placed upon plates or footings of such size as shall be prescribed by Landlord.
10. Tenant shall not deposit any trash, refuse, cigarettes, or other substances of any kind within or out of the Center, except in the refuse containers provided therefor. Tenant shall not introduce into the Center any substance which might add an undue burden to the cleaning or maintenance of the Premises or the Center. Tenant shall exercise its best efforts to keep the sidewalks, entrances, passages, courts, lobby areas, garages or parking areas, elevators, escalators, stairways, vestibules, public corridors and halls in and about the Center (Hereinafter "Common Areas") clean and free from rubbish.
 11. Tenant shall use the Common Areas only as a means of ingress and egress, and Tenant shall permit no loitering by any persons upon Common Areas or elsewhere within the Center. The Common Areas and roof of the Center are not for the use of the general public, and Landlord shall in all cases retain the right to control or prevent access thereto by all persons whose presence, in the judgment of the Landlord shall be prejudicial to the safety, character, reputation or interests of the Center and its tenants. Tenant shall not enter the mechanical rooms, air conditioning rooms, electrical closets, janitorial closets, or similar areas or go upon the roof of the Center without the prior written consent of Landlord.
 12. Tenant shall not use the washrooms, restrooms and plumbing fixtures of the Center, and appurtenances thereto, for any other purpose than the purposes for which they were constructed, and Tenant shall not deposit any sweepings, rubbish, rags or other improper substances therein. Tenant shall not waste water by interfering or tampering with the faucets or otherwise. If Tenant or Tenant's servants, employees, agents, contractors, jobbers, licensees, invitees, guests, or visitors cause any damage to such washrooms, restrooms, plumbing fixtures or appurtenances, such damage shall be repaired at Tenant's expense and Landlord shall not be responsible therefor.
 13. Tenant shall not mark, paint, drill into, cut, string wires within, or in any way deface any part of the Center, without the prior written consent of Landlord, and as Landlord may direct. Upon removal of any wall decorations or installations or floor coverings by Tenant, any damage to the walls or floors shall be repaired by Tenant at Tenant's sole cost and expense. Without limitation upon any of the provisions of the Lease, Tenant shall refer all contractors' representatives, installation technicians, janitorial workers and other mechanics, artisans and laborers rendering any service in connection with the repair, maintenance or improvement of the Premises to Landlord for Landlord's supervision, approval and control before performance of any such service. This Paragraph 13 shall apply to all work performed in the Center, including without limitation installation of telephones, telegraph equipment, electrical devices and attachments and installations of any nature affecting floors, walls, woodwork, trim, windows, ceilings, equipment or any other portion of the Center. All installations, alterations and additions shall be constructed by Tenant in a good and workmanlike manner and only good grades of materials shall be used in connection therewith. The means by which telephone, telegraph and similar wires are to be introduced to the Premises and the location of telephones, call boxes, and other office equipment affixed to the Premises shall be subject to the prior written approval of Landlord.
 14. Landlord shall have the right to prohibit any publicity, advertising or use of the name of the Center by Tenant which, in Landlord's opinion, tends to impair the reputation of the

Center, or its desirability as a Center for offices, and upon written notice from Landlord, Tenant shall refrain from or discontinue any such publicity, advertising or use of the Center name.

15. The sashes, sash doors, skylights, windows and doors that reflect or admit light or air into the Common Areas shall not be covered or obstructed by Tenant through placement of objects upon windowsills or otherwise. Tenant shall cooperate with Landlord in obtaining maximum effectiveness of the cooling system of the Center by closing drapes and other window coverings when the sun's rays fall upon windows of the Premises. Tenant shall not obstruct, alter or in any way impair the efficient operation of Landlord's heating, ventilating, air conditioning, electrical, fire, safety or lighting systems, nor shall Tenant tamper with or change the setting of any thermostat or temperature control valves in the Center.
16. Subject to the applicable fire or other safety regulations, all doors opening onto Common Areas and all doors upon the perimeter of the Premises shall be kept closed and, during non-business hours, locked, except when in use for ingress or egress. If Tenant uses the Premises after regular business hours or on non-business days Tenant shall lock any entrance doors to the Center or to the Premises used by Tenant immediately after using such doors.
17. All keys to the exterior doors of the Premises shall be obtained by Tenant from Landlord, and Tenant shall pay to Landlord a reasonable deposit determined by Landlord from time to time for such keys. Tenant shall not make duplicate copies of such keys. Tenant shall not install additional locks or bolts of any kind upon any of the doors or windows of, or within, the Center, nor shall Tenant make any changes in existing locks or the mechanisms thereof. Tenant shall, upon the termination of its tenancy, provide Landlord with the combinations to all combination locks on safes, safe cabinets and vaults and deliver to Landlord all keys to the Center, the Premises and all interior doors, cabinets, and other key-controlled mechanisms therein, whether or not such keys were furnished to Tenant by Landlord. In the event of the loss of any key furnished to Tenant by Landlord, Tenant shall pay to Landlord the cost of replacing the same or of changing the lock or locks opened by such lost key if Landlord shall deem it necessary to make such a change.
18. Access may be had by Tenant to the Common Areas and to the Premises at any time between the hours of 8:00 A.M. and 6:00 P.M., Monday through Friday, legal holidays excepted. At other times access to the Center may be refused unless the person seeking admission is known to the watchman in charge, if any, and/or has a pass or is properly identified. Tenant shall be responsible for all persons for whom Tenant requests passes, and shall be liable to Landlord for all acts of such persons. Landlord shall in no case be liable for damages for the admission or exclusion of any person from the Center. In case of invasion, mob, riot, public excitement, or other commotion, Landlord reserves the right to prevent access to the Center for the safety of Tenants and protection of property in the Center.
19. For purposes hereof, the terms "Landlord", "Tenant", "Center" and "Premises" are defined as those terms are defined in the Lease to which these Rules and Regulations are attached. Wherever Tenant is obligated under these Rules and Regulations to do or refrain from doing an act or thing, such obligations shall include the exercise by Tenant of its best efforts to secure compliance with such obligation by the servants, employees, contractors, jobbers, agents, invitees, licensees, guests and visitors of Tenant. The term "Center" shall include the

Premises, and any obligations of Tenant hereunder with regard to the Center shall apply with equal force to the Premises and to other parts of the Center.

20. Landlord reserves the right to change these rules and to make such other and further reasonable rules and regulations as in its judgment may from time to time be needed for the safety, care and cleanliness of the Center, for the preservation of good order therein and when so changed or made, such modified or new rules shall be deemed a part hereof, with the same effect as if written herein, when a copy shall have been delivered to the Tenant or left with some person in charge of the demised premises.

EXHIBIT C

Services Furnished

1. Operatorless elevator service in common with other tenants at all times;
2. Men's & women's restrooms to be situated on the floor on which the Premises are located;
3. Water from the public water mains for public drinking, lavatory and toilet purposes, drawn through fixtures installed by Landlord;
4. A refrigerated drinking fountain on the floor on which the Premises are located;
5. A building directory on any floor where a tenant has an outside entryway;
6. Relamping and maintaining standard fluorescent lighting fixtures installed in Premises;
7. Heating and air conditioning during respectively, the seasons when such services shall be necessary for the use and occupancy of the Premises, on Monday through Friday from 8:00 A.M. to 6:00 P.M. (Saturdays, Sundays and holidays excepted); and
8. Refuse removal and janitor services and customary cleaning in and about the Premises (Saturdays, Sundays and holidays excepted); provided, however, that such service shall not include cleaning, maintenance and providing supplies for: computer centers, special equipment areas, locker rooms, or security vaults situated in the Premises.

II.E.1.

RECOMMENDED ACTION - Approval of Activity Report for the month of April 2020.

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 April 2020, as presented by Planning, Design & Construction, be accepted and approved.

VOTE: **AYE**_____

NAY_____

COMMENTS:

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

It is recommended that the attached report be accepted.

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

April 2020

This report documents activities managed by Planning, Design & Construction for the month of April 2020. The projects listed here are greater than or equal to \$100,000.00 and did not exceed a project budget of \$250,000.00. Those project bids, notices to proceed, and activity on consultant contracts are listed on this activity report.

April 27, 2020

**Inside and Outside Plant Wiring Contract for Networking and Telecommunications
All Campuses** **Project Budget
\$100,000.00**

Proposals were received for the Inside and Outside Plant Wiring Contract for Networking and Telecommunications. The intent of this contract is to accomplish all cabling and termination hardware / equipment required to support building-to-building and internal voice and data services on the Missouri State University campuses. The cumulative total of all individual projects awarded under this contract may not exceed \$100,000.00 per year. Included in the contract is the option to renew the contract for five (5) additional consecutive years or until March 31, 2026. Upon approval, a notice to award was issued to Pitt Technology Group. Each project awarded under this contract will be funded by its own financial plan that will be established on a per project basis.

II.F.1.

MISSOURI STATE UNIVERSITY

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

RANKED FACULTY APPOINTMENT:

<u>Name</u>	<u>Position-Department</u>	<u>Salary</u>	<u>Effective</u>
Brandon Aigner	Assistant Professor Reading, Foundations & Technology	\$55,000 annually	08/10/20
Mohammed Belkhouche	Assistant Professor Computer Science	\$86,000 annually	08/10/20
McCall Christian	Assistant Professor Sports Medicine & Athletic Training	\$60,000 annually	08/10/20
Yue Cui	Assistant Professor Mathematics	\$62,500 annually	08/10/20
Renata Fernandes Guzzo	Assistant Professor Hospitality Leadership	\$71,500 annually	08/10/20
Stacie Finley	Assistant Professor Reading, Foundations & Technology	\$55,000 annually	08/10/20
Jennifer Hard	Assistant Professor Theatre & Dance	\$53,000 annually	08/10/20
Lindsey Hiebert	Assistant Professor Communication Sciences & Disorders	\$62,000 annually	08/10/20
Adam McGee	Assistant Professor Animal Science	\$60,000 annually	08/10/20
Ashley Payne	Assistant Professor Psychology	\$55,000 annually	08/10/20
Dennis Rudnick	Assistant Professor Reading, Foundations & Technology	\$55,000 annually	08/10/20
Travis Seay	Assistant Professor History	\$57,000 annually	08/10/20

UNRANKED FACULTY APPOINTMENTS (Term):

<u>Name</u>	<u>Position-Department</u>	<u>Salary</u>	<u>Effective</u>
Kristin Harper	Instructor	\$44,000	08/10/20
	Modern & Classical Languages	annually	05/14/21
Bradley Mills	Instructor	\$45,000	08/10/20
	Physics, Astronomy & Materials Science	annually	05/14/21

(See Addendum A for Per Course Faculty Appointments)

(See Addendum B for Summer Appointments)

(See Addendum C for Supplemental Payments)

(See Addendum D for Graduate Teaching Assistant Appointment)

RESIGNATIONS:

<u>Name</u>	<u>Position-Department</u>	<u>Effective</u>
Christopher Carver	Assistant Professor Counseling, Leadership & Special Education	05/15/20
James Galloway	Assistant Professor Kinesiology	05/15/20
Jacob Gdovin	Assistant Professor Kinesiology	05/15/20
Michael La Monica	Assistant Professor Kinesiology	05/15/20
Cole Smith	Clinical Instructor School of Social Work	05/15/20
Anna Tripi	Instructor Mathematics	05/15/20
Ruth Walker	Assistant Professor Psychology	05/15/20

Siyu Wang	Assistant Professor Economics	05/15/20
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RETIREMENTS:

<u>Name</u>	<u>Position-Department</u>	<u>Effective</u>
Sherry Cook	Senior Instructor Marketing	05/15/20
Geanie Margavio	Associate Professor School of Accountancy	05/15/20
Tom Margavio	Professor Information Technology & Cybersecurity	05/15/20
Judith Meyer	Professor Geography, Geology & Planning	05/15/20
Debra Oden	Professor School of Accountancy	05/15/20
Joel Paddock	Professor Political Science	05/15/20
Robert Patterson	Professor Physics, Astronomy & Materials Science	05/15/20
Lisa Proctor	Professor Communication Sciences & Disorders	05/15/20
Harry Shea	Instructor Mathematics	05/15/20
Vera Stanojevic	Professor Mathematics	05/15/20
Joseph Hulgus	Professor Counseling, Leadership & Special Education	05/14/21

RETIREMENT DELAYED:

<u>Name</u>	<u>Position-Department</u>	<u>Effective</u>
Neal Lopinot	Director/Research Professor Center for Archaeological Research (12-month appointment)	06/30/21
Rachelle Darabi	Associate Provost Student Development & Public Affairs Student Development & Public Affairs	Indefinitely

NON-REAPPOINTMENTS:

<u>Name</u>	<u>Position-Department</u>	<u>Effective</u>
Jan Atwell	Clinical Assistant Professor School of Nursing	05/15/20
Earl Holmer	Senior Instructor English	05/15/20
Gary Iman	Senior Instructor Communication	05/15/20
Nathaniel Jones	Instructor Communication	05/15/20
Rose Korang-Okrah	Assistant Professor School of Social Work	05/15/20
Keeli McCarthy	Artist-in-Residence Art & Design	05/15/20
Angelia Northrip-Rivera	Senior Instructor English	05/15/20
Roberta Rowe	Senior Instructor Communication	05/15/20
Gay Carson	Clinical Instructor School of Nursing (12-month appointment)	06/30/20

LEAVE WITHOUT PAY:

<u>Name</u>	<u>Position-Department</u>	<u>Effective</u>
John Schmalzbauer	Professor	08/13/20
	Religious Studies	12/11/20

CHANGE OF STATUS:

<u>Name</u>	<u>Position-Department</u>	<u>Action</u>	<u>Effective</u>
Li-Ling Chen	From: Research Specialist II Environmental Plant Science & Natural Resources GR 42, \$37,926 annually (Staff appointment)	Status Change & Salary Adjustment	02/01/20
	To: Clinical Instructor Environmental Plant Science & Natural Resources \$40,000 annually (Faculty appointment)		
Steven Dodge	From: Department Head Clinical Associate Professor Physician Assistant Studies	Status Change	02/01/20
	To: Faculty Emeritus Physician Assistant Studies		
David Goodwin	From: Associate Professor Reading, Foundations & Technology	Status Change	02/01/20
	To: Faculty Emeritus Reading, Foundations & Technology		
Lisa Proctor	Interim Department Head Professor Communication Sciences & Disorders	Continuation of Appointment	02/01/20 05/31/20

Academic Personnel Board Actions, cont'd.

Page 6

Alana Mantie-Kozlowski	From: Associate Professor Communication Sciences & Disorders \$70,267 annually To: Interim Department Head Associate Professor Communication Sciences & Disorders \$70,267 annually (\$3,311 monthly supplemental)	Status Change	05/01/20
Debra Oden	From: Professor School of Accountancy To: Faculty Emeritus School of Accountancy	Status Change	06/01/20
Vera Stanojevic	From: Professor Mathematics To: Faculty Emeritus Mathematics	Status Change	06/01/20
Bryan Breyfogle	From: Department Head Professor Chemistry \$112,702 annually (12-month appointment) To: Professor Chemistry \$84,500 annually (9-month appointment)	Status Change	07/01/20
Jason DeBode	Interim Department Head Assistant Professor Management	Continuation of Appointment	07/01/20 06/30/20
Sarah McCallister	Department Head Professor Kinesiology	Continuation of Appointment	07/01/20 06/30/22

Academic Personnel Board Actions, cont'd.

Page 7

Adam Wanekaya	<p>From: Professor Chemistry \$81,755 annually (9-month appointment)</p> <p>To: Department Head Professor Chemistry \$115,423 annually (12-month appointment)</p>	Status Change	07/01/20
Sherry Cook	<p>From: Senior Instructor Marketing</p> <p>To: Faculty Emeritus Marketing</p>	Status Change	08/01/20
Geanie Margavio	<p>From: Associate Professor School of Accountancy</p> <p>To: Faculty Emeritus School of Accountancy</p>	Status Change	08/01/20
Tom Margavio	<p>From: Professor Information Technology & Cybersecurity</p> <p>To: Faculty Emeritus Information Technology & Cybersecurity</p>	Status Change	08/01/20
Elizabeth Foreman	<p>From: Associate Professor Political Science \$64,534 annually</p> <p>To: Program Director Philosophy Associate Professor Political Science \$64,534 annually (\$2,000 monthly supplemental)</p>	Status Change	08/10/20
Joel Paddock	<p>From: Professor Political Science</p> <p>To: Faculty Emeritus Political Science</p>	Status Change	08/01/20

Harry Shea	From: Instructor Mathematics	Status Change	08/01/20
	To: Faculty Emeritus Mathematics		

Stephanie Thomas	From: Distance Education & Laboratory Supervisor Cooperative Engineering Program GR 33, \$36,236 annually (Staff appointment)	Status Change & Salary Adjustment	08/10/20
	To: Instructor Cooperative Engineering Program \$39,653 annually (Faculty appointment)		

Vote: _____ Yea
 _____ Nay

COMMENTS:

Brandon Aigner, Assistant Professor, Reading, Foundations & Technology

Ph.D.	Ohio State University, Expected May 2020
M. Psych.	University of Connecticut, 2012
BEdu	University of Toledo, 2008

Experience: 2017 - 2019, Instructor & Co-Instructor, Ohio State University, Columbus, Ohio; 2019 - 2018, Operations Coordinator, Ohio State University, Columbus, Ohio; 2019, Resource Development Coordinator, Ohio State University, Columbus, Ohio; 2019, Graduate Assistant, Ohio State University, Columbus, Ohio; 2015, Assistant Instructor, George Washington University, Washington, DC.

Yassine Belkhouche, Assistant Professor, Computer Science

Ph.D.	University of North Texas, 2012
M.S.	Tulane University, 2007
B.S.	Tlemcen University, 2003

Experience: 2016 – Present, Professional Assistant Professor, Texas A&M University, Corpus Christi, Texas; 2016, Visiting Assistant Professor, Texas A&M University, Corpus Christi, Texas; 2013 – 2016, Post-Doctoral Fellow, University of Arkansas at Little Rock, Little Rock, Arkansas; 2007 – 2012, Research Assistant, University of North Texas, Denton, Texas; 2004 – 2007, Research Assistant, Tulane University, New Orleans, Louisiana.

McCall Christian, Assistant Professor, Sports Medicine & Athletic Training

D.A.T.	Indiana State University, 2018
M.S.	A.T.Still University, 2016
B.S.	Indiana State University, 2014

Experience: 2018 – Present, Visiting Instructor, Missouri State University, Springfield, Missouri; 2016 – 2018, Graduate Assistant Athletic Trainer, Indiana State University, Terre Haute, Indiana; 2016, Outreach Athletic Trainer, Rancho Solano Preparatory School, Scottsdale, Arizona; 2016, Athletic Trainer, Fit Life Health Systems, Scottsdale, Arizona; 2014 – 2015, Athletic Trainer, Arizona Christian University, Phoenix, Arizona; 2015, Head Athletic Trainer, Mesa Youth Football League, Mesa, Arizona.

Yue Cui, Assistant Professor, Mathematics

Ph.D.	University of Kentucky, Expected March 2020
M.S.	University of Kentucky, 2017
B.S.	Nanjing Agriculture University

Experience: 2017 – Present, Senior Consultant and Data Analyst, University of Kentucky, Lexington, Kentucky; 2019, Statistician Intern, Sanofi Pasteur, Swiftwater, Pennsylvania; 2015 – 2017, Teaching Assistant, University of Kentucky, Lexington, Kentucky.

Renata Fernandes Guzzo, Assistant Professor, Hospitality Leadership

Ph.D.	University of Houston, Expected May 2020
M.S.	University of Houston, 2016
M.B.A.	Universidade Federal do Rio Grande do Sul, 2011
B.S.	Pontificia Universidade Católica do Rio Grande do Sul, 2004

Experience: 2019 – Present, Adjunct Professor, University of Houston, Houston, Texas; 2016 – 2019, Research/Teaching Assistant, University of Houston, Houston, Texas; 2017 – 2018, Instructor/Teaching Fellow, University of Houston, Houston, Texas; 2017, Research Assistant, University of Houston, Houston, Texas; 2016, Teaching Assistant, University of Houston, Houston, Texas; 2015, Graduate Assistant, University of Houston, Houston, Texas; 2011 – 2013, Lecturer, Senac College, Porto Alegre, Brazil; 2010 – 2011, Instructor, Porto Alegre, Brazil; 2010, Teaching Internship, Universidade Federal do Rio Grande do Sul, Porto Alegre, Brazil.

Stacie Finley, Assistant Professor, Reading, Foundations & Technology

Ph.D.	Auburn University, 2019
M.S.	Missouri State University, 2010
B.S.	Missouri State University, 2005
A.A.	Allan Hancock Community College, 203

Experience: 2019 – Present, Instructor, Pittsburg State University, Pittsburg, Kansas; 2017 – 2019, Clinical Faculty, Auburn University, Auburn, Alabama; 2015 – 2017, Graduate Teaching Assistant, Auburn University, Auburn, Alabama; 2009 – 2015, Teacher, Springfield Public Schools, Springfield, Missouri.

Jennifer Hard, Assistant Professor, Theatre & Dance

M.F.A.	University of Missouri-Kansas City, 2004
B.A.	Southern Illinois University-Carbondale, 2002

Experience: 2016 – Present, Production Manager/Lecturer, Dartmouth College, Hanover, New Hampshire; 2015, Associate Production Manager, Center State Baltimore, Baltimore, Maryland; 2009 – 2015, Director of Production, Omaha Theatre Company/Rose Performing Arts Center, Omaha, Nebraska; 2005 – 2009, Production Manager, Chamber Theatre Productions, Boston, Massachusetts, 2004 – 2005, Assistant Production Manager, Chamber Theatre Productions, Boston, Massachusetts.

Lindsey Hiebert, Assistant Professor, Communication Sciences & Disorders

Ph.D.	University of Texas-Dallas, Expected 2020
M.S.	Northern Arizona University, 2010
B.A.	University of Nebraska Omaha, 2004

Experience: 2020 – Present, Instructor, University of Texas at Dallas, Dallas, Texas; 2018 – 2019, Teaching Assistant/Guest Lecturer, University of Texas at Dallas, Dallas, Texas; 2017, Guest Lecturer, University of Texas at Dallas, Dallas Texas; 2015 – 2016, Teaching Assistant and Guest Lecturer, University of Texas at Dallas, Dallas, Texas; 2009 – 2010, Teaching Assistant, Northern Arizona University, Flagstaff, Arizona; 2005 – 2007, Teacher, Mountain Charter School, Flagstaff, Arizona; 2005, Teacher, Omaha Public Schools, Omaha, Nebraska; 2004, Instructor, Omaha Public Schools, Omaha, Nebraska; 2004, Adult English as a Second Language Teacher, School of International Training, El Invu, Costa Rica.

Adam McGee, Assistant Professor, Animal Science

Ph.D.	Oklahoma State University, 2018
M.S.	University of Nebraska-Lincoln, 2013
B.S.	Kansas State University, 2008
A.S.	Northeastern Oklahoma A&M, 2005

Experience: 2018 – Present, Assistant Professor, Abilene Christina University, Abilene, Texas; 2016 – 2018, Oklahoma State University, Stillwater, Oklahoma; 2013 – 2016, Herd Manager, Oklahoma State University, Stillwater, Oklahoma; 2010 – 2012, Graduate Research Assistant, University of Nebraska, Lincoln, Nebraska; 2008 – 2010, Instructor, Arkansas City High School, Arkansas City, Kansas; 2005 – 2008, Sheep Unit Farm Hand, Kansas State University, Manhattan, Kansas.

Ashley Payne, Assistant Professor, Psychology

Ph.D.	University of Memphis, 2018
M.A.	Middle Tennessee State University, 2012
B.S.	Howard University, 2010

Experience: 2018 – Present, Instructor, Missouri State University, Springfield, Missouri; 2018 – 2019, Adjunct Graduate Faculty, University of Memphis, Memphis, Tennessee; 2013 – 2017 Graduate Teaching Assistant, University of Memphis, Memphis Tennessee.

Dennis Rudnick, Assistant Professor, Reading, Foundations & Technology

Ph.D.	University of Washington, 2017
M.Ed.	University of Washington, 2007
B.A.	University of Mary Washington, 1999

Experience: 2015 – Present, Associate Director of Multicultural Education & Research, Indiana University, Purdue University, Indianapolis, Indiana; 2018 – Present, Associate Faculty, Indiana University – Purdue University, Indianapolis, Indiana; 2015 – Present, Associate Faculty, Indiana University – Purdue University, Indianapolis, Indiana; 2010 – 2014, Associate Faculty, University of Washington, Seattle, Washington; 2011, Multicultural Education Curriculum Writer, Reviewer & Research, apex Learning, Seattle, Washington; 2011, Associate Faculty, University of Washington, Seattle, Washington; 2009, Associate Faculty, University of Washington, Seattle, Washington; 2005 – 2010, Research & Teaching Assistant, University of Washington, Seattle, Washington; 2000 – 2004, Lead Preschool Teacher, Manhattan Kid's Club, New York, New York.

Travis Seay, Assistant Professor, History

Ph.D.	University of Florida, 2019
M.A.	Missouri State University, 2006
B.S.	Florida State University, 1997

Experience: 2019 – Present, Teacher, Bronson Middle/High School, Bronson, Florida; 2019, Adjunct Professor, University of Florida, Gainesville, Florida; 2018 – 2019, Teaching Assistant/Instructor, University of Florida, Gainesville, Florida; 2016 – 2018, Graduate Assistant, University of Florida, Gainesville, Florida; 2010 – 2016, Teacher, Bronson Middle/High School, Bronson, Florida; 2008 – 2010, Graduate Teaching Assistant, Arizona State University, Tempe, Arizona; 2006 – 2007, Teacher, South Bronx Preparatory Academy, Bronx, New York; 2005 – 2006, Graduate Research Assistant, Missouri State University, Springfield, Missouri; 2002 – 2003, Teacher & Dean, Washington Irving High School, New York, New York; 2001 – 2002, Teacher, Public School 7, New York, New York.

ADDENDUM A

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

<u>Name</u>	<u>Department</u>	<u>Salary</u>
Adler, Allison	Physical Therapy	\$915.00
Aldrich, Donna	Reading Foundations & Technology	\$587.00
Ampleman, James	Marketing	\$2,640.00
Anderson, Jason	Counseling Leadership & Special Ed	\$2,745.00
Athmer, Keith	Information Technology & Cybersecurity	\$1,280.00
Aton, Alexander	Foreign Language Institute	\$2,448.00
Austin, Jerome	College of Agriculture	\$1,000.00
Aven, Brandon	School of Anesthesia	\$4,800.00
Badgett, Amanda	Counseling Leadership & Special Ed	\$2,445.00
Balasundaram, Megan	Management	\$1,280.00
Bateman, James	Information Technology & Cybersecurity	\$680.00
Bauer, Steven	Childhood Ed & Family Studies	\$3,660.00
Bennett, Susan	Theatre & Dance	\$1,720.00
Bihlmeyer, James	Media Journalism & Film	\$2,120.00
Bishop-Hopper, Andrea	Counseling Leadership & Special Ed	\$1,994.00
Blackwell, Taylor	Information Technology & Cybersecurity	\$2,080.00
Botsford, Diana	Media Journalism & Film	\$200.00
Bowers, Michael	College of Agriculture	\$3,000.00
Brinkman, Bryan	History	\$2,880.00
Brocaille, Nicole	Psychology	\$2,320.00
Brooks, Sherri	Childhood Ed & Family Studies	\$2,445.00
Brown, Bryan	Communication	\$1,360.00
Brown, Gina	Childhood Ed & Family Studies	\$1,080.00
Brown, Lucas	Childhood Ed & Family Studies	\$720.00
Bruce, Richard	Technology & Construction Mgmt	\$1,320.00
Brummel, Sara	Theatre & Dance	\$4,080.00
Buckle-Lamy, Susan	Childhood Ed & Family Studies	\$2,440.00
Bush, Rachel	Theatre & Dance	\$1,440.00
Campbell, Taryn	Technology & Construction Mgmt	\$1,240.00
Carr, Norman	Reading Foundations & Technology	\$815.00
Christiansen, Ashley	Psychology	\$1,480.00
Coker, Calvin	Missouri State Outreach	\$2,754.00
	Communication	\$1,400.00
Coker, Whitney	Communication	\$1,600.00
Collier, Meaghan	Missouri State Outreach	\$2,448.00

Academic Personnel Board Actions, cont'd.

Page 14

Crosby, Shannon	Biomedical Sciences	\$1,120.00
Curran, Samantha	Physical Therapy	\$1,830.00
Cutright, Joyce	College of Agriculture	\$3,000.00
D'Angelo, Sandra	Psychology	\$2,745.00
Davis-Sneed, Dollie	Childhood Ed & Family Studies	\$1,600.00
Day, Danielle	Counseling Leadership & Special Ed	\$640.00
DeBoo, Robert	Music	\$472.00
Denzer, Tricia	Psychology	\$1,520.00
Dixon, Stephanie	Psychology	\$1,200.00
Dubinsky, Julie	Finance & General Business	\$2,280.00
Dunn, Amy	Reading Foundations & Technology	\$800.00
Elkins, Kenneth	Honors College	\$2,400.00
Evans, Melissa	Hospitality Leadership	\$2,058.00
Farha, Nicholas	Reading Foundations & Technology	\$1,280.00
Felicilda-Reynaldo, Rhea	School of Nursing	\$480.00
Fondren, Rachel	Psychology	\$1,160.00
Ford, Tiffany	Information Technology & Cybersecurity	\$1,200.00
Friberg, Darci	Childhood Ed & Family Studies	\$2,445.00
Frietze, Joseph	Psychology	\$1,080.00
Fritz, Laura	Hospitality Leadership	\$760.00
Gamache, Mary	Communication Sciences & Disorders	\$240.00
George, Larry	Honors College	\$3,200.00
Goodale, Deborah	Finance & General Business	\$1,000.00
Graves, Carolyn	McQueary College of Hlth & Hman Svs	\$840.00
Hardy, Molly	Communication	\$1,400.00
Harris, Deirdra	Counseling Leadership & Special Ed	\$640.00
Harrison, Glenda	Sociology & Anthropology	\$2,000.00
Hayton, Magda	Religious Studies	\$2,160.00
Hisle, Melissa	English	\$1,120.00
Holland, Joshua	Counseling Leadership & Special Ed	\$2,445.00
Huertas-Torres, Mariandine	Childhood Ed & Family Studies	\$1,360.00
Hurley, Laura	Childhood Ed & Family Studies	\$1,160.00
Jackson, Wendy	School of Social Work	\$440.00
Jennings, Charlotte	Communication	\$1,000.00
Johnson, Julie	Modern & Classical Languages	\$2,520.00
Kanamori, Yasuko	Counseling Leadership & Special Ed	\$4,460.00
Karr, Jeffrey	Modern & Classical Languages	\$520.00
Kartchner, Kerry	Defense & Strategic Studies	\$7,000.00
Karuppan, Corinne	Management	\$640.00
Keller, Ted	Geography Geology & Planning	\$1,800.00
Kleinsmith, Stephen	Counseling Leadership & Special Ed	\$2,745.00

Academic Personnel Board Actions, cont'd.

Page 15

Koroglu, Didem	Communication	\$880.00
Langston, Lisa	School of Social Work	\$840.00
Leggitt, Stephen	Media Journalism & Film	\$600.00
Levine, Marlene	Childhood Ed & Family Studies	\$1,480.00
Lewis, Heather	Childhood Ed & Family Studies	\$640.00
Lukavich, Andrew	Information Technology & Cybersecurity	\$2,680.00
Manley, Heather	Psychology	\$3,645.00
Massey, Dallas	Biomedical Sciences	\$4,250.00
Masterson, Gerald	Kinesiology	\$1,080.00
Mazanec, Brian	Defense & Strategic Studies	\$7,000.00
McClure, Patrick	Missouri State Outreach	\$2,448.00
McClure, Scott	Management	\$1,600.00
McDonald, Scott	Finance & General Business	\$1,560.00
Miller, Blake	Communication	\$780.00
Moore, Paul	School of Nursing	\$1,200.00
Moore, Rachel	Communication Sciences & Disorders	\$1,720.00
Morgan, Rachel	English	\$840.00
Moyer, James	Honors College	\$3,200.00
Mulvenon, James	Art & Design	\$1,438.00
Newman, Kenneth	Information Technology & Cybersecurity	\$760.00
Niekamp, Melissa	School of Nursing	\$1,240.00
Orhan, Can	Technology & Construction Mgmt	\$760.00
Oswalt, Mary	Communication Sciences & Disorders	\$1,120.00
Owen, Carla	Childhood Ed & Family Studies	\$2,990.00
Owens, Cynthia	Reading Foundations & Technology	\$3,745.00
Parke, Nicole	Reading Foundations & Technology	\$920.00
Parker, Lane	Technology & Construction Mgmt	\$640.00
Parrack, Paige	Agriculture	\$1,920.00
Patterson, Jane	Finance & General Business	\$2,240.00
Peck, David	Defense & Strategic Studies	\$6,800.00
Pendley, Robert	Information Technology & Cybersecurity	\$1,960.00
Perryman, Amber	Reading Foundations & Technology	\$200.00
Pettijohn, James	Finance & General Business	\$3,720.00
Phillips, Lindsay	Childhood Ed & Family Studies	\$1,120.00
Phillips, Melanie	Communication	\$1,560.00
Pierro, Rebekah	Childhood Ed & Family Studies	\$3,405.00
Pleshka, Anton	Art & Design	\$1,438.00
Preston, James	Hospitality Leadership	\$200.00
Prosono, Marvin	Sociology and Anthropology	\$1,360.00
Qualls, Lisa	Music	\$4,880.00
Rantz, James	Communication	\$920.00

Academic Personnel Board Actions, cont'd.

Page 16

Raynor, James	Sports Medicine & Athletic Training	\$2,250.00
Reid, Helen	McQueary College of Hlth & Hman Svcs	\$1,440.00
Reynolds, Todd	Art & Design	\$2,000.00
Rice, Judith	History	\$3,480.00
Rieger, Sharon	English	\$880.00
Robbins, Linda	Counseling Leadership & Special Ed	\$666.00
Russell-Ice, Whitney	Theatre & Dance	\$1,480.00
Scales, Megan	Sociology and Anthropology	\$1,920.00
Scarborough, James	Information Technology & Cybersecurity	\$1,160.00
Scarbrough, Jonita	Counseling Leadership & Special Ed	\$80.00
Schmitt, Vicki	Reading Foundations & Technology	\$2,480.00
Schneider, Steven	Agriculture	\$2,440.00
Slinkard, Christopher	School of Accountancy	\$4,000.00
Slone, Allison	Communication Sciences & Disorders	\$2,600.00
Sly, James	Psychology	\$2,400.00
Smith, Meghan	English	\$880.00
Smith, Sean	Technology & Construction Mgmt	\$1,240.00
Speckman, Cynthia	Communication	\$280.00
	Graduate College	\$440.00
Stacy, Clay	School of Social Work	\$600.00
Stacy, William	Music	\$5,080.00
Starnes, David	Theatre & Dance	\$1,560.00
Stockburger, David	Psychology	\$920.00
Stout, Kristen	Communication	\$960.00
Sutherland, Kelly	Childhood Ed & Family Studies	\$2,160.00
Sutliff, Jackson	English	\$1,720.00
Sutton, Kim	Childhood Ed & Family Studies	\$2,840.00
Sweetman, Heidi	Reading Foundations & Technology	\$560.00
Terry, Sean	Geography Geology & Planning	\$3,180.00
Triola, Matthew	Hospitality Leadership	\$440.00
Umbarger, Annesha	Criminology & Criminal Justice	\$1,560.00
Van Arsdale, Ernest	Information Technology & Cybersecurity	\$3,440.00
Varava, Kira	Communication	\$840.00
Walker, Amy	Modern & Classical Languages	\$640.00
Walker, Kristen	Music	\$2,880.00
Wallenburg, Roger	Finance & General Business	\$1,520.00
Waters, Teresa	Childhood Ed & Family Studies	\$960.00
Williams, Kirby	Psychology	\$1,200.00
Wrocklage, Julie	Counseling Leadership & Special Ed	\$815.00
Yu, Hae Min	Childhood Ed & Family Studies	\$1,160.00

The following have been appointed as Per Course Faculty for the Fall semester: August 17, 2020 through December 11, 2020.

<u>Name</u>	<u>Department</u>	<u>Salary</u>
Zeiger, Sean	Geography Geology & Planning	\$6,024.00

ADDENDUM B

The following have been appointed as Summer Faculty for the summer semester: June 1, 2020 through July 31, 2020

<u>Name</u>	<u>Department</u>	<u>Salary</u>
Allen, Jimmie	Art & Design	\$4,469.00
Amidon, Ethan	Criminology & Criminal Justice	\$6,687.00
Anderson, Wayne	Finance & General Business	\$8,037.00
Anitsal, Ismet	Marketing	\$1,500.00
Artman, Amy	Religious Studies	\$8,991.00
Ashcroft, Paul	School of Accountancy	\$19,816.00
Atkinson, Jamie	Reading Foundations & Technology	\$7,152.00
Ault-Phillips, Jana	Finance & General Business	\$125.00
Austin, Rebekah	Information Technology & Cybersecurity	\$7,038.00
Baggett, Holly	History	\$10,979.00
Bajalan, Djene	History	\$8,582.00
Barnett, Joann	Childhood Ed & Family Studies	\$2,993.00
	Mathematics	\$2,993.00
Barrier, Tonya	Information Technology & Cybersecurity	\$7,917.00
Bassett, Damon	Geography Geology & Planning	\$3,699.00
Basu Roy, Subhasree	Economics	\$5,641.00
Baumlin, James	English	\$6,000.00
Beatty, Nick	Political Science	\$6,369.00
Belshoff, Richard	Mathematics	\$10,703.00
Benedict-Chambers, Amanda	Childhood Ed & Family Studies	\$4,902.00
Bhattacharyya, Gautam	Chemistry	\$2,966.00
Blanton, Patti	Mathematics	\$3,281.00
Bowe, L. Michelle	Biology	\$6,597.00
Boyd, Carmen	Biomedical Sciences	\$3,904.00
Boyle, Michael	Philosophy	\$3,484.00
Brahnam, S Berlin	Information Technology & Cybersecurity	\$14,006.00
Brattin, Rick	Information Technology & Cybersecurity	\$10,100.00
Brown, Robert	Mathematics	\$2,993.00
Bunn, Roger	Mathematics	\$6,730.00
Busdieker-Jesse, Nichole	Agriculture	\$1,800.00
Buyurgan, Nebil	Technology & Construction Mgmt	\$925.00
Cemore-Brigden, Joanna	Childhood Ed & Family Studies	\$12,601.00
Cerdas Cisneros, Maria	Modern & Classical Languages	\$4,060.00
Chang, Ching-Wen	Reading Foundations & Technology	\$10,771.00
Chang, Edward	Finance & General Business	\$1,125.00

Academic Personnel Board Actions, cont'd.

Page 19

Chuchiak, John	History	\$12,229.00
Clark, Anthony	Computer Science	\$8,240.00
Clark, Ron	Marketing	\$10,113.00
Cobos, Liza	Hospitality Leadership	\$6,000.00
Coleman, Joshua	Marketing	\$8,923.00
Cook, Sherry	Marketing	\$4,012.00
Correll, Pamela	Reading Foundations & Technology	\$8,583.00
Crafts, Dan	Hospitality Leadership	\$16,770.00
Curry, Natalie	School of Social Work	\$3,386.00
Curtis, Scott	Chemistry	\$2,709.00
Davis, Joshua	Information Technology & Cybersecurity	\$1,375.00
Davis, Tammi	Childhood Ed & Family Studies	\$4,291.00
DeVore, Natasha	Chemistry	\$6,000.00
Dicke, Thomas	History	\$5,769.00
Do, Ngoc	Mathematics	\$6,000.00
Ellickson, Mark	Political Science	\$11,252.00
Enticher-Stewart, Ronda	School of Nursing	\$4,875.00
Evans, Krista	Geography Geology & Planning	\$2,204.00
Foster, Lyle	Sociology & Anthropology	\$4,135.00
Foster, Micheal	Theatre & Dance	\$3,326.00
Frederick, Dana	Finance & General Business Management	\$3,506.00 \$7,012.00
Friske, Wes	Marketing	\$1,875.00
Galloway, Julie	Economics	\$3,977.00
Galloway, Terrel	Economics	\$6,923.00
Garrad, Rich	Biomedical Sciences	\$9,288.00
Gram, John	History	\$3,353.00
Greene, Brian	Biology	\$4,806.00
Haggard, Dana	Management	\$15,976.00
Haggard, K. Stephen	Finance & General Business	\$20,612.00
Hallgren, Deanna	Childhood Ed & Family Studies	\$4,206.00
Hammond, Michael	School of Accountancy	\$4,000.00
Hammons, David	Marketing	\$3,133.00
Harbaugh, Adam	Mathematics	\$6,450.00
Hass, Aida	Criminology & Criminal Justice	\$14,924.00
Heinlein, Kurt	Theatre & Dance	\$9,548.00
Hellman, Daniel	Music	\$2,421.00
Hermans, Charles	Marketing	\$18,267.00
Herr, Christopher	Theatre & Dance	\$5,714.00
Herring, Tara	Biology	\$4,672.00
Hickey, Dennis	Political Science	\$14,901.00

Academic Personnel Board Actions, cont'd.

Page 20

High, Brian	Chemistry	\$9,217.00
Hines, Christopher	School of Accountancy	\$10,223.00
Hines, James	School of Accountancy	\$3,589.00
Hobbs, Lora	Religious Studies	\$3,756.00
Hoelscher, Seth	Finance & General Business	\$12,069.00
Hopper, Tina	Biology	\$2,904.00
Hough, Lyon	Biomedical Sciences	\$15,174.00
Huang, Shyang	Physics Astronomy & Materials Science	\$11,586.00
Hubbard, Kevin	Technology & Construction Mgmt	\$175.00
Hudson, Michael	Sports Medicine & Athletics Training	\$1,987.00
Hughes, Joseph	Modern & Classical Languages	\$11,374.00
Hulme, Amy	Biomedical Sciences	\$1,459.00
Iqbal, Razib	Computer Science	\$23,070.00
Jean-Charles, Alex	Graduate Interdisciplinary Programs	\$4,376.00
	Reading Foundations & Technology	\$4,376.00
Johnson, David EA	Political Science	\$9,780.00
Johnson, Richard	Information Technology & Cybersecurity	\$8,045.00
Jones, Jeffrey	Finance & General Business	\$250.00
Jones, Martin	Technology & Construction Mgmt	\$350.00
Jones, Steven	Reading Foundations & Technology	\$6,045.00
Jutla, Rajinder	Geography Geology & Planning	\$5,555.00
Kageyama, Nancy	Hospitality Leadership	\$6,000.00
Kaufman, Daniel	Philosophy	\$5,628.00
Kaula, Rajeev	Information Technology & Cybersecurity	\$17,764.00
Keller, Carl	School of Accountancy	\$19,604.00
Keys, Amanda	School of Social Work	\$4,376.00
Killion, John	Mathematics	\$6,190.00
King, Elizabeth	Reading Foundations & Technology	\$4,291.00
Kirkland-Ives, Mitzi	Art & Design	\$14,655.00
LaPreze, Melody	Management	\$13,812.00
Leasure, Stanley	Finance & General Business	\$15,228.00
Lee, Kewman	Reading Foundations & Technology	\$4,291.00
Lewis, Kayla	Reading Foundations & Technology	\$8,752.00
Li, LinDa	Marketing	\$11,173.00
Liu, Siming	Computer Science	\$4,076.00
Lombilla, Luis	Modern & Classical Languages	\$10,294.00
Long, Jessica	Management	\$3,288.00
Loughary, Jeffrey	Modern & Classical Languages	\$6,450.00
Luo, Jun	Geography Geology & Planning	\$5,277.00
Lupfer, Christopher	Biology	\$4,376.00
Mainali, Raju	Information Technology & Cybersecurity	\$5,250.00

Academic Personnel Board Actions, cont'd.

Page 21

Masterson, Gerald	Graduate College	\$12,867.00
Mbanga, Cedric	Finance & General Business	\$10,569.00
McCall, Christian	Sports Medicine & Athletics Training	\$4,177.00
McEntee, Jay	Biology	\$6,000.00
McLean, Annice	Reading Foundations & Technology	\$7,272.00
Metzker, Helena	Chemistry	\$4,839.00
Miller, Carol	Finance & General Business	\$625.00
Miller, F. Thornton	History	\$11,503.00
Mitchell, David	Economics	\$6,723.00
Mitra, Mahua	Economics	\$6,990.00
Morgan, Michelle	History	\$4,748.00
Morrison, Sarah	Physics Astronomy & Materials Science	\$6,000.00
Mowrey, Sascha	Childhood Ed & Family Studies	\$8,583.00
Murphy, Linsley	Childhood Ed & Family Studies	\$2,745.00
Nelson, Walt	Finance & General Business	\$15,428.00
Nixon, Sarah	Reading Foundations & Technology	\$10,791.00
Novotny, Daniela	Biomedical Sciences	\$3,300.00
Ondetti, Gabriel	Political Science	\$4,786.00
Pace, Glenn	Management	\$7,494.00
Pavlowsky, Robert	Geography Geology & Planning	\$3,616.00
Pearman, Cathy	Reading Foundations & Technology	\$13,078.00
Pham, Courtney	Marketing	\$6,896.00
Phelps, Quinton	Biology	\$10,575.00
Philpot, James	Finance & General Business	\$9,588.00
Pierson, Carly	Marketing	\$6,390.00
Pierson, Matthew	Cooperative Engineering Program	\$7,078.00
Prakash, Puneet	Finance & General Business	\$10,830.00
Prescott, John	Music	\$4,356.00
Price, Debra	Childhood Ed & Family Studies	\$6,664.00
Rector, Paula	Criminology & Criminal Justice	\$8,674.00
Reed, Michael	Physics Astronomy & Materials Science	\$6,382.00
Rimal, Arbindra	Agriculture	\$1,800.00
Roam, Kimberly	Childhood Ed & Family Studies	\$9,487.00
Roberts, Jenifer	Merchandising and Fashion Design	\$6,251.00
Rodrigues de la Vega	Modern & Classical Languages	\$4,297.00
Rogers, Mark	Mathematics	\$5,981.00
Russell, Avery	Biology	\$6,000.00
Sakidja, Ridwan	Physics Astronomy & Materials Science	\$26,940.00
Saquer, Jamil	Computer Science	\$22,890.00
Satterfield, Michelle	Childhood Ed & Family Studies	\$7,811.00
Sauer, Aaron	Technology & Construction Mgmt	\$750.00

Academic Personnel Board Actions, cont'd.

Page 22

Saunders, Georgianna	Biology	\$4,962.00
Saxon, Caryn	Criminology & Criminal Justice	\$7,178.00
Schmelzle, George	School of Accountancy	\$18,894.00
Scott, Patrick	Political Science	\$6,164.00
Scroggins, Wesley	Management	\$16,218.00
Segovia-Liga, Argelia	History	\$3,150.00
Sexton, Randall	Information Technology & Cybersecurity	\$9,539.00
Shah, Kishor	Mathematics	\$16,599.00
Shand-Hawkins, Carolyn	Mathematics	\$5,014.00
Shao, Feibo	Management	\$9,673.00
Shepard, Jason	Sociology & Anthropology	\$3,190.00
Sherman-Wilkins, Kyler	Sociology & Anthropology	\$4,291.00
Shirley, Corinne	Modern & Classical Languages	\$2,288.00
Simmers, Christina	Marketing	\$19,902.00
Skiba, Jenifer	Marketing	\$1,500.00
Smith, Joshua	Biomedical Sciences	\$8,355.00
Snow, Brad	Music	\$3,632.00
Spates, Stephen	Graduate College	\$3,982.00
Stafford, Gary	Mathematics	\$10,883.00
Stainaker, Jo Lynne	Information Technology & Cybersecurity	\$3,195.00
Suttmoeller, Michael	Criminology & Criminal Justice	\$12,594.00
Swearingen, Rebecca	Reading Foundations & Technology	\$9,851.00
Tapis, Gregory	School of Accountancy	\$250.00
Tassin, Kerri	School of Accountancy	\$125.00
Templeton, Kelly	Theatre & Dance	\$2,601.00
Thambusamy, Ravi	Information Technology & Cybersecurity	\$750.00
Thomas, Kyle	Theatre & Dance	\$2,550.00
Tipton, Sara	Childhood Ed & Family Studies	\$3,905.00
Van LanDuyt, Cathryn	Information Technology & Cybersecurity	\$3,434.00
Van Ornum, Kimberly	Mathematics	\$3,137.00
Walker, Alicia	Sociology & Anthropology	\$4,297.00
Walt, D. Alexander	Biology	\$5,828.00
Wang, Jianjie	Biomedical Sciences	\$4,925.00
Wilcoxon, Sarah	Theatre & Dance	\$4,284.00
Williams, Joseph	Biomedical Sciences	\$3,706.00
Witte, Doug	Finance & General Business	\$750.00
Witte, Hugh	Finance & General Business	\$9,713.00
Wright, Matthew	Mathematics	\$4,778.00
Wright, Matthew	Mathematics	\$2,000.00
Yang, Zhiguo	Information Technology & Cybersecurity	\$9,100.00
Yarckow-Brown, Ivy	Criminology & Criminal Justice	\$4,799.00

Academic Personnel Board Actions, cont'd.

Page 23

Zhang, Ying	Finance & General Business	\$9,713.00
Zhou, Fan	Mathematics	\$2,000.00
Zimmerman, Scott	Biomedical Sciences	\$3,657.00

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

<u>Name</u>	<u>Department</u>	<u>Salary</u>
Adams, Kathryn	School of Nursing	\$480.00
Adamson, Reesha	Counseling Leadership & Spec Ed	\$1,560.00
Agrawal, Deepti	Information Technology & Cybersecurity	\$1,200.00
Ajuwon, Paul	Counseling Leadership & Spec Ed	\$1,000.00
Amidon, Ethan	Criminology & Criminal Justice	\$2,240.00
Ammons, Jacynda	History	\$1,520.00
Anderson, Wayne	Finance & General Business	\$3,719.00
Arora, Sonia	Communication Sciences & Disorders	\$880.00
Arthaud, Tamara	Study Away	\$1,263.00
Artman, Amy	Religious Studies	\$3,840.00
Austin, Rebekah	Information Technology & Cybersecurity	\$3,920.00
Baggett, Holly	History	\$3,280.00
Bailey, Sandra	Merchandising & Fashion Design	\$5,393.00
Barffour, Antoinette	Modern & Classical Languages	\$840.00
Barffour, Maxwell	Master of Public Health	\$1,200.00
Barreda, Albert	Hospitality Leadership	\$160.00
Barrier, Tonya	Information Technology & Cybersecurity	\$1,880.00
Bassett, Damon	Geography Geology & Planning	\$1,520.00
Baynes, Leslie	Religious Studies	\$1,720.00
Beatty, Nick	Political Science	\$2,240.00
Bell, Angela	English	\$3,200.00
Benedict-Chambers, Amanda	Childhood Ed & Family Studies	\$440.00
Bennett, Jessica	Library	\$373.00
Berquist, Charlene	Communication	\$1,320.00
Biagoni, Rich	Chemistry	\$2,161.00
Bigley, Louise	School of Nursing	\$200.00
Bishop, Rhonda	Childhood Ed & Family Studies	\$760.00
Blanton, Patti	Mathematics	\$1,200.00
Blevins, Brooks	History	\$1,560.00
Bolyard, Chloe	Childhood Ed & Family Studies	\$1,440.00
Bourhis, John	Graduate College	\$1,200.00
Boyd, Carmen	Biomedical Sciences	\$520.00
Boyer, William	Agriculture	\$107.00
Boyle, Megan	Counseling Leadership & Spec Ed	\$320.00
Boyle, Michael	Philosophy	\$1,880.00
Brahnam, S Berlin	Information Technology & Cybersecurity	\$2,880.00

Academic Personnel Board Actions, cont'd.

Page 25

Brattin, Rick	Information Technology & Cybersecurity	\$1,560.00
Brown, Michele	School of Social Work	\$2,360.00
Brown, Robert	Mathematics	\$3,840.00
Burge, Sara	English	\$1,840.00
Burton, Michael	Agriculture	\$1,640.00
Butcher, Darla	Counseling Leadership & Spec Ed	\$760.00
Buyurgan, Nebil	Technology & Construction Mgmt	\$1,640.00
Cadle, Lanette	English	\$880.00
Callahan, Richard	Technology & Construction Mgmt	\$920.00
Cemore Brigden, Joanna	Childhood Ed & Family Studies	\$1,600.00
Chang, Ching-Wen	Reading Foundations & Technology	\$3,400.00
Chapman, Carol	Music	\$3,109.00
Chaston, Joel	English	\$880.00
Chen, Qiang	School of Social Work	\$840.00
Christian, McCall	McQueary College of Hlth & Hman Svs	\$480.00
	Sports Medicine & Athletics Training	\$267.00
Claborn, David	Master of Public Health	\$360.00
	Political Science	\$600.00
Cobos, Liza	Hospitality Leadership	\$1,200.00
Coleman, Joshua	Marketing	\$2,440.00
Coltharp, Joel	English	\$880.00
Cook, Kimberly	Physician Assistant Studies	\$7,200.00
Corcoran, Debbie	Geography Geology & Planning	\$3,840.00
Cornelius-White, Jeffrey	Counseling Leadership & Spec Ed	\$520.00
Correll, Pamela	Reading Foundations & Technology	\$1,280.00
Cox, Nora	Honors College	\$2,400.00
Crain, Susan	Finance & General Business	\$960.00
Curry, Natalie	School of Social Work	\$840.00
Curtis, Scott	Chemistry	\$400.00
Czyniejewski, Michael	English	\$720.00
Daehn, Ann Marie	Music	\$5,589.00
Davis, Cheryl	Criminology & Criminal Justice	\$1,600.00
Davis, Joshua	Information Technology & Cybersecurity	\$1,080.00
Day, Michele	School of Nursing	\$320.00
Debode, Jason	Management	\$1,520.00
DePaepe, Paris	Counseling Leadership & Spec Ed	\$1,240.00
Dicke, Crystal	Library	\$293.00
Dicke, Thomas	History	\$920.00
Dogwiler, Toby	Geography Geology & Planning	\$1,240.00
Dollar, Susan	Biomedical Sciences	\$440.00
	School of Social Work	\$2,480.00

Academic Personnel Board Actions, cont'd.

Page 26

Dyer, Samuel	Communication	\$600.00
Echols, Leslie	Psychology	\$3,327.00
Ehlers, Abigale	Hospitality Leadership	\$3,080.00
Ellickson, Mark	Political Science	\$4,840.00
Faa, Balazs	Art & Design	\$3,659.00
Fallone, Melissa	Psychology	\$3,396.00
Foster, Jeffery	Psychology	\$2,280.00
Foster, Lyle	Sociology & Anthropology	\$2,520.00
Frederick, Dana	Management	\$3,400.00
Friske, Wes	Marketing	\$1,760.00
Gallaway, Julie	Economics	\$880.00
Gallaway, Terrel	Economics	\$2,480.00
Garison-Kane, Linda	Counseling Leadership & Spec Ed	\$320.00
Garrad, Rich	Honors College	\$1,066.00
Gattis, Lyn	English	\$880.00
Geiger, Lacey	Information Technology & Cybersecurity	\$1,120.00
Gerasimchuk, Nikolay	Chemistry	\$4,204.00
Gholson, Rachel	English	\$1,600.00
Goering, Daniel	Management	\$3,680.00
Goeringer, Michael	Counseling Leadership & Spec Ed	\$1,160.00
Goerndt, Michael	Agriculture	\$960.00
Gutierrez, Melida	Geography Geology & Planning	\$840.00
Hagenhoff, Cynthia	McQueary College of Hlth & Hman Svs	\$3,765.00
Haggard, Dana	Management	\$3,680.00
Haggard, K. Stephen	Finance & General Business	\$3,360.00
Hammond, Michael	School of Accountancy	\$4,840.00
Hass, Aida	Criminology & Criminal Justice	\$5,452.00
Hatz, Kirsten	Athletics	\$1,922.00
Haun, Corey	Information Technology & Cybersecurity	\$1,040.00
Hausback, Jason	Music	\$430.00
Havlin, Tiffany	School of Social Work	\$720.00
Hein, Stephanie	Hospitality Leadership	\$600.00
Heitger, Lester	School of Accountancy	\$1,440.00
Hellman, Andrea	English	\$1,280.00
Hellman, Danielle	Music	\$480.00
Hermans, Charles	Marketing	\$2,440.00
Herr, Chris	Theatre & Dance	\$13,595.00
Herring, Sean	English	\$1,720.00
High, Brian	Chemistry	\$2,559.00
Hines, Christopher	School of Accountancy	\$1,320.00
Hobbs, Lora	Religious Studies	\$4,960.00

Academic Personnel Board Actions, cont'd.

Page 27

Hoelscher, Seth	Finance & General Business	\$1,560.00
Hollibaugh, Casey	Kinesiology	\$1,350.00
Hopper, Tina	Biology	\$5,880.00
Hornsby-Gutting, Angela	History	\$2,080.00
Hudson, Michael	Sports Medicine & Athletics Training	\$240.00
Hurst, Beth	Reading Foundations & Technology	\$4,080.00
Iman, Gary	Communication	\$3,320.00
Jamos, Abdullah	Communication Sciences & Disorders	\$520.00
Jean-Charles, Alex	Reading Foundations & Technology	\$520.00
John, Judith	English	\$1,880.00
Johns, Justin	School of Social Work	\$1,240.00
Johnson, David EA	Political Science	\$3,760.00
Johnson, Emlyn	Music	\$1,920.00
Johnson, Richard	Information Technology & Cybersecurity	\$720.00
Jones, Martin	Technology & Construction Mgmt	\$1,800.00
Kaatz, James	Political Science	\$200.00
Kageyama, Nancy	Hospitality Leadership	\$480.00
Kang, Sung-Wan	School of Social Work	\$1,960.00
Katangur, Ajay	Computer Science	\$1,573.00
Kaula, Radhika	Information Technology & Cybersecurity	\$1,840.00
Kaula, Rajeev	Information Technology & Cybersecurity	\$4,000.00
King, Elizabeth	Childhood Ed & Family Studies	\$880.00
Kirkland-Ives, Mitzi	Art & Design	\$1,036.00
Koch, Philippa	Religious Studies	\$1,200.00
Korang-Okrah, Rose	School of Social Work	\$3,160.00
Kotlaja, Marijana	Criminology & Criminal Justice	\$3,145.00
Kyle, Michael	Criminology & Criminal Justice	\$2,360.00
Lamouria, Lanya	English	\$880.00
Leamy, Diane	Criminology & Criminal Justice	\$3,000.00
Leasure, Stanley	Finance & General Business	\$6,920.00
Lee, Kewman	Reading Foundations & Technology	\$1,320.00
Lewis, Kayla	Reading Foundations & Technology	\$1,373.00
Lewis, Robert	International Leadership & Training Center	\$4,066.00
	Media Journalism & Film	\$1,080.00
Liu, Siming	Computer Science	\$680.00
Lombilla, Luis	Modern & Classical Languages	\$600.00
Lupfer, Christopher	Biology	\$2,187.00
Mainali, Raju	Information Technology & Cybersecurity	\$1,640.00
Malega, Ronald	Geography Geology & Planning	\$1,320.00
Martin, Judith	Modern & Classical Languages	\$920.00
Matthews, James	Counseling Leadership & Spec Ed	\$373.00

Academic Personnel Board Actions, cont'd.

Page 28

Mayes, Hillary	McQueary College of Hlth & Hman Svs	\$1,160.00
McGull, Abram	Criminology & Criminal Justice	\$1,600.00
McLean, Annice	Reading Foundations & Technology	\$4,240.00
Meek, Russell	Finance & General Business	\$3,680.00
Mellors, Sarah	History	\$880.00
Metcalf, Holly	Communication Sciences & Disorders	\$880.00
Metzker, Helena	Chemistry	\$3,760.00
Miller, Charles	English Language Institute	\$2,400.00
Miller, F. Thornton	History	\$5,120.00
Mitchell, David	Economics	\$400.00
Mitra, Mahua	Economics	\$5,200.00
Morgan, Michelle	History	\$640.00
Morris, Eric	Communication	\$1,280.00
Murvin, Jennifer	English	\$2,200.00
Neely, Jeremy	History	\$520.00
Nelson, Jessica	Counseling Leadership & Spec Ed	\$1,040.00
Nelson, Walt	Finance & General Business	\$4,480.00
Newman, Jonathan	English	\$1,160.00
Nordyke, Kathy	Childhood Ed & Family Studies	\$1,000.00
	International Leadership & Training Center	\$7,500.00
Novotny, Daniela	Biomedical Sciences	\$440.00
Oden, Debra	School of Accountancy	\$320.00
Odneal, Marilyn	Agriculture	\$1,080.00
Oyenyi, Bukula	History	\$3,160.00
Palilunas, Dana	Psychology	\$1,160.00
Panzer, Sarah	History	\$1,200.00
Patterson, Paula	Music	\$1,454.00
Pearman, Cathy	Reading Foundations & Technology	\$3,560.00
Penkalski, Melissa	School of Nursing	\$1,693.00
Pervukhin, Eric	Art & Design	\$3,500.00
Pettijohn, Catherine	English Language Institute	\$750.00
Pham, Courtney	Marketing	\$1,680.00
	Study Away	\$3,448.00
Pippa, Cristina	Media Journalism & Film	\$1,280.00
Post, Rana	Childhood Ed & Family Studies	\$880.00
Price, Debra	Childhood Ed & Family Studies	\$2,600.00
Qiao, Yuhua	Political Science	\$440.00
Rabon, John	Economics	\$3,685.00
Ragan, Kent	Finance & General Business	\$6,200.00
Rast, Rebecca	Marketing	\$2,000.00
Ravenscraft, Julia	School of Accountancy	\$1,400.00

Academic Personnel Board Actions, cont'd.

Page 29

Raza, Muhammad	Childhood Ed & Family Studies	\$3,800.00
Rector, Paula	Criminology & Criminal Justice	\$5,198.00
Reger, Elizabeth	Management	\$1,640.00
Rimal, Arbindra	Agriculture	\$4,000.00
Roam, Kim	Childhood Ed & Family Studies	\$2,746.00
Rodriguez de la Vega, Vanessa	Modern & Classical Languages	\$880.00
Rogers, Lori	English	\$1,200.00
Rohall, David	Sociology & Anthropology	\$1,000.00
Rost, Ann	Psychology	\$1,947.00
Rowe, Roberta	Communication	\$2,200.00
Russell, Regina	School of Social Work	\$480.00
Sakidja, Ridwan	Physics Astronomy & Materials Science	\$1,496.00
Salinas, Patti	Criminology & Criminal Justice	\$3,000.00
Sandel, Wiliam	Criminology & Criminal Justice	\$5,555.00
Saquer, Jamil	Computer Science	\$1,520.00
Satterfield, Michelle	Childhood Ed & Family Studies	\$600.00
Saunders, Georgianna	Biology	\$1,160.00
Saxon, Caryn	Criminology & Criminal Justice	\$3,796.00
Schmelzle, George	School of Accountancy	\$1,440.00
Schotthofer, Melissa	Childhood Ed & Family Studies	\$3,040.00
Scott, Patrick	Political Science	\$4,320.00
Scott, Shari	Counseling Leadership & Spec Ed	\$2,480.00
Scroggins, Wesley	Management	\$1,600.00
Seawright, Leslie	English	\$1,000.00
Sells, Patrick	Information Technology & Cybersecurity	\$2,080.00
Shade, Maria	School of Nursing	\$1,080.00
Shao, Feibo	Management	\$3,280.00
Shepherd, Jason	Sociology & Anthropology	\$2,320.00
Shin, Soo II	Information Technology & Cybersecurity	\$1,000.00
Shirley, Corinne	Modern & Classical Languages	\$853.00
Simmers, Christina	Marketing	\$1,280.00
Simmons, Daniel	Communication	\$1,160.00
Simpson, Ashley	Nursing	\$960.00
Smith, Cara	Childhood Ed & Family Studies	\$3,560.00
Smith, Cole	School of Social Work	\$1,040.00
Smith, Diane	School of Nursing	\$80.00
Smith, Lloyd	Computer Science	\$7,080.00
Sottile, James	Counseling Leadership & Spec Ed	\$3,280.00
Spates, Stephen	Communication	\$960.00
	Graduate College	\$480.00
Stafford, Gary	Mathematics	\$720.00

Academic Personnel Board Actions, cont'd.

Page 30

Stainaker, Jo Lynne	Information Technology & Cybersecurity	\$1,840.00
Stanbrough, CaSandra	Psychology	\$5,296.00
Stanton, Rhonda	English	\$720.00
Stapleton, Stephen	School of Nursing	\$1,280.00
Strong, John	Religious Studies	\$1,760.00
Stulce, Tara	McQueary College of Hlth & Hman Svs	\$3,760.00
Sudbrock, Christine	Agriculture	\$2,640.00
Sutliff, Jennifer	English	\$880.00
Suttmoeller, Michael	Criminology & Criminal Justice	\$3,359.00
Tapis, Gregory	School of Accountancy	\$760.00
Tapis, Kanu Priya	Management	\$1,760.00
Tassin, Kerri	School of Accountancy	\$480.00
Templeton, Kelly	Theatre & Dance	\$1,480.00
Thambusamy, Ravi	Information Technology & Cybersecurity	\$1,000.00
Thomas-Tate, Shurita	Communication Sciences & Disorders	\$1,120.00
Thompson, Chris	Music	\$7,167.00
Thompson, Kip	Master of Public Health	\$5,492.00
Tomasi, Tom	Biology	\$2,420.00
Troche, Julia	History	\$600.00
Turner, John	English	\$2,400.00
Turner, Valerie	English	\$800.00
Tuttle, Alisha	School of Nursing	\$2,400.00
Uribe-Zarain, Ximena	Study Away	\$1,263.00
Van Landuyt, Cathy	Information Technology & Cybersecurity	\$5,360.00
Van Ornum, Kimberly	Mathematics	\$2,160.00
Walker, Alicia	Sociology & Anthropology	\$2,400.00
Walker, Elizabeth	Agriculture	\$5,700.00
Walker, Ruth	Psychology	\$1,240.00
Walters, Heather	Communication	\$3,720.00
Weaver, Margaret	English	\$560.00
Wehrman, Erin	Communication	\$2,240.00
Whipple, Tanya	Psychology	\$3,640.00
Whisenhunt, Brooke	Psychology	\$2,400.00
Whitaker III, Charles	Media Journalism & Film	\$760.00
White, Wajeana	Hospitality Leadership	\$400.00
Williams, John	School of Accountancy	\$880.00
Witte, Hugh	Finance & General Business	\$3,120.00
Yadon, Carly	Psychology	\$2,240.00
Yang, Zhiguo	Information Technology & Cybersecurity	\$1,160.00
Yarckow-Brown, Ivy	Criminology & Criminal Justice	\$6,440.00
Young-Jones, Adena	Psychology	\$2,320.00

Zhang, Ying

Finance & General Business

\$1,960.00

ADDENDUM D

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

<u>Name</u>	<u>Department</u>	<u>Salary</u>
Awobona, Taiwo	Chemistry	\$4,470.00
Cunningham, Connor	Biology	\$4,470.00

The following have been appointed as Graduate Teaching Assistants for the Academic Year: August 10, 2020 through May 14, 2021.

<u>Name</u>	<u>Department</u>	<u>Salary</u>
Chavez Malacara, Maria	Mathematics	\$10,880.00
Stahl, Ethan	Music	\$10,880.00
Swopes, Kathryn	Mathematics	\$10,880.00
Thian, Alyna Pei Cheng	Music	\$10,880.00

II.F.2.

MISSOURI STATE UNIVERSITY

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

APPOINTMENTS:

<u>Name</u>	<u>Position-Department</u>	<u>Grade</u>	<u>Salary</u>	<u>Effective</u>
Duane Miller	Assistant Box Office Manager Juanita K. Hammons Hall for Performing Arts	42	\$36,000 annually	02/03/20
Lindsey Bell	Career Resources Specialist Career Center	42	\$37,000 annually	02/10/20
Suzanne Mwengi	Academic Administrative Assistant III Center for Academic Success & Transition	13	\$34,008 annually	02/10/20
Karen Christian	Custodian I Custodial Services	21	\$23,941 annually	02/18/20
Christopher Cox	Regional Small Business Consultant Small Business Technical Development Center	44	\$51,000 annually	02/18/20
Catherine Dyer	Transfer Advisor Advisement Center	42	\$36,000 annually	02/18/20
Nicole Hays	Systems Analyst Computer Services (75% FTE)	35	\$52,022 annually	02/18/20
Makenzie Choate	Assistant Teacher Child Development Center	40	\$22,192 annually	02/24/20
Ami Carlson	Licensed Practical Nurse Magers Family Health & Wellness Center	41	\$36,691 annually	03/02/20

Non-academic Personnel Board Actions, cont'd.

Page 2

Russ Friedland	Associate Head Athletics Coach Intercollegiate Athletics	UN	\$55,000 annually	03/02/20
Cody Garcia-Pusateri	Financial Aid Coordinator Financial Aid	42	\$37,000 annually	03/02/20
Nathan George	Custodian I Custodial Services	21	\$23,941 annually	03/09/20
Robert Easley	Custodial Specialist Residence Life, Housing & Dining Services	23	\$28,600 annually	03/16/20
John West	Groundskeeper Grounds Services	22	\$28,496 annually	03/16/20
Anthony Lee	Custodian I Plaster Student Union - Custodial	21	\$23,941 annually	03/25/20
J. Dane Wallace	Administrative Specialist III Religious Studies	13	\$33,758 annually	03/30/20
Austin Appleby	Assistant Coach Intercollegiate Athletics	UN	\$40,000 annually	04/01/20
Kelsi Burton	Financial Aid Counselor Financial Aid	42	\$35,568 annually	04/01/20
Qihua Wu	Sr Research Scientist Center for Applied Science & Engineering	45	\$64,000 annually	04/01/20
Alysiah Bond	Assistant Coach Intercollegiate Athletics	UN	\$115,000 annually	05/01/20
Teresa Haney	Director Office of Admissions	47	\$79,482 annually	05/01/20
Caleb Hatz	Program Coordinator, Bear POWER Childhood Education & Family Studies	42	\$45,000 annually	06/01/20

James Sexton	Director Bookstore	47	\$86,000 annually	06/29/20
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RESIGNATIONS:

<u>Name</u>	<u>Position-Department</u>	<u>Effective</u>
Robert Price	Custodian I Plaster Student Union – Custodial	01/28/20
Kenji Jackson	Assistant Coach Intercollegiate Athletics	02/05/20
Simon Templar	Enterprise System Administrator Computer Services	02/14/20
Stephen Bravo-Brown	Assistant Coach Intercollegiate Athletics	02/17/20
Chelsea Blankenship	Research Coordinator-Missouri Mentoring Project School of Social Work	02/20/20
Larry Caudle	Campus Safety Specialist – Lead University Safety	02/28/20
Carla Morton	Assistant Director – Achievement Center Dr. Mary Jo Wynn Academic Achievement Center	03/02/20
Nechell Bonds	Assistant Vice President & Director of Admissions Office of Admissions	03/16/20
Tammy Gunter	Autism Resource Specialist Project ACCESS	03/17/20
Lucie Amberg	Strategic Communications Specialist College of Arts & Letters	03/20/20
Austin Davis	Academic Administrative Assistant I Childhood Education & Family Studies	03/20/20
Abby Isackson	Graphic Designer Editorial & Design Services	03/28/20

Non-academic Personnel Board Actions, cont'd.

Page 4

Seth Minter	Assistant Coach Intercollegiate Athletics	04/02/20
Rebekah Yeretian	Administrative Assistant II Office of Human Resources	04/03/20
Jake Headrick	Assistant Coach Intercollegiate Athletics	04/10/20
Jeff Stevens	Supervisor, Campus Safety University Safety	04/15/20
Benjamin Dalton	Lab Supervisor College of Natural & Applied Sciences (9-month appointment)	05/15/20
RETIREMENTS:		
<u>Name</u>	<u>Position-Department</u>	<u>Effective</u>
Betty Holdt	Custodian I Custodial Services	03/31/20
Sam Parker	Maintenance Electrician Facilities Maintenance	03/31/20
Linda Stephens	Assistant Director of Human Resources – Employment Office of Human Resources	03/31/20
Victor Prewitt	Telecommunications Technician Networking & Telecommunications	04/30/20
Michael Stranghoener	Custodian I Custodial Services	04/30/20
Ginger Allard	Library Associate II Library	05/31/20
Pam Behling	Administrative Specialist II University Safety	05/31/20
Judith Campbell	Academic Administration Assistant II Counseling, Leadership & Special Education	05/31/20

Non-academic Personnel Board Actions, cont'd.

Page 5

Cynthia Chandler-Clayton	Academic Administrative Assistant II Physician Assistant Studies	05/31/20
Janet Erickson	Library Associate I Library	05/31/20
Ann Herring	Director, Registration Services Missouri State Outreach	05/31/20
Catherine McFall	Accounting Specialist Theatre & Dance	05/31/20
Martin Burke	Custodian I Custodial Services	06/30/20
Carole Hale	Academic Administrative Assistant II School of Accountancy	06/30/20
Clayton Odneal Jr.	Cellar Technician Agriculture-Mtn Grove	07/31/20
Dorothy Wittorff-Sandgren	Community Development Specialist Center for Resource Development & Planning	12/31/21

LAY-OFF:

<u>Name</u>	<u>Position-Department</u>	<u>Effective</u>
Vickie Russell	Administrative Specialist I University Safety	06/01/20

SEPARATION FROM EMPLOYMENT:

<u>Name</u>	<u>Position-Department</u>	<u>Effective</u>
Manuel Concepcion	Assistant Coach Intercollegiate Athletics	01/15/20
Trent Figg	Assistant Coach Intercollegiate Athletics	02/29/20
Justin Kramer	Assistant Coach Intercollegiate Athletics	02/29/20

Non-academic Personnel Board Actions, cont'd.

Page 6

Christian Morton	Assistant Coach Intercollegiate Athletics	02/29/20
Martin Spieler	Assistant Coach Intercollegiate Athletics	02/29/20
Marcus Yokeley	Assistant Coach Intercollegiate Athletics	02/29/20

CHANGE OF STATUS:

<u>Name</u>	<u>Position-Department</u>	<u>Action</u>	<u>Effective</u>
Diana Graham	From: Custodial Supervisor Custodial Services To: Custodial Supervisor Residence Life, Housing & Dining Services – Facilities & Operations Residence Life, Housing & Dining Services	Transfer	01/13/20
Debbie Ewert	From: Telecommunications Services Administrator Networking & Telecommunications GR 35, \$67,112 annually To: Telecommunications Specialist Networking & Telecommunications GR 36, \$67,112 annually	Title Change	02/01/20
Hillary Mayes	From: Instructor McQueary College of Health & Human Services \$58,238 annually (12-month appointment) To: Director of the McQueary College of Health & Human Services Advising Center/Student Success Specialist McQueary College of Health & Human Services GR 46, \$58,238 annually	Status Change	02/01/20

Non-academic Personnel Board Actions, cont'd.

Page 7

Ted Quirk	From: Corporate Support Representative & Special Event Coordinator Broadcast Services GR 42, \$40,750 annually To: Senior Corporate Support Representative Broadcast Services GR 43, \$51,094 annually	Reclassification & Salary Adjustment	02/01/20
Xiaomin Zhou	From: Financial Technology Support Specialist Financial Services GR 33, \$45,288 annually To: Manager, Financial Systems, Reporting & Planning Financial Services GR 46, \$54,750 annually	Promotion	02/01/20
Christy Conaway	From: English Language Institute Instruction Specialist English Language Institute GR 42, \$34,500 annually To: English Language Institute Academic Specialist English Language Institute GR 43, \$39,000 annually	Promotion	02/03/20
Frances Hayes	From: Administrative Specialist II Juanita K. Hammons Hall for Performing Arts GR 12, \$32,178 annually To: Assistant Box Office Manager Juanita K. Hammons Hall for Performing Arts GR 42, \$36,000 annually	Promotion	02/03/20

Non-academic Personnel Board Actions, cont'd.

Page 8

Catherine Pettijohn	<p>From: English Language Institute Instruction Specialist English Language Institute GR 42, \$34,863 annually</p> <p>To: English Language Institute Academic Specialist English Language Institute GR 43, \$39,000 annually</p>	Promotion	02/03/20
Donald Clark	<p>From: Custodial Supervisor Residence Life, Housing & Dining Services – Facilities & Operations GR 25, \$39,100 annually</p> <p>To: Assistant Director Facilities Management, Custodial Custodial Services GR 46, \$60,000 annually</p>	Promotion	02/10/20
Nikki Yost	<p>Accounting Specialist Missouri State Outreach From: GR 13, \$26,958 annually (75% FTE)</p> <p>To: GR 13, \$34,147 annually (95% FTE)</p>	Status Change	02/16/20
Mindi McCoy	<p>From: Academic Administrative Assistant II Sports Medicine & Athletic Training GR 12, \$29,119 annually</p> <p>To: Administrative Assistant III Multicultural Services GR 13, \$31,408 annually</p>	Promotion	02/24/20
Kimberly Strobe	<p>From: Coordinator Office of the Registrar GR 16, \$40,152 annually</p> <p>To: Campus Safety Specialist University Safety GR 24, \$28,392 annually</p>	Status Change	02/24/20

Non-academic Personnel Board Actions, cont'd.

Page 9

Theresa McCoy	From: Director Computer Services GR 38, \$98,336 annually To: Deputy Chief Information Officer Office of Information Services GR 48, \$110,000 annually	Reclassification & Salary Adjustment	03/01/20
Iris Kidula	English Language Institute Instruction Specialist English Language Institute From: GR 42, \$29,084 annually (75% FTE) To: GR 42, \$38,779 annually (100% FTE)	Status Change & Salary Adjustment	03/16/20
Amber McBride	From: Academic Records Specialist Office of the Registrar GR 13, \$29,757 annually To: Senior Admissions Evaluator Graduate College GR 14, \$33,322 annually	Promotion	03/16/20
Kristin Roop	From: Admissions Coordinator Customer Service & Events Office of Admissions GR 42, \$42,602 annually To: Assistant Director, Admissions- Events, Outreach & Recruitment Office of Admissions GR 42, \$48,000 annually	Status Change & Salary Adjustment	03/16/20
Kristi Oetting	From: Business Process & Reporting Analyst Office of the Registrar GR 44, \$55,158 annually To: Coordinator, User Support Computer Services GR 37, \$77,875 annually	Promotion	03/23/20

Non-academic Personnel Board Actions, cont'd.

Page 10

Kerri Deal	From: Administrative Assistant II Student Conduct GR 12, \$29,593 annually To: Administrative Specialist III Advisement Center GR 13, \$30,098 annually	Promotion	03/30/20
Russell Brock	From: Clinical Assistant Professor Counseling, Leadership & Special Education \$52,071 annually (9-month appointment) (Faculty position) To: Director, Agency for Teaching, Leading & Learning Counseling Leadership & Special Education \$83,000 annually (Staff position)	Status Change	04/01/20
Sharon Long	From: Supervisor, Bursar's Office Financial Services To: Staff Emeritus Financial Services	Status Change	04/01/20
Linda Stephens	From: Assistant Director for Human Resources – Employment Office of Human Resources To: Staff Emeritus Office of Human Resources	Status Change	04/01/20
Tammy Wiley	From: General Manager Broadcast Services To: Staff Emeritus Broadcast Services	Status Change	04/01/20
Corey Gipson	Associate Head Athletics Coach Intercollegiate Athletics From: \$108,676 annually To: \$120,000 annually	Salary Adjustment	05/01/20

Non-academic Personnel Board Actions, cont'd.

Page 11

Jase Herl	Assistant Coach Intercollegiate Athletics From: \$93,239 annually To: \$115,224 annually	Salary Adjustment	05/01/20
Brian Rude	From: Assistant Copy Center Supervisor Copy This GR 23, \$27,431 annually To: Copy Center Supervisor Copy This GR 25, \$35,360 annually	Promotion	05/18/20
Ginger Allard	From: Library Associate II Library To: Staff Emeritus Library	Status Change	06/01/20
Carole Hale	From: Academic Administrative Assistant II School of Accountancy To: Staff Emeritus School of Accountancy	Status Change	07/01/20
Timmarie Hamilton	Program Coordinator – Missouri Mentoring Project School of Social Work	Continuation of Appointment	07/01/20 06/30/21

Vote: _____ Yea
 _____ Nay

II.F.3.

MISSOURI STATE UNIVERSITY

BE IT RESOLVED by the Board of Governors for Missouri State University that the May/June 2020 executive team monthly pay reductions are as follows.

<u>Name</u>	<u>Job Title</u>	<u>Department</u>	<u>Current Monthly Salary</u>	<u>Reduced Monthly Salary</u>
Baker, James	VP Research & Econ Dev	Research & Econ Dev	\$14,588.00	\$13,129.20
Coiner, Jeffery	Chief Information Officer	Information Services	\$12,333.33	\$11,100.00
Craig, Christopher	Deputy Provost	Office of Provost	\$12,263.50	\$11,037.15
Darabi, Rachelle	Assoc Provost Std Dev & Public Affairs	Std Dev & Public Affairs	\$11,858.83	\$10,672.95
DeBoef, Ryan	Chief of Staff & Asst to Pres for Gov	Office of President	\$13,146.42	\$11,831.78
Del Vecchio, Ronald	Dean	College of Agriculture	\$11,800.83	\$10,620.75
Dockery, Rachael	General Counsel/Chief Compliance Officer	Legal Affairs & Compliance	\$13,535.00	\$12,181.50
Dunn, W. Brent	VP University Advancement	University Advancement	\$13,683.00	\$12,314.70
Einhellig, Frank	Provost/Chancellor of Mtn Grove	Office of Provost	\$19,412.92	\$17,471.63
Foucart, Stephen	Chief Financial Officer	Financial Services	\$13,819.08	\$12,437.17
Hough, David	Dean	College of Education	\$13,519.25	\$12,167.32
Jahnke, Tammy	Dean	College of Natural & Applied Sciences	\$12,954.92	\$11,659.43
Lawler, Shirley	Chancellor	West Plains	\$13,945.00	\$12,550.50
Masterson, Julie	Dean	Graduate College	\$12,028.92	\$10,826.03
Matthews, Victor	Dean	College of Humanities & Public Affairs	\$12,883.92	\$11,595.53
Meinert, David	Dean	College of Business	\$16,979.00	\$15,281.10
Moats, Kyle	Director of Athletics	Intercollegiate Athletics	\$14,326.83	\$12,894.15
Morris, Matthew	VP Administrative Services	Administrative Services	\$12,469.83	\$11,222.85
Norris, Joye	Assoc Provost for Access & Outreach	Missouri State Outreach	\$11,900.42	\$10,710.38
Peters, Thomas	Dean	Library	\$10,549.92	\$9,494.93
Pratt, H. Wesley	Asst to Pres/Chief Div Officer	VP Diversity & Inclusion	\$11,250.00	\$10,125.00
Shaw, M. Suzanne	VP Marketing & Communications	Marketing & Communications	\$12,469.83	\$11,222.85
Siscoe, Denita	VP Student Affairs	Student Affairs	\$14,678.42	\$13,210.58
Smart, Clifton	President	Office of President	\$30,327.58	\$24,262.06
Smith, Mark	Dean	McQueary College of Health & Human Services	\$13,583.33	\$12,225.00
Wahl, Shawn	Dean	College of Arts & Letters	\$12,312.92	\$11,081.63

Vote: _____ Yea

_____ Nay

II.F.4.

MISSOURI STATE UNIVERSITY

BE IT RESOLVED by the Board of Governors for Missouri State University that the following employees in non-critical roles without assigned work be placed on 2/3 pay through May 31, 2020.

<u>Name</u>	<u>Job Title</u>	<u>Department</u>	<u>Effective Date</u>
Abbey, Mike	Campus Safety Specialist	University Safety	4/6/2020
Adamson, Benjamin	Asst Dir Athletics Communications	Athletics Communications	5/4/2020
Akin, James	Custodian I	Custodial Services	4/20/2020
Allard, Ginger	Library Associate II	Library	4/1/2020
Altic, Bruce	Custodian I	Residence Life, Housing & Dining Services	4/6/2020
Balsters, Bradley	Accounting Specialist	Study Away	5/1/2020
Barnes, Josh	Custodial Specialist	Residence Life, Housing & Dining Services	4/16/2020
Baumgartner, Vernon	Custodian I	Plaster Student Union	5/4/2020
Bean, Karla	Admission Crd-Academic Advisor	West Plains	4/27/2020
Bean, Victoria	Food Service Attendant	West Plains	4/6/2020
Beck, Catherine	Administrative Specialist III	Bear Claw	4/3/2020
Bedell, Dax	Asst Manager Production TV	Broadcast Services	4/6/2020
Behling, Pam	Administrative Specialist II	University Safety	3/26/2020
Berry, Jessica	Assistant Teacher	Child Development Center	4/6/2020
Bey, Elijah	Custodian I	West Plains	4/1/2020
Bingham, Brent	Custodial Specialist	Residence Life, Housing & Dining Services	4/16/2020
Birkes, Sheryl	Administrative Specialist II	Financial Aid	4/6/2020
Blake, Michael	Custodian I	Custodial Services	4/13/2020
Blevins, William	Dispatch Specialist	University Safety	4/6/2020
Bowman, Janet	Administrative Assistant II	Broadcast Services	4/3/2020
Brandenburg, Teresa	Asst Dir of Campus Recreation-Fitness	Campus Recreation	4/20/2020
Brewer, Kimberly	Assistant Teacher	Child Development Center	4/6/2020
Bridges, Kelly	Administrative Assistant II	Public Affairs	4/3/2020
Burasco, Nico	Videographer/Editor	Broadcast Services	4/6/2020
Campbell, Judith	Academic Administrative Assistant II	Counseling, Leadership & Special Ed	5/4/2020
Canella, John	Campus Safety Specialist	University Safety	3/26/2020
Chandler-Clayton, Cynthia	Academic Administrative Assistant II	Physician Assistant Studies	4/27/2020
Choate, Makenzie	Assistant Teacher	Child Development Center	4/21/2020
Christian, Karen	Custodian I	Custodial Services	4/7/2020
Clark, Kaye	Teacher	Child Development Center	4/6/2020
Cook, Kimberly	Academic Administrative Assistant II	Merchandising & Fashion Design	5/4/2020
Cooper, Lisa	Custodian I	Custodial Services	4/7/2020
Crowe, Danny	Custodian I	Residence Life, Housing & Dining Services	4/16/2020

Daniels, Tom	Custodian I	Residence Life, Housing & Dining Services	4/16/2020
Davis, Ron	Custodian I	Residence Life, Housing & Dining Services	4/16/2020
Davis-Cunningham, Margrie	Custodian I	Custodial Services	4/8/2020
Dawson, April	Postal Services Specialist	Postal Services	4/6/2020
Deever, Nakia	Custodian I	Custodial Services	4/6/2020
Dewitt, Clyta	Administrative Assistant II	Bookstore	4/27/2020
Diouf, Sarah	Corporate Support Representative	Broadcast Services	4/6/2020
Doennig, Eric	Asst Dir Athletics Communications	Athletics Communications	4/27/2020
Dotson, Brandy	Custodian I	Plaster Student Union	3/28/2020
Dotson, Seth	Custodian I	Plaster Student Union	3/28/2020
Douglas, Addie	Custodial Foreman	Campus Recreation	4/20/2020
Drennan, Sally	Teacher	Child Development Center	4/21/2020
Driver, Donna	Custodian I	Residence Life, Housing & Dining Services	4/16/2020
Dugan, Susan	Event & Meeting Services Coordinator	Event & Meeting Services	4/27/2020
Durden, Karen	Library Associate I	Library	4/1/2020
Eagleman, Laketa	Administrative Assistant II	West Plains	4/27/2020
Easley, Rob	Custodial Specialist	Residence Life, Housing & Dining Services	4/16/2020
Edwards, Christine	Library Associate I	Library	4/1/2020
Elders, Vicki	Administrative Specialist II	Career Center	4/20/2020
Ellison, Tyrone	Custodian I	Custodial Services	4/6/2020
Erickson, Janet	Library Associate I	Library	4/1/2020
Ferber, Jason	Videographer/Editor	Broadcast Services	4/6/2020
Finch, Ken	Custodian I	Custodial Services	4/9/2020
Fischer, Scott	Library Associate I	Library	5/1/2020
Fletcher, Glenn	Maintenance General Mechanic	Facilities Maintenance	5/6/2020
Forshee, Brian	Technology & Construction Mgmt Lab Technician	Technology & Construction Mgmt	3/26/2020
Fox, Daniel James	Asst Dir PSU-Fac & Operations	PSU Administration	4/27/2020
Francka, Jacob	Maintenance General Mechanic	Campus Recreation	4/16/2020
Freres, Lindsay	Assistant Teacher	Child Development Center	4/20/2020
Frey, Jeremiah	Head Strength & Conditioning Coach	Athletics Strength & Conditioning	4/27/2020
Gant, Lucas	Athletics Equipment Stores Specialist	Intercollegiate Athletics	4/6/2020
Gibson, Peggy	Custodian I	Custodial Services	4/13/2020
Good, William	Distributed User Support Specialist	Natural & Applied Sciences	4/20/2020
Graham, Alexandra	Writing Specialist/Testing Crd	West Plains	4/27/2020
Greene, Beverly	General Buyer	West Plains	3/27/2020
Greer, Brenda	Custodian I	Custodial Services	4/9/2020
Hankins, Amy	Library Associate II	Library	4/1/2020
Hardcastle, Joe	Custodian I	Residence Life, Housing & Dining Services	4/16/2020
Harp, Paige	Crd, Infant through Grade 12 Resources	Library	5/1/2020
Hawkins, Thomas	Custodian I	Custodial Services	4/27/2020

Henry, Leslie	Groundskeeper	Grounds Services	4/6/2020
Heslip, Christina	Custodian I	Custodial Services	4/7/2020
Hoggarth, Josh	Custodian I	Residence Life, Housing & Dining Services	4/16/2020
Huff, Kristina	Administrative Assistant I	West Plains	4/24/2020
Hyde, Ross	Groundskeeper-Horticulturist	Grounds Services	4/6/2020
Jaeger, Randall	Custodian I	Custodial Services	4/21/2020
Jones, Brian	Custodian Supply, Delivery & Storage	Custodial Services	4/13/2020
Jones, Rachel	Teacher	Child Development Center	4/6/2020
Kitka, Stephanie	Membership Coordinator - Radio & TV	Broadcast Services	4/3/2020
Knackstedt, Konya	Asst Dir of Campus Rec - Business Operations	Campus Recreation	4/6/2020
Lafarlette, Melissa	Administrative Specialist II	Communication Sciences & Disorders	4/20/2020
Lang, Adam	Assistant Strength-Conditioning Coach	Intercollegiate Athletics	4/6/2020
Lange, Evelyn	Teacher	Child Development Center	4/21/2020
Lanpher, Larry	Grounds Equipment Mechanic	Grounds Services	5/1/2020
Lassiter, Edna	Residence Hall Receptionist	Residence Life, Housing & Dining Services	5/11/2020
Laswell, Kevin	Custodian I	Residence Life, Housing & Dining Services	4/16/2020
Lee, Amanda	Assistant Director	Child Development Center	4/6/2020
Lee, Anthony	Custodian I	Plaster Student Union	5/4/2020
Marre, Ted	Custodian I	Residence Life, Housing & Dining Services	4/16/2020
Mattheis, Jon	Construction Technician	Facilities Management	5/4/2020
McCoy, Mindi	Administrative Assistant III	Multicultural Services	4/20/2020
McEowen, Lisa	Library Associate III	Library	4/1/2020
McFadden, Robert	Custodian I	Campus Recreation	4/20/2020
McLaughlin, John	Custodian I	Residence Life, Housing & Dining Services	4/16/2020
McMillian, Sandra	Custodian I	Plaster Student Union	5/4/2020
Meadows, Brenda	Custodian I	Plaster Student Union	4/2/2020
Mendez, Joanna	Study Away Advisor	Study Away	4/13/2020
Mills, Amanda	Asst Strength - Conditioning Coach	Athletics Strength & Conditioning	4/27/2020
Mills, Nancy	Administrative Assistant III	Juanita K. Hammons Hall	4/6/2020
Minor, Andy	Custodian I	Custodial Services	4/9/2020
Money, Austin	Asst Dir of Campus Rec-Outdoor Adventures	Campus Recreation	4/20/2020
Moore, Julie	Asst Dir PSU-Bldg Srvs & Stdt Training	PSU Administration	5/4/2020
Morris, Virginia	Custodian I	Custodial Services	4/7/2020
Morrison, Jeffery	Custodial Supervisor	Plaster Student Union	5/4/2020
Mulvey, Adam	Athletics Equipment Stores Specialist	Intercollegiate Athletics	4/6/2020
Netzer, Fred	Groundskeeper	Grounds Services	4/6/2020
Netzer, Kelly	Groundskeeper	Grounds Services	4/6/2020
Nowell, Anjanette	Director Sponsorships & Educational Programs	Juanita K. Hammons Hall	4/6/2020
O'Connell, Brenda	Administrative Assistant II	Hammons Student Center	4/6/2020
Oliver, Michelle	Residence Hall Receptionist	Residence Life, Housing & Dining Services	4/8/2020

Ortiz, Frank	Custodial Supervisor	Custodial Services	4/13/2020
Orzek, Ann	Mental Health Clinician	Counseling Center	4/13/2020
Otte, Melissa	Assistant Teacher	Child Development Center	4/6/2020
Owery, Savonna	Cloting/Soft Goods Specialist	Bookstore	4/20/2020
Parrott, Neva	Assistant Librarian	West Plains	4/27/2020
Pattison, Matthew	Residence Hall Night Host	Residence Life, Housing & Dining Services	5/4/2020
Patton, Megan	Teacher	Child Development Center	4/6/2020
Pearce, Lori	Event & Meeting Services Coordinator	Plaster Student Union	4/3/2020
Penner, Robert	Campus Safety Specialist	University Safety	4/2/2020
Plaster, Dan	Campus Safety Specialist	University Safety	3/26/2020
Pulliam, Matthew	Engineering Shop & Lap Supervisor	Cooperative Engineering	4/27/2020
Ragsdale, Chansouk	Library Associate II	Library	4/1/2020
Rawls, Michelle	Administrative Assistant II	Intercollegiate Athletics	4/6/2020
Reeves, Stacie	Receptionist	Residence Life, Housing & Dining Services	4/20/2020
Robinson, Holly	Teacher	Child Development Center	4/6/2020
Rude, Brian	Asst Cop Center Supervisor	Copy This	5/4/2020
Russell, Vickie	Administrative Specialist II	University Safety	3/26/2020
Santos, Theodore	Custodian I	Custodial Services	4/16/2020
Scriven, Leslie	Custodian I	Custodial Services	4/13/2020
Sheppard, Tessa	Teacher	Child Development Center	4/6/2020
Siebel, Craig	Custodial Specialist	Residence Life, Housing & Dining Services	4/16/2020
Silverberg, Jessica	Residence Hall Receptionist	Residence Life, Housing & Dining Services	4/27/2020
Simpson, Sonya	Food Service Coordinator	Child Development Center	4/6/2020
Skinner, Sophia	Circulation/Shelving Supervisor	West Plains	4/3/2020
Slaven, Robert	Groundskeeper	Grounds Services	4/6/2020
Smith, Tiffany	Custodian I	Residence Life, Housing & Dining Services	4/1/2020
Spivy, James	Custodian I	Custodial Services	4/16/2020
Stanton, Dawn	Residence Hall Receptionist	Residence Life, Housing & Dining Services	4/13/2020
Stark, Erica	Program Crd Service Learning	Citizenship & Service Learning	5/4/2020
Steck, Christopher	Asst Strength - Conditioning Coach	Athletics Strength & Conditioning	4/27/2020
Stevens, Kimberly	Administrative Assistant I	Residence Life, Housing & Dining Services	3/26/2020
Stillwell, Seth	Custodian I	Custodial Services	4/3/2020
Talburt, Robert	Fire Prevention & Planning Specialist	University Safety	4/16/2020
Tharp, Billie	Safety & Transportation Technician	University Safety	4/1/2020
Tindle, Terry	Custodian I	Residence Life, Housing & Dining Services	4/16/2020
Tipton, Natalee	Athletics Equipment Attendant	Kinesiology	4/13/2020
Toebben, Braden	Athletics Equipment Attendant	Kinesiology	4/13/2020
Underlin, Nancy	Academic Administrative Assistant II	Economics	3/26/2020
Underwood, Judy	Custodian I	Custodial Services	4/20/2020
Van Huis, Robin	Residence Hall Receptionist	Residence Life, Housing & Dining Services	4/29/2020

Vaughan, David	Director	Environmental Management	5/4/2020
Vaughan, Lori	Administrative Assistant II	Planning, Design & Construction	4/13/2020
Wantland, Carisma	Cust Inv & Equip Repair Foreman	Custodial Services	4/13/2020
Wantland, Jason	Custodian I	Custodial Services	4/20/2020
Ward, Sandra	Custodian I	Custodial Services	4/7/2020
Welch, Granvill	Custodian I	Custodial Services	4/21/2020
Williams, Aaliyah	Assistant Teacher	Child Development Center	4/21/2020
Withrow, David	Maintenance Painter	Facilities Maintenance	4/1/2020
Wright, Amy	Assistant Teacher	Child Development Center	4/6/2020

Vote: _____ Yea
 _____ Nay

III.B.2.

**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 April		Running Totals		
		No.	Amount	No.	Amount	No.	Amount	No.	Amount	Year
Annual Gifts	FY 19	5,656	\$184,902	68	\$174,571	5,724	\$359,473	56,339	\$7,083,845	FY 19
	FY 20	5,457	\$133,460	29	\$57,832	5,486	\$191,292	57,533	\$5,594,310	FY 20
Special Campaigns	FY 19	302	\$16,710	12	\$570,922	314	\$587,632	1,443	\$4,719,766	FY 19
	FY 20	14	\$2,859	5	\$565,215	19	\$568,074	1,220	\$6,753,832	FY 20
One Time Gifts	FY 19	0	\$0	8	\$148,362	8	\$148,362	118	\$4,153,177	FY 19
	FY 20	0	\$0	13	\$2,291,700	13	\$2,291,700	94	\$7,885,058	FY 20
TOTALS	FY 19	5,958	\$201,612	88	\$893,855	6,046	\$1,095,467	57,900	\$15,956,788	FY 19
	FY 20	5,471	\$136,319	47	\$2,914,747	5,518	\$3,051,066	58,847	\$20,233,200	FY 20

**MISSOURI STATE UNIVERSITY FOUNDATION
INCOME SUMMARY TOTALS BY TYPE AND SOURCE
07/01/2019 TO 04/30/2020**

SOURCE	UNRESTRICTED CURRENT	RESTRICTED CURRENT	ENDOWMENT	GIFTS OF PROPERTY	NON-GIFT INCOME*	TOTAL 07/01/2019 TO 04/30/2020	TOTAL 07/01/2018 TO 04/30/2019
ALUMNI	\$47,934	\$5,114,936	\$644,860	\$76,214	\$355,402	\$6,239,346	\$3,506,804
FRIENDS	13,335	2,545,171	317,591	32,616	326,320	\$3,235,033	2,679,226
PARENTS	2,190	113,836	11,030	1,620	26,200	\$154,876	186,730
FOUNDATIONS	950	1,876,790	54,878	0	0	\$1,932,618	796,906
ORGANIZATIONS	16,864	955,258	3,561,895	4,000	7,500	\$4,545,517	1,558,726
BUSINESSES	18,268	1,078,248	81,555	2,162,417	785,322	\$4,125,810	7,228,396
GIFT TOTAL	\$99,541	\$11,684,239	\$4,671,809	\$2,276,867	\$1,500,744	\$20,233,200	\$15,956,788

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

DEFERRED GIFT COMMITMENTS

	UNRESTRICTED CURRENT	RESTRICTED CURRENT	ENDOWMENT	GIFTS OF PROPERTY	TOTAL 07/01/2019 TO 04/30/2020	TOTAL 07/01/2018 TO 04/30/2019
DEFERRED GIFTS	25,000	225,000	22,486,061	0	\$ 22,736,061	\$ 3,302,522

GRAND TOTAL FOR TESTAMENTARY GIFTS YET TO BE RECEIVED: \$ \$64M

	NUMBER OF DONORS 7/1/2019 TO 04/30/2020	NUMBER OF DONORS 7/1/2018 TO 04/30/2019
ALUMNI	5,282	5,697
FRIENDS	10,193	10,738
PARENTS	1,164	1,391
FOUNDATIONS	48	55
ORGANIZATIONS	253	210
BUSINESSES	758	871
TOTAL	17,698	18,962

**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		
		No.	Amount	No.	Amount	No.	Amount	No.	Amount	Year
Annual Gifts	FY 19	5,753	\$207,992	63	\$166,346	5,816	\$374,338	50,615	\$6,724,371	FY 19
	FY 20	6,033	\$204,552	27	\$61,936	6,060	\$266,488	51,966	\$5,388,524	FY 20
Special Campaigns	FY 19	18	\$4,606	9	\$1,819,700	27	\$1,824,306	1,129	\$4,132,134	FY 19
	FY 20	16	\$3,309	9	\$90,569	25	\$93,878	1,113	\$5,880,786	FY 20
One Time Gifts	FY 19	0	\$0	11	\$444,409	11	\$444,409	110	\$4,004,815	FY 19
	FY 20	0	\$0	1	\$30,775	1	\$30,775	80	\$5,589,458	FY 20
TOTALS	FY 19	5,771	\$212,598	83	\$2,430,455	5,854	\$2,643,053	51,854	\$14,861,320	FY 19
	FY 20	6,049	\$207,861	37	\$183,280	6,086	\$391,141	53,159	\$16,858,768	FY 20

**MISSOURI STATE UNIVERSITY FOUNDATION
INCOME SUMMARY TOTALS BY TYPE AND SOURCE
07/01/2019 TO 03/31/2020**

SOURCE	UNRESTRICTED CURRENT	RESTRICTED CURRENT	ENDOWMENT	GIFTS OF PROPERTY	NON-GIFT INCOME*	TOTAL 07/01/2019 TO 03/31/2020	TOTAL 07/01/2018 TO 03/31/2019
ALUMNI	\$47,139	\$5,016,762	\$630,949	\$73,478	\$354,479	\$6,122,807	\$2,923,514
FRIENDS	13,058	1,935,341	289,661	27,446	325,636	\$2,591,142	2,411,242
PARENTS	2,190	106,749	9,890	995	26,200	\$146,024	177,989
FOUNDATIONS	950	1,874,269	54,878	0	0	\$1,930,097	739,307
ORGANIZATIONS	16,700	935,142	1,303,894	3,890	7,500	\$2,267,126	1,488,970
BUSINESSES	18,142	770,055	80,656	2,147,647	785,072	\$3,801,572	7,120,298
GIFT TOTAL	\$98,179	\$10,638,318	\$2,369,928	\$2,253,456	\$1,498,887	\$16,858,768	\$14,861,320

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

DEFERRED GIFT COMMITMENTS

	UNRESTRICTED CURRENT	RESTRICTED CURRENT	ENDOWMENT	GIFTS OF PROPERTY	TOTAL 07/01/2019 TO 03/31/2020	TOTAL 07/01/2018 TO 03/31/2019
DEFERRED GIFTS	25,000	225,000	24,531,061	0	\$ 24,781,061	\$ 3,302,522

GRAND TOTAL FOR TESTAMENTARY GIFTS YET TO BE RECEIVED: \$66M

	NUMBER OF DONORS 7/1/2019 TO 03/31/2020	NUMBER OF DONORS 7/1/2018 TO 03/31/2019
ALUMNI	5,106	5,392
FRIENDS	9,834	10,139
PARENTS	1,148	1,356
FOUNDATIONS	48	50
ORGANIZATIONS	245	191
BUSINESSES	707	824
TOTAL	17,088	17,952

**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	
Annual Gifts	FY 19	5,767	\$197,361	39	\$153,330	5,806	\$350,691	44,799	\$6,350,033	FY 19
	FY 20	5,873	\$179,442	43	\$111,957	5,916	\$291,399	45,926	\$5,123,149	FY 20
Special Campaigns	FY 19	47	\$6,591	8	\$254,000	55	\$260,591	1,102	\$2,307,828	FY 19
	FY 20	17	\$3,531	4	\$1,005,500	21	\$1,009,031	1,088	\$5,786,908	FY 20
One Time Gifts	FY 19	0	\$0	9	\$2,344,912	9	\$2,344,912	99	\$3,560,406	FY 19
	FY 20	0	\$0	11	\$2,502,079	11	\$2,502,079	79	\$5,558,683	FY 20
TOTALS	FY 19	5,814	\$203,952	56	\$2,752,242	5,870	\$2,956,194	46,000	\$12,218,267	FY 19
	FY 20	5,890	\$182,973	58	\$3,619,536	5,948	\$3,802,509	47,093	\$16,468,740	FY 20

**MISSOURI STATE UNIVERSITY FOUNDATION
INCOME SUMMARY TOTALS BY TYPE AND SOURCE
07/01/2019 TO 02/29/2020**

SOURCE	UNRESTRICTED CURRENT	RESTRICTED CURRENT	ENDOWMENT	GIFTS OF PROPERTY	NON-GIFT INCOME*	TOTAL 07/01/2019 TO 02/29/2020	TOTAL 07/01/2018 TO 02/28/2019
ALUMNI	\$43,959	\$4,948,417	\$624,020	\$73,478	\$353,530	\$6,043,404	\$2,777,568
FRIENDS	12,693	1,793,696	287,342	27,446	325,254	\$2,446,431	2,213,157
PARENTS	2,140	91,771	9,650	995	26,200	\$130,756	160,654
FOUNDATIONS	950	1,811,533	79,878	0	0	\$1,892,361	727,507
ORGANIZATIONS	14,699	877,823	1,291,473	3,890	7,200	\$2,195,085	1,165,388
BUSINESSES	17,992	733,755	78,987	2,147,647	782,322	\$3,760,703	5,173,993
GIFT TOTAL	\$92,433	\$10,256,995	\$2,371,350	\$2,253,456	\$1,494,506	\$16,468,740	\$12,218,267

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

DEFERRED GIFT COMMITMENTS

	UNRESTRICTED CURRENT	RESTRICTED CURRENT	ENDOWMENT	GIFTS OF PROPERTY	TOTAL 07/01/2019 TO 02/29/2020	TOTAL 07/01/2018 TO 02/29/2019
DEFERRED GIFTS	25,000	225,000	24,531,061	0	\$ 24,781,061	\$ 3,302,522

GRAND TOTAL FOR TESTAMENTARY GIFTS YET TO BE RECEIVED: \$66M

	NUMBER OF DONORS 7/1/2019 TO 02/29/2020	NUMBER OF DONORS 7/1/2018 TO 02/28/2019
ALUMNI	4,837	5,082
FRIENDS	9,124	9,393
PARENTS	1,064	1,259
FOUNDATIONS	42	46
ORGANIZATIONS	229	171
BUSINESSES	690	733
TOTAL	15,986	16,684

III.C.1.

**Tuition and Fee Discussion
Board of Governors
May 15, 2020**

Springfield Campus

In 2007, the Higher Education Student Funding Act was passed, placing tuition caps on Missouri higher education institutions. Tuition and required fees for Missouri resident undergraduate students at four-year universities cannot increase by more than CPI.

The actual CPI for FY2021 is 2.3%. This represents a yearly increase of \$173.16 for a full time Missouri resident undergraduate student. In addition, the University waived collecting a portion of the FY2020 tuition and required fees in the amount of \$162.00 (2.1%) for a full time Missouri resident undergraduate student. The waived fees can now be collected in FY2021.

On April 15, 2020, the student body voted a new student fee to support the hiring of additional professional counselors and mental health resources for the Counseling Center. The new student fee is \$8.00 per semester. Student approved fees are excluded from the allowed HESFA increases.

- Based upon the maximum tuition and required student fee increase for Missouri resident undergraduate student, the following is proposed increase for discussion:

	FY2020 Tuition Charged	FY2020 Charged Student Fee	Total Tuition and Fees FY2020	Maximum FY2021 Budget CPI 2.3% + 2020 HESFA 2.1%	Maximum FY2021 Charged Student Fee	Total Tuition and Fees FY2021	% Increase Tuition and Fees	Total \$ Increase
RES-UNDERGRADUATE	\$218.00	\$524.00	\$7,588.00	\$228.00	\$549.00	\$7,938.00	4.61%	\$350.00
RES-GRADUATE	\$289.00	\$524.00	\$7,984.00	\$302.00	\$549.00	\$8,346.00	4.53%	\$362.00
NONRES-UNDERGRADUATE	\$495.00	\$524.00	\$15,898.00	\$517.00	\$549.00	\$16,608.00	4.47%	\$710.00
NONRES-GRADUATE	\$582.00	\$524.00	\$15,016.00	\$608.00	\$549.00	\$15,690.00	4.49%	\$674.00

- The McQueary College of Health and Human Services (MCHHS) is proposing a college specific fee of \$25.00 per credit hour for undergraduate courses with the exception of nursing courses which already have program specific fees. Fifty percent of the fee will be used for MCHHS facility upgrades, recruitment and advisement support. The other 50% will support the university operating budget. This fee is comparable to other peer university programs,
- Undergraduate supplemental course-specific fees in MCHHS will be eliminated with the exception of specific kinesiology fees and nursing fees.

- The William H. Darr College of Agriculture is proposing a college specific fee of \$15.00 per credit hour for 100-199 level courses and \$30.00 per credit hour for all 200-799 level courses. Fifty percent of the new funds generated from this fee will be used for Darr COAG facility upgrades, recruitment and advisement support. The remaining 50% will be used in support of the University operating budget.
- Supplemental course specific fees in the Darr COAG will be eliminated.
- The College of Arts and Letters is proposing a \$20.00 per credit hour fee for all Theater and Dance courses. Eighty percent of the new funds generated from this fee will be used for Theater and Dance facility upgrades, recruitment and equipment. The remaining 20% will be used in support of the University operating budget.

The following is a summary of the existing and proposed college specific fees. The bold faced fees are the proposed fees for FY2021:

College Specific Fees		
College of Arts and Letters		
Media, Journalism and Film		\$ 25.00
Music		\$ 15.00
Art, Design and Museum Studies		\$ 25.00
Theatre and Dance		\$ 20.00
College of Business		
200-599 course level		\$ 40.00
601-799 course level		\$ 45.00
College of Natural and Applied Sciences		
000-199 course level		\$ 15.00
200-599 course level		\$ 30.00
McQueary College of Health and Human Services		
Undergraduate , except Nursing		\$ 25.00
William H. Darr College of Agriculture		
000-199 course level		\$ 15.00
200-799 course level		\$ 30.00

- The University is proposing a \$4.00 per credit hour increase for undergraduate internet based instruction courses from \$295.00 to \$299.00 per credit hour and a \$14.00 per credit hour increase for graduate internet based instruction courses from \$295.00 to \$309.00 per credit hour.
- Proposed: a Master of Social work Program Fee per semester, 7 or more credit hours \$100.00/semester, less than 7 credit hours \$50.00/semester.
- Proposed: a thesis processing fee of \$50.00 to be charged during the semester the thesis and submitted to the Graduate College.
- Proposed: a room (housing) rate freeze in Monroe and Sunvilla apartments, as well as Freddy, Wells, and Woods residence halls. The combined room (housing) and board (meals) blended increase will not exceed 2.85% for Fall 2020, Spring 2021 and Summer 2021. BoomerMeals prices are as follows: \$165 with a value of \$181; \$215 with a value of \$236 and \$280 with a value of \$307.
- Proposed: Greenwood Laboratory School fee increases: kindergarten and grades 1-8 increase of \$100/school year; grades 9-12 increase of \$140/school year and international increase of \$200/school year.
- Proposed: a Child Development Center fee increase of \$5/week.
- Proposed: an International Student Health Insurance increase per contract increasing from \$1,374 to \$1,400 annually.
- Proposed: parking permit increases of approximately CPI, 2.3%.

West Plains Campus

Community Colleges do not have tuition caps imposed under the Higher Education Student Funding Act.

In FY2019 West Plains increased the Missouri resident undergraduate tuition from \$124.00 to \$130.00 per credit hour. However \$5.00 of the approved \$6.00 increase was waived from collection in FY2019.

In FY2020 West Plains increased the Missouri resident undergraduate tuition from \$130.00 to \$132.00 per credit hour. However \$2.00/hour was waived from being collected in FY2020.

- West Plains campus is requesting to charge the \$2.00 per credit hour waived in FY2020 and an increase of \$2.00 per credit hour to the current Missouri resident undergraduate tuition rate. This will increase the rate charge to \$134.00 for FY2021. Non-Missouri resident undergraduate will from \$264.00 to \$268.00 per credit hour.
- West Plains is requesting the following additional tuition rate changes per credit hour:
 - Dual credit from \$66.00 to \$67.00
 - Dual enrollment from \$81.00 to \$83.00
 - Online from \$162.00 to \$164.00
 - Nursing Missouri resident from \$178.00 to \$180.00
 - Nursing Non-Missouri resident from \$356.00 to \$360.00
- Proposed: Eight new course fees, seven of them are for digital access codes for electronic books and course materials from the Drago College Store. These fees are designed to give students immediate access to their course materials and eliminates the wait time students can encounter when waiting for access to financial resources needed to purchase books and materials.

The one remaining new course fee for the CFD (Child and Family Development) course is to cover the cost to add students in the course to the Missouri Family Care Safety Registry.

- Room and board will increase 1.5% for the Grizzly House and 5.1% for the leased Grizzly Lofts apartments per the contract terms. Non-resident meal plans will increase \$3.00 per week for two meals per week and \$6.00 per week for five meals per week.
- Parking permits will increase from \$20.00 per year to \$25.00 per year.

III.C.2.

**Missouri State University
Fees No.
2020-2021 Fee Schedule
Board Resolution**

Springfield Campus

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

The Board of Governors adopts the following fee schedule for the Springfield Campus, effective July 1, 2020. **Delegation of Responsibility**

The Board of Governors delegates the responsibility for negotiating charges for on- and off- campus use of the Plaster Student Union, Juanita K. Hammons Hall for the Performing Arts, JQH Arena, Hammons Student Center, Plaster Sports Complex, Bill R. Foster and Family Recreation Center and other University facilities to the Vice President with administrative responsibility for each facility.

BE IT FURTHER RESOLVED, understanding that unanticipated circumstances may require immediate action, and to be able to respond efficiently as necessary in the judgment of the President, that the President of the University is hereby authorized to establish and implement additional fees, or make appropriate modifications to the fees as set forth here, except for "Required Student Fees," and that such fees will be immediately effective upon action by the President, but will be reported to the Board at the next meeting of the Board by either the President or the Chief Financial Officer.

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 reserves its discretion to further modify fees and charges as it determines necessary and appropriate.

Craig Frazier
Chair of the Board

Passed at the meeting of May 15, 2020

Rowena A. Stone, Secretary

Table of Contents

Springfield Campus Required Student Fees _____	4-10
Tuition _____	4
Student Services Fees _____	5-6
Scope of the Required Student Fees Schedule _____	6
Exceptions to the Required Student Fees Schedule _____	6
Fee Exchange for Section Changes after the Change of Schedule Period _____	6
Exceptions to the Tuition Schedule _____	7
Other Enrollment Fees _____	8
Supplemental Course, Digital Course Materials, and Program Fees _____	9
Confirmation/Deposits, Supervision, and Application Fees _____	10
Out-of-State and Non-Resident Fees _____	10
Bear POWER Fee _____	10
Required Student Fees Refund Schedules _____	10-13
Refunds of Tuition and Other Enrollment Fees _____	10-12
Student Services Fee Refunds _____	12
Supplemental Course Fee Refunds _____	13
Refunds for Recipients of Federal Aid _____	13
Exceptions to the Required Student Fees Refund Policy _____	13
Admission Application Fees _____	14
Enrollment Deposit _____	14
Prior Learning Assessment and Credit by Examination _____	15
Testing Center – Testing Fees _____	15
Music Fee _____	15
PE Lockers (Fall, Spring, and Summer) _____	15
Student Conduct – Alcohol & Other Drug Fines _____	15
Psychoeducational Evaluations _____	16
Project Success Fee _____	16
Intelligence Quotient (I.Q.) Test _____	16
Lost Identification Card (BearPass Card) Fee _____	16
Returned Check Charge Fee _____	16
Credit Card Processing Fee _____	16
Thesis Processing Fee _____	16
Study Away Processing Fee _____	16
Transfer of Academic Credit without Prior Compliance or Approval Fee _____	16
International Programs Fees _____	16
Immersion Trip Fee _____	17
International Programs Academic Experience Fee _____	17
Diploma/Transcript Fees _____	17
Financial Aid Fees _____	17
Laboratory Course Deposit _____	17
Child Development Center Fees _____	17
Greenwood Laboratory School _____	18
Supervised Teaching/Certification Fee _____	19
Missouri Public Affairs Academy _____	19
Missouri Fine Arts Academy _____	19
Library Fines _____	19
English Language Institute _____	19
International Students Health Insurance _____	20
Study Away Students Health Insurance _____	20
Housing Fees _____	20-21
Residence Halls _____	20
Guest Housing _____	20
Conferences and Institutes _____	20

Residence Hall Deposits _____	21
Other Fees/Fines _____	21
Mountain Grove Housing Fees _____	21
University Safety _____	21-22
Parking Permits _____	21
Parking Violation Fines _____	22
Miscellaneous Transportation Fees _____	22
Key Control – Replacement (loss or theft) _____	22
Bill R. Foster and Family Recreation Center Membership Rates _____	22-23
Hammons Student Center Usage Fees _____	23
Facility Fees _____	23
Appendix A _____	24-26

Springfield Campus Required Student Fees

Tuition (Fall 2020, Spring 2021, and Summer 2021)*

	Missouri Resident	Non-Missouri Resident
Regular Instruction (per credit hour)		
Courses numbered 1-599	\$228.00	\$517.00
Courses numbered 600-999 (not listed below)	\$302.00	\$608.00
McQueary College of Health and Human Services		
All ANE Courses – 700-899	\$327.00	\$327.00
All ATC Courses – 600-799 All BMS Courses – 600-799 All CSD Courses – 600-999 All DTN Courses – 700-799 All NUR Courses – 700-999 All OTE Courses – 600-799 All PAS Courses – 600-799 All PTE Courses – 700-899	\$332.00	\$638.00
Internet-Based Instruction (per credit hour)		
Courses numbered 1-599	\$299.00	\$299.00
Courses numbered 600-999 (not listed below)	\$309.00	\$309.00
McQueary College of Health and Human Services		
All ANE Courses – 700-899	\$334.00	\$334.00
All ATC Courses – 600-799 All BMS Courses – 600-799 All CSD Courses – 600-999 All DTN Courses – 700-799 All NUR Courses – 700-999 All OTE Courses – 600-799 All PAS Courses – 600-799 All PTE Courses – 700-899	\$339.00	\$339.00
Master of Science in Information Technology** ITC , 732, 734, 736, 738, 740, 742, 744, 746, 747, 748, 750, 752, 754, 756, 765, 775	\$500.00	\$500.00

*See Exceptions to the Tuition Schedule below.

**Courses in the Graduate Catalog requiring admission to the Master of Science in Information Technology program will be assessed at the rate shown, but will not be assessed the Graduate-level College of Business Additional Per Credit Hour Fee.

	Missouri Resident	Non-Missouri Resident
Courses offered at BearNet locations other than Springfield (including ITV Instruction) (per credit hour)		
BearNet sites are approved by the Associate Provost for Access and Outreach. Missouri locations: Camdenton, Cassville, Hollister, Joplin, Kansas City, Lebanon, Mountain Grove, Neosho, Nevada, Nixa, Waynesville, West Plains; Oklahoma locations: El Reno, Miami		
Courses numbered 1-599	\$228.00	\$228.00
Courses numbered 600-999	\$302.00	\$302.00
EDD Courses numbered 900-999	Based on MU rate	
Courses offered via Web Conference		
Courses numbered 1-599	\$228.00	\$228.00
Courses numbered 600-999	\$302.00	\$302.00
EDD Courses numbered 900-999	Based on MU rate	

Student Services Fees (assessed in addition to Tuition)

Student Services Fees are based on the total credit hours for which a student enrolls, excluding the credit hours associated with the following:

- Sections identified as Intersession, iCourses, and Internet
- Sections taught in any location other than the Springfield campus
- Sections scheduled to meet on the Springfield campus fewer than four times

Fall 2020 and Spring 2021

	Credit Hours						
	1 hr	2 hrs	3 hrs	4 hrs	5 hrs	6 hrs	7 hrs or more
Student Initiatives							
Capital Projects – Wyrick	3.00	3.00	3.00	3.00	3.00	3.00	3.00
Student Art Gallery	1.00	1.00	1.00	1.00	1.00	1.00	1.00
Student Involvement	7.00	10.00	13.00	16.00	19.00	22.00	25.00
Student Security	5.00	5.00	5.00	5.00	5.00	5.00	5.00
Centennial Leaders	3.00	3.00	3.00	3.00	3.00	3.00	3.00
Student Government Association	1.00	1.00	1.00	1.00	1.00	1.00	1.00
Student Initiatives Excluded Under the Higher Education Student Funding Act (SB 389)							
Bill R. Foster and Family Recreation Center *	30.00	38.00	46.00	54.00	62.00	70.00	80.00
Student Initiative Fund	3.00	3.00	3.00	3.00	3.00	3.00	3.00
Sustainability Fee	2.00	2.00	2.00	2.00	2.00	2.00	2.00
Flu Shot & Services Fee*	2.00	2.00	2.00	2.00	2.00	2.00	2.00
Mental Health Fee	8.00	8.00	8.00	8.00	8.00	8.00	8.00
B.E.A.R. Fee*	19.00	24.00	29.00	34.00	39.00	44.00	50.00
Capital Improvement Fee Auxiliary Enterprise System*	11.00	14.00	17.00	20.00	23.00	26.00	29.00
Equipment & Facilities							
Operating & Designated Funds							
Computer Usage	15.28	21.83	27.94	34.05	40.60	46.72	65.45
JK Hammons Hall for the Performing Arts	0.25	0.36	0.45	0.55	0.66	0.76	1.06
Educational Fee	20.00	26.00	33.00	39.00	44.00	52.00	57.00
Auxiliary Enterprise System Funds							
Auxiliary System Operational Fee*	63.47	84.81	104.61	125.40	145.74	166.52	213.49
Total	194.00	247.00	299.00	351.00	402.00	456.00	549.00

*Net revenues from these fees are pledged as security for outstanding Auxiliary Enterprise System Bonds.

Summer 2021

	Credit Hours			
	1 hr	2 hrs	3 hrs	4 hrs or more
Student Initiatives				
Capital Projects - Wyrick	3.00	3.00	3.00	3.00
Student Art Gallery	0.00	0.00	0.00	0.00
Student Involvement	7.00	10.00	13.00	16.00
Student Security	5.00	5.00	5.00	5.00
Centennial Leaders	3.00	3.00	3.00	3.00
Student Government Association	0.00	0.00	0.00	0.00
Student Initiatives Excluded Under SB 389				
Bill R. Foster and Family Recreation Center *	17.00	27.00	35.00	45.00
Student Initiative Fund	0.00	0.00	0.00	0.00
Sustainability Fee	0.00	0.00	0.00	0.00
Flu Shot & Services Fee*	2.00	2.00	2.00	2.00
Mental Health Fee	0.00	0.00	0.00	0.00
B.E.A.R. Fee*	0.00	0.00	0.00	0.00
Capital Improvement Fee Auxiliary Enterprise System*	7.00	9.00	12.00	15.00
Equipment & Facilities				
Operating – Designated				
Computer Usage	7.85	12.24	16.63	20.99
JK Hammons Hall for the Performing Arts	0.17	0.27	0.37	0.46
Educational Fee	13.00	17.00	24.00	28.00
Auxiliary Enterprise System Funds				
Auxiliary Operational Fee*	55.98	76.49	98.00	121.55
Total	121.00	165.00	212.00	260.00

*Net revenues from these fees are pledged as security for outstanding Auxiliary Enterprise System Bonds.

Scope of the Required Student Fees Schedule

All fees assessed must be paid in full by specified fee deadlines; otherwise, a student’s future registration may be canceled. Courses audited count in the same way as courses taken for credit in determining fees. *The required student fee schedule is subject to revision by the Board of Governors without notice.*

Exceptions to the Required Student Fees Schedule

The Provost or designee has the authority to approve exceptions to the above required student fee schedule for specific course sections. These exceptions will generally be made for sections of courses that do not require students to come to the campus for more than a short period of time.

Fee Exchange for Section Changes after the Change of Schedule Period

Students may drop a section and add a different section of the same course during the same part of term and receive an even exchange of fees provided the section add and drop were processed during the same transaction. Students who drop and add a section of the same course but in a different part of term do not qualify for this fee exchange. Students who drop a special topics course and add the same course but with a different topic do not qualify for this fee exchange.

Exceptions to the Tuition Schedule

	Missouri Residents	Non-Missouri Residents
Per Credit Hour		
High School Dual Credit	\$ 70.00	\$ 70.00
AGE 728, 738	\$175.00	\$175.00
EDD (Educ Leadership) 900 level courses (a)	Based on MU rates	
eMINTS (b)	\$100.00	\$100.00
R-12 enrollees in SFR 791/Step-Up (c)	\$ 45.00	\$ 45.00
R-12 enrollees in SFR 792 (d)	See note	
EGR 100, 200, 201, 300, 301, 400, 401, 500, 501 (e)	Based on MO S&T rates	
Study Away (f)	See note	
Flat fee in place of per credit hour		
GEN 598 and GEN 798	\$ 75.00	\$ 75.00
MIL 225 and MIL 325	\$ 150.00	\$ 150.00
MS to DNAP courses, Sections 895 (g)	\$2,700.00	\$2,700.00

(a) Courses at the 900 level with the EDD prefix will be assessed a fee based upon the University of Missouri graduate course per credit hour fee.

(b) Reduced fees are charged for the eMINTS (enhancing Missouri’s Institutional Networked Teaching Strategies) program since it is cooperatively provided with DESE, resulting in reduced instructional costs.

(c) R-12 beginning teachers receiving graduate credit in the Step-Up program are eligible for this rate.

(d) Springfield R-12 teachers participating in the Missouri State University Partnership Fee Waiver program may enter into an agreement with the university whereby, in exchange for a fee waiver for the SFR 792 basic course fee for up to two (2) hours, these teachers will work in cooperation with the Department of Reading, Foundations, and Technology serving as on-site student teacher mentors in the Springfield R-12 School System.

(e) Enrollment tracking courses for students in the cooperative engineering program will be assessed tuition based upon the Missouri University of Science & Technology tuition, information technology, and engineering supplemental fees.

(f) For Study Away courses or exchanges administered by MSU, tuition will be assessed at the Missouri resident rate for both residents and non-residents. This does not apply to students registered in courses administered by affiliate program providers. (Additional program fees will be assessed.)

(g) For students admitted into the MS to DNAP completion program (coded NAPM-DNAP), tuition and fees will be assessed at the Flat Fee rate of \$2,700 for each three-credit course (\$900 per credit hour). This applies to Sections 895 of ANE 800, 803, 806, 807, 810, 897, 898; ECO 604 or alternate; PHI 613 or alternate. The Flat Fee includes tuition and program fees. It does not include application fees, books, parking, travel, or housing.

Other Enrollment Fees (applies to Internet-Based Instruction as well)*

	Missouri Residents	Non-Missouri Residents
William H. Darr College of Agriculture		
Additional Per Credit Hour Fee All COAG courses – 100-199	\$ 15.00	\$ 15.00
Additional Per Credit Hour Fee All COAG courses – 200-799 (except AGE 493, 494, 499)	\$ 30.00	\$ 30.00
College of Arts and Letters		
Additional Per Credit Hour Fee Media, Journalism, and Film Production-Intensive courses: JRN 384, JRN 388, JRN 478, JRN 481, JRN 493, JRN 592, MED 130, MED 290, MED 361, MED 365, MED 382, MED 383, MED 390, MED 461, MED 462, MED 465, MED 466, MED 472, MED 490, MED 493, MED 498, MED 561, MED 562, MED 583, MED 762, MED 793	\$ 25.00	\$ 25.00
Additional Per Credit Hour Fee All MUS Courses – 000–799 (except MUS 107, 108, 149, 151, 152, 153, 155, 156, 157, 158, 159, 160, 207, 208, 249, 251, 252, 253, 255, 256, 257, 258, 259, 260, 298, 307, 308, 349, 351, 352, 353, 355, 356, 357, 358, 359, 360, 398, 407, 449, 451, 452, 453, 455, 456, 457, 458, 459, 460, 488, 494, 496, 498, 499, 649, 651, 652, 653, 655, 656, 657, 660, 749, 751, 752, 753, 755, 756, 757, 760, 798)	\$ 15.00	\$ 15.00
Additional Per Credit Hour Fee All ART, DES and MST Courses – 000-799 (except ART 360, 366, 374, 377, 381, 387, 388, 390, 399, 401, 407, 469, 471, 472, 474, 475, 476, 478, 479, 480, 483, 484, 485, 486, 487, 490, 491, 492, 494, 495, 496, 497, 598, 672, 675, 678, 680, 684, 685, 692, 698, 760, 783, 794, 795 and MST 495, 501)	\$ 25.00	\$ 25.00
Additional Per Credit Hour Fee All THE and DAN Courses – 000-799 (except THE 490, 491, and 493)	\$ 20.00	\$ 20.00
Undergraduate-level College of Business		
Additional Per Credit Hour Fee All COB courses – 200-599	\$ 40.00	\$ 40.00
Graduate-level College of Business**		
Additional Per Credit Hour Fee All ACC and ITC** - 601-799 All BUS, ENT, FIN, RMI, LAW, MGT, MKT, QBA, TCM – 600-799	\$ 45.00	\$ 45.00
Undergraduate-level McQueary College of Health and Human Services		
Additional Per Credit Hour Fee All MCHHS Courses – 000-599 (except all NUR, and KIN 135, 493, 496, 498)	\$ 25.00	\$ 25.00
College of Natural and Applied Sciences		
Additional Per Credit Hour Fee All AST, BIO, CHM, CSC, GEO, GLG, GRY, HSP, MAT, MTH, PHY, PLN, and SCI Courses 000-199 (except MTH 101, MTH 103, and MTH 107)	\$ 15.00	\$ 15.00
Additional Per Credit Hour Fee All AST, BIO, CHM, CSC, GEO, GLG, GRY, HSP, MAT, MTH, PHY, PLN, and SCI Courses 200-599 (except MTH 493, MTH 494, MTH 496, SCI 493, SCI 494, SCI 499)	\$ 30.00	\$30.00

*Other enrollment fees will not be assessed for sections identified as Dual Credit/High School.

**Courses taken for degree credit in the Master of Science in Computer Information Systems program are not assessed the graduate-level College of Business Additional Per Credit Hour fee.

Supplemental Course Fees

Supplemental course fees may be assessed on individual courses to cover the cost of specialized supplies, equipment, or services for instructional purposes that are provided by the University to all students enrolled in the course and are in addition to routine instructional expenses. The supplemental course fees will be assessed at the time of registration. Supplemental course fees will not be assessed for sections identified as Dual Credit/High School. The Provost shall be authorized to approve additional supplemental course fees needed for selected courses during the year.

Digital Course Materials

Some courses require access to digital course materials. A charge for access to these materials will be applied to the student’s account.

Program Fees

A program fee will be assessed to cover the additional costs required for faculty, equipment, facilities, clinical instruction, and supervision for selected programs. This fee is in addition to the applicable tuition, additional per-credit-hour fees, supplemental course/section fees, and student services fees.

McQueary College of Health and Human Services

Program	Effective Term	Fee		
		Enrolled 1 to 3 Credit Hours	Enrolled 4 to 6 Credit hours	Enrolled 7 or more Credit Hours
Doctor of Nurse Anesthesia Practice BS to DNAP (NAPB-DNAP code)	All students matriculating into the BS to DNAP Program Summer 2017 and beyond; fee assessed each fall, spring, and summer of enrollment.	N/A	N/A	\$3,500.00
Master of Science in Physician Assistant Studies	Fee assessed each fall, spring, and summer of enrollment	\$2,400.00	\$2,400.00	\$2,400.00
Doctor of Physical Therapy	Fee assessed each fall, spring, and summer of enrollment	N/A	N/A	\$ 850 .00
Master of Science in Athletic Training (MSAT)	All students matriculating into program fall 2018 and beyond, fee assessed each fall and spring of enrollment	\$ 250.00	\$ 250.00	\$ 250.00
Master of Athletic Training (MATC)	All students matriculating into program fall 2018 and beyond, fee assessed each fall, spring, and summer of enrollment	\$ 250.00	\$ 250.00	\$ 250.00
Master of Social Work (MSW)	All students matriculating into program summer 2020 and beyond, fee assessed each fall, spring, and summer of enrollment	\$ 50.00	\$ 50.00	\$ 100.00
Pre-Licensure Bachelor of Science in Nursing (BSN)	Fee is assessed each fall and spring of enrollment.	N/A	N/A	\$1,000.00
Master of Occupational Therapy (MOT)	All students matriculating into program fall 2019 and beyond, fee assessed each	\$1,400.00	\$1,400.00	\$1,400.00

	fall, spring, and summer of enrollment.			
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Confirmation Fees/Deposits

Students offered admission to the McQueary College of Health and Human Services Graduate Health Programs (Doctorates in Physical Therapy, Nursing Practice, and Nurse Anesthesia Practice; Master of Science in Physician Assistant Studies, Master of Occupational Therapy and the Dietetic Internship Graduate Certificate Program) will be required to pay a non-refundable confirmation deposit of \$500.00 by the deadline specified by their program to reserve their place in the program. The deposit will be applied toward tuition for the first semester of enrollment following the end of the first week of that semester. Students who do not enroll will forfeit the deposit.

Students offered admission to the Bachelor of Science in Nursing (Comprehensive, Generic, 4-year program) will be required to pay a non-refundable confirmation deposit of \$100.00 by the deadline specified by their program to reserve their place in the program. The deposit will be applied toward tuition for the first semester of enrollment following the end of the first week of that semester. Students who do not enroll will forfeit the deposit.

Nursing Clinical Makeup Supervision Fee

Bachelor of Science in Nursing (BSN) students will be charged a fee of \$25.00 per contact hour for faculty supervision of makeup clinical time. Clinical time refers to any clinical experiences that require faculty supervision of students.

Program Application Fees

A program application fee of \$50.00 will be charged for each of these programs: the Bachelor of Science in Nursing, the Master of Science in Nursing, the Doctor of Nursing Practice, and all Doctor of Nurse Anesthesia Practice programs. This is in addition to the University Application for Admission fee.

Out-of-State and Non-Resident Fees

For purposes of scholarships, waivers and other forms of financial aid, the difference between the amount charged to a Missouri Resident and the amount charged to a Non-Missouri Resident is referred to as “out-of-state fees,” “out-of-state tuition,” or “non-resident fees.”

College of Education

Bear POWER (Promoting Opportunities for Work, Education and Resilience) Fee

There is a one-time application fee of \$50.00. A fee of \$4,035.00 per semester will be charged to participants. This fee is in addition to other costs for tuition, room and board, and other incidentals.

Required Student Fees Refund Schedules - Refunds of Tuition and Other Enrollment Fees

Refunds for Full Semester-Length Classes (Fall and Spring)

If a student drops or withdraws from a full semester-length class, the refund shall be as follows:	
On or before the fifth day of the semester	100%
Days 6 through 10 of the semester	75%
Days 11 through 20 of the semester	50%
Days 21 through 40 of the semester	25%
After the 40 th day of the semester	No refund

Refunds for Block Classes (Fall and Spring)

If a student drops or withdraws from a block class (first block or second block), the refund shall be as follows:	
On or before the fifth day of the block	100%
Days 6 through 10 of the block	75%

Days 11 through 14 of the block	50%
Days 15 through 20 of the block	25%
After the 20 th day of the block	No refund

Refunds for Summer Classes

If a student drops or withdraws from a session 1 (8 weeks) summer class, the refund shall be as follows:

On or before the fifth day of the semester	100%
Days 6 through 10 of the semester	75%
Days 11 through 14 of the semester	50%
Days 15 through 20 of the semester	25%
After the 20 th day of the semester	No refund

If a student drops or withdraws from a session 2 or 4 (4 weeks) summer class, the refund shall be as follows:

On or before the first day of the term	100%
Days 2 and 3 of the term	75%
Days 4 and 5 of the term	50%
Days 6 through 10 of the term	25%
After the 10 th day of the term	No refund

If a student drops or withdraws from a session 3 (5 weeks) summer class, the refund shall be as follows:

On or before the second day of the term	100%
Day 3 of the term	75%
Days 4 through 6 of the term	50%
Days 7 through 12 of the term	25%
After the 12 th day of the term	No refund

Refunds for Classes with a term* of 19 days or less (including Intersession)

The refund for courses with a term* of 19 days or less (including Intersession) is 100% if the class is dropped by the end of the first day of the term, except if the term is a one day term. After the first day of the term, refunds are made on the basis of the number of days in the term per the following schedule:

Number of Days in Term	100%	75%	50%	25%
1	Prior to day 1	n/a	n/a	n/a
2	1	n/a	n/a	n/a
3	1	2	n/a	n/a
4	1	2	n/a	3
5	1	2	3	4
6	1	2	3	4
7	1	2	3	4
8	1	2	3	4
9	1	2	3	5
10	1	2	3	5
11	1	2	3	6
12	1	2	4	7
13	1	2	4	7
14	1	2	4	8
15	1	2	4	8
16	1	2	5	9
17	1	3	5	9

18	1	3	5	10
19	1	3	5	10

Refunds for Classes with a term* of 20 days or more (except for standard sessions listed above):

The refund for classes with a term* of 20 days or more is 100% if the class is dropped before the end of the second day of the term (even if the class does not meet on the second day of the term). Additional refund periods are proportionate to the refund periods described above for full semester classes. Refund deadlines are calculated as follows:

- 75% refund = 0.133 times the length of term
- 50% refund = 0.267 times the length of term
- 25% refund = 0.533 times the length of term

Standard rounding rules apply (e.g., the 75% refund deadline for a 25-day term is 0.133×25 or 3.325, which will be rounded down to day 3; the 50% refund deadline for a 25-day term is 0.267×25 or 6.675, which will be rounded up to day 7). The Office of the Registrar maintains refund deadline dates for each class length.

*For classes that are not full semester or block classes, refunds are based on the 'length of term.' For those classes, the 'term' begins with the start date of the class and ends with the end date. The length of term is the number of days in that period, including the start and end date but excluding weekends and holidays when classes are not in session.

Refunds for Dual Credit Classes

If a student drops or withdraws from a full-year, fall, or spring dual credit class the refund shall be as follows:	
On or before Friday of the fifth week of the semester	100%
Between Friday of the fifth week and Friday of the ninth week of the semester	50%
After the Friday of the ninth week of the semester	No refund

Student Services Fee Refunds

One hundred percent (100%) of Student Services Fees will be refunded for full semester, first block and second block classes dropped on or before the fifth day of the semester; for classes with a duration of 19 days or less dropped on or before the first day of the term; for classes with a duration of 20 days or more (but not first block, second block or full semester) dropped on or before the second day of the term.

For classes dropped outside the above deadlines, student services fees are recalculated based on the credit hours in which a student remains, plus the percentage of the dropped credit hours for which the student remains liable (liability is based on the tuition refund percentage period in place at the time of the drop).

Example 1: Student originally enrolls for the fall semester in 12 on-campus credit hours and is assessed full student services fees (i.e., the amount for seven or more credit hours). During the 50% refund period, the student drops six credit hours. The amount that the student owes following the drop is recalculated to include the six remaining credits plus 50% of the six credit hours dropped (or three credit hours), which totals nine liable credit hours. In this example, there is no change in student services fees.

Example 2: Student originally enrolls in six on-campus credit hours and is assessed student services fees for those credit hours. During the 25% refund period, the student drops three credit hours. The amount the student owes following the drop is recalculated to include the three remaining credits plus 75% of the three dropped credit hours (2.25), which totals 5.25 liable credit hours. Student services fees will be assessed based on six liable credit hours (credit hours are rounded up).

Example 3: Student originally enrolls in 12 on-campus credit hours and is assessed full student service fees (i.e., the amount for seven or more credit hours). During the 75% refund period, the same student drops all 12 credit hours. Student services fees are recalculated to charge for the 25% liability of the 12 credit hours dropped, which is three liable credit hours. Student services fees will be assessed based on three liable credit hours. Thus, the student will receive a credit (refund) for the difference between the student services fee for three hours and seven hours.

Supplemental Course Fee Refunds

If a student drops during the 100% refund period for tuition (as indicated above), then 100% of supplemental fees will be refunded (with the exception of fees that have already been expended on the part of the student). No refund of supplemental or section fees is issued for students who drop after the 100% refund period.

Refunds for Recipients of Federal Aid

For students who are recipients of Federal Title IV student aid, refunds will be made in accordance with all applicable federal regulations.

Exceptions to the Required Student Fees Refund Policy

Student-Initiated: Exceptions to the fee refund policy are generally granted only for documented exceptional circumstances that were beyond the control of the student (e.g., medical emergency or death in the immediate family) or when a documented University error has occurred. A change in assessment can only be adjusted or prorated to a refund percentage rate already established in the published University tuition and required fees schedule (100%, 75%, 50%, or 25%). The documented date of the exceptional circumstances and the associated refund percentage will be evaluated when considering prorated or full refunds.

Class(es) must have been dropped/withdrawn from in order to be considered for a refund. If a grade was received (including a failing grade or incomplete grade), a refund appeal cannot be considered. Appeals for a fall semester must be received on or before June 30 of the following year; appeals for a spring semester must be received on or before November 30 of the same year; appeals for a summer semester must be received on or before February 28 of the following year.

Post-semester refund exceptions may also be considered when a University policy-based grade change is approved by the Scholastic Standards and Revision of Records Committee.

Requests for exceptions to the refund policy must be submitted to the Office of the Registrar and must be accompanied by appropriate supporting documentation. Requests for exceptions to the refund policy will be considered by the Refund Exception Committee. The Refund/Credit Appeal form and more information concerning the appeal process can be found on the Office of the Registrar's website.

The University will consider requests for full refunds of tuition and fees based on non-attendance, if it is determined that a student:

- Did not attend any classes during the semester;
- Did not live any length of time in University student housing;
- Did not have other campus charges on their accounts;
- Did not have any financial aid returned causing the returned aid to be placed on the student's account;
- Was assigned a "W" grade in all classes for the semester either by withdrawing from all classes by the last day to drop as indicated on the academic calendar or through a successful grade appeal to the Scholastic Standards and Revision of Records Committee;
- Submitted a refund appeal to the Office of the Registrar by the deadlines indicated above; and,
- Has not been given a full refund for non-attendance for a previous semester.

Department-Initiated: Exceptions may also be made when course(s) are dropped and added after the change of schedule period if the department of the course(s) dropped and added provides written verification to the Office of the Registrar stating that the late schedule change was required or recommended by the department.

Admission Application Fees

Non-refundable admission application fee is required of all first-time applicants*	
Undergraduate degree-seeking students	\$ 35.00
Graduate degree-seeking students	\$ 55.00
International students (undergraduate level)	\$ 50.00
International students (graduate level)	\$ 55.00

*The application fee will not apply toward payment of the Required Student Fees. A student’s application fee may, in certain circumstances, be transferrable to another semester should the student not enroll for the initial semester of application. The determination on transferability of the fee will be made by the administering office (Admissions, Graduate College, or International Services).

Students applying for admission as non-degree seeking students are not assessed the application fee. Such students will be assessed the fee should they apply for regular admission as indicated above.

In hardship cases, the Office of Admissions is authorized to waive the admission application fee for undergraduate, degree-seeking applicants. Waivers may be granted to students who submit either (1) a properly signed National Association for College Admission Counseling Fee waiver form; (2) a signed ACT Request for Waiver of College Admission Application Fee form; or, (3) a signed College Board College Application Fee Waiver form.

The application fee is waived for students who apply to transfer from the West Plains Campus to the Springfield Campus and who paid the West Plains campus application fee.

Enrollment Deposit

First-time, domestic students admitted for the fall semester who have fewer than 24 transferable credit hours earned **AFTER** high school graduation are required to pay a \$150.00 enrollment deposit. Payment of the enrollment deposit serves as the student’s official acceptance of their offer of admission and qualifies the student to register for a required Student Orientation, Advisement, and Registration (SOAR) program. The enrollment deposit is refundable if paid on or before May 1.

The enrollment deposit may be deferred for students who demonstrate significant financial need through a process established by the Director of New Student and Family Programs. The enrollment deposit is waived for students who are exempt from the SOAR requirement in accordance with the Orientation for Freshmen and Transfer Students policy.

Other fees related to orientation are collected at the time of registration and are noted below.

Students admitted for fall semester

SOAR one-day program for first-time, international students	\$ 50.00
SOAR family member (per person)	\$ 30.00
Additional overnight accommodations for students (per student, per night)	\$ 25.00

Students admitted for spring and summer semesters

SOAR student orientation fee	\$ 50.00
SOAR family member fee (per person)	\$ 30.00
Additional overnight accommodations for students (per student, per night)	\$ 25.00

Orientation fees may be deferred for students who demonstrate significant financial need through a process established by the Director of New Student and Family Programs.

Prior Learning Assessment and Credit by Examination

A department may choose to assess a nonrefundable fee of \$100.00 to administer an examination/assessment given to determine if academic credit will be awarded. The Office of the Provost will establish procedures for administering this fee.

Testing Center – Testing Fees

Testing Center (CTC) Tests	
ACT-R - ACT score valid only at MSU (\$32.00 test cost + \$18.00 sitting fee)	\$ 50.00
CLEP – College Level Examination Program (sitting fee only – students pay for exam directly to CLEP)	\$ 25.00
Correspondence – Non-MSU Classes (sitting fee only)	\$ 25.00
DSST (formerly Dantes Standardized Subject Test) (sitting fee only – students pay for exam online) Fully funded DSST site: No sitting fee is required for military members and/or their spouses.	\$ 25.00
MAT – Miller Analogy Tests (\$50.00 test cost + \$25.00 sitting fee)	\$ 75.00
MoGEA – Missouri General Education Assessment (formerly CBase)	
MoGEA Single Subject Test (sitting fee only – students pay for exam directly to MEGA)	\$ 25.00
MoGEA Entire Battery of Subject Tests (sitting fee only – students pay for exam directly to MEGA)	\$ 30.00
MoGEA Paraprofessional Exam (sitting fee only)	\$ 30.00

Music Fee

Private music lesson taken by Missouri State University students. Students enrolling in Applied Music courses will automatically be assessed a private music lesson fee.		
	1 Credit Hour Class	2 or More Credit Hour Class
MUS Courses – 149, 151, 152, 153, 155, 156, 157, 158, 159, 160, 249, 251, 252, 253, 255, 256, 257, 258, 259, 260, 349, 351, 352, 353, 355, 356, 357, 358, 359, 360, 398, 449, 451, 452, 453, 455, 456, 457, 458, 459, 460, 498, 649, 651, 652, 653, 655, 656, 657, 660, 749, 751, 752, 753, 755, 756, 757, 760, 798)	\$ 60.00	\$105.00
Other Music Fees		
Musical instrumental rental fee per semester (The rental fee is to cover normal maintenance of the instrument. Students will pay the cost of any extraordinary repairs to the instrument.)		\$ 35.00
Band Camp, dress uniform, and equipment fees will vary from year to year based on actual costs of services and equipment.		Variable
Music locker rental fee (per semester)		\$ 20.00

PE Lockers (Fall, Spring, and Summer)

Hammons Student Center (Fall and Spring)	\$ 10.00
Hammons Student Center (Summer)	\$ 5.00
McDonald Arena	\$ 1.00

Student Conduct – Alcohol & Other Drug Fines

Alcohol – First Violation	\$ 90.00
Alcohol – Second Violation	\$180.00

Alcohol – Third Violation	\$200.00
Drugs - First Violation	\$100.00

Psychoeducational Evaluations Fee

A psychoeducational evaluation is a battery of tests used to assess learning, cognition, and psychological functions. The purpose is to provide information to guide and support the individual needs of those served.	
Missouri State University students, faculty, staff, staff dependents, University departments, and cost centers	\$400.00
Community individuals and other clients	\$500.00

Project Success Fee

Project Success is an academic support program for college students with a learning disability, ADHD, or other diagnosis who desire more comprehensive services than those covered under the Americans with Disabilities Act (ADA). The cost is \$1,800.00 per semester.

Intelligence Quotient (I.Q.) Test

A \$100.00 fee will be charged per test.

Lost Identification Card (BearPass Card) Fee

There will be a \$25.00 charge for replacement of a lost student identification card (BearPass Card). For inactive BearPass Card accounts, a service charge of \$1.00 per month will be assessed.

Returned Check Charge Fee

A fee of \$30.00 will be charged to the person presenting a check to the University that is not honored by the bank on which the check is drawn. The charge will be for each check returned.

Credit Card Processing Fee

Missouri State University contracts with a third party to process credit card payments to pay balances on accounts for charges. The third-party processing company will charge a separate convenience fee which will apply to all credit card payments. Please review the Bursar’s Office website for payment options.

Thesis Processing Fee

A \$50.00 fee will be charged during the semester the student submits the thesis to the Graduate College.

Study Away Processing Fee

A \$100.00 fee must be paid by students who participate in domestic Study Away programs. This fee is non-refundable and does not include insurance. Students who participate in an international Study Away program must pay the International Programs Academic Experience Fee.

Transfer of Academic Credit without Prior Compliance or Approval Fee

A \$100.00 fee will be assessed to currently enrolled students who earn academic credit abroad and expect to transfer credit back to Missouri State University, but who have not complied with University policy regarding Study Away. This fee applies to students who were enrolled at the University the last full (fall or spring) semester prior to their Study Away experience and who return to the University within a year of completing their Study Away experience.

International Programs Sponsored Student Fee

Students who attend Missouri State University, to include the English Language Institute, whose room and board and/or tuition and fees are paid by a sponsoring organization, will be charged a

sponsored-student fee of \$200.00 for fall and spring semesters; \$100.00 for summer semester; and \$100.00 per 8-week session for English Language Institute. This fee is non-refundable.

Immersion Trip Fee

A fee of \$300.00 will be charged to participants of Immersion Trips through the office of Community Involvement and Service. This fee is non-refundable and does not include insurance. This fee is in addition to tuition and student fees.

International Programs Academic Experience Fee

An International Programs Academic Experience Fee must be paid by individuals traveling with an international Study Away program and/or participating in an international academic experience. Individuals who are abroad on a short-term faculty-directed program will pay a \$150.00 fee. For short-term faculty-directed programs larger than 40 individuals, collaborating with another university department for all travel arrangements and payments, the International Programs Academic Experience Fee (IPAEF) will be reduced from \$150.00 to the following:

- Groups traveling 1-19 days: \$50.00 per person
- Groups traveling 20-29 days: \$75.00 per person
- Groups traveling 30-40 days: \$100.00 per person
- Groups traveling 41 plus days will incur the full IPAEF of \$150.00 each

All other individuals studying abroad will pay a \$300.00 fee per semester. All students participating in an international Study Away program or international academic experience are required to carry University-approved health insurance that includes emergency medical, political and natural disaster evacuation, as well as repatriation of remains. The cost of the insurance is included in the International Programs Academic Experience Fee. This fee is non-refundable.

Diploma/Transcript Fees

A \$10.00 fee will be charged for each official transcript (hard copy, fax, or electronic) requested by a current or former student.

A \$20.00 fee is charged for the issuance of a reissued diploma or reissued certificate.

A \$10.00 fee is charged for additional diploma covers.

A \$20.00 delivery fee will be charged for transcripts, enrollment verification, and other documents sent via express or overnight mail from the Office of the Registrar (domestic deliveries within the U.S. only).

Transcripts and diplomas will not be sent for current or former students who owe \$25.00 or more to the University.

Financial Aid Fees

Emergency Short-Term Loan Service Charge: There is a service charge of \$10.00 for each Short-Term Loan processed for the student.

Laboratory Course Deposit

A deposit is not required for laboratory courses. A student is responsible for unusual breakage or loss of equipment.

Child Development Center Fees

Non-refundable enrollment fee	\$100.00
Program Charges assessed per-week	
Infant Classroom	\$260.00

Toddler Classroom	\$260.00
Two-Year-Old Classroom	\$205.00
Preschool Classroom	\$170.00

Greenwood Laboratory School

Payment of the laboratory school fee reserves a classroom position for the elementary or secondary student who has been accepted for admission. This fee is not refundable after the start of classes. Failure to pay Greenwood Laboratory School fees by the end of the fall semester may result in the student being dismissed from the laboratory school program. The laboratory school summer session will operate on a self-supporting basis. The fee for each course will be set at the level needed for projected revenues to equal projected expenses.

Fees:	School Year
Grades:	
Kindergarten	\$6,400.00
1 – 8	\$6,400.00
9 – 12	\$6,950.00
I-20 Students, all grades*	\$8,750.00
Textbook Rental Fee	
Kindergarten through grade 3	\$ 100.00
Grades 4 and 5	\$ 125.00
Grades 6, 7 and 8	\$ 150.00
Grades 9 through 11	\$ 175.00
Grade 12	\$ 150.00
Elementary Fees – Grades Primary – 6	
Vocal Music (purchase music, support performances)	\$ 20.00
Art (consumable supplies used in class)	\$ 10.00
Honors Program	\$ 15.00
Secondary Fees – Grades 7 – 12	
Locker Fee	\$ 20.00
Instrumental Music (purchase music, repair/replace instruments & equipment)	\$ 50.00
Vocal Music (purchase music, support performances)	\$ 30.00
Art and Science (consumable supplies used in class)	\$ 35.00
Foreign Language (software and consumable supplies)	\$ 20.00
Extracurricular Activities – per sport (equipment, transportation)	\$ 150.00
Cheerleading	\$ 150.00
Debate	\$ 150.00
Science Olympiad (entry fees, sponsor supervision, and transportation)	\$ 100.00
Computer Class & Independent Study	\$ 50.00
Elementary & Secondary Fees – Grades Primary – 12	
Technology Fee	\$ 100.00
Processing Fee – New Application	\$ 50.00
Safety Fee per family	\$ 45.00
Building Maintenance & Updates	\$ 100.00

*Inclusive of all Greenwood fees.

Greenwood tuition will be prorated for students who enroll a month or more after the first day of school. The prorated amount is based on the number of school attendance days remaining in the school year times the daily tuition charged. Daily tuition (DT) is the annual tuition divided by the number of total school days. Greenwood provides a discount of \$1,500 per family unit for

Greenwood employees working at least 1,000 hours per year and for MSU employees regardless of the salary-funding source.

Dual enrollment at Missouri State University is available to Greenwood students at the regular instruction per-credit rate and all related fees. However, seniors will have their basic and student fees waived for three credit hours per semester during their senior year, in addition to their basic and student fees resulting from Calculus and Pre-Calculus courses taken.

Supervised Teaching/Certification Fee

Supervised teaching, except CSD 796 (see Appendix A)	\$350.00 per 16-week placement (Supervised teaching includes two student teaching courses for each program at \$175.00 per student teaching course)
Clinical Experience in Teaching II (see Appendix A)	\$150.00 per 16-week placement
Supervised teaching outside of service area	\$450.00 additional per 16-week placement

Missouri Public Affairs Academy

A non-refundable \$50.00 registration fee is due after students have been accepted to the Academy. All other funding, including room, board, and all Academy activities, is provided by Missouri State University. Travel to and from the Academy is not provided.

Missouri Fine Arts Academy

Per 3-week Residential Program	
Full fee students	\$1,600.00
Reduced-lunch students	\$ 700.00
Free-lunch students	\$ 400.00

Library Fines

Loan Period	Fine Rate	Maximum
2-hour Reserve	\$.25 per hour overdue	\$ 25.00
Recalled Items	\$ 1.00 per day	\$ 25.00
Replacement/Repair Fee	Actual Cost	N/A

Fees below \$2.00 are waived.

English Language Institute

English Language Institute fees per 8-week session: tuition \$2,400.00 and activity/lab fees \$200.00. Individual course fees are listed below, as well as fees for special courses and test preparation courses offered by the ELI. International Partners tuition discounts are determined per agreement.

Fall 2020, Spring 2021, and Summer 2021 Tuition and Fees

Per 8-week session		
Core Courses	Hrs/Wk	Tuition
Writing	5	\$600.00
Reading	5	\$600.00
Listening	5	\$600.00
Speaking	5	\$600.00
Special Courses		
Spelling	3	\$200.00
English Skills in Focus	1	\$200.00
ELI Application Fee		\$100.00
Activity/Lab Fee		\$200.00
Other courses/workshops may be offered by ELI with fees to be determined.		

Certificate in English Language Teaching for Adults-CELTA fees per 4-week or 5-week on-site session: tuition \$2,450.00; or CELTA Online Course fees per 17-week session: \$2,700.00; \$250.00 non-refundable deposit due at time of enrollment and full fees due 21 days before the course begins.

International Students Health Insurance

Fall 2020, Spring 2021, and Summer 2021

This charge will be assessed each semester to all registered students for whom Missouri State University has issued F-1 or J-1 student visa documents.

Insurance Plan	Amount	Approximate Coverage Dates
Annual	\$1,400.00	08/10/20-08/09/21
Fall 2020 – Regular	\$ 700.00	08/10/20-12/31/20
Spring/Summer 2021 – Regular	\$ 700.00	01/01/21-08/09/21
Summer 2021 – Regular (for students not attending spring)	\$ 274.00	06/01/21-08/09/21
Continuation coverage for one Month after semester	\$ 117.00	
Fall 2020 – ELI Program 1 st Session	\$ 280.00	08/10/20-10/12/20
Fall 2020 – ELI Program 2 nd Session	\$ 280.00	10/13/20-12/31/20
Spring 2021 – ELI Program 3 rd Session	\$ 280.00	01/01/21-03/12/21
Spring 2021 – ELI Program 4 th Session	\$ 280.00	03/13/21-05/31/21
Summer 2021 – ELI Program 5 th Session	\$ 280.00	06/01/21-08/09/21
ELI 4-week Session-During Summer semester	\$ 107.24	Based on request
Continuation coverage for one week after ELI	\$ 26.81	

Housing Fees

For actual detail rates with meal plans for all locations, see <https://reslife.missouristate.edu/rates.htm>

Room (housing) rates will be frozen in Sunvilla and Monroe Apartments, as well as Freddy, Wells, and Woods residence halls. The combined room (housing) and board (meals) blended increase will not exceed 2.85% for Fall 2020, Spring 2021 and Summer 2021. BoomerMeals prices are as follows: \$165 with a value of \$181; \$215 with a value of \$236 and \$280 with a value of \$307.

Residence hall rates include utilities and television service, unlimited access to washers and dryers.

Single occupancy may be approved for the Fall and Spring semesters only if space is available. An additional charge equal to 1½ times the double occupancy rate will be made for a single occupancy.

There is a \$12 per semester/\$24 per academic year Residence Hall Association Activity Fee.

Guest Housing

Two-Person Room (Rooms 121, 124, or 126)	\$30.00 per night
One Room within a Four-Person Suite	\$40.00 per night
Full Four-Person Suite	\$50.00 per night

Conferences and Institutes (effective May 1, 2020)

Daily room rates for double occupancy with air conditioning, no meal plan		
	Housing Without Linen Service	Housing With Linen Service
Non-student groups*	\$ 30.00	\$ 35.00
Prospective student groups	\$ 27.00	\$ 32.00

Current student groups*	\$ 25.00	\$ 30.00
Other Rates		Amount
Children (age 3-12) with accompanying parents		\$ 5.00 per day
Athletic groups		\$18.75 per night

*Rates are negotiable for large groups; rate exceptions for current student groups or individuals must be approved by the Vice President for Student Affairs.

Residence Hall Deposit

A \$100.00 security deposit is required for all new applicants for University housing.

The deposit serves as the applicant's guarantee that the contract will be completed. Also, it may be used to cover damages or other charges if the contract is completed. The contract period is for the Fall and Spring semesters. Housing for the Summer session is covered by a separate contract and deposit. Provisions for refund/forfeiture of deposits are stated in the *Student Housing Contract*.

Other Fees/Fines

Telephone Account Set-Up and Activation	\$ 50.00
Local Telephone Service (per month)	\$ 20.00
Key/FOB Replacement (mail box, room, hall)	\$ 10.00
Recore/Reprogram Room or Hall Lock	\$ 50.00
Lock Out Access (third time & thereafter)	\$ 5.00
Annual Residence Hall Association Activity Fee	\$ 24.00
Building Access Card	\$ 25.00
Long Distance Fax (per page)	\$ 1.00
Excessive Printing (over 350/semester, 700/year) per 100 pages	\$ 5.00
Improper Checkout	\$ 75.00
Damages	Varies
Monroe Apartment Private Parking Per Month	\$ 30.00

Expanded housing discounts: Students assigned to expanded housing are eligible for a discount. When students are moved to a permanent room, the prorated time spent in expanded housing is discounted at 20%.

Mountain Grove Housing Fees

Room Rate	\$380.00 per month
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University Safety

Parking Permits* (Students/Faculty/Staff**)

	Fall & Spring Rate	Summer Rate	Per Year
Black & White Striped or Orange and White Striped (Overnight)	N/A	N/A	\$431.00
Blue (Reserved) or Silver SP**	N/A	N/A	\$198.00
Brown (Service Vehicle)	N/A	N/A	\$198.00
Green or Red (Residence Hall)	\$182.00	\$25.00	\$207.00
Green Lot 27A – (Monroe Apartments)	N/A	N/A	\$398.00
Green & White Striped	N/A	N/A	\$428.00
Motorcycle	N/A	\$ 10.00	\$ 24.00
Orange (Evening and Remote)	\$ 57.00	\$13.00	\$ 70.00
Purple & White (Vendor)	N/A	N/A	\$198.00
Second Blue (Reserved)** Alternate	N/A	N/A	\$ 13.00
Yellow or Yellow & White (Commuter)**	\$101.00	\$25.00	\$126.00
Short-Term (Daily)		\$ 2.75	

Metered Parking	\$ 1.00 per hour, plus mobile convenience fee, if any.
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*Replacement parking permits are up-to one-half of original cost. Transportation Services will provide pro-rata refund for early termination of parking privileges.

**Payroll deduction required for full-time University employees.

Parking permits will be provided at no cost to University guests of faculty and staff if requested in advance from the Transportation Services Office.

Parking Violation Fines

Failure to Register	\$ 50.00
Permit Not Present	\$ 34.00
Altered/Stolen Permit	\$150.00
Permit Does Not Apply to Lot	\$ 30.00
No Parking Zone	\$ 34.00
Parked over the Line	\$ 22.00
Accessible Permit Not Present 1 st Offense	\$105.00
Accessible Permit Not Present 2 nd Offense	\$158.00
Accessible Permit Not Present 3 rd Offense	\$210.00
Parking Time Expired	\$ 25.00
Obstructing Traffic	\$ 28.00
Reserved Space	\$ 45.00

Fines revert to individual faculty, staff, and student Accounts Receivable accounts if not paid or appealed within 5 days. No late fees apply; however, Accounts Receivable accounts accrue a 1% per month service fee for unpaid charges.

Miscellaneous Transportation Fees

Gate Arm Replacement Fee	\$ 60.00
Auto Clamp Removal Fee	\$ 50.00
Vehicle Removal Fee	\$ 50.00
Bike Impoundment Return Fee	\$ 25.00

Key Control – Replacement Keys (loss or theft)

Maximum for Contractor (for lost or stolen keys)	\$10,000.00
High Security Keys (Master Keys)	\$ 500.00
Medium Security Keys (Submasters, Campus Labs, Chemical Labs, and Box Office locations)	\$ 250.00
Select Submaster Key (a key that opens a limited number of multiple doors)	\$ 125.00
Exterior Door Key	\$ 50.00
Standard Room Key	\$ 25.00

Bill R. Foster and Family Recreation Center Membership Rates

Missouri State Students

Type of student	Fall/Spring Semester Cost	Summer
Current student assessed the full Springfield student service fee	No additional cost	No additional cost
Current students and Greenwood Laboratory School (Junior and Seniors Only) not assessed full Springfield student service fee	\$80.00 per semester or balance of full Springfield student service fee	\$45.00 or balance of full Springfield student service fee or \$18 per month

Special use (summer only for those students who were enrolled in the previous spring semester)		\$45 for full summer or \$18 per month
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Additional Eligible Members

Type of Member	Monthly	Annual
MSU full-time employees, current and retired	\$ 18.00	\$205.00
Active Alumni	\$ 26.00	\$280.00
MSU Affiliates	\$ 26.00	\$280.00
Household members	\$ 26.00	\$280.00

Day Pass Pricing

Type of Pass	Guest Rate	Non-member MSU employee/student not assessed student service fee
One-Day with no group fitness	\$ 7.00	\$ 5.00
Group fitness (BearFit)	Day pass plus \$3.00	Day pass plus \$3.00
Child one-day pass during family hours	\$ 3.00	N/A

Hammons Student Center Usage Fees

Family Plan	\$ 15.00 per semester
Guest with Member	\$ 5.00 per day
Qualified Alumni	\$ 2.00 per day
Single Plan	\$175.00 per year
Family Plan	\$200.00 per year

Facility Fees

Non-Missouri State University Events	
Hammons Student Center	\$ 2.00 per ticket
JQH Arena (except Blue & Gold Tournament \$1.00 per ticket)	\$ 2.00 per ticket
JKH Hall for the Performing Arts	\$ 2.00 per ticket

Other

In the event a student received University services which is not fully paid for from the student's tuition and fees, the student will be charged the difference.

Appendix A

Supplemental Course Fees for Springfield Campus for Fall 2020, Spring 2021, and Summer 2021

College	Course	Number	Title	Amount
College of Arts and Letters				
COAL	ART	598	Seminars in Art Education	<i>Vary by section</i>
COAL	ENG	373	Writing with Technology	\$ 75.00
COAL	ENG	421	Advanced Technical Writing	\$ 75.00
COAL	ENG	473	Writing with Technology II	\$ 75.00
COAL	ENG	474	Tech Writing III	\$ 75.00
COAL	ENG	573	Writing for the Web	\$ 75.00
COAL	ENG	679	Writing for the Web	\$ 75.00
COAL	ENG	773	Writing for Computer Industry	\$ 75.00
COAL	ENG	775	Designing Technical Documents	\$ 75.00
COAL	MUS	398	Junior Recital	\$ 25.00
COAL	MUS	498	Senior Recital	\$ 25.00
College of Business				
COB	MFD	362	Visual Merchandising and Promotion	\$100.00
COB	MFD	370	Flat Pattern	\$ 35.00
COB	MFD	371	Draping	\$ 35.00
COB	MFD	372	Contemporary Designers/Collection Development	\$ 25.00
COB	MFD	403	Post Internship	\$ 40.00
COB	MFD	570	Senior Collection	\$ 35.00
COB	HID	424	Business Practices	\$100.00
COB	TCM	110	Introduction to Engineering Design	\$ 20.00
COB	TCM	121	Construction Principles and Practice	\$ 45.00
COB	TCM	122	Construction Materials and Methods	\$ 45.00
COB	TCM	322	Electrical Systems for Buildings	\$ 40.00
COB	TCM	326	Construction Soils and Foundations	\$ 40.00
COB	TCM	331	Materials and Manufacturing Processes	\$ 50.00
COB	TCM	347	Electrical Circuits	\$ 40.00
COB	TCM	438	Systems Integration	\$ 50.00
COB	TCM	494	Professional Internship	\$100.00
COB	TCM	498	Senior Design	\$ 50.00
College of Education				
COE	CFD	260	Supervised Experiences in the Child Development Laboratory	\$ 15.00
COE	CFD	360	Planning and Implementing Curriculum for Child Development Centers	\$ 15.00
COE	CFD	455	Infants and Toddlers: Development and Program Planning	\$ 15.00
COE	COU	752	Career Development	\$ 25.00
COE	COU	781	Secondary School Counseling Internship	\$115.00
COE	COU	783	Elementary School Counseling Internship	\$115.00
COE	COU	785	Community Agency Counseling Internship	\$115.00
COE	EAD	776	Internship	\$ 60.00
COE	EAD	777	Internship – Onsite	\$ 60.00
COE	EAD	778	Internship – Related Agencies	\$ 60.00

COE	EAD	882	Superintendent Internship I	\$ 60.00
COE	EAD	883	Superintendent Internship II	\$ 60.00
COE	ECE	301	Emerging Literacy/Comm Arts	\$ 15.00
COE	ECE	302	Social Studies and Sociomoral Development	\$ 15.00
COE	ECE	303	Mathematics and Science for Young Children	\$ 15.00
COE	ECE	401	Curriculum For Early Childhood Education	\$ 15.00
COE	ECE	402	Assessing Young Children	\$ 15.00
COE	ELE	500/600	Current Issues and Applications in Elementary Education	\$ 15.00
COE	FCS	502/602	Study Tour	<i>Vary by section</i>
COE	SPE	346	Educational Evaluation of Exceptional Students Lab	\$ 25.00

Appendix A (continued)

Supplemental Course Fees for Springfield Campus for Fall 2020, Spring 2021, and Summer 2021

College	Course	Number	Title	Amount
COE	SPE	605	Braille Reading and Writing I	\$ 25.00
COE	SPE	711	Braille Reading and Writing II	\$ 25.00
COE	SPE	750	Practicum – Visual Impairment – Within Area (\$350 + \$110)	\$460.00
COE	SPE	760	Internship – Orientation and Mobility	\$115.00
COE	SPE	783	Advanced Diagnosis and Remediation	\$ 25.00
COE	SPE	789	Practicum – The Exceptional Child	\$115.00
COE	SPE	791	Clinical Practicum for Special Needs Population	\$ 25.00
COE	SPE	792	Advanced Diagnosis and Remediation Lab	\$ 25.00
McQueary College of Health and Human Services				
MCHHS	ANE	726	Introduction to Clinical Anesthesia	\$100.00
MCHHS	ANE	735	Clinical Practicum	\$100.00
MCHHS	BMS	622	Molecular Cell Biology	\$ 40.00
MCHHS	BMS	625	Molecular Biology	\$ 40.00
MCHHS	BMS	629	Molecular Genetics	\$ 40.00
MCHHS	BMS	658	Recombinant DNA Techniques	\$ 40.00
MCHHS	BMS	645	Clinical Gross Anatomy	\$255.00
MCHHS	BMS	707	Medical Human Anatomy	\$255.00
MCHHS	BMS	717	Medical Human Anatomy and Radiology	\$255.00
MCHHS	BMS	727	Human Gross Anatomy	\$255.00
MCHHS	BMS	728	Human Neurophysiology and Anatomy	\$255.00
MCHHS	CSD	795/895	Advanced Clinical Practice	\$120.00
MCHHS	CSD	796	Supervised Teaching	\$200.00
MCHHS	CSD	797	Speech-Language Pathology Externship	\$100.00
MCHHS	CSD	844	Auditory Electrophysiology with Laboratory	\$ 40.00
College	Course	Number	Title	Amount
MCHHS	KIN	135	Selected Activities	<i>Vary by section</i>
MCHHS	KIN	669	Health Appraisal & Exercise Testing Techniques	\$ 16.00
MCHHS	NUR	730	Family Practice I	\$225.00
MCHHS	NUR	734	Advanced Physical Assessment and Clinical Reasoning	\$225.00
MCHHS	NUR	750	Family Practice II	\$225.00
MCHHS	NUR	770	Family Practice III	\$225.00
MCHHS	NUR	790	Family Nurse Practitioner Advanced Practicum	\$225.00
MCHHS	OTE	624	Therapeutic Modalities	\$ 20.00
MCHHS	OTE	645	Clinical Gross Anatomy	\$255.00
MCHHS	PSY	720	Individual Intelligence Testing	\$150.00
MCHHS	PTE	707	Medical Human Anatomy	\$255.00
MCHHS	SWK	740	Social Work Field Practicum I	\$125.00
MCHHS	SWK	780	Social Work Field Practicum II	\$125.00
College of Humanities and Public Affairs				
CHPA	ANT	351/751	Field Archaeology/Graduate Field Archaeology	<i>Vary by section</i>
CHPA	DSS	ALL	All Defense and Strategic Studies Courses	\$600.00
CHPA	PLS	333	Model United Nations	\$260.00

Appendix A (continued)

Supplemental Course Fees for Springfield Campus for Fall 2020, Spring 2021, and Summer 2021

Student Teaching Course Fee (per 12-16-week placement)			
Course	Number	Title	Amount
AGE	493	Supervised Teaching (Secondary Agriculture)	\$175.00
AGE	494	Supervised Teaching (Secondary Agriculture)	\$175.00
COM	490	Supervised Teaching (Secondary Speech and Theatre)	\$175.00
COM	491	Supervised Teaching (Secondary Speech and Theatre)	\$175.00
ECE	495	Supervised Teaching-Early Childhood	\$175.00
ECE	496	Supervised Teaching-Early Childhood	\$175.00
ELE	495	Supervised Teaching (Elementary)	\$175.00
ELE	496	Supervised Teaching (Elementary)	\$175.00
ENG	432	Supervised Teaching (Secondary English)	\$175.00
ENG	433	Supervised Teaching (Secondary English)	\$175.00
FCS	493	Supervised Teaching (Secondary Family and Consumer Sciences)	\$175.00
FCS	494	Supervised Teaching (Secondary Family and Consumer Sciences)	\$175.00
HST	422	Supervised Teaching-Social Studies	\$175.00
HST	423	Seminar in Supervised Teaching	\$175.00
KIN	493	Supervised Teaching (Secondary Physical Education)	\$175.00
KIN	496	Supervised Teaching (Elementary Physical Education)	\$175.00
MCL	493	Supervised Teaching (Secondary Foreign Language)	\$175.00
MCL	496	Supervised Teaching (Elementary Foreign Language)	\$175.00
MID	493	Supervised Teaching (Middle School)	\$175.00
MID	494	Supervised Teaching (Middle School)	\$175.00
MTH	493	Supervised Teaching (Secondary Mathematics)	\$175.00
MTH	494	Supervised Teaching (Secondary Mathematics)	\$175.00
MUS	494	Supervised Teaching (Elementary General Music)	\$175.00
MUS	496	Supervised Teaching (Secondary Music)	\$175.00
SCI	493	Supervised Teaching (Secondary Science)	\$175.00
SCI	494	Supervised Teaching (Secondary Science)	\$175.00
SPE	495	Supervised Teaching (Special Education)	\$175.00
SPE	496	Supervised Teaching (Special Education)	\$175.00
THE	490	Supervised Teaching (Secondary Speech and Theatre)	\$175.00
THE	491	Supervised Teaching (Secondary Speech and Theatre)	\$175.00
Supervised Teaching Course Fee (per 16-week placement)			
ART	490	Supervised Teaching	\$350.00
SEC	784	Internship in Teaching II – 10 credit hour section	\$350.00
Teacher's Aide Rule Course Fee (per 16-week placement)			
AGE	499	Clinical Experiences in Teaching II (Agriculture 9-12)	\$150.00
ART	469	Clinical Experiences in Teaching II (Art K-12)	\$150.00
COM	493	Clinical Experiences in Teaching II (Speech and Theatre 9-12)	\$150.00
ECE	499	Clinical Experiences in Teaching II (Early Childhood B-Grade 3)	\$150.00
ELE	499	Clinical Experiences in Teaching II (Elementary Education 1-6)	\$150.00
ENG	434	Clinical Experiences in Teaching II (English 9-12)	\$150.00
FCS	498	Clinical Experiences in Teaching II (Family & Consumer Sciences B-12)	\$150.00
HST	499	Clinical Experiences in Teaching II (Social Studies 9-12)	\$150.00

KIN	498	Clinical Experiences in Teaching II (Physical Education K-12)	\$150.00
MCL	491	Clinical Experiences in Teaching II (Foreign Languages K-12)	\$150.00
MID	499	Clinical Experiences in Teaching II (Middle School 5-9)	\$150.00
MTH	496	Clinical Experiences in Teaching II (Mathematics 9-12)	\$150.00
MUS	499	Clinical Experiences in Teaching II (Music Education K-12)	\$150.00
SCI	499	Clinical Experiences in Teaching II (Sciences 9-12)	\$150.00
SPE	499	Clinical Experiences in Teaching II (Special Education K-12)	\$150.00
THE	493	Clinical Experiences in Teaching II (Speech and Theatre 9-12)	\$150.00

III.C.3.

West Plains Campus

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

The Board of Governors adopts the following fee schedule for the West Plains, effective July 1, 2020.

Delegation of Responsibility

The Board of Governors delegates the responsibility for negotiating charges for on- and off- campus use of the West Plains Campus facilities to the Chancellor of the West Plains Campus.

BE IT FURTHER RESOLVED, understanding that unanticipated circumstances may require immediate action, and to be able to respond efficiently as necessary in the judgment of the President, that the President of the University is hereby authorized to establish and implement additional fees, or make appropriate modifications to the fees as set forth here, except for "Required Student Fees," and that such fees will be immediately effective upon action by the President, but will be reported to the Board at the next meeting of the Board by either the President or the Chief Financial Officer.

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 reserves its discretion to further modify fees and charges as it determines necessary and appropriate.

Craig Frazier
Chair of the Board

Passed at the meeting of May 15, 2020

Rowena A. Stone, Secretary

West Plains Campus _____	3-13
West Plains Campus Required Student Fees _____	3
Tuition _____	3
Common Fee _____	3
Scope of the Required Student Fees Schedules _____	3
Exceptions to the Required Student Fees Schedules _____	3
Exceptions to the Tuition Schedule _____	3
Supplemental Course Fees _____	4
Lost Identification Card Fee _____	4
Returned Check Charge Fee _____	4
Credit Card Processing Fee _____	4
Diploma/Transcript Fees _____	4
Financial Aid Fees _____	4
International Programs Academic Experience Fee _____	4
Required Student Fees Refund Schedules _____	5-7
Refunds of Tuition _____	5-6
Student Services Fee Refunds _____	6
Supplemental Course Fee Refunds _____	7
Refunds for Recipients of Federal Aid _____	7
Refunds for Non-Attendance _____	7
Change of Schedule _____	7
Exceptions to the Withdrawal and Change of Schedule Fee Refund Policy _____	7-8
Laboratory Course Deposit _____	8
International Students Health Insurance _____	8
Library Fines _____	8
Student Conduct – Alcohol & Other Drug Fines _____	8
Housing Fees _____	8-9
Residence Halls _____	8-9
Residence Hall Deposit _____	9
Conferences and Institutes _____	9
Other Fees/Fines _____	9
Student Recreation Center Usage Fees _____	9
Parking Permits/Fines _____	10
Parking Permits _____	10
Parking Violation Fines _____	10
Physical Plant – Replacement Keys (loss or theft) _____	10
Drago College Store _____	10
Appendix B _____	11-13

West Plains Campus

Required Student Fees

Tuition (Fall 2020, Spring 2021, and Summer 2021)

	Missouri Resident	Non-Missouri Resident
Undergraduate course per-hour fee	\$134.00	\$268.00

Corporate Education

Corporate education course fees will be negotiated on a case-by-case basis.

Common Fee (assessed in addition to Tuition)

The Common Fee is assessed in addition to tuition and is based upon the total credit hours for which a student enrolls. The Common Fee is used to cover a variety of student and administrative focused activities. To calculate the total Common Fee incurred each semester, multiply the total Common Fee for one (1) hour by the total number or credit hours enrolled for the semester.

Fall 2020, Spring 2021, and Summer 2021

Description	Per Credit Hour
Student Services Fees	\$ 8.67
Administrative Fees	\$ 3.00
Computer & Technology Fee	\$ 8.33
Total per credit hour	\$20.00

Scope of the Required Student Fees Schedules

- All fees assessed must be paid in full by specified fee deadlines; otherwise, a student’s future registration is canceled.
- Courses audited are counted in the same way as courses taken for credit in determining fees.
- *The required student fee schedule is subject to revision by the Board of Governors without notice.*

Exceptions to the Required Student Fee Schedule

The Dean of Academic Affairs has the authority to approve exceptions to the above required student fee schedule for courses for which the fees must be negotiated with outside agencies.

Exceptions to the Tuition Schedule

	Missouri Residents	Non-Missouri Residents
Per Credit Hour		
High School Dual Credit*	\$ 67.00	\$ 67.00
High School Dual Enrollment	\$ 83.00	\$ 83.00
NUR Courses**	\$180.00	\$360.00
Online Courses	\$164.00	\$164.00
VIN Courses	\$220.00	\$220.00

*High school students who enroll in dual credit courses are charged half the seated tuition rate for a Missouri resident and are not charged the common fee. High school students who enroll in any other course, whether on campus or online, are charged \$83.00 per credit hour and the common fee. Supplemental course fees will be charged in full for dual credit and dual enrollment courses, if applicable.

**Per credit hour rate for courses with a NUR (Nursing) prefix, except for NUR 197, and NUR 297.

Supplemental Course Fees

Supplemental course fees may be assessed on individual courses to cover the cost of specialized supplies, equipment or services for instruction purposes that are provided by the University to all students enrolled in the course and are in addition to routine instructional expenses. The listing of supplemental course fees in Appendix B will be identified in the catalog and class schedule and will be assessed at the time of registration.

There may be additional supplemental course fees needed during the year for selected courses. For such courses, the Chancellor of the West Plains Campus shall be authorized to recommend supplemental course fees. Supplemental fees recommended will be presented to the President for approval and reported to the Board of Governors at the next meeting of the Board.

Lost Identification Card Fee

There will be a \$5.00 charge for replacement of a lost student identification card.

Returned Check Charge Fee

A fee of \$30.00 will be charged to the person presenting a check to the University that is not honored by the bank on which the check is drawn. The charge will be for each check returned.

Credit Card Processing Fee

Missouri State University contracts with a third party to process credit card payments to pay balances on accounts for charges. The third-party processing company will charge a separate convenience fee which will apply to all credit card payments. Please review the Business Office website for payment options.

Diploma/Transcript Fees

All transcript requests will be made through Parchment, Inc. Electronic transcripts will cost \$7.50 and mail delivered transcripts will cost \$10.00. Transcripts for the China campus will be processed directly through Registration and Records at no cost.

A \$25.00 delivery fee will be charged for transcripts, enrollment verifications, and other documents sent via express or overnight mail inside the continental United States. International transcripts cost is \$47.50/transcript. The actual cost to the University will be charged for enrollment verifications, and other documents sent via express or overnight mail outside the continental United States. Third-party transcripts will be charged \$12.00 per transcript.

Transcripts will not be sent for current or former students who owe \$25.00 or more to the University.

Financial Aid Fees

Emergency Short-Term Loan Service Charge: There is a service charge of \$5.00 for each Short-Term Loan processed for the student.

International Programs Academic Experience Fee

An International Programs Academic Fee (IPAEF) must be paid by individuals traveling with an international Study Away program and/or participating in an international academic experience. West Plains students participating in a West Plains short-term faculty-directed program will pay a \$50.00 fee. West Plains students participating in a short-term faculty-directed program through the Springfield campus will pay the Springfield IPAEF of \$150. All students participating in an international Study Away program or international academic experience are required to carry University-approved health insurance that includes emergency medical, political or natural disaster evacuation, as well as repatriation of remains. The cost of insurance is included in the International Programs Academic Experience Fee. This fee is non-refundable.

Required Student Fees Refund Schedules

Refunds are determined separately for tuition, common fees, and supplemental and sections fees as indicated below. In all cases, the date used in determining refunds shall be the date the student completes the transaction online or submits an official withdrawal or change of schedule request to the Office of Registration and Records. For withdrawal requests submitted by mail, the postmark date shall be used.

Refunds of Tuition

If a student drops or withdraws from a full semester-length class prior to the ninth week, the tuition refund shall be as follows:	
On or before the fifth day of the semester	100%
Days 6 through 10 of semester	75%
Days 11 through 20 of semester	50%
Days 21 through 40 of semester	25%
After the 40 th day of semester	No refund

Refunds for Block Classes (Fall and Spring)

If a student drops or withdraws from a block class (first block or second block), the refund shall be as follows:	
On or before the fifth day of the block	100%
Days 6 through 10 of the block	75%
Days 11 through 14 of the block	50%
Days 15 through 20 of the block	25%
After the 20 th day of the block	No refund

Refunds for Summer Classes

If a student drops or withdraws from a session 1 (8 weeks) summer class, the refund shall be as follows:	
On or before the fifth day of the semester	100%
Days 6 through 10 of the semester	75%
Days 11 through 14 of the semester	50%
Days 15 through 20 of the semester	25%
After the 20 th day of the semester	No refund
If a student drops or withdraws from a session 2 or 4 (4 weeks) summer class, the refund shall be as follows:	
On or before the first day of the term	100%
Days 2 and 3 of the term	75%
Days 4 and 5 of the term	50%
Days 6 through 10 of the term	25%
After the 10 th day of the term	No refund
If a student drops or withdraws from a session 3 (5 weeks) summer class, the refund shall be as follows:	
On or before the second day of the term	100%
Day 3 of the term	75%
Days 4 through 6 of the term	50%
Days 7 through 12 of the term	25%
After the 12 th day of the term	No refund

Refunds for Classes with a term* of 19 days or less (including Intersession)

The refund for courses with a term* of 19 days or less (including Intersession) is 100% if the class is dropped by the end of the first day of the term. After the first day of the term, refunds are made on the basis of the number of days in the term per the following schedule:

Number of Days in Term	100%	75%	50%	25%
1	Prior to day 1	n/a	n/a	n/a
2	1	n/a	n/a	n/a
3	1	2	n/a	n/a
4	1	2	n/a	3
5	1	2	3	4
6	1	2	3	4
7	1	2	3	4
8	1	2	3	4
9	1	2	3	5
10	1	2	3	5
11	1	2	3	6
12	1	2	4	7
13	1	2	4	7
14	1	2	4	8
15	1	2	4	8
16	1	2	5	9
17	1	3	5	9
18	1	3	5	10
19	1	3	5	10

Refunds for Classes with a term* of 20 days or more:

The refund for classes with a term* of 20 days or more is 100% if the class is dropped before the end of the second day of the term (even if the class does not meet on the second day of the term). Additional refund periods are proportionate to the refund periods described above for full semester classes. Refund deadlines are calculated as follows:

- 75% refund = 0.133 times the length of term
- 50% refund = 0.267 times the length of term
- 25% refund = 0.533 times the length of term

Standard rounding rules apply (e.g., the 75% refund deadline for a 25-day term is 0.133×25 or 3.325, which will be rounded down to day 3; the 50% refund deadline for a 25-day term is 0.267×25 or 6.675, which will be rounded up to day 7). The Office of the Registrar maintains refund deadline dates for each class length.

*For classes that are not full semester classes, refunds are based on the 'length of term.' For those classes, the 'term' begins with the start date of the class and ends with the end date. The length of term is the number of days in that period, including the start and end date but excluding weekend and holidays when classes are not in session.

Student Services Fee Refunds

If a student drops during the 100% refund period for tuition (as indicated above), then 100% of the Common Fee will be refunded. No refund of the Common Fee will be issued for students who drop after the 100% refund period.

Supplemental Course Fee Refunds

If a student drops a course(s) during the 100% refund period for tuition (as indicated above), then 100% of supplemental fees for the course(s) being dropped will be refunded (with the exception of fees that have already been expended on the part of the student, or an access code that has been opened). No refund of supplemental or section fees is issued for students who drop a course(s) after the 100% refund period, or for an access code that has been opened/used that was purchased through use of a supplemental course fee.

Refunds for Recipients of Federal Aid

For students who are recipients of Federal Title IV student aid, refunds will be made in accordance with all applicable federal regulations.

Refunds for Non-Attendance

Students will be administratively withdrawn for the following circumstances:

- Reported as Never Attended by the
 - 10th class day of the 16-week or longer term
 - 7th class day of the 8-week term
 - 4th class day of the 5-week and 4-week term
 - 2nd class day of a 2-week or less term
- Determined to have enrolled in a course without the appropriate pre-requisite course
- Are academically suspended and have not been reinstated through the academic appeal process

Students who are administratively withdrawn will have their schedule removed and tuition and fees will be refunded at 100%. However, non-tuition related charges will continue to be the responsibility of the student.

Changes of Schedule

Students who drop courses during the change of schedule period will receive a credit on their account in accordance with the Required Student Fees Refund Schedule (see Required Student Fees Refund Schedules). Because courses are not supposed to be added after the change of schedule period, dropped courses and added courses (including section changes), **will result** in an additional financial obligation for the student. Exceptions may be granted when the department of the course(s) dropped and added provides written verification to the Office of Academic Affairs stating that the late schedule change was required or recommended by the department. Courses may be added during the change of schedule period. Additional cost of courses added must be paid at the time the change of schedule is processed, or the student must be completely enrolled in the My Payment Plan.

Exceptions to the Withdrawal and Change of Schedule Fee Refund Policy

Exceptions to the withdrawal and change of schedule fee refund policy must be approved by the registration and records office. Appeals must be submitted within one month of the date of the withdrawal or change of schedule and should be accompanied by appropriate supporting documentation. The Refund Exception Appeal Request form can be found at <https://wp.missouristate.edu/recreg/forms.htm>.

Missouri State University-West Plains will make the following efforts to identify students who are registered but not attending classes:

- Attendance tracking – Instructors will monitor class rosters. After the allotted time for attendance to be reported, instructors will report students who meet the following conditions:
 - A student is attending class but not on their class roster.
 - A student is listed on the class roster but not attending class.
- If a student is attending but is not registered, the registration and records office notifies the student via University email and requests he/she contact the office immediately to resolve the

situation. Students registered but not attending classes will be withdrawn from all classes or dropped from the class they are not attending.

Laboratory Course Deposit

No deposit is required for laboratory courses. A student responsible for unusual breakage or loss of equipment will be required to pay for such breakage or loss.

International Students Health Insurance

Fall 2020, Spring 2021, and Summer 2021

This charge will be assessed each semester at the time of registration to all students for whom Missouri State University has issued F-1 or J-1 student visa documents.

Insurance Plan	Amount	Approximate Coverage Dates
Annual	\$1,400.00	08/10/20-08/09/21
Fall 2020 – Regular	\$ 700.00	08/10/20-12/31/20
Spring/Summer 2021 – Regular	\$ 700.00	01/01/21-08/09/21
Summer 2021 – Regular (for students not attending spring)	\$ 274.00	06/01/21-08/09/21

Library Fines

Loan Period	Fine Rate	Maximum
1 – 7 Days	\$ 1.00 per day	\$ 25.00
2 Weeks – 6 Months	\$.25 per day	\$ 10.00
2-hour Reserve	\$.25 per hour overdue	N/A
Media – 3 Days	\$ 2.00 first day	
	\$ 1.00 per day thereafter	\$ 26.00
Media – 7 Days	\$ 2.00 first day	
	\$ 1.00 per day thereafter	\$ 26.00
Equipment	\$ 5.00 per day	N/A
Recalled Items	\$ 1.00 per day	\$ 25.00
Bindery Fee	\$ 10.00 per item	N/A
Replacement Fee	\$100.00 per item	N/A
Replacement Fee (Media)	\$100.00 per item	N/A
If over \$150.00	Actual Replacement Cost	
Replacement Fee (Equipment)	Actual Replacement Cost	
Processing Fee	\$ 10.00 per item	N/A
Processing Fee-ILL*	\$ 20.00 per item	N/A
Replacement Fee-ILL*	\$100.00 per item	N/A

*ILL – Interlibrary Loan

Fees below \$2.00 are waived.

Student Conduct – Alcohol & Other Drug Fines

Alcohol – First Violation	\$ 25.00
Alcohol – Second Violation	\$ 50.00
Alcohol – Third Violation	\$100.00
Drug Violations	\$ 50.00

Housing Fees

Residence hall rates include utilities, cable television service, internet access, unlimited access to washers and dryers, and additional printing in the residence hall computer lab.

Fall 2020 and Spring 2021

Room and Board Facilities (19-meal-per-week plan)		
	Per Semester	Per Year
West Plains Residence Hall – Grizzly House	\$3,093.00	\$6,186.00
West Plains Residence Hall – Grizzly Lofts	\$3,475.00	\$6,950.00
Non-Resident Meal Plans		Per Semester
Two Meals Per Week		\$196.00
Three Meals Per Week		\$281.00
Four Meals Per Week		\$339.00
Five Meals Per Week		\$401.00

Summer 2021

Room and Board (Room \$1,047.00 + Debit Meal Plan \$281.00)	\$1,328.00
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Utilities, basic cable and refrigerators are included in the above rates.

Single occupancy may be approved for the Fall and Spring semesters only if space is available. An additional charge of \$200.00 per semester will be made for single occupancy.

Residence Hall Deposits

A \$100.00 security deposit is required of all applicants for University housing.

The deposit serves as the applicant’s guarantee that the contract will be completed. Also, it may be used to cover damages or other charges if the contract is completed. The contract period is for the Fall and Spring semesters. Housing for the Summer session is covered by a separate contract and deposit.

Provisions for room and board refund/forfeiture of deposits are stated in the *Student Housing Contract*.

Conferences and Institutes (Effective May 1, 2020)

Daily room rates for double occupancy with air conditioning, no meal plan	
	Housing Without Linen Services
Non-student groups*	\$ 20.00
Prospective student groups	\$ 17.00
Current student groups*	\$ 15.00
Children (ages 3-12) with accompanying parents	\$ 7.00

*Rates are negotiable for large non-student groups (larger than 50 persons); rate exceptions for current student groups or individuals must be approved by the Dean of Student Services.

Other Fees/Fines

Key Replacement (mail box, room, and hall)	\$ 25.00
Damages	Various

Student Recreation Center Usage Fees

Students	No charge
Faculty and staff (full-time and part-time)	No charge
All others (SGA approved days only)	\$3.00 per day

*Community members under the age of 16 must be accompanied by an adult.

Parking Permits/Fines

Parking Permits (Students/Faculty/Staff)

Students*	\$25.00 per year
Faculty	\$25.00 per year
Staff	\$25.00 per year
Part-time Faculty or Staff	No charge
Additional/Replacement Parking Permit	\$5.00

*Parking permits for students are included in the Common Fee. Students not having the Common Fee assessed may request a parking permit for \$20.00 per academic year.

Parking Violation Fines

Permit Not Present	\$ 10.00
Altered/Stolen Permit	\$ 60.00
Parked in "No Parking" Zone	\$ 10.00
Not Parked Wholly in Space	\$ 10.00
No Disabled Permit	\$ 60.00
Obstructing Traffic	\$ 10.00
Parked in Visitors' Space	\$ 10.00

Physical Plant – Replacement Keys (loss or theft)

Standard Key	\$ 25.00
Outside Door Key	\$ 50.00
High Security Key	\$ 250.00
Campus Master Key	\$ 500.00
Maximum Contractor Fine for Lost/Stolen Keys	\$5,000.00

Fines revert to individual faculty, staff, and student Accounts Receivable accounts if not paid or appealed within 15 days. No late fees apply; however, Accounts Receivable accounts accrue a 1% per month service fee for unpaid charges.

Drago College Store

Textbook Reservation Fee

A textbook reservation deposit of \$10.00 is collected at the time a student reserves their textbooks for the following semester. When the textbooks are picked up, the \$10.00 deposit is applied toward the balance owed for the books purchased. If the reserved textbooks are not picked up, the \$10.00 deposit will be used to cover restocking the textbooks.

Appendix B

Supplemental Course Fees for West Plains Campus for Fall 2020, Spring 2021, and Summer 2021

Course	Number	Title	Amount
ACC	290	Accounting Software Applications	\$137.00
AGR	101	Animal Science	\$ 20.00
AGR	104	Plant Science Lab	\$ 20.00
AGR	157	Principles of Agricultural Mechanization	\$ 20.00
AGR	162	Introduction to Riding	\$130.00
AGR	163	Introduction to Hunt Seat Equestrian Competition	\$130.00
AGR	164	Introduction to Stock Seat Equestrian Competition	\$130.00
AGR	170	Introduction to Horticulture	\$ 20.00
AGR	171	Controlled Environmental Agriculture	\$ 20.00
AGR	172	Greenhouse Management	\$ 20.00
AGR	173	Aquaponics and Hydroponics	\$ 20.00
AGR	174	Integrated Pest Management	\$ 20.00
AGR	175	Vegetable and Fruit Production	\$ 20.00
AGR	177	Turf Grass Management	\$ 20.00
AGR	178	Landscape Management	\$ 20.00
AGR	191	Evaluation and Performance Appraisal of Horses	\$ 20.00
AGR	196	Dairy and Meat Animal Evaluation	\$ 20.00
AGR	216	Soils Laboratory	\$ 20.00
AGR	262	Riding for Horse Training	\$155.00
AGR	263	Intermediate Hunt Seat Equestrian Competition	\$130.00
AGR	264	Intermediate Stock Seat Equestrian Competition	\$130.00
ALH	100	Certified Nurse Assistant	\$ 15.00
ALH	105	Certified Nurse Assistant Clinical	\$ 85.00
ART	98	Topics in Art and Design	\$ 20.00
ART	100	Two-Dimensional Design	\$ 20.00
ART	101	Three-Dimensional Design	\$ 20.00
ART	115	Drawing I	\$ 20.00
ART	202	Intermediate Design	\$ 20.00
ART	215	Drawing II	\$ 20.00
AST	113	Modern Astronomy	\$ 20.00
AST	114	Survey of Astronomy	\$ 20.00
AST	115	Basic Astronomy	\$ 20.00
BIO	100	Biological Science for Educators	\$ 45.00
BIO	111	Understanding Biology Systems Through Inquiry	\$ 20.00
BIO	121	General Biology I	\$ 20.00
BIO	122	General Biology II	\$ 20.00
BIO	210	Elements of Microbiology	\$ 35.00
BIO	235	Genetics	\$ 35.00
BMS	110	Introduction to the Biomedical Sciences	\$ 20.00
BMS	111	Introduction Laboratory in Biomedical Sciences	\$ 20.00
BMS	231	Human Genetics with Lab	\$ 35.00
BMS	232	Human Genetics Laboratory	\$ 35.00
BMS	267	Human Anatomy	\$ 25.00
BMS	268	Human Physiology	\$ 25.00
CFD	160	Principles of Development in Early Childhood	\$ 16.00
CFD	260	Supervised Experience in the Child Development Lab	\$ 30.00
CGP	110	Game Development I	\$100.00
CGP	115	Game Art Drawing I	\$100.00
CGP	125	Digital & Physical Sculpting	\$100.00
CGP	145	Introduction to Computer Programming	\$100.00
CGP	150	Introduction to Digital Graphics	\$100.00
CGP	155	Flash Development	\$100.00

Appendix B (continued)

Supplemental Course Fees for West Plains Campus for Fall 2020, Spring 2021, and Summer 2021

Course	Number	Title	Amount
CGP	160	Introduction to 3D Modeling & Animation	\$100.00
CGP	170	3D Game Environments	\$100.00
CGP	175	Game Design	\$ 55.00
CGP	180	Introduction to Multimedia Audio	\$100.00
CGP	197	Special Topics in Computer Graphics and Programming (per credit hour)	\$ 20.00
CGP	200	Game Development with Unity	\$100.00
CGP	210	SQL Database Management	\$100.00
CGP	220	Game Development II	\$100.00
CGP	250	3D Character Modeling & Animation	\$100.00
CGP	255	Graphic Programming I	\$100.00
CGP	260	Advanced 3D Modeling and Animation	\$100.00
CGP	265	Graphic Programming II	\$100.00
CGP	270	Virtual Media Entrepreneurship	\$100.00
CGP	297	CGP Capstone	\$100.00
CHM	117	Fundamentals of Chemistry Lab	\$ 20.00
CHM	161	General Chemistry I Laboratory	\$ 20.00
CIS	101	Computers for Learning	\$120.00
CIS	197	Special Topics in Computer Information Systems (per credit hour)	\$ 20.00
CIS	200	Critical & Creative Thinking Using Information Technology	\$120.00
CIS	201	Computer Applications for Business	\$120.00
CIS	205	Web Site Design and Development	\$ 55.00
CIS	235	Computer Hardware and Operating Systems	\$ 55.00
CIS	290	Advanced Microcomputer Applications	\$120.00
CSC	197	Special Topics in Computer Science (per credit hour)	\$ 20.00
EGR	100	Careers in Engineering	\$ 10.00
EGR	110	Introduction to Engineering Design	\$ 30.00
ENG	110	Writing I	\$120.00
ENG	221	Writing II: Writing for the Professions	\$120.00
FCA	150	Culinary Arts I	\$200.00
FCA	155	Culinary Arts II	\$200.00
GRY	100	World Regional Geography	\$ 20.00
GRY	197	Geoscience Orientation	\$150.00
HIT	280	Medical Assistant Clinical Procedures	\$ 50.00
HIT	290	Medical Assistant Laboratory Procedures	\$ 50.00
HIT	297	Professional Practice in HIT	\$100.00
HIT	299	Medical Assistant Practicum	\$100.00
KIN	135	Selected Activities	\$ 30.00
NUR	100	Fundamentals of Nursing	\$155.00
NUR	101	Nursing Systems for the Adult Client I	\$155.00
NUR	190	Nursing Systems for the Adult Client: LPN to RN Program	\$200.00
NUR	201	Nursing Systems for the Promotion of Mental Health	\$ 40.00
NUR	202	Pharmacology	\$ 40.00
NUR	204	Nursing Systems for the Adult Client II	\$200.00
NUR	212	Nursing Systems for the Family	\$200.00
NUR	220	Current Trends and Issues in Nursing	\$150.00
PHY	100	Survey of Physics with Laboratory	\$ 20.00
PHY	101	Physics by Inquiry for Educators	\$ 20.00
PHY	123	Introduction to Physics I	\$ 20.00
PHY	124	Introduction to Physics II	\$ 20.00
PHY	203	Foundation of Physics I	\$ 20.00
PHY	204	Foundation of Physics II	\$ 20.00
QBA	237	Introduction to Business Statistics	\$120.00
RDG	125	College Reading and Efficient Study Techniques	\$ 30.00

Appendix B (continued)

Supplemental Course Fees for West Plains Campus for Fall 2020, Spring 2021, and Summer 2021

Course	Number	Title	Amount
TEC	111	Manufacturing Materials & Processes	\$200.00
TEC	123	Employment in Manufacturing Occupations	\$200.00
TEC	132	Introduction to Industry 4.0	\$100.00
TEC	165	Manufacturing Technology	\$200.00
TEC	175	Welding Technology	\$200.00
TEC	200	Alternative Energy – Electricity & Electronics	\$100.00
TEC	230	Industrial Controls and Troubleshooting	\$100.00
TEC	240	PLCs and Sensors	\$100.00
TEC	245	Mechanical Systems and Fluid Power	\$100.00
TEC	260	Alternative Energy – Biofuels	\$100.00
TEC	265	Alternative Energy – Solar	\$100.00
TEC	270	Alternative Energy – Wind	\$100.00
TEC	275	Automated Manufacturing	\$100.00
VIN	111	Introduction to Viticulture & Vineyard Establishment	\$ 90.00
VIN	212	Winter Viticulture Technology	\$ 90.00
VIN	214	Spring Viticulture Technology	\$ 90.00
VIN	215	Summer/Fall Viticulture Technology	\$ 90.00
VIN	246	Fall Intermediate Enology	\$ 90.00
VIN	247	Winter/Spring Intermediate Enology	\$ 90.00
VIN	257	Wine Production Internship	\$180.00
VIN	259	Cellar Operations Technology	\$180.00
VIN	266	Sensory Evaluation	\$180.00
VIN	268	Wine & Must Analysis	\$180.00

Exceptions: Supplemental Course & Section Fees*

LWE	190	LWE 190 Basic Law Enforcement Academy I* (9 credit hours)	\$3,125.00
LWE	191	LWE 191 Basic Law Enforcement Academy II* (9 credit hours)	\$3,125.00

*A large portion of the course fee is dictated by the Missouri Sheriffs' Training Academy.

III.D.1.

RECOMMENDED ACTION – Approval of FY2021 Budget Principles

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

WHEREAS, Missouri State University anticipates substantial reduced revenue in FY2021 due to reductions in state support and enrollment uncertainty resulting from the coronavirus pandemic; and

WHEREAS, the university’s FY2021 budget will include expense reductions to account for this reduced revenue; and

WHEREAS, budget cuts must be carefully crafted and thoroughly vetted to ensure that substantial savings are achieved, the university’s mission and operations are preserved, and negative impacts on the university community are mitigated to the extent possible.

WHEREAS, the board desires to guide President Smart, the administrative team, and budget committees throughout the university as they develop the university’s FY2021 budget for presentation at the June Board of Governors meeting.

NOW, THEREFORE, BE IT RESOLVED by the Board of Governors of Missouri State University that the FY2021 Budget Principles attached hereto be approved.

VOTE: **AYE** _____

NAY _____



FY2021 Budget Principles

The university will evaluate all FY2021 cost savings options utilizing these factors:

1. Potential to generate substantial savings
2. Impact on the university's mission. Mission considerations include:
 - Academic quality and accreditation
 - Enrollment
 - Student success
 - Student experience
 - Inclusive excellence
 - Affordability
 - Public profile
3. Impact on employees and workforce morale
4. Impact on university risk and compliance
5. Impact on university's ability to generate revenue
6. Improve efficiency and processes

The FY2021 budget will also include strategic investments to support revenue and the mission considerations listed above. The overall need to generate substantial savings will be considered when evaluating all strategic investment options.

The process to develop the FY2021 budget will include the following considerations:

1. Transparency and university-wide communication
2. Input from stakeholders

III.E.1.b

RECOMMENDED ACTION – Approval of Agreements Related to Phase 1 of the IDEA Commons Expansion: Construction and Expansion of the Jordan Valley Innovation Center (“JVIC #4”)

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

WHEREAS, on or about May 31, 2017, Missouri State University, The Vecino Group, LLC (“Vecino”), and the Springfield Business Development Corporation entered into a Memorandum of Understanding (“MOU”) to explore the feasibility of a public-private partnership for the purpose of expanding IDEA Commons;

WHEREAS, subsequent to the execution of the MOU, the University and Vecino worked collaboratively to develop schematic design and identify funding for an approximately 30,000 square foot expansion of the University’s Jordan Valley Innovation Center via a fourth building (“JVIC #4”);

WHEREAS, on December 12, 2019, the Board of Governors approved execution of a legally Letter of Intent (“LOI”), which established the material terms of a development agreement for the development, design, financing, and construction of a roughly 30,000 square foot expansion of the University’s Jordan Valley Innovation Center (JVIC #4”), including a total project cost not to exceed \$14,397,284;

WHEREAS, Vecino has secured an allocation of \$8 million in New Market Tax Credits (“NMTCs”), to assist in financing the project, and the NMTCs issuance is scheduled to close in early June; and

WHEREAS, Administration recommends approval of certain agreements necessary related to the JVIC #4 Expansion, which are delineated and described below.

NOW, THEREFORE, BE IT RESOLVED by the Board of Governors for Missouri State University that the JVIC #4 Expansion is approved and that the University President and/or Vice President for Administrative Services are delegated the authority to execute the agreements delineated and described below, as well as any other agreements that be required to effectuate the terms of the LOI and its subject expansion.

VOTE: **AYE**_____

NAY_____

COMMENTS:

Project Construction

- A Vecino-owned entity will be obligated to construct a new approximately 30,000 square foot JVIC #4 expansion to a “white box condition” in accordance with the terms and conditions as set forth in the original LOI. University representatives have reviewed the plans and specifications and will continue to do so to ensure the construction meets University requirements and standards.
- The total project costs associated with the construction of the new facility shall not exceed \$14,397,284. Current budget estimates reflect the ability to complete the facility for approximately \$13,900,000. The Vecino Team would be financially liable to fund any amounts necessary to complete the facility in excess of \$14,397,284 pursuant to the NMTC Loan documents and the Ground Lease.

Project Financing

- To finance the project, Vecino obtained an allocation of \$8 million of New Markets Tax Credit (“NMTCs”), which is \$1 million less than the amount contemplated by the LOI. Even so, the pricing paid by the NMTC Investor (Capital One) was at a level sufficient to avoid any gap in the financing despite the reduction in expected credit allocation.
 - Vecino is obtaining approximately \$7.1 million in financing from Central Bank of Kansas City to be utilized for the construction of the facility. In accordance with NMTC requirements, these funds will need to be advanced in two separate loans, each of which have terms of 7-years and bear interest at 4.50% per annum.
 - The University/University Foundation will be responsible for contributing up to \$4.6 million toward the project costs at the closing of the NMTCs. Underlying this contribution \$4.6 million payment is (a) a \$1.6-million loan from the Community Foundation of the Ozarks (“CFO”), which is repayable over a 1-year period at an interest rate of 2%; and (b) a \$3 million contribution from the Foundation that will be off-set by a net allocation of \$1.38 million in tax credits from the Missouri Development Foundation Board, which tax credits can in turn be reallocated to Foundation donors in exchange for donations (at a rate of 50¢ of tax credits for every \$1 in donations).
- Because the Vecino Team will be the legal borrower of the NMTC financing, in order to ensure that the NMTC Lenders have valid “collateral” for tax purposes, the University will be required to lease the real estate upon which the facility will be constructed to Vecino under a long-term Ground Lease with a term of 65-years.
- Vecino will lease the completed JVIC #4 back to the University for a 37-year term, at an annual rent rate not to exceed \$530,000 during the 7-year NMTC compliance period. The University shall have the option to purchase JVIC #4 after the NMTC period of seven (7) years for the greater of (i) the outstanding debt of Lessor encumbering the facility of approximately \$6.2 million, or (ii) the fair market value of Vecino’s leasehold interest in the facility. Ultimately, however, the calculation of the price will be as determined by Vecino and the University.

- The annual rent debt service is expected to cash flow, as rent received from JVIC#4 tenants to the University is expected to total \$530,000 in the annual aggregate.
- The University is not providing any guarantees related to the construction of the facility or related to the tax credits; rather, all such guarantees are being provided by Vecino.
- The University is the put/call party in the NMTC exit documents. As a result, the NMTC Investor may “put” its interest in the transaction to the University for \$1,000 at the end of the NMTC Compliance Period. Absent existing defaults in the transaction at such time, it is the expectation that this put will be exercised. If the “put” is not exercised for any reason, the University will also have the ability to “call” the NMTC Investor’s interest in the project for the then-fair market value.

Contracts for Execution

Administration anticipates that the following contracts will be executed by the University in order to effectuate the transactions and terms contemplated above:

- Ground Lease (Vecino)
- Memorandum of Ground Lease (Vecino)
- Operating Lease (Vecino)
- Memorandum of Operating Lease (Vecino)
- SNDA for Ground Lease (CBKC)
- SNDA for Operating Lease (CBKC)
- Source Loan Agreement (Vecino)
- Source Loan Assignment of Loan Documents (Vecino)
- Source Loan Intercreditor Agreement (CBKC)
- Investment Fund Put/Call Agreement (Vecino)
- Indemnification Agreement (Vecino + principals)
- MDFB Tax Credit Agreement (MDFB)
- Tax Increment Financing (TIF) Agreement (City of SGF)

III.E.3.

RECOMMENDED ACTION – Approval of First Amendment to Build to Suit Real Estate Purchase Agreement for a Residence Hall to be Constructed at 630 East Madison, Springfield, Missouri.

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

WHEREAS, the University and Bryan Student Housing, LLC have an existing Build to Suit Real Estate Purchase Agreement dated May 23, 2018 for the design and construction of a new residence hall;

WHEREAS, under the terms of the Agreement, the parties contemplated that the residence hall would be completed, and that the university would purchase the residence hall no later than July 2, 2020, thereby enabling the university to open the residence hall and offer it for lease in the Fall 2020 semester;

WHEREAS, at the time the parties executed the Agreement, it was entirely unforeseeable that the COVID-19 pandemic would occur;

WHEREAS, the COVID-19 pandemic has caused, and will continue to cause, disruptions and uncertainty with respect to supply chains, the workforce, and the overall economy;

WHEREAS, the parties have agreed that it is in their mutual best interest to amend the Agreement with respect to the timeline of the completion and purchase of the residence hall; and

WHEREAS, the Amendment changes the purchase date to July 2, 2021, and the University will be responsible for an additional Six Hundred and Twenty-Five Thousand Dollars (\$625,000.00) in Holding Costs to help off-set additional expenses.

NOW, THEREFORE, BE IT RESOLVED by the Board of Governors for Missouri State University that the First Amendment, attached hereto, between Missouri State University and Bryan Student Housing, LLC, for the purchase, in fee simple absolute title, of a residence hall, and the real estate parcel on which it is situated (“Residence Hall”), to be constructed at 630 East Madison, Springfield, Missouri be approved; and

BE IT FURTHER RESOLVED that the administration of the University, including the Vice President for Administrative Services, be authorized to prepare and execute the First Amendment to Build to Suit Real Estate Purchase Agreement and any related documents, and perform other acts as may be necessary to implement this resolution.

VOTE: **AYE**_____

NAY_____

COMMENTS:

The residence hall will be substantially completed on or before April 1, 2021, with closing to occur on or before July 2, 2021.

The Holding Costs, to be paid by the University at Closing, are to help off-set additional expenses (e.g., interest, utilities, insurance, etc.) that the Seller will incur by delaying completion and purchase by a year.

This First Amendment to Build to Suit Real Estate Purchase Agreement has been reviewed and approved by both the University's outside counsel and General Counsel.

It is recommended that the attached contract be approved.

FIRST AMENDMENT TO
BUILD TO SUIT REAL ESTATE PURCHASE AGREEMENT

This First Amendment to Build to Suit Real Estate Purchase Agreement (“First Amendment”) is made and entered into by and between Bryan Student Housing, LLC, a Missouri limited liability company (the “Seller”) and the Board of Governors of Missouri State University (the “Buyer”), and is effective as of this ____ day of May, 2020 (“Effective Date”).

WHEREAS, on or about May 23, 2018, the parties entered into a Build to Suit Real Estate Purchase Agreement (“Agreement”) for the design and construction of a new residence hall;

WHEREAS, under the terms of the Agreement, the parties contemplated that the residence hall would be completed, and that the Buyer would purchase the residence hall no later than July 2, 2020, thereby enabling the Buyer to open the residence hall and offer it for lease in the Fall 2020 semester;

WHEREAS, at the time the parties executed the Agreement, it was entirely unforeseeable that the COVID-19 pandemic would occur;

WHEREAS, the COVID-19 pandemic has caused, and will continue to cause, disruptions and uncertainty with respect to supply chains, the workforce, and the overall economy;

WHEREAS, the parties have agreed that it is in their mutual best interest to amend the Agreement with respect to the timeline of the completion and purchase of the residence hall, as further set forth herein.

NOW, THEREFORE, in consideration of the foregoing recitals, the mutual promises, and agreements contained herein, and for other good and valuable consideration the receipt and sufficiency of which are hereby acknowledged, the Parties hereby agree as follows:

1. Each instance of the date “March 1, 2020” shall be stricken from the Agreement and replaced with the date “March 1, 2021.”

2. Each instance of the date “April 1, 2020” shall be stricken from the Agreement and replaced with the date “April 1, 2021.”

3. Each instance of the date “May 15, 2020” shall be stricken from the Agreement and replaced with the date “May 15, 2021.”

4. Each instance of the date “May 30, 2020” shall be stricken from the Agreement and replaced with the date “May 30, 2021.”

5. Each instance of the date “June 2, 2020” shall be stricken from the Agreement and replaced with the date “June 2, 2021.”

6. Each instance of the date “July 1, 2020” shall be stricken from the Agreement and replaced with the date “July 1, 2021.”

7. Each instance of the date “July 2, 2020” shall be stricken from the Agreement and replaced with the date “July 2, 2021.”

8. Each instance of the date “July 2, 2021” shall be stricken from the Agreement and replaced with the date “July 2, 2022.”

9. The parties hereby agree that the November 2019 Assessment has been completed and accepted by Buyer and neither party shall have the right to extend the dates of Final Completion or Closing (as revised by this First Amendment) as contemplated in Section 1(i) of the Agreement.

10. The parties hereby agree that the Initial Project Schedule shall be updated and construed in accordance with the scheduling changes set forth in this First Amendment, without the necessity of formally revising or amending the Initial Project Schedule. In the event that there is an inconsistency between the Initial Project Schedule, as originally agreed to, and this First Amendment, the terms and conditions of this First Amendment shall control.

11. Section 1(o) of the Agreement is hereby deleted in its entirety and replaced with the following:

“(o) **Budgeting.** Buyer is a Missouri public entity, and as such it receives funds that are appropriated by the State of Missouri, and it cannot commit to make payments beyond its current fiscal year (FY). Therefore, both parties reserve the right to cancel the Agreement upon 10 days' prior written notice in the event Buyer determines, and notifies Seller, that it cannot satisfy its obligations under this Agreement from its budgets for FY 2019-20, FY 2020-21 or FY 2021-2022. Buyer will use its bonding capacity to pay the Purchase Price to the extent possible. Buyer agrees to use due diligence to secure the Purchase Price through the issuance of bonds. Buyer also agrees to take all reasonably steps necessary to include in its budget for FY 2019-20, FY 2020-21 or FY 2021-2022 such funds as shall be required to satisfy its obligations hereunder to the extent not paid by the proceeds of bonds issued by Buyer. Furthermore, Buyer shall keep Seller updated on the status of its annual budgets and shall provide prompt written notice to Seller of any shortfalls that may prevent Buyer from satisfying its obligations under this Agreement. Buyer agrees to notify Seller in July 2020 whether the funding for the Purchase Price was approved for the 2021 FY budget. If funding is not approved at such time, Seller shall have the right to immediately cease construction of the Work.”

12. **Holding Costs.** In addition to the Purchase Price contemplated by Section 3 of the Agreement, the Buyer shall also pay the Seller an additional Six Hundred and Twenty-Five Thousand Dollars (\$625,000.00) (“Holding Cost Reimbursement”), to help off-set additional expenses (e.g., interest, utilities, insurance, etc.) that the Seller will incur by delaying completion and purchase of the Improvements by a year (the “Holding Costs”). The Buyer shall pay the Holding Cost Reimbursement to the Seller at Closing. Subject to Section 1(c), Change Orders and the possible donation referenced in Section 3, the Purchase Price and the Holding Cost Reimbursement represent the entire financial obligation of the Buyer to the Seller.

13. Donation Value. Section 3 provides that Seller shall be deemed to have made a donation to the Missouri State University Foundation for an amount equal to the Post-Closing Construction Appraisal exceeds \$24,000,000.00. The parties agree that for purpose of calculating the value of the Premises, CBRE shall include the Seller's actual Holding Costs (minus Buyer's Holding Cost Reimbursement) as part of the value of the Premises in its calculations as part of the Post-Closing Construction Appraisal.

14. Rental of Parking Spaces. Buyer hereby agrees that Seller shall have the right to rent parking spaces located on the Premises to Missouri State University ("MSU") students and the public at large from the time that spaces are available and continuing through the Closing. All such parking leases shall require that the term expire on or before May 31, 2021. The parties agree that Seller shall retain all revenues (and pay for all associated expenses) related to the rental of such parking spaces.

15. Capitalized Terms. Capitalized terms that are not otherwise defined in this First Amendment shall have the same meaning ascribed to them in the Agreement.

16. Counterparts. This Agreement may be executed in one or more counterparts, each of which shall be deemed an original and all of which shall be deemed one and the same Agreement.

17. Ratification of Other Terms and Conditions of Agreement. Except as expressly provided herein, all other terms and conditions of the Agreement are hereby ratified and shall remain in full force and effect.

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

SELLER:

BRYAN STUDENT HOUSING, LLC

By: Bryan Magers, member
Bryan Magers, Member

BUYER:

BOARD OF GOVERNORS OF
MISSOURI STATE UNIVERSITY

By: _____
Matthew D. Morris, Vice President
for Administrative Services

III.E.4.

RECOMMENDED ACTION – Ratification of the Facility Use and Cooperation Agreement by and between the Board of Governors of Missouri State University and the Student African American Brotherhood.

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

WHEREAS, the Student African American Brotherhood (SAAB) is a national organization providing systems to support young men of color who embark upon and complete post-secondary education. Founded in 1990, SAAB has a network of chapters on college and university campuses across the country with its national headquarters in Toledo, Ohio;

WHEREAS, SAAB wishes to relocate its national headquarters to the Springfield, Missouri area. SAAB has received support for this relocation from Springfield area non-profit, the Community Foundation of the Ozarks;

WHEREAS, the University is also supportive of SAAB’s relocation to the Springfield area, and desires to collaborate with SAAB consistent with the University’s public affairs mission. In furtherance of the anticipated collaboration, the University has identified available space within the University’s current usage of Park Central Office Building (PCOB) for SAAB’s relocated headquarters and SAAB is eager to occupy the PCOB facility; and

WHEREAS, University Administration and SAAB have negotiated the attached Facility Use and Cooperation Agreement (Agreement) and the University Administration seeks the ratification of this Agreement, through which the University and SAAB have established the terms of SAAB’s use of the PCOB facility and the University’s cooperation with SAAB, as further described below.

NOW, THEREFORE, BE IT RESOLVED by the Board of Governors for Missouri State University that the Agreement be ratified, and that University administration is delegated the authority to negotiate and execute any and all other agreements and documents necessary that are in furtherance of and consistent with the terms of the Agreement.

VOTE: **AYE** _____

NAY _____

COMMENTS:

Designated Facilities:

Under the terms of the Agreement, SAAB will be licensed to use the space within PCOB previously occupied by the University’s Office for Institutional Equity and Compliance.

Term of Agreement

The term of this agreement is for a two (2) year period beginning on April 16, 2020. The Agreement may be renewed for additional two (2) year terms following the mutual agreement of

the parties. The Agreement may be terminated by either party, at any time for any or no reason upon sixty (60) business day prior written notice to the other party.

Cost:

The University agrees to provide the PCOB facility to SAAB at no cost, including utilities and other infrastructure identified in the Agreement. All other costs associated with operations of SAAB will be the responsibility of SAAB. SAAB has agreed to carry sufficient liability insurance to protect against loss related to SAAB's operations. SAAB further agrees to be responsible for all SAAB's use of the PCOB facility and SAAB's operations.

Cooperation:

The Agreement states that the University and SAAB may collaborate on common initiatives that are in the mutual benefit of both Parties, including but not limited to the provision of a University Graduate Student for SAAB activities, or the collaboration on community outreach events.



Missouri State[™]

U N I V E R S I T Y

Facility Use and Cooperation Agreement

This Facility Use and Cooperation Agreement (“Agreement”) is entered into as of this 16th day of April, 2020 (the “Effective Date”), by and between the Board of Governors of Missouri State University (“University”) and the Student African American Brotherhood (“S.A.A.B.”) for the use of certain University Facilities (“Facility”) as herein defined, and for the cooperation of certain Endeavors (“Endeavors”), as herein defined.

In consideration of the mutual promises in this Agreement, the sufficiency and existence of which is herein acknowledged and agreed, the parties agree as follows:

1. License. Subject to the terms of this Agreement, University agrees to license to S.A.A.B. the use of the Facility and equipment at the University’s Springfield Campus. For purposes of this Agreement, Facility shall mean the property identified in Schedule 1, attached hereto and incorporated fully by this reference.

2. Use. S.A.A.B. agrees to use the Facility for the sole purpose of conducting its operations as a separately created non-profit entity focused in the areas of diversity and inclusion. S.A.A.B. will use the Facilities during regular University business hours and any pertinent after hours and weekend hours as may be necessary to fulfill S.A.A.B.’s purposes. While using the facilities, S.A.A.B. agrees to:

2.1 Comply with all applicable University policies, regulations, and directives pertaining to the use and occupancy of the Facility. S.A.A.B. agrees to comply with all University policies, regulations, and directives governing the use of University internet, wi-fi, phone, parking, and Facility key access.

2.2 Comply with all applicable state, federal, and city laws, ordinances, and other regulations pertaining to the use and occupancy of the Facility.

2.3 Take good care of the Facility and to maintain the Facility in as good order and condition as it was prior to S.A.A.B.’s use.

2.4 Not use or allow the Facility to be used for any unlawful purpose. S.A.A.B. agrees to not commit or allow to be committed any waste or nuisance in or about the Facility or subject the Facility to any activity that would damage the Facility.

3. University Access Granted.

3.1 University agrees to allow S.A.A.B. the right, during the Term and subject to the provisions of this Agreement to use those entranceways, lobbies, corridors, elevators and stairwells, and lavatories at the Facility, in all cases as designated by University from time to time in accordance with this Agreement, (collectively, Common Areas) in common with University and other tenants, occupants, and users of the Facility and their respective agents, licensees, and invitees. University may alter and temporarily close portions of the Facility, including the Common Areas, and change rules and regulations applicable to the Common Areas, provided, that any changes will not materially adversely affect Licensee's rights as expressly provided herein.

3.2 University agrees to provide S.A.A.B. with access to internet, wi-fi, phone, and Facility key access throughout the Term of this Agreement.

3.3 University agrees to provide S.A.A.B. access to parking spaces in the Meyer Alumni Center parking garage for use by S.A.A.B. staff and visitors, as identified in Schedule 1. Alternative parking may be made available for a fee, and may be obtained through the University's Transportation Services Office.

3.4 University will allow S.A.A.B. to place its name and logo, at its own expense, on the entrance door to the Facility, in accord with University standards, and with University's prior approval.

4. Costs. Unless as otherwise mutually agreed to by the parties, all costs associated with this Agreement shall be the responsibility of each party. The University agrees to provide the Facility to S.A.A.B. at no cost, including internet, wi-fi, phone, and Facility key access. University shall also be responsible for the cost of all utilities used at the Facility.

5. Term. The term of this Agreement will be for a two (2) year period beginning on the Effective Date ("Initial Term"). Following the expiration of Initial Term this agreement may be renewed for additional two (2) year terms, following the mutual agreement of the Parties ("Renewal Term"). Taken together the Initial Term and any Renewal Term shall be the Term of this Agreement. Notwithstanding the foregoing, this Agreement may be terminated regardless of the Term at any time and for any or no reason upon sixty (60) Business Days prior written notice to the other party. For purposes of this Agreement, Business Day shall mean any day in which University's business offices are open for operations.

6. Termination. Notwithstanding anything to the contrary in Section 5 above, this Agreement may be terminated for the following reasons:

6.1 The lease with the landlord and owner of the Facility terminates prior to the end of the Term. Should such lease be terminated then the University shall give written notice to S.A.A.B. that this Agreement shall likewise terminate.

6.2 The Legislature of the State of Missouri fails to provide a sufficient appropriation of funds such that the University cannot, in its sole judgment, continue providing funding for this Agreement. Should the University decide to terminate this Agreement pursuant to this Section 6.2, the University will provide notice of such termination as of the end of any fiscal budget period.

7. Endeavors. From time to time during the Term of this Agreement, University and S.A.A.B. on common initiatives for the mutual benefit of both Parties ("Endeavors"). Such Endeavors may include, but are not limited to, the provision of a University Graduate Student for S.A.A.B. activities, collaboration on community outreach events, etc.

8. Liability.

8.1 S.A.A.B. agrees to conduct its activities in the Facility (and Common Areas) in a careful and safe manner. As a material part of the consideration to University, S.A.A.B. agrees to assume all risk of damage to and loss or theft of S.A.A.B.'s property (of which S.A.A.B. is solely responsible for providing adequate insurance) while at University, reasonable damage to the Facility, and injury or death to persons related to S.A.A.B.'s use or occupancy of the Facility in, upon, or about the Facility from any cause with the exception of electrical and storm-related damages resulting in fire, and S.A.A.B. waives all claims against University. S.A.A.B. further agrees to be responsible for all claims, suits, liabilities, costs, damages and expenses (including reasonable attorney's fees) arising out of or in connection with: (i) S.A.A.B.'s use or occupancy of the Facility, or any activity or thing done, performed or suffered by S.A.A.B., its agents, its employees, S.A.A.B.s, invitees or persons attending or participating in S.A.A.B.'s activities in or about the Facility; or (ii) any loss, injury, death or damage to persons or the Facility on or about the Facility by reason of any act, omission or negligence of S.A.A.B., or any of its agents, its contractors, its employees, S.A.A.B.s, or invitees; or (iii) any breach or default in the performance of any obligation on S.A.A.B.'s part to be performed under the terms of this Agreement. S.A.A.B.'s obligations will not extend to any liability to the extent caused by the negligence of University or its agents or employees.

8.2 S.A.A.B. agrees to have and maintain, at the S.A.A.B.'s sole expense, adequate liability insurance to protect against any loss, damage, and/or expense related to the S.A.A.B.'s operations, including S.A.A.B.'s obligations under this Agreement. The insurance coverage must identify the Board of Governors of Missouri State University, its officers, employees, and representatives as additional insureds. Additionally, such insurance must indemnify the University to the fullest extent possible under the laws of the State of Missouri. S.A.A.B. will provide a Certificate of Insurance evidencing such insurance upon request of the University.

9. Environmental Regulations. Licensee will not permit any Hazardous Substance to be used, stored, generated or disposed of on, in or about, or transported to or from, the Facility, by S.A.A.B., S.A.A.B.'s agents, employees, contractors, invitees, or licensees. For the purpose of this Agreement, Hazardous Substance means any substance regulated by any local government, the State of Missouri or the United States government. "Hazardous Substance" includes any material or substances which are defined as "hazardous material," "hazardous waste," "extremely hazardous waste" or a "hazardous substance" pursuant to state, federal or local government law. "Hazardous Substance" includes but is

not restricted to asbestos, polychlorobiphenyls and petroleum. If S.A.A.B. breaches these obligations, or if the presence of Hazardous Substances on, in or about the Facility caused or permitted by S.A.A.B. results in contamination of any part of the Facility, or if contamination by Hazardous Substances otherwise occurs in a manner for which S.A.A.B. is legally liable, then S.A.A.B. will be responsible for any and all claims, actions, damages, fines, judgments, penalties, costs, liabilities, losses and expenses (including, without limitation, any sums paid for settlement of claims, court costs, attorneys' fees, consultant and expert fees) arising during or after the expiration or termination of this Agreement as a result of any breach or contamination. Without limitation, if S.A.A.B. causes or permits the presence of any Hazardous Substance on, in or about the Facility and this results in contamination of any part of the Facility, S.A.A.B. will promptly, at its sole cost and expense, take all necessary actions to return the Facility and any adjacent facility to the condition existing prior to the presence of any Hazardous Substance; provided, however, S.A.A.B. shall first obtain University's approval for any such remedial action.

10. Assignment and Subletting. S.A.A.B. does not have the right to assign this Agreement or allow any other person or entity to use or occupy any of the Facility (and Common Areas) without the prior written agreement of the University, which consent may be granted or withheld in the University's sole discretion.

11. Default. If S.A.A.B. fails to comply with any agreements as outlined herein, or otherwise fails to comply with or observe any other provision of this Agreement, in addition to any other remedy that may be available to the University, whether at law or in equity, the University may immediately terminate this Agreement and all rights of S.A.A.B. herein.

12. Interpretation. This Agreement constitutes the entire agreement and understanding of the parties with respect to its subject matter. No prior or contemporaneous agreement or understanding will be effective. This Agreement may not be modified or amended except by written instrument signed by both parties. This Agreement shall be governed by the laws of the State of Missouri, the courts of which state shall have jurisdiction over its subject matter.

13. Relationship. Neither S.A.A.B. nor any personnel of S.A.A.B. will for any purpose be considered employees or agents of University. S.A.A.B. assumes full responsibility for the actions of S.A.A.B.'s membership, and is solely responsible for their supervision, daily direction, and control.

14. Authority. The individual signing below on behalf of S.A.A.B. hereby represents and warrants that each are duly authorized to execute and deliver this Agreement and that this Agreement is binding upon the Parties in accordance with its terms.

15. Nondiscrimination. This Parties agree not to discriminate on the basis of race, color, national origin (including ancestry, or any other subcategory of national origin recognized by applicable law), religion, sex (including marital status, family status, pregnancy, sexual orientation, gender identity, gender expression, or any other subcategory of sex recognized by applicable law), age, disability, veteran status, genetic information, or any other basis protected by applicable law.

Student African American Brotherhood

By: 

Name: Dr. Tyrone Bledsoe

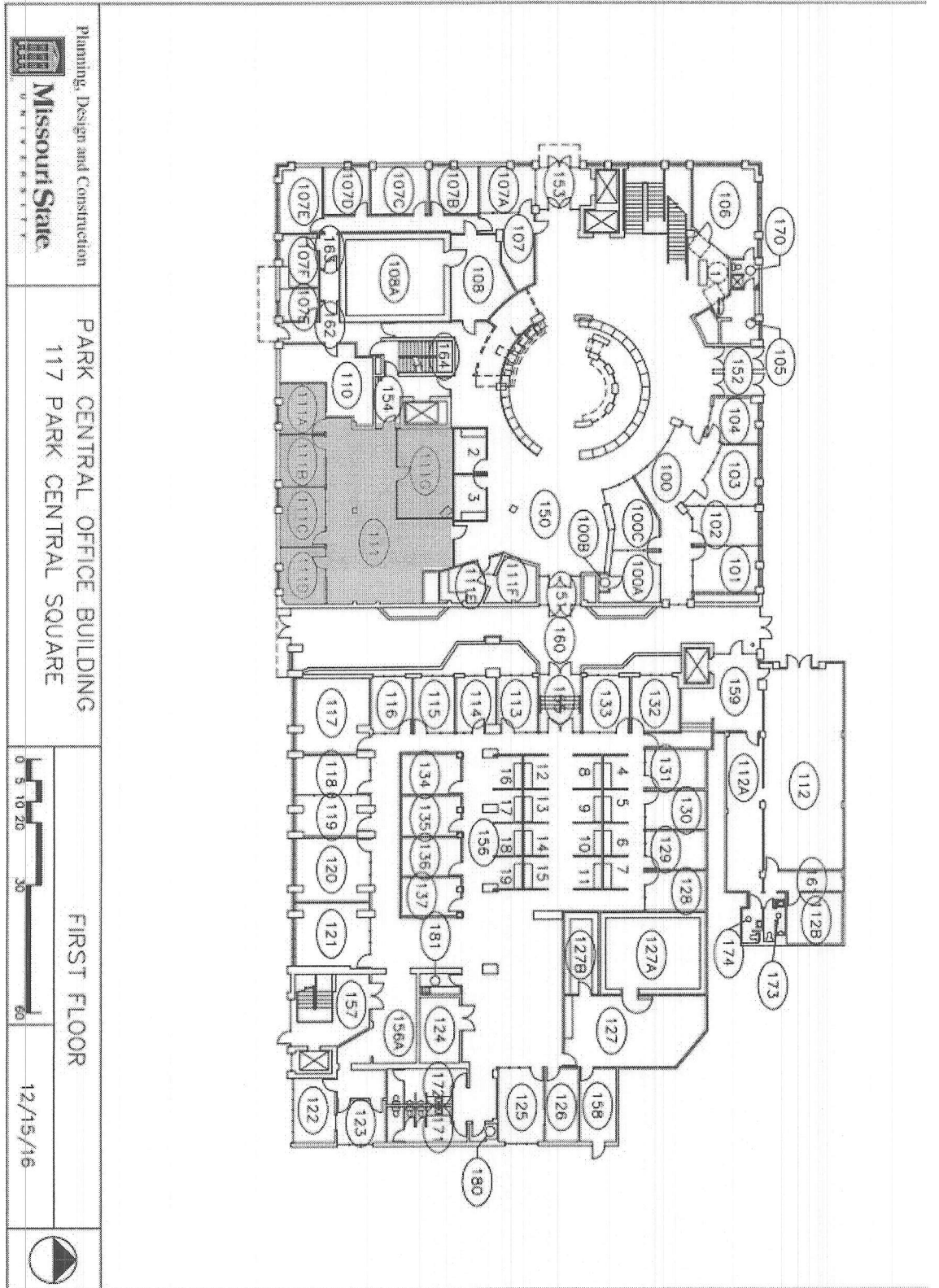
Title: CEO

The Board of Governors of
Missouri State University

By: 

Name: Clifton M. Smart III

Title: President



Facility – Highlighted in Blue

Schedule 1

Parking --Third Floor Meyer Alumni Center Parking Garage, Highlighted in Blue



III.F.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 February 5, 2020 through April 29, 2020 be approved.

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

FOR APPROVAL

Single Feasible Source > \$250,000

Public Broadcasting Service Membership Dues	\$720,000.00
Broadcast Services – Ozarks Public Television (OPT)	(Estimated One Year)

Recommend approval to process payment for FY21 to Public Broadcasting Service (PBS) as a single feasible source for FY21.

FY20 payment terms allowed for 85% of the invoiced amount to be paid in November, and the remaining balance to be paid in March, with no discount. Subject to the upcoming invoice terms, FY21 will be paid as allowed for FY20.

Each year, PBS programming fees are calculated based on a formula that accounts for OPT's fundraising totals in the prior two-year period.

PBS provides Ozarks Public Television with prime-time programming, daily children's shows, and *PBS Newshour*.

Membership with PBS is required in order to provide programs that are distributed as part of the Public Broadcasting Service. Affiliates may identify themselves by using the PBS logo, which is a registered trademark of PBS.

Subject to ongoing need and satisfactory performance, future annual payments will be made on a continuing basis.

Note: Funding to be from ongoing operational budgets.

IV.B.

RECOMMENDED ACTION - Approval of Wyrick expenditures passed by a student vote on April 2020 to be implemented in FY 2020.

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

WHEREAS, the Wyrick Commission reviewed and approved one proposal to combine the Multicultural Resource Center and MRC Annex into one facility on the first floor of the Plaster Student Union, with a portion of the project funds coming from the Wyrick account; and

WHEREAS, President Smart endorsed the project for inclusion on the student ballot, funds exist in the Wyrick account to implement the student portion of the project, and the project was voted on by the student body; and

WHEREAS, the student body voted to approve \$400,000 for construction of the first phase of a Multicultural Resource Center within the Plaster Student Union. (by a vote of 1199 in favor and 269 opposed). The balance of the estimated cost of \$1,560,000 will be covered using University funds when the University is able to contribute these remaining funds and;

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 this project.

VOTE: **AYE** _____

NAY _____

COMMENTS: This project would relocate the current Office of Student Engagement, placing it within the Level One Game Center, and combining the Multicultural Resource Center and the MRC Annex into one facility. The total funds available are approximately \$492,589, and will cover the student portion of the cost of the project. The project will not begin until the University is able to contribute the remaining funds. Any remaining balance from the FY20 Wyrick funds will be available for next year or subsequent years.

IV.C.

RECOMMENDED ACTION – Offer of commendation to Abdillahi Dirie for service as Student Body President.

WHEREAS, Abdillahi Dirie served as Student Body President at Missouri State University from May 2019 through May 2020, has been actively involved in student government throughout his collegiate career, and has been faithful and competent in the performance of his duties; and

WHEREAS, Abdillahi Dirie 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, Abdillahi Dirie 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, Abdillahi Dirie has continually demonstrated his dedication to the University and his 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, Abdillahi Dirie has conducted himself 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 Abdillahi Dirie for outstanding service as Student Body President of Missouri State University from May 2019 through May 2020.

VOTE: AYE_____

 NAY_____

IV.D.

RECOMMENDED ACTION – Offer of commendation to Ethan Schroeder for service as Student Body Vice President.

WHEREAS, Ethan Schroeder served as Student Body Vice President of Missouri State University from May 2019 through May 2020, and has been faithful and competent in the performance of his duties; and

WHEREAS, Ethan Schroeder has presided over the Student Government Association with considerable parliamentary skill, leadership, and motivation; and

WHEREAS, Ethan Schroeder 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, Ethan Schroeder has continually demonstrated his dedication to the University and his fellow students through many leadership and service roles in extracurricular activities; and

WHEREAS, Ethan Schroeder has conducted himself 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 Ethan Schroeder for outstanding service as Student Body Vice President of Missouri State University from May 2019 through May 2020.

VOTE: AYE_____

 NAY_____

V.

RECOMMENDED ACTION - Resolution authorizing closed meeting

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

BE IT RESOLVED by the Board of Governors for the Missouri State University that a closed meeting, with closed records and closed vote, be held during a recess of the Finance and Facilities Committee 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(10). "Software codes for electronic data processing and documentation thereof;"
- G. R.S. Mo. 610.021(11) and (12). "Specifications for competitive bidding...;" and "Sealed bids and related documents...;"
- H. R.S.Mo. 610.021(13). "Individually identifiable personnel records, performance ratings or records pertaining to employees or applicants for employment,..."
- I. R.S.Mo. 610.021(14). "Records which are protected from disclosure by law;" and
- J. R.S.Mo. 610.021(17). "Confidential or privileged communications between a public governmental body and its auditor,..."

VOTE: ___ AYE

___ NAY