



**Board of Governors' Meeting**  
Robert W. Plaster Student Union, Room 313  
Thursday, 5/16/2019  
1:00 - 5:00 PM CT

**I. Roll Call**

**II. Approval of Minutes**

*II.A. Approval of Minutes of Open and Closed Meetings of February 22, 2019, and April 17, 2019 - Page 4*

**III. Consent Agenda**

**A. West Plains Campus**

*III.A.1. Approval of Actions Concerning Academic Employees - Page 14*

*III.A.2. Approval of Actions Concerning Non-Academic Employees - Page 18*

*III.A.3. Approval of Fiscal Year 2020 Salary and Benefits Overview for Missouri State University-West Plains Coaches - Page 20*

*III.A.4. Approval of Expenditures to Implement Student Approved Capital Projects - Page 38*

*III.A.5. Approval of the New Associate of Arts in Child and Family Development Academic Program - Page 40*

*III.A.6. Approval of the New Associate of Science in Technology Academic Program - Page 43*

*III.A.7. Approval of the New Associate of Applied Science in Technology - Information Technology Option - Page 47*

*III.A.8. Approval of the Title Change for the Associate of Applied Science in Business - Computer Information Systems Option to Information Technology Option - Page 51*

*III.A.9. Approval of the Title Change for the Associate of Applied Science in General Agriculture to the Associate of Applied Science in Agriculture - Page 54*

*III.A.10. Approval of the Deletion of the Associate of Science in Respiratory Therapy - Page 56*

**B. Academic Affairs**

*III.B.1. Approval of New Program Bachelor of Science in Conflict and Interpersonal Communication - Page 57*

**C. Procurement and Financial**

*III.C.1. Approval of Procurement Activity Report - Page 58*

**D. Facilities and Equipment**

*III.D.1. Approval of Activity Report for the Months of February 2019, March 2019, and April 2019 - Page 65*

*III.D.2. Approval of Bids and Award of a Contract for the Food Court Refresh at Plaster Student Union - Page 67*

**E. Human Resources**

*III.E.1. Approval of Actions Concerning Academic Employees - Page 69*

*III.E.2. Approval of Actions Concerning Non-Academic Employees - Page 100*

**IV. Making Our Missouri Statement**

**A. Dr. Lyle Foster, Sociology and Anthropology, and Dr. Tim Knapp, Faculty Emeritus Sociology and Anthropology, are presenting Community Stories: The Springfield-Greene County African-American Heritage Trail**

**B. Approval of a Resolution to Acknowledge the 2018-19 Excellence in Public Affairs Award Recipients**  
*2018-2019 Excellence in Public Affairs Award Recipients - Page 113*

**V. Committee Reports**

**A. Executive Committee**

**B. Programs and Planning Committee**

**C. Finance and Facilities Committee**

*V.C.1. Approval of Revisions to G1.18 Contract Authorization Policy - Page 114*

**VI. President's Report**

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

*Presidents Report - Page 120*

- 1. May 2019 Graduation**
- 2. Jefferson City Update**
- 3. Chief Information Officer Hire**
- 4. AGB National Conference**
- 5. Approval of 2019 Wall of Fame Inductees (resolution will be distributed at the meeting)**

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

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

*Chancellors Report - Page 121*

**VIII. Academic Affairs**

**A. Faculty Senate Report**

*Faculty Senate Report - Page 123*

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

*Provost Report - Page 124*

- 1. Approval of Resolution of Appreciation for Dr. Thomas Dicke for Chair of the Faculty Senate**  
*Appreciation for Faculty Senate Chair - Page 125*
- 2. Introduction of the Recipients of the Missouri State Foundation Awards for Teaching, Research and Service**
- 3. McQueary College of Health and Human Services Update**
- 4. Highlights of Research Presentation Forums - CNAS Undergraduate Research; MCHHS Research Day; and Einhellig Interdisciplinary Graduate Forum**

**IX. Research and Economic Development (written report only)**

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

*Research and Economic Development Report - Page 126*

**X. Diversity and Inclusion**

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

*Diversity and Inclusion Report - Page 130*

**B. Report on 2019 Collaborative Diversity Conference**

*2019 Collaborative Diversity Conference - Page 141*

**XI. Student Affairs**

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

*Student Body President Report - Page 142*

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

*Student Affairs Report - Page 143*

*XI.B.1. Offer of Commendation to Isaiah Villarreal for Service as Student Body President - Page 145*

*XI.B.2. Offer of Commendation to Dillon Cordel for Service as Student Body Vice President - Page 146*

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

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

*Marketing and Communications Report - Page 147*

**XIII. Staff Senate**

**A. Staff Senate Report**

*Staff Senate Report - Page 149*

*XIII.A.1. Staff Satisfaction Survey Results 2019 - Page 150*

**B. Offer of Commendation to Jon Lee for Service as Staff Senate Chair**

*Commendation for Service as Staff Senate Chair - Page 151*

**XIV. Financial**

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

*Development Report - Page 152*

**XV. Facilities and Equipment**

**A. Carrington Hall Contracts**

*XV.A.1. Approval of Bids and Award of a Contract to Renovate the General Counsel Suite at Carrington Hall - Page 156*

*XV.A.2. Approval of Bid and Award of a Contract to Upgrade Ventilation Systems and Replace Low Roofs at Carrington Hall - Page 158*

**B. Approval of Bids and Award of a Contract for the Multi-Purpose Addition at Greenwood Laboratory School**

*Multi-Purpose Addition at Greenwood Laboratory School - Page 160*

**XVI. New Business**

**A. Major Discussion Item - Department of Defense and Strategic Studies**

*DDSS Summary - Page 162*

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

*Closed Resolution - Page 163*

**XVIII. Adjournment**

**XIX. Date of Next Meeting: Friday, June 21, 2019, 1 p.m., West Plains Civic Center, Magnolia Room**

MINUTES OF THE BOARD OF GOVERNORS  
MISSOURI STATE UNIVERSITY  
FEBRUARY 22, 2019, 1:00 PM

**1. Roll Call**

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

Also

Present- Clifton M. Smart III, President  
Jim Baker, Vice President for Research and Economic Development & International Programs  
Donna Christian, Director of Internal Audit and Risk Management  
Ryan DeBoef, Chief of Staff and Assistant to the President for Governmental Relations  
Rachael Dockery, General Counsel and Chief Compliance Officer  
Brent Dunn, Vice President for University Advancement  
Frank Einhellig, Provost  
Steve Foucart, Chief Financial Officer  
Shirley Lawler, Chancellor of the West Plains Campus  
Victor Matthews, Dean of the College of Humanities and Public Affairs  
Kyle Moats, Director of Athletics  
Matt Morris, Vice President for Administrative Services  
Jeff Morrissey, Chief Information Officer  
Wes Pratt, Chief Diversity Officer and Assistant to the President  
Suzanne Shaw, Vice President for Marketing and Communications  
Dee Siscoe, Vice President for Student Affairs  
Kristan Gochenauer, Secretary of the Board

- 2. Presiding** – The presiding officer for the meeting was Mr. Gabriel Gore, Chair of the Board of Governors. He called the meeting to order at 1:00 p.m. in the Traywick Parliamentary Room in the Plaster Student Union on the campus of Missouri State University in Springfield, Missouri.
- 3. Approval of Minutes** – Mr. Gore mentioned that the first item of business was the approval of the minutes for the open meeting of December 13, 2018. Ms. Carrie Tergin so moved, receiving the second from Mr. Craig Frazier.

Motion passed 8-0.

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

President

Approval of FY2019/2010 Employment Agreements for Assistant Coaches for Football (Agreement No. 427-19).

Academic Affairs

Approval of Academic Calendar for 2020-2021 (Curriculum No. 389-19).

West Plains Campus

Approval of Actions Concerning West Plains Campus Academic Employees (West Plains Campus Personnel No. 429-19).

Approval of Actions Concerning West Plains Campus Non-Academic Employees (West Plains Campus Personnel No. 430-19).

Procurement and Financial

Approval of Procurement Activity Report for the Period November 28, 2018, through February 6, 2019 (Purchasing Activity Report No. 474-19).

Facilities and Equipment

Approval of Activity Report for the Months of November 2018, December 2018, and January 2019 (Activity Report No. 306-19).

Human Resources Items

Approval of Actions Concerning Academic Employees (Human Resources No. 1607-19).

Approval of Actions Concerning Non-Academic Employees (Human Resources No. 1608-19).

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

Motion passed 8-0.

5. **Making Our Missouri Statement Moment – Recognition of Opera Students for National ranking Performance** – Dr. Shawn Wahl, Interim Dean, College of Arts and Letters, thanked the Board for this opportunity and introduced Dr. Anne Marie Daehn, Associate Professor in the Music Department. Dr. Daehn enthusiastically talked about the opera program, the singers and the awards the students have won. She then introduced the National Championship students who competed recently in Salt Lake City, Utah. Graduate level second place winners – Carly Wingfield, Alana Yeomans and Tyler Hast; undergraduate first in the nation scene champions – Jacob Lewellen and Aiyana Williams; music theater

Division I first place scene champions – Kayli Owen and Isaac Williams; student director Bridget Polach; and senior vocal music education student Troy Robertson. In closing the students sang the Missouri State University alma mater.

## **6. Committee Reports**

- A.** Mr. Gore reported on the Executive Committee meeting held on January 16, 2019. He reported that during the meeting, Dr. Frank Einhellig, Provost, presented on and asked for approval of the Doctor of Defense and Strategic Studies program. Mr. Steve Foucart, Chief Financial Officer, then presented the procurement activity report requesting approval of renewal of a contract for student health insurance for international students. Mr. Matt Morris, Vice President for Administrative Services, then presented a resolution requesting approval to retain Dake Wells Architecture as a consultant for the proposed addition to McQueary Family Health Sciences Hall. The Executive Committee approved the three requests.
- B.** Mr. Frazier stated that the Risk Management and Audit Committee held a meeting on February 21, 2019. Ms. Kim Hamm and Ms. Kristen Bright, BKD, presented on the NCAA Independent Accountants report on applying agreed upon procedures. Upon review of revenue and expenses, BKD found one exception related to student aid. In closed session, the committee received an update on external information security from Mr. Jeff Morrissey, Chief Information Officer, and reviewed two draft reports from Ms. Donna Christian, Director of Internal Audit and Risk Management.
- C.** Ms. Silvey discussed the Programs and Planning Committee meeting. Dr. Einhellig gave a presentation about the future of professional doctorate programs on the Springfield campus. Secondary to the change in the statute, Missouri State University has an enormous opportunity to develop additional professional doctorate programs. Dr. Einhellig and Dr. Julie Masterson, Dean of the Graduate College, will work with a team of faculty on a plan to look at opportunities over the next 10 to 15 years. Dr. Dennis Lancaster, Dean of Academic Affairs on the West Plains campus, then presented on strategies and workforce development on the West Plains campus. He shared the steps necessary to grow and meet the needs of current and future students and the educational pathways that will be used.
- D.** Ms. Amelia Counts then reviewed the Finance and Facilities Committee meeting, which met earlier in the day. She shared that President Clif Smart presented on the Governor's proposed FY2020 budget and the University's initial budget work. Discussion involved the level of tuition increases for the next year, enrollment projections, anticipated state appropriations and the University's strategy for dealing with an anticipated loss in revenue. Mr. Foucart reviewed the year to date financial statements. He then reviewed the proposed revisions to the G10.02 Healthcare Policy, which change the requirement that the University reserve fund not exceed 90 days to 60 days. In addition, it clarifies that management will report plan costs and reserve at the end of the calendar year. The Board moved and agreed to approve the proposed changes during today's meeting. Ms. Counts then turned

the meeting back over to Mr. Gore for a vote to approve revisions to G10.02 Healthcare Principles Policy (Board Policy No. 119-19). Mr. Kendall Seal motioned to approve the resolution, receiving a second from Mr. Frazier.

Motion passed 8-0.

7. **Presidents Report** – President Clif Smart reported that Governor Parson released the state budget in January. As part of the Governor’s budget, \$6.3 million is being appropriated for workforce development, but there were no appropriations for core operating at any colleges. The University continues to focus on lobbying for an increase in appropriations to close the funding gap. President Smart is personally engaged with this request and notes that the University continues to share the legislative priorities piece in Jefferson City. He also mentioned the current Title IX bill and noted the good work Jill Patterson, Title IX Coordinator, has been doing on behalf of the University.

President Smart then provided an update on the University budget. Multiple committees have met to discuss tuition options, salaries and the increase to minimum wage. He then introduced special guest, Zora Mulligan, Commissioner of Higher Education. Ms. Mulligan gave an overview of how the state of Missouri is doing in comparison to other states in relation to education. The state of Missouri’s workforce productivity is substantially below the nation average. In 2011, the state set a goal for 60% of working-age adults to have a certificate or degree by 2025. As a part of this goal, the state is looking at its role in infrastructure and workforce development. Governor Parson is promoting programs including Fastrack and Missouri Excels and has done a dramatic restructuring of the state government with a complete redesign of economic development. He wants the folks of Missouri to think large.

8. **West Plains Campus** – Dr. Shirley Lawler, Chancellor, requested approval of revisions to the Missouri State University-West Plains Faculty Handbook (West Plains Faculty No. 18-19). The proposed revisions increase the teaching load for full-time faculty at Missouri State-West Plains from 24 credit hours per academic year to 30 credit hours per academic year beginning July 1, 2019. An increase in workload was originally proposed in fall 2017 to help reduce costs and bring West Plains in line with other two-year institutions. A committee of nine faculty members, led by Dr. Lancaster, approved a final plan in October 2018. Of the 35 faculty on the West Plains campus, 26 have opted in. Ms. Carol Silvey moved to approve the revisions, receiving a second from Ms. Beverly Miller Keltner.

Motion passed 8-0.

9. **Academic Affairs:**

- A. **Faculty Senate Report** – Dr. Tom Dicke, Faculty Senate Chair, reported on activities of Faculty Senate since his last report. The ad hoc committees continue to review program guidelines, look at program and course assessments, and review new and existing policies. He discussed curricular proposals, noting there are well over 100 either in or through the approval process with 21 considered by the full Senate. Dr. Dicke then noted this is his last meeting and thanked the Board for the opportunity to serve in this position noting the experience has deepened his already significant respect for the faculty, staff

and administrators whose combined efforts make Missouri State University the great institution it is.

- B. Report from the Provost** – Dr. Einhellig introduced Dr. Shawn Wahl as the new Dean for the College of Arts and Letters effective March 1, 2019. He reported that Dr. Stephanie Huffman has been hired as the new department head for Reading Foundations and Technology and Dr. Ismet Anistal as the new department head for Marketing. Overall, 14 individuals have recently been hired with additional searches in the six colleges ongoing.

Faculty applications are currently being reviewed for tenure and promotion. A total of 52 applications have been received – 26 for associate professor, 14 for full professor, 4 for distinguished professor (two open positions), 5 for clinical assistant professorships, 2 for clinical associate professorships, and 1 senior instructor. In addition, 12 applications were received for the Professor Salary Incentive Program; 4 will be awarded.

Dr. Einhellig reported that the University has surpassed 20.3% credit hours generated online. The spring semester was just over 18%, which is an increase in both credit hours and headcount. Almost 50% of students are taking one or more online class. The University is approaching 500 classes online this spring. This is part of a new trend, which the University continues to adjust to. The Faculty Center for Teaching and Learning (FCTL) has been consistently running book camps to help our faculty with online teaching. Bottom line, this is still a growth area for the University.

Dr. Einhellig then reviewed the process regarding expansion of the nursing program. He shared that the Generic BSN program has petitioned to expand to 96 students; 2 cohorts with 48 students each semester. An accreditation site visit is scheduled for March 10-12, 2019. The self-study has been submitted. There have also been changes to the master's program, which will include three tracks – nurse educator, family nurse practitioner and population health. In addition to these changes, the nursing program may be the recipient of the Missouri Excels grant. Another grant, which will go through MDHE and the State Board of Nursing for a onetime \$150,000 award, was also submitted. Currently there are 18 faculty in the department, with half doctorally qualified, and three on-going searches.

Last, Dr. Einhellig shared that an internal grant program has been initiated for the colleges. Grants will be awarded for the best idea(s) on increasing enrollment at the University. Submissions are due in a couple of weeks.

**10. Student Affairs:**

- A. Report from the Student Body President** – Mr. Dillon Cordel, Student Body Vice President, stated that though the administration is on the downhill slope, there are still quite a few things they are looking to accomplish. The past few months have been an amazing time for administration to advocate on all levels for our students. Next week 35 students will be headed to Jefferson City to advocate for additional appropriations to decrease inequality of funding between Missouri State and other universities in



Missouri. Administration and students have voiced their opinion regarding the proposed Title IX changes through the submission of 14 comments against changes. Last, administration has begun the election process for the 2019-2020 administration.

11. **Staff Senate Report** – Mr. Jon Lee, Chair of the Staff Senate, stated that Staff Senate continues to seek effective communication through inclusive and transparent participation. After a review of internal committees, Staff Senate decided to make changes to their organizational bylaws. Representation in the Staff Senate for all job families will change from five seats to ten seats. There is strong belief that this will increase the opportunity for more voices to be heard in the coming year. Mr. Lee then announced that Staff Senate will hold their second annual “Breakfast with Bairs” to raise money for the Staff Senate scholarship fund on Saturday, March 2, 2019, at Bair’s restaurant on South Kimbrough, Springfield, Missouri.
12. **Facilities and Equipment** – Mr. Matt Morris, Vice President for Administrative Services, presented on the completed projects across the campus in FY2019. The total cost of these projects was approximately \$27 million. He then briefly shared the current projects underway. The first is the developer led residence hall Holland House, with plans for retail space to be approved at a future meeting and completion during summer 2020. The next is the Ozarks Educational Center at Bull Shoals Field Station, with bids to be presented at the April meeting for construction approval. Mr. Morris then discussed phase II Woods House renovation, which will be presented at the March meeting for approval. Last is the Greenwood Laboratory multipurpose addition, 50/50 ask, which may be presented as early as the May meeting for approval.

Mr. Morris then recommended the approval of bids and award of a contract for the upgrades to mechanical and electrical systems at Blair-Shannon House (Bids & Quotations No. 1567-19). The low bid by Carson-Mitchell, Inc. in the amount of \$510,696.00 for the base bid plus alternates 1, 3, and 4 was awarded. Total project budget is \$660,000.00 with an expected completion at the end of summer 2019.

Mr. Morris also recommended the approval of bids and award of a contract for the construction of an outdoor amphitheater on the West Plains campus (Bids & Quotations No. 1568-19). The bid in the amount of \$370,800.00 for the base bid plus alternate 1 was awarded to DeWitt & Associate, Inc. Total project budget is \$585,000.00 with an expected completion date summer 2019. Both resolutions were moved and seconded, respectively, by Ms. Tergin and Ms. Counts.

Motion passed 8-0.

13. **Financial** – Mr. Brent Dunn, Vice President for University Advancement, recommended approval of transfer of a three-acre tract of land in Taney County from the MSU Foundation to the Board of Governors of Missouri State University (Land No. 122-19). The land is located at 446 Wolf Creek Road, Cedar creek, Missouri, with intended purpose to benefit the Bull Shoals Field Station program. Ms. Silvey moved to approve the recommendation, receiving a second from Mr. Frazier.

Motion passed 8-0.

14. **New Business – Access Programs** – President Smart stated that as part of the University’s focus on inclusive excellence and diversity, we work closely with partner programs. Dr. Michele Smith, Assistant Vice President for Student Affairs, gave a brief review of Multicultural Services and how they specifically help incoming students from underserved programs. The goal is to make students feel comfortable and find their space/place on campus. She shared a list of current programs in place for just this purpose.

Dr. Ryan Reed, Coordinator for Access Programs, discussed his role as coordinator and the five partnerships that the University is or has been involved with. These include College Bound, Kauffman Scholars, KIPP St. Louis, Wyman Teen Leadership Program and 100 Black Men. Each partnership is different, but all strive to provide students with a system that allows them to grow and be successful through proactive involvement from middle school through college. The University will have 21 students from these programs graduate in May.

Student representative, Donovan “Andre” McIntyre, a senior with a full Wyman Scholarship, shared his story with the Board. As a first-generation college student, Wyman invested in him providing the support he needed to not only apply to but attend college. Through their support, Mr. McIntyre has excelled at Missouri State, serving in leadership roles and is on schedule to graduate in May. He stated that the core principles that Wyman represents are what kept him on track.

Ms. Allison Williams, MSW, LCSW, Wyman Representative and Senior Vice President for Programs, shared with the Board more about Wyman and the opportunities they provide through working with students and their families. In the past ten years, 63 students have enrolled at Missouri State University. Of these students, 83% have either graduated or are enrolled. In addition, 35 students have applied to the University for fall 2019.

Mr. Scott Baier, Executive Director and College Bound Representative, gave an overview of College Bound and its commitment to serving underrepresented students. The program has an academic services team, health and wellness team and a goal that by 2024 all College Bound students entering college will have their math credits.

Ms. Francine Pratt, Director of Prosper Springfield, shared information about the Missouri College Access Network (MOCAN). In June 2018, a group of organizations across Missouri came together to discuss college access. The outcome of this discussion was the creation of MOCAN whose mission statement is to increase career and college awareness preparation access and completion in Missouri, particularly for the underrepresented and underserved. In December a presentation was given to the MOHELA Board and they approved a \$1 million budget for the Missouri college access network. In addition, the Missouri Scholarship and Loan Foundation is going to provide \$250,000 for each quarter of the first year. Ms. Pratt and Mr. Brian Fogle, President of the Community Foundation of the Ozarks, have been appointed to the MOCAN board. Mr. Fogle stated that Missouri State University is a

leader at being welcoming. He said to never discount the role one person can play as everyone makes a difference.

President Smart thanked the presenters and urged for a focus on continuing to work on engaging in more programs because of the tremendous opportunities they afford our students.

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

BE IT RESOLVED by the Board of Governors for Missouri State University that a closed meeting with closed records and closed vote, be held during a recess of this February 22, 2019, meeting of the Board of Governors to consider items of business pursuant to:

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

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

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

Mr. Gore declared the resolution passed unanimously. The open meeting recessed at 4:11 p.m. to go into closed session.

The open meeting was reconvened at 5:11 p.m.

- 16. Date of Next Meeting** – The date of the next scheduled meeting was set for Thursday, May 16, 2019, at 1 p.m. on the Springfield Campus.
- 17. Adjournment** – Mr. Gore adjourned the meeting at 5:11 p.m., on the motion of Mr. Frazier, the second of Ms. Counts, and the unanimous vote of the Board.



Kristan Gochenauer  
Secretary to the Board

MINUTES OF THE BOARD OF GOVERNORS  
MISSOURI STATE UNIVERSITY  
APRIL 17, 2019

**1. Roll Call:**

Present- Mr. Gabriel Gore, Chair (by conference call)  
Ms. Amelia Counts, Governor (by conference call)  
Mr. Craig Frazier, Governor (by conference call)  
Ms. Beverly Miller Keltner, Governor (by conference call)  
Mr. William Miller, Student Governor  
Mr. Kendall Seal, Governor (by conference call)  
Ms. Carol Silvey, Governor (by conference call)  
Mr. Gregory Spears, Governor (by conference call)  
Ms. Carrie Tergin, Governor (by conference call)

Also

Present - Mr. Clifton M. Smart III, President  
Ms. Rachael Dockery, General Counsel and Chief Compliance Officer  
Mr. Kyle Moats, Director of Athletics  
Ms. Suzanne Shaw, Vice President for Marketing and Communications  
Ms. Kristan Gochenauer, Secretary of the Board

**2. Presiding** – Mr. Gabriel Gore, Chair of the Board of Governors, called the Special Board of Governors conference-call meeting to order at 7:32 a.m. in Room 203 of Carrington Hall on the campus of Missouri State University in Springfield, Missouri.

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

BE IT RESOLVED by the Board of Governors for Missouri State University that a closed meeting with closed records and closed vote, be held during a recess of this April 17, 2019, meeting of the Board of Governors to consider items of business pursuant to:

- A. R.S.Mo. 610.021(3). “Hiring, firing, disciplining or promoting of particular employees by a public governmental body...”; and
- B. R.S. Mo. 610.021(13). “Individually identifiable personnel records, performance ratings or records pertaining to employees or applicants for employment...;”

Ms. Carol Silvey moved the approval of the resolution and Ms. Carrie Tergin seconded the motion.

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

Mr. Gore declared the resolution passed unanimously. The open meeting was recessed at 7:33 a.m. to go into closed session.

The open meeting was reconvened at 8:03 a.m.

4. **Adjournment** – Mr. Gore adjourned the conference-call meeting at 8:05 a.m.



Kristan E. Gochenauer  
Secretary of the Board

III.A.1.

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

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

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

**FACULTY REAPPOINTMENTS:**

*Non-tenured Faculty, effective July 1, 2019 through June 30, 2020*

<u>Name</u>	<u>Rank</u>	<u>Salary</u>	<u>Effective</u>
Tresa Ryan	Asst. Professor	\$53,065	7/1/2019 6/30/2020

*Non-tenured Faculty, effective August 12, 2019 through May 22, 2020*

<u>Name</u>	<u>Rank</u>	<u>Salary</u>	<u>Effective</u>
Carla Neff	Lecturer	\$41,000	8/12/2019 5/22/2020
Sharath Rongali	Asst. Professor	\$44,722.86	8/12/2019 5/22/2020
Dasha Russell	Asst. Professor	\$41,654.48	8/12/2019 5/22/2020

**REAPPOINTMENT AND TENURE RECOMMENDED:**

<u>Name</u>	<u>Rank</u>	<u>Effective</u>
Lindsay Hill	Asst. Professor	8/12/2019 5/22/2020
Jason McCollom	Asst. Professor	8/12/2019 5/22/2020
Benjamin Wheeler	Asst. Professor	8/12/2019 5/22/2020

**PROMOTION:**  
*(Change of Academic Rank effective August 12, 2019)*

<u>Name</u>	<u>Rank</u>	<u>Effective</u>
Joseph Kip Rugutt	From: Assoc. Professor To: Professor	8/12/2019

**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*	8/12/2019 5/22/2020

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

**NON-ACADEMIC APPOINTMENT:**

<u>Name</u>	<u>Position/Department</u>	<u>Salary</u>	<u>Effective</u>
Amy Ackerson	Director of Nursing, Administrative Duties / Div. Chair duties	\$20,750 Annually	6/1/2019 5/31/2020
Barbara Caton	Coordinator of Nursing Programs	\$9,000 Annually	8/19/2019 5/16/2020

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

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

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

**ADDENDUM A**

**Per Course payments for the spring 2019 semester:**

<u>Name</u>	<u>Department</u>	<u>Salary</u>
Ryan Cundall	TEC	\$ 498.00
William P. Holmes	TEC	\$2,786.80
Susan M. Trowbridge	SPN	\$1,800.00



**ADDENDUM B**

**Supplemental payments for the spring 2019 semester:**

<u>Name</u>	<u>Department</u>	<u>Salary</u>
Cathy Boys	AGR/CIS EGR/IDS/Division Chair	\$ 9,282.70
Thora Broyles	MTH	\$ 1,000.00
Jay Towell	MTH/Division Chair	\$12,589.29
Abel Jerry Trick	MTH/IDS Coord. Duties	\$ 6,249.24

III.A.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>
Donna Monticelli	Administrative Assistant II WP University Community Programs	12	\$26,187 Annually	02/25/2019
Michael P. Scheidt	Software Support Specialist, WP WP Information Technology Services	33	\$41,912 Annually	04/01/2019
Bryan J. Moore	Technology Support Specialist, WP WP Information Technology Services	33	\$44,720 Annually	04/22/2019
Benton G. Grills	Groundskeeper/General Maintenance WP Physical Plant		\$29,120 Annually	05/01/2019

**CHANGE OF STATUS:**

<u>Name</u>	<u>Position-Department</u>	<u>Action</u>	<u>Effective</u>
Debra A. Mosley	From: Executive Assistant IV WP Chancellor's Office To: Staff Emeritus WP Chancellor's Office	Status Change	03/01/2019
Teresa L. Hensley	From: Accounting Technician WP Business Office To: Staff Emeritus WP Business Office	Status Change	06/01/2018
Grayson E. Gordon	From: Campus Web/Database Specialist WP Information Technology Services To: Staff Emeritus WP Information Technology Services	Status Change	01/01/2019

**RETIREMENT:**

<u>Name</u>	<u>Position-Department</u>	<u>Effective</u>
Milly M. Hall	Custodian I WP Physical Plant	06/01/2019

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

III.A.3.

**RECOMMENDED ACTION** – Approval of Fiscal Year 2020 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 FY20 Overview of Salaries and Benefits for Missouri State-West Plains Coaches is hereby approved.

**VOTE:**      **AYE** \_\_\_\_\_

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

**Comments:**

Contract extension requested for Head Coach Paula Wiedemann, and one-year contract offer to Assistant Coach Briana Walsh presented in the attached overview.

# OVERVIEW OF FY20 SALARIES AND BENEFITS

## Missouri State University-West Plains Coaches

*[Submitted for approval at the Board of Governors meeting on May 16, 2019]*

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

FY20 Salary: \$40,000.00 annually for the contract period of July 1, 2019 – June 30, 2020

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**

FY20 Salary: \$55,442.00 annually for the contract period of July 1, 2019 – June 30, 2021

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 with 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

## EMPLOYMENT CONTRACT

THIS EMPLOYMENT CONTRACT (hereinafter called the "Employment Contract"), with effective date of July 1, 2019, by and between MISSOURI STATE UNIVERSITY, West Plains, Missouri, (hereinafter called the "University") and Paula M. Wiedemann (hereinafter called "Coach").

WITNESSETH:

WHEREAS, the University currently employs Coach as its Head Women's Volleyball Coach, and the parties desire to renegotiate, modify and extend the terms of Coach's employment, to the mutual benefit of the parties; and,

WHEREAS, the University and Coach have agreed to the terms and conditions of this Employment Contract, and desire to reduce their agreement to writing;

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 July 1, 2019, through June 30, 2021, subject to renewal or termination, on the terms and conditions hereinafter provided. It is the intent of the parties that any existing contract shall be effective through June 30, 2019, and on July 1, 2019, this contract shall be effective and supersede all previous agreements between the parties. Notwithstanding any provision of this contract to the contrary, this contract will expire as of June 30, 2021, without further notice, unless the parties affirmatively agree, in writing, to an extension or modification prior to June 30, 2021.

2. **Coach Duties**

Coach shall well and faithfully serve the University as its Head Women's Volleyball Coach, and shall at all times devote her whole time, attention, and energies to the conduct and coaching of intercollegiate women's volleyball on behalf of the University, and to the administration and management of her 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 Women's Volleyball Coach. Coach shall serve as academic advisor to student-athletes in the Grizzly Volleyball program, assist with athletics fundraising, and teach the university course PED 135 during the fall and spring semesters as course schedule requires. Coach may also volunteer to teach additional courses, without compensation, over and above the provisions of this contract, at the approval of the Dean of Academic Affairs. Notwithstanding the foregoing provisions, she shall be permitted to conduct summer volleyball camps or clinics for her sole benefit as further described herein.

3. **Compensation:**

The University shall pay Coach a base salary as follows during the period indicated:

- a) Fifty Five Thousand, Four Hundred and Forty Two Dollars and Zero Cents (\$55,442.00) for each annual period from July 1 through June 30 this contract is in effect, subject to modification as set forth herein.
- b) Coach's salary shall be paid in equal sums at such intervals as the University has established for its payroll procedure.

4. **Additional Entitlements**

a) **Worker's Compensation Insurance**

The University will provide Worker's Compensation insurance for payment of any medical expense, and compensation, as provided by the laws of the State of Missouri, if Coach suffers an injury or incurs an occupational disease arising out of and in the course of her employment. Compensability under such law is prescribed by State statute, and not by the University or by this contract.

b) **Retirement Fund**

Coach will be entitled to participate in the Missouri State Employees Retirement System (MOSERS). All employees on full-time regular appointments are enrolled in the Missouri State Employees' Retirement System, referred to as MOSERS. MOSERS is a defined benefit, public retirement plan. Eligibility and length of service requirements for normal retirement and early retirement are described fully on the MOSERS website at <http://www.mosers.org>. Effective January 1, 2011, a new MOSERS contributory plan, MSEP 2011, was instituted. New employees enrolled in MOSERS hired effective January 1, 2011 or later will contribute 4% of their monthly salary, the University contributes 19.45% and the employee will be vested after five years. Those employees who have had prior service under MOSERS will **not** contribute 4% of their monthly salary.

c) **Expense Allowance**

All necessary and reasonable expenses incurred by Coach while recruiting or on official business for the University's athletic programs will be paid to Coach. Such expenses must be approved by the University's Director of Athletics upon presentation of expense vouchers and supporting documents. 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.

d) **Tickets**

Coach is entitled to two tickets to Grizzly Athletics events.

e) **Coach's Show**

Coach is 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."

f) **Other Faculty Fringe Benefits and Privileges**

The benefits and privileges accorded the University faculty, such as, but not limited to, paid vacation, sick leave, hospitalization/medical insurance, life insurance, long-term disability insurance, and other benefits established by the Board of Governors will likewise be accorded to Coach. However, it is agreed that the terms and conditions in the Faculty Handbook relating to the regular faculty will not be regarded as a part of this agreement, and that Coach is not on tenure track and is not receiving tenure.

5. **Achievement Payments**

Coach shall be entitled to receive certain payments during the term of this agreement if the University Women's Volleyball Team (the "team") performs to certain levels of achievement, in consideration of the effort and contributions of Coach in obtaining such achievements. It is expressly understood that in no circumstances shall the total amount of achievement payments exceed \$8,000.00 annually during this contract period.

**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.

**Category II (NJCAA Region XVI Post-Season Tournament):**

- a) In the event the team advances to and participates in the championship match of the NJCAA Region XVI Post-Season tournament, an amount of \$500.00 will be paid.
- b) 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.

**Category III (NJCAA National Post-Season Tournament):**

- a) In the event the team advances to the championship match in the District Playoff



Tournament, an amount of \$500 will be paid.

- b) 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.

**Category IV (NJCAA National Post-Season Tournament):**

- a) 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.
- b) The remaining balance of the \$8,000.00 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. Volleyball Camps/Programs**

The University acknowledges it is in the interest of the University to have volleyball camps during the summer. In this regard, Coach may conduct annual volleyball camps during the term of this agreement and, if she does so for her own benefit, the University shall make available both University facilities and contracted facilities for that purpose, subject to the following provision: 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 volleyball facility, and thirteen (\$13.00) dollars per night for use of housing, either the residence hall facility located at 401 West Trish Knight Street or 665 Missouri Ave as occupancy allows.

Coach agrees to provide commercial general liability insurance to cover the operation of the camp. Such insurance shall be in minimum liability limits of Three Hundred Thousand Dollars (\$300,000) 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. "Volleyball camp" will include coach's conduct of a United States Volleyball Association ("Junior Olympics") Program on a year-round basis, including use of University facilities for practice and tournaments. In addition to the general liability policy, Coach agrees to provide a separate special events liability policy for the Junior Olympics Program, practices and tournaments in minimum liability limits of Three Hundred Thousand (\$300,000) 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. Coach recognizes that camp participants are not covered by any of the insurance described and student participants should obtain their own insurance. 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 Junior Olympics Program.

Coach does not guarantee any number of enrollees. The fee for each enrollee shall be established by Coach. The gross income derived from such camps will be considered Coach's sole property, less expenses itemized above. 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, by a member institution of the National Junior College Athletic Association, for the purpose of administering, conducting, and coaching intercollegiate athletics. In this connection, Coach agrees she will diligently conduct the athletic program under her 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) 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 Athletic 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 athletic 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 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) 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) That staff members of the University's Athletic Department 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 she may be suspended for a period of time, without pay, or that her employment may be terminated, notwithstanding any other provisions of this

agreement, if she 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 of the 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 contract.

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 her acceptance or rejection, or her proposed modification of the salary offer extended by the University. If agreement upon the terms of such extension 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) If no extension of the agreement beyond the term specified above is made, this contract shall terminate as of the last day of the term.
- b) This contract may be terminated at any time during the term, by the University, upon the

occurrence of any one of the following events:

- i) Illness or disability of Coach or any other cause incapacitating her from the attendance to her duties as Women's Volleyball Coach for more than six (6) months.
- ii) For just cause. The term "just cause" is defined as acts by Coach constituting or involving dishonesty, insubordination, moral turpitude, conviction of a felony, and major infractions of NJCAA 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. Either party may terminate the agreement by written notice on material breach by the other party.
- iii) In the event the University terminates Coach's employment, under subparagraph (b) (i) or (ii) above, Coach shall not be entitled to any further salary or benefits following the date of such termination, unless otherwise agreed to in writing by the University.
- iv) Unavailability of appropriations or unencumbered funds adequate to pay the obligation herein created.

#### 11. **Cancellation**

- a) Coach may cancel this Employment Contract without penalty by giving written notice of cancellation on or after January 1 in the year of cancellation; however, and notwithstanding any other provision of the Employment Contract, if Coach cancels this Employment Contract before January 1 in the year of cancellation, Coach shall pay as damages to the University the liquidated sum of \$10,000. (The January 1 date is calculated as one month after the end of the principal competitive season for women's volleyball.) 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) Agreement to the contrary, University reserves the right to cancel this Agreement as of June 30, 2020, or any June 30 thereafter if this contract is extended, by payment of the liquidated sum as described herein. The liquidated sum shall consist of the base salary for the period of the contract canceled, less required federal and state tax and social security withholdings, and no additional amount. Notice of intent to cancel the contract according to these terms shall be provided to Coach in writing no later than May 1 of

that contract year. Such cancellation shall require no cause and may be made without cause. For example, should University in its discretion determine to cancel this contract as of June 30, 2020, then prior to May 1, 2020, University will give Coach written notice of such intent. This contract will then be canceled as of June 30, 2020, and as of that date Coach will be paid a liquidated sum of Fifty Five Thousand, Four Hundred and Forty Two Dollars and Zero Cents (\$55,442), less withholdings as described. No additional payment for any fringe benefit, retirement, entitlement, or camp will be made in addition to the liquidated sum.

12. **Construction of Agreement**

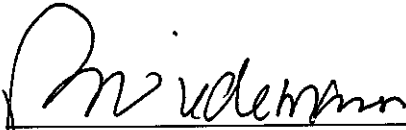
The laws of the State of Missouri shall govern this agreement, including the Missouri Sunshine Law. Coach acknowledges that the Employment Contract is a public document under the Sunshine Law, which the University may release without prior notice to her.

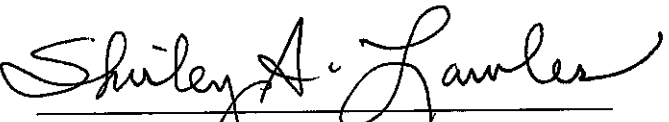
This employment contract constitutes the entire understanding between the parties, all previous oral and written statements, negotiations, and Letters of Employment having been incorporated herein. It may only be amended in writing signed by the parties.

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

**Coach**

**Missouri State University-West Plains**

  
\_\_\_\_\_  
Paula M. Wiedemann  
Head Coach Women's Volleyball

  
\_\_\_\_\_  
Shirley Lawler  
Chancellor

4-23-19  
\_\_\_\_\_  
Date

4-30-19  
\_\_\_\_\_  
Date

## EMPLOYMENT CONTRACT

THIS EMPLOYMENT CONTRACT (hereinafter called the "Employment Contract"), with effective date of July 1, 2019, by and between MISSOURI STATE UNIVERSITY, West Plains, Missouri, (hereinafter called the "University") and Briana Walsh (hereinafter called "Coach").

WITNESSETH:

WHEREAS, the University currently employs Coach as its Assistant Women's Volleyball Coach, with additional duties as noted herein, and the parties desire to renegotiate, modify and extend the terms of Coach's employment, to the mutual benefit of the parties; and,

WHEREAS, the University and Coach have agreed to the terms and conditions of this Employment Contract, and desire to reduce their agreement to writing;

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 July 1, 2019, through June 30, 2020, subject to renewal or termination, on the terms and conditions hereinafter provided. Notwithstanding any provision of this contract to the contrary, this contract will expire as of June 30, 2020, without further notice, unless the parties affirmatively agree, in writing, to an extension or modification prior to June 30, 2020.

2. **Coach Duties**

Coach shall well and faithfully serve the University as its Assistant Women's Volleyball Coach and shall assume additional miscellaneous duties in course instruction, and residence hall supervision. She shall at all times devote her whole time, attention, and energies to the conduct of these various assignments on behalf of the University, and shall do and perform all services, acts, and things connected therewith as the Director of Athletics for the University, the Head Volleyball Coach, and her other immediate supervisors shall from time-to-time direct, which are of a nature customarily and properly belonging to the duties of a University Assistant Women's Volleyball Coach, with additional responsibilities as assigned. Specific duties as assistant coach shall include, but not be limited to, primary responsibility for student-athlete recruitment and academic development of student athletes. In addition to her duties as Assistant Women's Volleyball Coach, Coach shall teach one or more university courses during the fall and spring semesters (as academic schedule requires), assist with athletics fundraising, and provide on-call supervision for the campus residence hall. It is, however, specifically understood that Coach shall be permitted to participate in summer volleyball camps or clinics for her sole benefit and receive

compensation therefrom, for camps sponsored by other University employees, and that Coach's duties to the University do not include service or participation in any such camps or clinics. This provision applies no matter when said camps or clinics are scheduled. Similarly, Coach will be permitted to participate in any United States Volleyball Association (Junior Olympic) program which is conducted by any other University employee as a permitted term of that person's employment with the University.

3. **Compensation:**

The University shall pay Coach a base salary as follows during the period indicated:

- i) Forty Thousand Dollars (\$40,000) for the annual period from July 1, 2019, through June 30, 2020, this contract is in effect, subject to modification as set forth herein.
- ii) Coach's salary shall be paid in equal sums at such intervals as the University has established for its payroll procedure.

4. **Additional Entitlements**

a) **Worker's Compensation Insurance**

The University will provide Worker's Compensation insurance for payment of any medical expense, and compensation, as provided by the laws of the State of Missouri, if Coach suffers an injury or incurs an occupational disease arising out of and in the course of her employment. Compensability under such law is prescribed by State statute, and not by the University or by this contract.

b) **Retirement Fund**

Coach will be entitled to participate in the Missouri State Employees Retirement System (MOSERS). All employees on full-time regular appointments are enrolled in the Missouri State Employees' Retirement System, referred to as MOSERS. MOSERS is a defined benefit, public retirement plan. Eligibility and length of service requirements for normal retirement and early retirement are described fully on the MOSERS website at <http://www.mosers.org>. Effective January 1, 2011, a new MOSERS contributory plan, MSEP 2011, was instituted. New employees enrolled in MOSERS hired effective January 1, 2011, or later will contribute 4% of their monthly salary, the University contributes 19.45% and the employee will be vested after five years.

c) **Expense Allowance**

All necessary and reasonable expenses incurred by Coach while recruiting or on



official business for the University's athletic programs or other administrative departments will be paid to Coach. Such expenses must be approved by the University's Director of Athletics or other appropriate supervisors upon presentation of expense vouchers and supporting documents. 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.

d) **Tickets**

Coach is entitled to two tickets to Grizzly Athletics events.

e) **Other Staff Fringe Benefits and Privileges**

The benefits and privileges accorded the University staff, such as, but not limited to, paid vacation, sick leave, hospitalization/medical insurance, life insurance, long-term disability insurance, and other benefits established by the Board of Governors will likewise be accorded to Coach. However, it is agreed that the terms and conditions in the Faculty Handbook relating to the regular faculty will not be regarded as a part of this agreement, and that Coach is not on tenure track and is not receiving tenure.

5. **Achievement Payments**

Coach shall be entitled to receive certain payments during the term of this agreement if the University Women's Volleyball Team (the "team") performs to certain levels of achievement, in consideration of the effort and contributions of Coach in obtaining such achievements. It is expressly understood that in no circumstances shall the total amount of achievement payments exceed \$4,000.00 annually during this contract period.

**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 \$250.00 will be paid.

**Category II (NJCAA Region XVI Post-Season Tournament):**

- a) In the event the team advances to and participates in the championship match of the NJCAA Region XVI Post-Season tournament, an amount of \$250.00 will be paid.
- b) In the event the team finishes as champion of the NJCAA Region XVI Post-Season Tournament, an additional amount of \$875.00 will be paid.

**Category III (NJCAA National Post-Season Tournament):**

- a) In the event the team advances to the championship match in the District Playoff Tournament, an amount of \$250 will be paid.
- b) 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 \$500.00 will be paid.

**Category IV (NJCAA National Post-Season Tournament):**

- a) In the event the team wins the first round game of the NJCAA National Post-Season Tournament, an additional amount of \$500.00 will be paid.
- b) The remaining balance of the \$4,000.00 maximum amount (\$1,375.00) 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. Professional and Moral Conduct Required**

It is understood that Coach is being employed by the University, by a member institution of the National Junior College Athletic Association, for the purpose of administering, conducting, and coaching intercollegiate athletics and other duties mentioned elsewhere in this agreement. In this connection, Coach agrees she will diligently conduct herself 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) 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 Athletic 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 athletic 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 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) That staff members of the University, or others serving on the NJCAA'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) That staff members of the University's Athletic Department 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 she may be suspended for a period of time, without pay, or that her employment may be terminated, notwithstanding any other provisions of this agreement, if she is found by the NJCAA to be involved in deliberate and serious violation of NJCAA regulations as determined by NJCAA.
- 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 of the 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 contract.

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

## 7. **Termination**

- a) The Employee Handbook for Administrators, Professional and Support Staff Employees is incorporated herein by reference, and the personnel policies stated therein shall be applicable to the terms of this agreement, specifically including but without limitation the provisions in Section 3.16 "Separation From Employment" and Section 9.0 "Employee Conduct."
- b) If no extension of the agreement beyond the term specified above is made, this contract shall terminate as of the last day of the term.
- c) In the event the University terminates Coach's employment, under subparagraph (b) above, Coach shall not be entitled to any further salary or benefits following the date of such termination, unless otherwise agreed to in writing by the University.

8. **Cancellation**

Coach may cancel this Employment Contract without penalty by giving two-weeks advance written notice of cancellation on or after January 1, 2020. (The January 1 date is calculated as one month after the end of the principal competitive season for women's volleyball.) However, and notwithstanding any other provision of the Employment Contract, if Coach cancels this Employment Contract before January 1, 2020, Coach shall pay as damages to the University the liquidated sum of \$5,000. 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.

9. **Construction of Agreement**

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

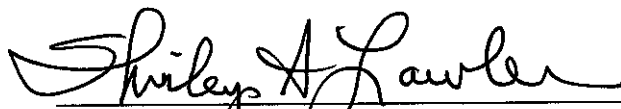
IN WITNESS WHEREOF, the parties have executed this Employment Contract on the dates indicated below:

**Coach**

**Missouri State University-West Plains**



Briana Walsh  
Assistant Coach Women's Volleyball



Shirley Lawler  
Chancellor

4-30-19  
Date

4-30-19  
Date

III.A.4.

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

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

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

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

**WHEREAS**, the student body has voted to expend Capital Projects funds of (\$6,607) to be used for campus beautification and trash bin expenditures; and

**WHEREAS**, the student body has voted to expend Capital Project funds of (\$5,580.53) to be used for the purchase of furniture, a smart TV, and decorations for Student Life area in Hass-Darr Hall; and

**WHEREAS**, the student body has voted to expend Capital Project (\$20,283.24) to be used towards the purchase of new speakers, a projector, and viewing screen in the Carol Silvey Student Union in Hass Darr Hall; and

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

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

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

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

**COMMENTS:**

**Campus Beautification and Trash Bins:** \$5,000 from the Capital Projects fund to be used for Campus Beautification and \$1,607 will be used to purchase trash bins. The funds will be used to purchase plants, mulch, landscaping materials, or equipment to maintain the campus grounds, as well as three trash bins.

**Furniture, Smart TV, and Decorations:** \$5,580.53 from the Capital Projects Fund to be used for the purchase of furniture, a smart TV, and decorations for Student Life area in Hass-Darr Hall. This will make the atmosphere more welcoming for students to come in and relax.

**Speakers, Projector, and Viewing Screen:** \$20,283.24 from the Capital Projects fund to be used towards the purchase of new speakers, a projector, and viewing screen in the Carol Silvey Student Union in Hass Darr Hall. The funds will be used to purchase speakers for both inside the student union and outside the building. The funds will also be used to purchase a projector and viewing screen for inside the student union for members of the campus community to enjoy at various programs.

III.A.5.

**RECOMMENDED ACTION** – Approval of the new Associate of Arts in Child and Family Development academic program.

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

**BE IT RESOLVED** by the Board of Governors for the Missouri State University of the new Associate of Arts in Child and Family Development academic program be approved for submission to the Coordinating Board of Higher Education.

**VOTE:**        **AYE** \_\_\_\_\_

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

**COMMENTS:**

1. MSU-WP currently offers an AAS in Child and Family Development.
2. A number of MSU-WP students continue on to MSU for the BS in Child and Family Development.
3. The proposed AA in Child and Family Development will complement the AAS degree by providing the general education courses required for the bachelor's degree. The general education courses have been selected specifically to allow for ease of transfer.
4. This program will utilize existing courses and will require no new resources.



## Associate of Arts in Child & Family Development

<b>Foundation Requirements</b>	<b>Credit Hours</b>
<i>Oral Communications</i>	
COM 115 Fundamentals of Public Speaking	3
<i>Written Communications and Information Literacy</i>	
ENG 110 Writing I	3
<i>Written Communications and Integrative and Applied Learning (choose one)</i>	
ENG 210 Writing II: Academic Writing	3
ENG 221 Writing II: Writing for the Professions	3
<i>First-Year Seminar</i>	
IDS 110 Student Success	2
<i>Quantitative Literacy</i>	
MTH 130 Contemporary Mathematics or higher (except MTH 197 or MTH 297)	3
<b>Natural World Requirements</b>	<b>Credit Hours</b>
At least one course from each area, two different course codes, at least one with a lab <sup>+</sup>	
<i>Life Sciences</i>	
BIO 100 Biological Sciences for Educators (4) (lab)	
ENV 105 Environmental Science	7
<i>Physical Sciences</i>	
GLG 110 Principles of Geology (4) (lab)	
GRY 142 Introductory Physical Geography (4) (lab)	
<b>Human Culture Requirements</b>	<b>Credit Hours</b>
<i>Four different course codes from these areas</i>	
<b>Social and Behavioral Science</b>	
CFD 155 Principles of Human Development	3
PSY 121 Introductory Psychology	3
<b>Humanities</b>	
PHI 110 Introduction to Philosophy	3
<b>The Arts</b>	
ENG 234 Literature for Children and Young Adults	3
<b>Public Affairs Requirements</b>	<b>Credit Hours</b>
<b>US and MO Constitutions and American History</b>	
PLS 101 American Democracy and Citizenship	3
<i>US History (choose one)</i>	
HST 121 Survey of US History to 1877	3
HST 122 Survey of US History Since 1877	

<i>Cultural Competence (choose one)</i>	
GRY 100 World Regional Geography	3
REL 100 Religion and Human Culture	
<i>Public Issues (choose one)</i>	
ECO 101 Economics of Social Issues	
PHI 105 Logic, Language and Argumentation	
PLS 205 Countries and Culture: Comparative Government*	3
PLS 232 International Relations	

<b>Child and Family Development Requirements</b>	<b>Credit Hours</b>
CFD 110 Health, Safety and Nutrition	3
CFD 150 Introduction to Child and Family Development	1
CFD 163 Relationships in Today's Families	3
CFD 250 Parenting in Contemporary Society	3
CFD 298 Child and Family Development Capstone	2
CIS 101 Computers for Learning	3
<b>Degree Requirements</b>	<b>60</b>

*NOTE: For a complete list of general education courses available at MSU-WP, please refer to the Associate of Arts in General Studies degree.*

III.A.6.

**RECOMMENDED ACTION** – Approval of the new Associate of Science in Technology academic program.

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

**BE IT RESOLVED** by the Board of Governors for the Missouri State University of the new Associate of Science in Technology academic program be approved for submission to the Coordinating Board of Higher Education.

**VOTE:**        **AYE** \_\_\_\_\_

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

**COMMENTS:**

1. The new proposed Associate of Science in Technology program includes options in Computer Graphics and Programming, Advanced Manufacturing Technology, Alternative Energy, General Technology, and Technology Management.
2. The proposed program will prepare students for transfer to a bachelor's degree program.
3. The program utilizes courses currently offered and will require no new resources.

## Associate of Science in Technology

<b>Foundation Requirements</b>	<b>Credit Hours</b>
<i>Oral Communications</i>	
COM 115 Fundamentals of Public Speaking	3
<i>Written Communications and Information Literacy</i>	
ENG 110 Writing I	3
<i>Written Communications and Integrative and Applied Learning (choose one)</i>	
ENG 221 Writing II: Writing for the Professions	
<i>First-Year Seminar</i>	
IDS 110 Student Success	2
<i>Quantitative Literacy (choose one)</i>	
MTH 135 Pre-Calculus I: Algebra or higher (except MTH 197 or MTH 297)	3
<b>Natural World Requirements</b>	<b>Credit Hours</b>
<b><i>Physical Sciences</i></b>	
PHY 100 Survey of Physics with Laboratory (4) (lab)	4
PHY 101 Physics by Inquiry for Educators (4) (lab)	
<b>Human Culture Requirements</b>	<b>Credit Hours</b>
<i>Four different course codes from these areas</i>	
<b>Social and Behavioral Science</b>	
ECO 155 Principles of Macroeconomics	6
PSY 121 Introductory Psychology	
<b>Public Affairs Requirements</b>	
<b>US and MO Constitutions and American History</b>	<b>Credit Hours</b>
PLS 101 American Democracy and Citizenship	3
<i>Public Issues (choose one)</i>	
CIS 200 Critical and Creative Thinking using Information Technology	3
TEC 105 Technology's Impact on Society	
<b>Other Institution Requirements</b>	<b>Credit Hours</b>
CIS 101 Computers for Learning	3
CGP 297 Computer Graphics and Programming Capstone or TEC 297 Technology Capstone	2
<b>Computer Graphics and Programming Option</b>	
<i>Select 28 credit hours from the following:</i>	<b>Credit Hours</b>
CGP 145 Intro to Computer Programming	
CGP 150 Intro to Digital Graphics	28
CGP 200 Mobile Game Development	

CGP 297 CGP Capstone  
 CGP 270 Virtual Media Entrepreneurship  
 CGP 110 Game Development I  
 CGP 115 Game Art Drawing I  
 CGP 160 Intro to 3D Modeling & Animation  
 CGP 220 Game Development II  
 CGP 250 3D Character Modeling \ Animation  
 CGP 255 Graphics Programming I  
 CGP 260 Advanced 3D Modeling Animation  
 CGP 265 Graphics Programming II

**Advanced Manufacturing Technology Option**

*Select 28 credit hours from the following:*

**Credit Hours**

TEC 100 Survey of Electronics  
 TEC 110 Print Reading and Basic Computer-Aided Drafting (CAD)  
 TEC 111 Mfg. Materials & Processes  
 TEC 112 Intro. To Supply Chain Mgt.  
 TEC 123 Employment in Mfg. Occ.  
 TEC 165 Manufacturing Technology  
 TEC 175 Welding Technology  
 TEC 200 Applied Electricity & Electronics  
 TEC 245 Mech. Sys. & Fluid Power  
 TEC 275 Automated Manufacturing  
 TEC 299 Technology Internship

28

**Alternative Energy Option**

*Select 28 credit hours from the following:*

**Credit Hours**

AGR 103 Plant Science  
 AGR 112 Intro. To Agricultural Business  
 AGR 115 Sustainable Agriculture and the Environment  
 AGR 143 Introductory Forestry  
 TEC 100 Survey of Electronics  
 TEC 200 Applied Electricity & Electronics  
 TEC 260 Alternative Energy: Biofuels  
 TEC 265 Alternative Energy: Solar  
 TEC 270 Alternative Energy: Wind  
 TEC 299 Technology Internship

28

**General Technology Option**

Select 28 credit hours from any combination from the following departments:

**Credit Hours**

Agriculture (AGR), Business (ACC, BUS, EPR, FIN, INS, LAW, MGT, QBA),  
 Computer (CGP, CIS, CSC), Engineering (EGR), Fire Science (FST), Law

28

Enforcement (LWE), Mathematics (MTH), Science (AST, BIO, BMS, CHM, ENV, GLG, GRY, PHY), Technology (TEC) and Enology and Viticulture (VIN).

**Technology Management Option**

*Select 28 credit hours from the following:*

**Credit Hours**

ACC 201 Introduction to Financial Accounting

ECO 155 Principles of Macroeconomics

MGT 286 Business Communications

TEC 100 Survey of Electronics

TEC 112 Introduction to Supply Chain Mgt.

28

TEC 225 Logistics, Transportation & Distribution

TEC 232 Quality Management

TEC 250 Safety Management

TEC 255 Project Management (MSU-WP Specific Topic Coverage)

TEC 299 Technology Internship

**Degree Requirements**

**60**

*NOTE: For a complete list of general education courses available at MSU-WP, please refer to the Associate of Arts in General Studies degree.*

III.A.7.

**RECOMMENDED ACTION** – Approval of the new Associate of Applied Science in Technology – Information Technology option.

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

**BE IT RESOLVED** by the Board of Governors for the Missouri State University of the new Associate of Applied Science in Technology – Information Technology option be approved for submission to the Coordinating Board of Higher Education.

**VOTE:**        **AYE** \_\_\_\_\_

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

**COMMENTS:**

1. The program utilizes courses currently offered and will require no new resources.
2. Information Technology is a widely recognized title in business and industry.
3. Missouri State University offers a bachelor’s degree in Information Technology.
4. The new proposed Associate of Applied Science in Technology – Information Technology option will prepare students for a career in information technology.
5. The proposed program provides students with an associate degree option with a technology focus, rather than a business focus.
6. This program will utilize existing courses and will require no new resources.

## Associate of Applied Science in Technology

### General Education Requirements

	<b>Credit Hours</b>
COM 115 Fundamentals of Public Speaking	3
ENG 110 Writing I	3
ENG 221 Writing II: Writing for the Professions	3
IDS 110 Student Success	2
PLS 101 American Democracy and Citizenship	3
TEC 105 Technology's Impact on Society	3
	<hr/> 17

### Technology Core Requirements

	<b>Credit Hours</b>
CIS 101 Computers for Learning	3
TEC 101 Mathematics for the Trades	3
TEC 297 Technology in Action (capstone)	2
	<hr/> 8

### Advanced Manufacturing Technology Option

	<b>Credit Hours</b>
TEC 100 Survey of Electronics	3
TEC 110 Print Reading and Basic Computer-Aided Drafting (CAD)	3
TEC 111 Mfg. Materials & Processes	3
TEC 112 Intro. To Supply Chain Mgt.	3
TEC 123 Employment in Mfg. Occ.	3
TEC 165 Manufacturing Technology	3
TEC 175 Welding Technology	3
TEC 200 Applied Electricity & Electronics	3
TEC 245 Mech. Sys. & Fluid Power	3
TEC 275 Automated Manufacturing	3
TEC 299 Technology Internship	2
General Technology Electives	3
	<hr/> 35

### Alternative Energy Option

	<b>Credit Hours</b>
AGR 103 Plant Science	<b>3</b>
AGR 112 Intro. To Agricultural Business	3
AGR 115 Sustainable Agriculture and the Environment	3
AGR 143 Introductory Forestry	3
TEC 100 Survey of Electronics	3
TEC 200 Applied Electricity & Electronics	3
TEC 260 Alternative Energy: Biofuels	3
TEC 265 Alternative Energy: Solar	3



TEC 270 Alternative Energy: Wind	3
TEC 299 Technology Internship	2
General Technology Electives	6
	<hr/>
	35

**General Technology Option**

**Credit Hours**

Select any combination of courses from the following departments to equate 35 credit hours:

Agriculture (AGR)	
Business (ACC, BUS, EPR, FIN, INS, LAW, MGT, QBA)	
Computer (CGP, CIS, CSC)	
Engineering (EGR)	
Fire Science (FST)	
Law Enforcement (LWE)	35
Mathematics (MTH)	
Science (AST, BIO, BMS, CHM, ENV, GLG, GRY, PHY)	
Technology (TEC)	
Enology and Viticulture (VIN)	
	<hr/>
	35

**Information Technology Option**

**Credit Hours**

CGP 145 Introduction to Computer Programming	3
CIS 201 Computer Applications in Business	3
CIS 205 Website Design and Development	3
CIS 235 Computer Hardware and Operating Systems	3
CIS 260 Introduction to Java Programming	3
CIS 290 Advanced Microcomputer Applications	3
CIS 295 Database Management Systems Concepts and Design	3
CGP, CIS, CSC Electives	14
	<hr/>
	35

**Technology Management Option**

**Credit Hours**

ACC 201 Introduction to Financial Accounting	3
ECO 155 Principles of Macroeconomics	3
MGT 286 Business Communications	3
TEC 100 Survey of Electronics	3
TEC 112 Introduction to Supply Chain Mgt.	3
TEC 225 Logistics, Transportation & Distribution	3
TEC 232 Quality Management	3
TEC 250 Safety Management	3
TEC 255 Project Management	3
TEC 299 Technology Internship	2
Electives	6
	<hr/>

35

**Degree Requirements**

**60**

III.A.8.

**RECOMMENDED ACTION** – Approval of the Title Change for the Associate of Applied Science in Business – Computer Information Systems option to Information Technology option.

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

**BE IT RESOLVED** by the Board of Governors for the Missouri State University of the title change from the Associate of Applied Science in Business – Computer Information Systems to the Associate of Applied Science in Business – Information Technology option be approved for submission to the Coordinating Board of Higher Education.

**VOTE:**        **AYE** \_\_\_\_\_

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

**COMMENTS:**

1. Information technology is a widely recognized title in business and industry.
2. Missouri State University offers a bachelor’s degree in Information Technology.
3. We propose that the title of the Associate of Applied Science in Business - Computer Information Systems option be changed to the Associate of Applied Science in Business – Information Technology.
4. The proposed title change will be clearer and easily recognized by students and employers.
5. This program will utilize existing courses and will require no new resources.

## Associate of Applied Science in Business

<b>General Education</b>	<b>Credit Hours</b>
COM 115 Fundamentals of Public Speaking	3
ECO 155 Principles of Macroeconomics	3
ENG 110 Writing I	3
IDS 110 Student Success	2
MGT 130 Business Math or MTH 100 or higher (except MTH 197 or MTH 297)	3
PLS 101 American Democracy and Citizenship	3
	<hr/>
	17

<b>Business Core Requirements</b>	<b>Credit Hours</b>
ACC 201 Introduction to Financial Accounting	3
BUS 135 Introduction to Business	3
BUS 297 International Business (capstone course)	3
CIS 101 Computers for Learning	3
EPR 170 Business Ethics	1
LAW 231 Legal Environment of Business	3
MGT 120 Introduction to Management	3
MGT 286 Business Communications	3
QBA 237 Basic Business Statistics	3
	<hr/>
	25

<b>Accounting Option</b>	<b>Credit Hours</b>
ACC 211 Introduction to Managerial Accounting	3
ACC 220 Payroll Accounting	1
ACC 221 Introduction to Individual Income Tax Accounting	2
ACC 290 Accounting Software Applications	3
ACC 299 Internship in Accounting	3
CIS 201 Computer Applications in Business	3
CIS 290 Advanced Microcomputer Applications	3
	<hr/>
	18

<b>Entrepreneurship Option</b>	<b>Credit Hours</b>
ACC 290 Accounting Software Applications	3
CIS 290 Advanced Microcomputer Applications	3
EPR 110 Introduction to Entrepreneurship	3
EPR 130 Sales and Customer Service	3
EPR 299 Internship in Entrepreneurship	3
MKT 150 Introduction to Marketing	3
	<hr/>
	18

<b>Information Technology Option</b>	<b>Credit Hours</b>
CGP 145 Introduction to Computer Programming	3
CIS 201 Computer Applications in Business	3
CIS 205 Website Design and Development	3
CIS 235 Computer Hardware and Operating Systems	3
CIS 260 Introduction to Java Programming	3
CIS 290 Advanced Microcomputer Applications	3
	<hr/>
	18
 <b>Management Option</b>	 <b>Credit Hours</b>
ACC 211 Introduction to Managerial Accounting	3
CIS 290 Advanced Microcomputer Applications	3
ECO 165 Principles of Microeconomics	3
FIN 266 Principles of Real Estate	3
MGT 299 Internship in Business Management	3
MKT 150 Introduction to Marketing	3
	<hr/>
	18
 <b>Technology Management Option</b>	
TEC 112 Introduction to Supply Chain Management	3
TEC 225 Logistics, Transportation & Distribution	3
TEC 232 Quality Management	3
TEC 250 Safety Management	3
TEC 255 Project Management	3
TEC 299 Technology Internship	3
	<hr/>
	18
 <b>Degree Requirements</b>	 60

III.A.9.

**RECOMMENDED ACTION** – Approval of the title change for the Associate of Applied Science in General Agriculture to the Associate of Applied Science in Agriculture.

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

**BE IT RESOLVED** by the Board of Governors for the Missouri State University of the title change for the Associate of Applied Science in General Agriculture to the Associate of Applied Science in Agriculture be approved for submission to the Coordinating Board of Higher Education.

**VOTE:**        **AYE** \_\_\_\_\_

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

**COMMENTS:**

1. The existing Associate of Applied Science in General Agriculture consists of general education and various agriculture courses.
2. We propose a title change to Associate of Applied Science in Agriculture.
3. The new title is clearer and easier for students to identify.

## Associate of Applied Science in Agriculture

<b>General Education</b>	<b>Credit Hours</b>
COM 115 Fundamentals of Public Speaking	3
ENG 110 Writing I	3
IDS 110 Student Success	2
MGT 130 Business Math or TEC 101 Math for the Trades or MTH 100 or higher (except MTH 197 or MTH 297)	3
PLS 101 American Democracy and Citizenship	3
	<hr/>
	14
<b>Agriculture Core Requirements</b>	<b>Credit Hours</b>
AGR 100 Food Security	3
AGR 101 Animal Science	4
AGR 103 Plant Science	3
AGR 104 Plant Science Laboratory	1
AGR 112 Introduction to Agricultural Business	3
AGR 215 Soils	3
AGR 118 Leadership	1
AGR 297 / IDS 297 Global Agriculture and Food Production (capstone course)	3
AGR 299 Agricultural Internship	3
CIS 101 Computers for Learning	3
	<hr/>
	27
<b>Agriculture Electives</b>	
Select 19 credit hours of AGR or other courses as approved by the Agriculture Department.	19
<b>Degree Requirements</b>	60

III.A.10.

**RECOMMENDED ACTION** – Approval of the Deletion of the Associate of Science in Respiratory Therapy.

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

**BE IT RESOLVED** by the Board of Governors for the Missouri State University that the deletion of the Associate of Science in Respiratory Therapy be approved for submission to the Coordinating Board for Higher Education.

**VOTE:**      **AYE** \_\_\_\_\_

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

**COMMENTS:**

1. Student interest in respiratory care courses at Missouri State University-West Plains has dropped during the past several years.
2. With such low interest, the number of students graduating from the program each year is slightly above five students per year. During two of those five years, only one student graduated from his or her cohort.
3. We propose that the Associate of Science degree in Respiratory Care be deleted.
4. The need for the respiratory care program and other allied health courses/programs will continue to be monitored for future consideration.
5. The program and curriculum deletion have been reviewed and approved by the Missouri State University-West Plains Curriculum Committee and Faculty Senate. Upon approval by the Board of Governors, the program deletion proposal will be forwarded to the Missouri Coordinating Board for Higher Education.



III.B.1.

**RECOMMENDED ACTION: New Program: Bachelor of Science in Conflict and Interpersonal Communication**

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

**WHEREAS**, conflict is a pervasive and costly part of every workplace; and

**WHEREAS**, increasingly employers are seeking professionals with strong communication skills who can work effectively as part of a team, and who can mitigate their own conflicts as well as those conflicts that arise with and among peers, supervisors, and those they manage; and

**WHEREAS**, the Department of Communication has experience offering a related certificate program in Conflict and Dispute Resolution; and

**WHEREAS**, the Department of Communication is prepared to begin offering a Bachelor of Science degree in Conflict and Interpersonal Communication.

**NOW, THEREFORE, BE IT RESOLVED** by the Board of Governors for Missouri State University that the Bachelor of Science in Conflict and Interpersonal Communication be added to the programs of the Department of Communication.

**VOTE:**        AYE \_\_\_\_\_

                  NAY \_\_\_\_\_

**EXECUTIVE SUMMARY:**

Through a blend of classroom and experiential learning the Conflict and Interpersonal Communication major will allow students to explore the causes and dynamics of conflict. It will also help the students to develop skills that will enable them to analyze conflict situations in a variety of contexts and, as a result, to address these conflicts effectively. Graduates of the program may build careers in dispute resolution fields such as mediation, arbitration, ombudsman-work, peace-building, or restorative practices. They may also find success in professions where the ability to manage conflicts is a vital skill.

Students will be required to complete 33 credits in the major. Because this is a non-comprehensive major, the students will also be required to complete an appropriate minor.

III.C.1.

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

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

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

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

**COMMENTS:**

Recommend the attached report summarizing all reportable Office of Procurement Services activity from February 6, 2019 through May 1, 2019 be approved.

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

**FOR APPROVAL**

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

**Picosecond Laser Precision Micromachining System \$372,000.00  
Jordan Valley Innovation Center (JVIC)**

In response to required advertising, two bids were received for a picosecond laser micromachining system for the Jordan Valley Innovation Center (JVIC). Recommend approval to award to Oxford Lasers, Incorporated as the low bid.

The picosecond laser micromachining system is used to cut, ablate, etch, score, and pattern various materials from metals such as stainless steel and molybdenum, to plastics such as PET and KAPTON. The system is designed to micro-machine features and patterns into various parts for the purpose of fabricating stencils, roughening surfaces for adhesion promotion, and scoring materials for precision cutting.

System funding is to be from a Research Cooperative Agreement with the United States Army Engineer Research and Development Center (ERDC) entitled *Printed Electronic Nano Carbon-Based Devices and Systems to Improve Real-Time Surface Water Contamination Sensing*. The system will be used by research staff to accomplish tasks on the federally funded research cooperative agreement.

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

**ACTIVITY REPORT  
PAGE TWO**

**FOR INFORMATIONAL PURPOSES ONLY**

**Other purchases at the discretion of the Director of Procurement Services with approval from the Chief Financial Officer or President, with description of the rationale**

**Texting Platform** **\$25,000.000**  
**Enrollment Management/Center for Academic Success** **(Year One Estimate)**

A license agreement has been executed with Signal Vine for a texting platform to implement a text messaging pilot program focused on freshmen and sophomore students, with the potential to expand to a comprehensive program for all students.

Research shows that the use of text messaging to nudge students to complete key tasks, such as making an appointment with an advisor, completing a financial aid application, and registering for classes, is effective in improving student retention.

From an extensive evaluation, two vendors were identified that offer two-way text messaging platforms: Signal Vine and Mongoose. Signal Vine offers a product that best meets the University's requirements in terms of functionality, flexibility, and cost.

Signal Vine allows for unlimited Short Message Service (SMS) and Multimedia Messaging Services (MMS) messages up to 5,500 students in the first year at an estimated cost of \$25,000, which includes an implementation fee and travel expenses.

After the first year, the contract can be ended with no penalty, continued at the same rate of 5,500 students for \$20,000 annually, or expanded to 20,000 students for \$52,500 annually or 25,000 students for \$61,000 annually, per the table below.

Year	Number of Students	Annual Cost
One	5,500	\$25,000.00*
Two +	5,500	\$20,000.00
Two +	20,000	\$52,500.00
Two +	25,000	\$61,000.00

\*Includes an implementation fee and travel expenses.

**ACTIVITY REPORT  
PAGE THREE**

Implementation of the pilot project would be coordinated by the Center for Academic Success and Transition (CAST) in cooperation with the Office of Enrollment Services and others. Offices that are anticipated to utilize the system during the pilot are CAST, Office of the Registrar, Office of Student Financial Aid, and selected academic advisement units.

**Note: Funding to be shared by the Provost and the Vice President for Student Affairs.**

**Other purchases at the discretion of the Director of Procurement Services with approval from the Chief Financial Officer or President, with description of the rationale**

**Consulting for University Bookstore** **\$32,500.00**  
**Office of Student Affairs**

Payment issued to Campus Bookstore Consulting (CBC) for consulting services.

CBC is an industry leader working with universities to develop and implement campus-store solutions to optimize financial, operational, and service objectives for university textbook and merchandise businesses.

In order to assist University administration with its goal of determining the most effective long-term bookstore strategy, CBC proposes a comprehensive operational, service, and financial analysis of the University bookstore, with the following objectives:

- Provide an independent assessment of the University bookstore operation
- Benchmark the bookstore's historical financial performance
- Identify the strategic initiatives necessary to improve the financial return, to improve the level of service, and to remain competitive; and
- Project the financial and service potential of the bookstore

**Note: Funding to be from Student Affairs Carryforward Reserves.**

**ACTIVITY REPORT  
PAGE FOUR**

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

**Furniture** **\$110,196.50**  
**Ellis Hall Renovation**

Pursuant to University policy, which allows the University to participate in contract agreements established by other public entities, NIPA Cooperative Contract R142213 with Scott Rice Office Interiors has been utilized for Ellis Hall replacement sofas, lounge chairs, and tables.

Current furniture is original to the building and is not in good condition.

**Note: Funding to be from Ellis Hall Renovation Budget X02187 012001 76302 095.**

**Other purchases at the discretion of the Director of Procurement Services with approval from the Chief Financial Officer or President, with description of the rationale**

**Marketing Research** **\$143,100.00**  
**Marketing and Communications**

Payment issued to SimpsonScarborough for comprehensive marketing research to advance the University's enrollment, fundraising, and reputational goals.

SimpsonScarborough has over 200 college and university clients, and has developed a reputation as one of the country's best higher education marketing firms.

Data collected from key internal and external audiences will enable the University to develop instruments that will provide it with feedback from participants. Information can then be utilized by the University to better understand the University's position in the state and region among prospective students, parents, high school counselors, and others.

**Note: Funding to be from the President Enhancement Fund.**

**ACTIVITY REPORT  
PAGE FIVE**

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

**Basketball Game Guarantee \$160,000.00  
Intercollegiate Athletics**

Payment issued to the National Association of Basketball Coaches for participation in the Division I men's college basketball multi-team tournament, entitled the Hall of Fame Classic, held on multiple dates in November, 2018, at Kansas City, Missouri.

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

**Note: Funding to be from the FY19 operational budget.**

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

**Software for Faculty Database \$178,734.00  
Office of the Provost (Three-Year Agreement)**

Pursuant to University policy, which addresses justification for making awards on a single feasible source basis, the Office of the Provost has requested a three-year renewal of Digital Measures by Watermark software.

Since 2005, Digital Measures by Watermark software has been providing a database system that collects, stores, and reports activity of the University's faculty. These activities include producing curriculum vitae for state mandated reporting of faculty credentials, producing required reports for accreditation purposes, producing applications for tenure, promotion, and annual compensation.

Digital Measures by Watermark allows agreements of its software in increments of three or five years only, and the University has chosen to renew the agreement for three years.

The vendor allows the University to purchase the software in three installments, which are first year \$48,243.00, second year \$59,578.00, and third year \$70,913.00.





III.D.1.

**RECOMMENDED ACTION** - Approval of Activity Report for the months of February 2019, March 2019, and April 2019.

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

**BE IT RESOLVED** by the Board of Governors for Missouri State University that the attached Activity Report for the months of February 2019, March 2019, and April 2019, as presented by Planning, Design & Construction, be accepted and approved.

**VOTE:**        **AYE** \_\_\_\_\_

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

**COMMENTS:**

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

It is recommended that the attached report be accepted.

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

**February 2019, March 2019, and April 2019**

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

**February 11, 2019**

**Phase II and Phase III Renovations,  
Plaster Center for Free Enterprise**

A contract was signed with The Clark Enersen Partners for professional services in conjunction with the phase II and phase III renovations of Plaster Center for Free Enterprise. The fixed fee for the consultant's work is \$233,650.00. This project is being funded by the Mechanical Engineering Program (\$83,250.00), Vice President of Research and Economic Development – Facilities and Administration (\$75,200.00), and Associate Vice President for Economic Development (\$75,200.00) budgets.

**Indoor Practice Facility,  
Springfield Campus**

A contract was signed with Hood-Rich Architecture for professional services in conjunction with the construction of an indoor practice facility on the Springfield campus. The fixed fee for the consultant's work is \$172,000.00. This project is being funded by the President's Program Enhancement (\$172,000.00) budget.

III.D.2.

**RECOMMENDED ACTION** – Approval of bids and award of a contract for the food court refresh at Plaster Student Union.

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

**BE IT RESOLVED** by the Board of Governors for Missouri State University that the low bid of Carson-Mitchell, Inc. in the amount of Two Hundred Seventy-two Thousand and 00/100ths dollars (\$272,000.00) for the base bid for the food court refresh at Plaster Student Union be accepted, approved, and awarded.

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

<b>Project Budget</b>	
Consultant Fees	\$51,500.00
Construction Costs	\$272,000.00
Other Construction Costs	\$220,000.00
Project Administration	\$21,000.00
Construction Contingency	\$155,500.00
Furniture, Fixtures, and Equipment	\$360,000.00
Telecommunications	\$20,000.00
Relocation Costs	\$0.00
<b>Total Project Budget</b>	<b>\$1,100,000.00</b>
<b>Funding Source</b>	
Food Court Refresh budget	\$1,100,000.00
<b>Total Funding Source</b>	<b>\$1,100,000.00</b>

**BE IT FURTHER RESOLVED** that this be paid from the Food Court Refresh budget funded by contractual capital investment proceeds from Chartwells.

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

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

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

**COMMENTS:**

The bids received on this project are as follows:

<b>Contractor</b>	<b>Base Bid</b>
Carson-Mitchell, Inc.	\$272,000.00
Bales Construction Company, Inc.	\$302,800.00

Various Plaster Student Union spaces need to be refreshed or modified to accommodate new and existing food vendors. The space currently occupied by Papa John’s Pizza will be converted to a Freddy's Frozen Custard and Steakburgers. Panda Express will be refreshed to meet current corporate brand standards. The work is scheduled to be completed by the beginning of the 2019 fall semester.

Other construction costs include modifications to Starbucks, Grill Nation, and Subway that will be accomplished through the university’s job order contract.

Furniture, fixtures, and equipment include new equipment for the venues. Freddy’s Frozen Custard and Steakburgers will undergo a total renovation required to operate the new venue and requires 78 categories of equipment. Panda Express will receive 11 categories of equipment for the replacement of the cook line and updates to the front of house layout. Starbucks will receive equipment for new menu offerings and updates to the front of house layout. The space currently occupied by Grill Nation will receive equipment for new menu offerings. Subway will receive minor brand refreshes and will not require new equipment.

This project will be paid from the Food Court Refresh budget funded by contractual capital investment proceeds from Chartwells (\$1,100,00.00).

MISSOURI STATE UNIVERSITY

III.E.1.

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

**RANKED FACULTY APPOINTMENT:**

<u>Name</u>	<u>Position-Department</u>	<u>Salary</u>	<u>Effective</u>
Stephanie Huffman	Department Head Professor with Tenure Reading Foundations & Technology (12-month appointment)	\$110,000 annually	08/01/19
Barri Tinkler	Associate Dean College of Education Professor with Tenure Reading, Foundations & Technology (12-month appointment)	\$120,000 annually	08/01/19
Paria Akbar Akhgari	Assistant Professor Philosophy	\$55,000 annually	08/12/19
Ngoc Do	Assistant Professor Mathematics	\$59,500 annually	08/12/19
Jeff Foster	Assistant Professor Psychology	\$56,500 annually	08/12/19
Jamie Grigsby	Assistant Professor Marketing	\$115,000 annually	08/12/19
Heidi Hadley	Assistant Professor English	\$55,000 annually	08/12/19
Abby Lowe	Instructor Greenwood Laboratory School	\$43,000 annually	08/12/19
Jay McEntee	Assistant Professor Biology	\$60,000 annually	08/12/19
Lindsey Murphy	Assistant Professor Childhood Education & Family Studies	\$55,000 annually	08/12/19

Academic Personnel Board Actions, cont'd.

Page 2

Jessica Nelson	Assistant Professor Counseling, Leadership & Special Education	\$55,000 annually	08/12/19
Julia Novakowski	Assistant Professor Reading, Foundations & Technology	\$55,000 annually	08/12/19
Dana Paliliunas	Assistant Professor Psychology	\$55,000 annually	08/12/19
James Peterson	Assistant Professor Technology & Construction Management	\$80,000 annually	08/12/19
Quinton Phelps	Assistant Professor Biology	\$61,000 annually	08/12/19
Hassan Raza	Assistant Professor Childhood Education & Family Studies	\$55,000 annually	08/12/19
Avery Russell	Assistant Professor Biology	\$60,000 annually	08/12/19
Amanda Smith	Assistant Professor Art & Design	\$52,500 annually	08/12/19
Alan Tinkler	Associate Professor English	\$62,000 annually	08/12/19

**UNRANKED FACULTY APPOINTMENTS (Term):**

<u>Name</u>	<u>Position-Department</u>	<u>Salary</u>	<u>Effective</u>
Daniel Garten	Instructor Kinesiology	\$40,000 annually	08/12/19 05/15/20
Judy Tarbox	Instructor English	\$43,000 annually	08/12/19 05/15/20
Tammy Yoes	Clinical Assistant Professor School of Nursing	\$59,000 annually	08/12/19 05/15/20

(See Addendum A for Per Course Faculty Appointments)

(See Addendum B for Summer Appointments)

(See Addendum C for Supplemental Payments)

(See Addendum D for Graduate Teaching Assistant Appointments)

**RESIGNATIONS:**

<u>Name</u>	<u>Position-Department</u>	<u>Effective</u>
Darryl Haslam	Associate Professor School of Social Work	05/17/19
Erin Kappeler	Assistant Professor English	05/17/19
Dana Messerly	Assistant Professor School of Nursing	05/17/19
Duany Ramos	Instructor Greenwood Laboratory School	05/17/19
Tuesda Roberts	Assistant Professor Reading, Foundations & Technology	05/17/19

**RETIREMENTS:**

<u>Name</u>	<u>Position-Department</u>	<u>Effective</u>
Roberta Berry	Senior Instructor English	05/17/19
Carol Daniel	Clinical Assistant Professor School of Nursing	05/17/19
Carolyn Graves	Clinical Assistant Professor School of Nursing	05/17/19
Kent Hedgpeth	Instructor Greenwood Laboratory School	05/17/19

Academic Personnel Board Actions, cont'd.

Page 4

John Heywood	Professor Biology	05/17/19
Cedomir Kostovic	Professor Art & Design	05/17/19
Robert Little	Professor Theatre & Dance	05/17/19
George Mathew	Professor Mathematics	05/17/19
Victoria Sutton	Instructor Greenwood Laboratory School	05/17/19
Ronald Coulter	Department Head Professor Marketing	06/30/19
Mark Biggs	Associate Dean College of Arts & Letters Associate Professor Media, Journalism & Film	07/31/19

**NON-REAPPOINTMENTS:**

<u>Name</u>	<u>Position-Department</u>	<u>Effective</u>
Andres Cantillo	Instructor Economics	05/17/19
Anthony Chackal	Instructor Philosophy	05/17/19

**SABBATICALS:**

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

Angela Hornsby-Gutting	Associate Professor Academic Year 2018 – 2019 Continue research on “Nannie Helen Burroughs and the National Training School for Women and Girls.”
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Michelle Morgan                      Associate Professor  
 Calendar Year 2019  
 Continue research on “Empire’s Teachers: Educators and Reform in the Urban  
 Far West, 1890 – 1930.”

**CHANGE OF STATUS:**

<u>Name</u>	<u>Position-Department</u>	<u>Action</u>	<u>Effective</u>
Sharon Baack	From: Professor Kinesiology To: Faculty Emeritus Kinesiology	Status Change	03/22/19
Ronald Coulter	From: Department Head Professor Marketing To: Faculty Emeritus Marketing	Status Change	07/01/19
Jason DeBode	From: Assistant Professor Management & Information Technology \$115,962 annually To: Interim Department Head Management Assistant Professor Management \$115,962 annually (\$2,147 monthly supplemental)	Status Change	07/01/19 06/30/20
Janice Greene	From: Professor Biology To: Faculty Emeritus Biology	Status Change	07/01/19
Kyoungtae Kim	Associate Dean College of Natural & Applied Sciences Professor Biology \$68,468 annually (\$2,000 monthly supplemental)	Continuation of Appointment	07/01/19 06/30/21

Academic Personnel Board Actions, cont'd.

Page 6

Xiaomin Qiu	Associate Dean College of Natural & Applied Sciences Associate Professor Geography, Geology & Planning \$61,860 annually (\$2,000 monthly supplemental)	Continuation of Appointment	07/01/19 06/30/21
Roberta Berry	From: Senior Instructor English To: Faculty Emeritus English	Status Change	08/01/19
Mark Biggs	From: Associate Dean College of Arts & Letters Associate Professor Media, Journalism & Film To: Faculty Emeritus Media, Journalism & Film	Status Change	08/01/19
John Heywood	From: Professor Biology To: Faculty Emeritus Biology	Status Change	08/01/19
Jason Jolley	From: Department Head Professor Modern & Classical Languages \$100,797 annually To: Associate Dean-Diversity, Globalization & Policy College of Arts & Letters Department Head Professor Modern & Classical Languages \$100,797 annually (\$2,500 monthly supplemental)	Status Change	08/01/19 07/31/20
Robert Little	From: Professor Theatre & Dance To: Faculty Emeritus Theatre & Dance	Status Change	08/01/19

Academic Personnel Board Actions, cont'd.

Page 7

Linda Moser	From: Professor English \$68,580 annually	Status Change	08/01/19 07/31/20
	To: Associate Dean-Academics & Student Success College of Arts & Letters Professor English \$68,580 annually (\$2,500 monthly supplemental)		
Mary Pardue	From: Department Head Professor Media, Journalism & Film \$94,987 annually	Status Change	08/01/19 07/31/20
	To: Associate Dean-College Operations & Special Projects College of Arts & Letters Department Head Professor Media, Journalism & Film \$94,987 annually (\$2,500 monthly supplemental)		
Daniel Simmons	From: Assistant Professor Communications \$54,170 annually	Status Change	08/01/19 07/31/20
	To: Associate Dean-Research & Graduate Student Success College of Arts & Letters Assistant Professor Communications \$54,170 annually (\$2,500 monthly supplemental)		

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

**COMMENTS:**

**Paria Akbar Akhgari, Assistant Professor, Philosophy**

Ph.D. University of Oregon, Expected June 2019  
B.A. University of Tehran, 2009

Experience: 2017 – Present, Teaching Assistant, University of Oregon, Eugene, Oregon; 2016 – 2018, Instructor of Record, University of Oregon, Eugene, Oregon; 2013 – 2015, Teaching Assistant, University of Oregon, Eugene, Oregon; 2009 – 2011, Teaching Assistant, University of Tehran, Tehran, Iran.

**Ngoc Do, Assistant Professor, Mathematics**

Ph.D. Texas A&M University, 2016  
Diploma with Honors Southern Federal University, 2010

Experience: 2016 – Present, Postdoctoral Research Associate, University of Arizona, Tucson, Arizona; 2017 – 2018, Instructor, University of Arizona, Tucson, Arizona; 2012 – 2014, Instructor of Record/Teaching Assistant, Texas A&M University, College Station, Texas.

**Jeff Foster, Assistant Professor, Psychology**

Ph.D. University of Missouri, 2004  
M.A. University of Missouri, 2001  
B.S. Missouri State University, 1998

Experience: 2018 – Present, President, PassKeys International, LLC.; 2013 – Present, Per Course Faculty, Missouri State University, Springfield, Missouri; 2014 – 2018, Vice President of Science, Hogan Assessment Systems, Tulsa, Oklahoma; 2002 – 2005, Director of Program Development, EASI-Consult, St. Louis, Missouri; 2003 – 2004, Adjunct Instructor, Loyola University, Chicago, Illinois; 2003 – 2004, Adjunct Instructor, Elmhurst College, Elmhurst, Illinois; 2002 – 2004, Research Assistant, University of Missouri, St. Louis, Missouri; 2000 – 2003, Contract Consultant, Anheuser-Busch, St. Louis, Missouri.

**Jamie Grigsby, Assistant Professor, Marketing**

Ph.D. Kent State University, 2017  
M.B.A. Kent State University, 2013  
B.S. Purdue University, 2011

Experience: 2017 – Present, Assistant Professor, Midwestern State University, Wichita Falls, Texas; 2013 – 2017, Instructor, Kent State University, Kent, Ohio.

**Heidi Hadley, Assistant Professor, English**

Ph.D.	University of Georgia, Expected 2019
M.Ed.	Texas Woman's University, 2011
B.S.Ed.	Brigham Young University, 2001

Experience: 2015 – 2018, Instructor of Record, University of Georgia, Athens, Georgia; 2015 – 2017, Teacher Supervision, University of Georgia, Athens, Georgia; 2010, Teaching Assistant, Texas Woman's University, Denton, Texas; 2000 – 2005, K-12 Teacher, Alpine School District, Pleasant Grove, Utah.

**Stephanie Huffman, Department Head, Professor with Tenure, Reading, Foundations & Technology**

Ed.D.	Arkansas State University, 2002
M.S.	University of Central Arkansas, 1997
B.S.E.	Arkansas State University, 1992

Experience: 2014 – Present, Professor & Program Coordinator, University of Central Arkansas, Conway, Arkansas; 2007 – 2015, Director of Distance Learning, University of Central Arkansas, University of Central Arkansas, Conway, Arkansas; 2008 – 2014, Associate Professor & Program Coordinator, University of Central Arkansas, Conway, Arkansas; 2002 – 2008, Assistant Professor & Program Coordinator, University of Central Arkansas, Conway, Arkansas; 2001 – 2002, Assistant Professor, University of Central Arkansas, Conway, Arkansas; 2000 – 2001, Library Media Specialist & Technology Director, Nettleton School District, Jonesboro, Arkansas; 1999 – 2000, Library Media Specialist & Technology Director, Buffalo Island School District, Monette, Arkansas; 1997 – 1999, Technology Coordinator & Assistant High School Principal, Armorel School District, Armorel, Arkansas; 1995 – 1997, Library Media Specialist, Armorel School District, Armorel, Arkansas; 1992 -1995, Vocational Business Education Teacher, Williford School District, Williford, Arkansas.

**Abby Lowe, Instructor, Greenwood Laboratory School**

M.S.	Missouri State University, 2009
B.S.E.d.	Missouri State University, 2004

Experience: 2013 – Present, Literacy/Learning Coach, Watkins Elementary School, Springfield, Missouri; 2009 – 2012, Kindergarten Teacher, David Harrison Elementary School, Springfield, Missouri; 2008 – 2009, Kindergarten Teacher, Wanda Gray Elementary School, Springfield, Missouri; 2005 – 2008, Kindergarten Teacher, Bissett Elementary School, Springfield, Missouri.

**Jay McEntee, Assistant Professor, Biology**

Ph.D. University of California, 2013  
B.A. University of California, 2002

Experience: 2014 – Present, Postdoctoral Research Associate, University of Florida, Gainesville, Florida; 2013 – 2014, Postdoctoral Research Associate, University of Arizona, Tucson, Arizona.

**Lindsey Murphy, Assistant Professor, Childhood Education & Family Studies**

Ph.D. University of Missouri, Expected May 2019  
M.Ed. University of Missouri, 2012  
B.S. Missouri State University, 2008

Experience: 2014 – Present, Graduate Instructor, University of Missouri, Columbia, Missouri; 2011 – Present, Per Course Faculty, Missouri State University, Springfield, Missouri; 2014 – 2015, Graduate Teaching Assistant, University of Missouri, Columbia, Missouri; 2013, Per Course Instructor, University of Missouri, Columbia, Missouri.

**Jessica Nelson, Assistant Professor, Counseling, Leadership & Special Education**

Ed.D. Kansas State University, Expected May 2019  
M.S. Emporia State University, 2009  
B.S. Kansas State University, 2006

Experience: 2015 – Present, Instructor, Kansas State University, Manhattan, Kansas; 2014 – 2018, Board Certified Behavior Analyst, Integrated Behavioral Technologies, Basehor, Kansas; 2013 – 2017, Online Mentor, New Teacher Center; 2006 – 2015, Special Education Teacher, Northview Elementary School, Manhattan, Kansas; 2006 – 2010, Master Teacher, Sylvan Learning Center, Manhattan, Kansas.

**Julia Novakowski, Assistant Professor, Reading, Foundations & Technology**

Ph.D. Ohio State University, Expected Spring 2019  
M.Ed. University of Maryland, 2009  
B.A. University of Maryland, 2008

Experience: 2014 – 2017, Instructor, Ohio State University, Columbus, Ohio; 2015 – 2017, Coordinator, Educational Studies Teaching Associates, Columbus, Ohio; 2012 – 2014, Teacher, Green Acres School, Rockville, Maryland; 2009 – 2012, Teacher, Dwight D. Eisenhower Middle School, Laurel, Maryland; 2005, Teacher's Aid, Center for Young Children, College Park, Maryland.

**Dana Paliliunas, Assistant Professor, Psychology**

Ph.D. Southern Illinois University, 2018  
M.S. Southern Illinois University, 2015  
B.S.Ed. Loyola University, 2011

Experience: 2018 – Present, Visiting Assistant Professor, Missouri State University, Springfield, Missouri; 2016 - 2018, Research and Supervision Director, Language and Cognition Development (LCD) Clinic, Southern Illinois University, Carbondale, Illinois; 2015 – 2016, Clinic Operations Supervisor, Language and Cognition Development (LCD) Clinic, Southern Illinois University, Carbondale, Illinois; 2015 – 2016, Behavior Consultant, Carbondale Elementary School District 95, Carbondale, Illinois; 2014 – 2015, Behavior Interventionist, Evanstone/Skokie School District 65, Rice Education Center, Evanston, Illinois; 2012 – 2014, Special Education Teacher, Evanston/Skokie School District 65, Dewey Elementary School, Evanston, Illinois; 2012 – 2013, ABA Line Therapist, Autism Home Support Services, Northbrook, Illinois; 2011 – 2012, Special Education Teacher, Niles Elementary School District 71, Clarence E. Culver School, Niles, Illinois; 2011, Special Education Teacher, Chicago Public Schools, Chicago, Illinois; 2007 – 2014, Therapist/Independent Contractor, Applied Behavior Analysis, Chicago & Glenview, Illinois.

**James Peterson, Assistant Professor, Technology & Construction Management**

Ph.D. Missouri University of Science & Technology, 2015  
M.S.C.E. Southern Illinois University-Edwardsville, 2007  
B.S.C.E. University of Missouri-Rolla, 1991

Experience: 2017 – Present, Assistant Professor/Program Director, Southeast Missouri State University, Cape Girardeau, Missouri; 2009 – 2011, Lecturer, Missouri University of Science & Technology, Rolla, Missouri.

**Quinton Phelps, Assistant Professor, Biology**

Ph.D. Southern Illinois University, 2011  
M.S. South Dakota State University, 2006  
B.S. South Dakota State University, 2003

Experience: 2017 – Present, Assistant Professor, West Virginia University, Morgantown, West Virginia; 2011 – 2017, Adjunct Professor & Instructor, Southeast Missouri State University, Cape Girardeau, Missouri; 2006 – 2011, Graduate Fishery Research Assistant, Southern Illinois University, Carbondale, Illinois; 2003 – 2006, Graduate Fishery Research Assistant, South Dakota State University, Brookings, South Dakota; 1997 – 2001, Fishery Technician/Creel Survey Clerk, Kansas Department of Wildlife, Parks & Tourism, Elk City Fish & Wildlife Office, Elk City, Kansas.

**Hassan Raza, Assistant Professor, Childhood Education & Family Studies**

Ph.D.            Montclair State University, 2017  
M.Phil.        Iqra University, 2012  
M.Ec.           Bahauddin Zakariya University, 2008

Experience: 2017 – Present, Teaching Instructor, Montclair State University, Montclair, New Jersey; Summer 2016, Teaching Instructor, Montclair State University, Montclair, New Jersey; Fall 2014, Co-Instructor, Montclair State University, Montclair, New Jersey; Fall 2013, Co-Instructor, Montclair State University, Montclair, New Jersey.

**Avery Russell, Assistant Professor, Biology**

Ph.D.            University of Arizona, 2016  
B.S.             Cornell University, 2011

Experience: 2018, Guest Lecturer, University of Pittsburgh, Pittsburgh, Pennsylvania; 2017, Instructor of Record, University of Pittsburgh, Pittsburgh, Pennsylvania; 2017, Guest Lecturer, University of Pittsburgh, Pittsburgh, Pennsylvania; 2018 – 2017, Undergraduate Mentoring, University of Pittsburgh, Pittsburgh, Pennsylvania; 2016 – 2013, Undergraduate Mentoring, University of Arizona, Tucson, Arizona; 2013, Instructor of Record, University of Arizona, Tucson, Arizona; 2012 & 2015, Graduate Associate, University of Arizona, Tucson, Arizona; 2009, Undergraduate Assistant, Cornell University, Ithaca, New York.

**Amanda Smith, Assistant Professor, Art & Design**

M.F.A.         University of Nebraska-Lincoln, 2008  
B.A.            University of Puget Sound, 2005

Experience: 2018 – Present, Lecturer, Western Colorado University, Gunnison, Colorado; 2017 – 2018, Exhibitions & Fellowship Manager, The Union for Contemporary Art, Omaha, Nebraska; 2015 – 2017, Director, Kimmel Harding Nelson Center for the Arts, Nebraska City, Nebraska; 2013 – 2015, Visiting Assistant Professor, Doane College, Crete, Nebraska; 2010 – 2013, Visiting Assistant Professor, Henry Radford Hope School of Fine Art, Indiana University, Bloomington, Indiana; 2008 – 2010, Assistant Professor, Minnesota State University, Mankato, Minnesota.



**Alan Tinkler, Associate Professor, English**

Ph.D.	University of Denver, 2003
M.A.	Oklahoma State University, 1999
A.B.	Bowdoin College, 1987

Experience: 2017 – Present, Associate Professor, University of Vermont, Burlington, Vermont; 2011 – 2017, Assistant Professor, University of Vermont, Burlington, Vermont; 2010 – 2011, Visiting Assistant Professor, University of Vermont, Burlington, Vermont; 2004 – 2009, Assistant Professor, Shepherd University, Shepherdstown, West Virginia; 2003 – 2004, Visiting Assistant Professor, Western Assistant Professor, Western State College, Gunnison, Colorado; 1999 – 2003, Graduate Teaching Assistant, University of Denver, Denver, Colorado; 1997 – 1999, Graduate Teaching Assistant, Oklahoma State University, Stillwater, Oklahoma; 1990 – 1992, Peace Corps Volunteer, United States Peace Corps, Papua New Guinea; 1987, Student Teacher, Brunswick High School, Brunswick, Maine.

**Barri Tinkler, Associate Dean, College of Education, Professor with Tenure**

Ph.D.	University of Denver, 2004
M.S.	Oklahoma State University, 1998
B.A.	Northeastern State University, 1989

Experience: 2015 – Present, Associate Professor, University of Vermont, Burlington, Vermont; 2018 – Present, Program Coordinator, University of Vermont, Burlington, Vermont; 2015 – Present, CAEP Coordinator, University of Vermont, Burlington, Vermont; 2009 – 2015, Assistant Professor, University of Vermont, Burlington, Vermont; 2017, Department of Education Vice-Chair, University of Vermont, Burlington, Vermont; 2005 – 2009, Assistant Professor, Shepherd University, Shepherdstown, West Virginia; 2007 – 2009, NCATE Director, Shepherd University, Shepherdstown, West Virginia; 2004 – 2005, Assistant Professor & Professional Development School Liaison, Towson University, Towson, Maryland; 2001 – 2004, Adjunct Professor, University of Denver, Denver, Colorado; 2000 – 2003, Admissions Coordinator, University of Denver, Denver, Colorado; 1999 – 2000, Academic Counselor, Arapahoe Community College, Littleton, Colorado; 1998 – 1999, Academic Advisor, Oklahoma State University, Stillwater, Oklahoma; 1993 – 1998, Teacher, Stillwater Junior High School, Stillwater, Oklahoma; 1990 – 1992, High School Teacher, Peace Corps Volunteer, United States Peace Corps, Papua New Guinea.

**ADDENDUM A**

**The following have been appointed as Per Course Faculty for the Spring semester: January 7, 2019 through May 17, 2019.**

<u>Name</u>	<u>Department</u>	<u>Salary</u>
Adler, Katherine	Management & Information Tech	\$880.00
Alberty, Amber	Management & Information Tech	\$2,040.00
Aldrich, Donna	Reading Foundations & Tech	\$680.00
Ampleman, James	Marketing	\$2,240.00
Athmer, Keith	Management & Information Tech	\$1,080.00
Austin, Jerome	College of Agriculture	\$1,000.00
Balasundaram, Megan	Management & Information Tech	\$1,240.00
Baldwin, Allen	Political Science	\$80.00
Barnett, Helen	Sociology & Anthropology	\$3,600.00
Bateman, James	Management & Information Tech	\$800.00
Bennett, Susan	Theatre & Dance	\$1,840.00
Bess, Jeff	Communication	\$1,000.00
Bihlmeyer, Jaime	Media, Journalism & Film	\$1,560.00
Borich, Michael	Media, Journalism & Film	\$960.00
Bortosky, Rachel	Biology	\$2,595.00
Brocaille, Nicole	Psychology	\$1,400.00
Brown, Bryan	Communication	\$1,480.00
Brown, Gina	Childhood Ed & Family Studies	\$1,120.00
Brown, Michele	School of Social Work	\$1,880.00
Bruce, Richard	Tech & Construction Mgmt	\$1,240.00
Buckle-Lamy, Susan	Childhood Ed & Family Studies	\$1,040.00
Buergler, Melanie	Psychology	\$1,400.00
Burnett, Thomas	Kinesiology	\$2,304.00
Bush, Rachel	Theatre & Dance	\$1,240.00
Campbell, Taryn	Tech & Construction Mgmt	\$1,200.00
Coker, Calvin	Communication	\$1,480.00
Coker, Whitney	Communication	\$1,400.00
Combs, Christin	Childhood Ed & Family Studies	\$800.00
Conner, Kristy	McQueary College of Hlth & Hman Svs	\$4,040.00
Cook, Heather	English	\$880.00
Craigo, Karen	English	\$880.00
Crosby, Shannon	Biomedical Sciences	\$1,240.00
Cutright, Joyce	College of Agriculture	\$3,000.00
Dibble, Laurel	Media, Journalism & Film	\$920.00
Dixon, Stephanie	Psychology	\$1,720.00

Academic Personnel Board Actions, cont'd.

Page 15

Dubinsky, Julie	Finance & General Business	\$2,000.00
Dudley, Kelly	School of Social Work	\$920.00
Elliott, Travis	College of Agriculture	\$1,680.00
Elliott, W. Anson	College of Agriculture	\$3,000.00
Forbes, Flora-Jean	Psychology	\$1,400.00
Ford, Tiffany	Management & Information Tech	\$2,240.00
Foster, Jeffrey	Psychology	\$1,320.00
Fox, Emily	Counseling, Lead & Spc Ed	\$2,445.00
Frauenhoffer, Megan	Art & Design	\$2,770.00
Frietze, Joseph	Graduate College	\$880.00
Gamache, Mary	Comm Sciences & Disorders	\$520.00
George, Larry	Honors College	\$3,200.00
Gibson, Melissa	Childhood Ed & Family Studies	\$1,160.00
Gidman, Beth	Comm Sciences & Disorders	\$1,000.00
Gross, David	English	\$800.00
Groves, Jeffrey	Graduate College	\$320.00
Halliday, Michael	Physical Therapy	\$1,830.00
Happel, Rachel	Psychology	\$1,040.00
Hardy, Molly	Communication	\$1,520.00
Harris, Shawn	School of Nursing	\$2,587.00
Harrison, Glenda	Sociology & Anthropology	\$3,520.00
Hawkins, Luciane	Childhood Ed & Family Studies	\$1,280.00
Hebenstreit, Abigail	Management & Information Tech	\$880.00
Hermans, Charles	Marketing	\$2,560.00
Hisle, Melissa	English	\$440.00
Hittenberger-Ortiz, Rhonda	Childhood Ed & Family Studies	\$1,200.00
Hogan, Joy	Kinesiology	\$798.00
Hope, Kathryn	School of Nursing	\$213.00
Huertas-Torres, Mariandine	Childhood Ed & Family Studies	\$320.00
Hughes, Carolyn	English	\$3,208.00
Hurley, Laura	Childhood Ed & Family Studies	\$1,200.00
Inman, Kristopher	Communication	\$2,145.00
Inmon, Joshua	Theatre & Dance	\$1,720.00
Jackson, Wendy	School of Social Work	\$560.00
Johnson, Julie	Modern & Classical Languages	\$2,600.00
Jones, Angelina	Sociology & Anthropology	\$4,920.00
Karr, Jeffrey	Modern & Classical Languages	\$400.00
Karuppan, Corinne	Management & Information Tech	\$1,240.00
Kepling, Vicke	English	\$880.00
Killingsworth, Alyssa	College of Agriculture	\$2,200.00
Kitchin, Jonathan	English	\$840.00

## Academic Personnel Board Actions, cont'd.

Page 16

Knapp, Timothy	Honors College	\$3,200.00
Krumme, Gregg	Biomedical Sciences	\$1,000.00
Langston, Lisa	School of Social Work	\$560.00
Lansdown, Lynn	Honors College	\$2,754.00
Leggitt, Stephen	Media, Journalism & Film	\$720.00
Levine, Marlene	Childhood Ed & Family Studies	\$440.00
Lucido, Joseph	English	\$840.00
Lukavich, Andrew	Management & Information Tech	\$2,000.00
Maddox, Jane	English	\$880.00
Manley, Heather	Psychology	\$1,360.00
Mann, Natalya	Foreign Language Institute	\$5,208.00
Martin, Erin	Psychology	\$2,745.00
Massey, Dallas	Biomedical Sciences	\$920.00
McClure, Patrick	English	\$920.00
McClure, Scott	Management & Information Tech	\$1,000.00
McDonald, Scott	Finance & General Business	\$1,680.00
McGull, Abram	Criminology	\$1,640.00
McKnight, Karen	Counseling, Lead & Spc Ed	\$2,445.00
Melgren, Ty	English	\$673.00
Messerly, Dana	School of Nursing	\$1,067.00
Metheny, Jarett	Political Science	\$120.00
Michelfelder, Breanna	Geography Geology & Planning	\$1,240.00
Miller, Arden	Psychology	\$680.00
Miller, Blake	Communication	\$800.00
Miller, Worth	Honors College	\$3,200.00
Moore, Paul	School of Nursing	\$8,200.00
Morgan, Amanda	English	\$840.00
Murphy, Lindsey	Childhood Ed & Family Studies	\$1,160.00
Newman, Kenneth	Management & Information Tech	\$1,320.00
Nye, Kimberly	Counseling, Lead & Spc Ed	\$1,493.00
Orhan, Can	Tech & Construction Mgmt	\$920.00
Oswalt, Mary	Comm Sciences & Disorder	\$960.00
Owen, Carla	Childhood Ed & Family Studies	\$613.00
Parker, Lane	Tech & Construction Mgmt	\$2,240.00
Patterson, Jane	Finance & General Business	\$1,600.00
Penkalski, Melissa	School of Nursing	\$1,454.00
Pennington, David	Communication	\$1,560.00
Perryman, Amber	Reading Foundations & Tech	\$800.00
Petersen, Ellen	Missouri State Outreach	\$4,160.00
Peterson, Don	Kinesiology	\$1,596.00
Pettijohn, James	Finance & General Business	\$3,160.00

Academic Personnel Board Actions, cont'd.

Page 17

Phillips, Melanie	Communication	\$1,600.00
Post, Rana	Childhood Ed & Family Studies	\$960.00
Preston, James	Dept of Hospitality Leadership	\$400.00
Puzach, Cheryl	Criminology	\$1,560.00
Qualls, Lisa	Music	\$4,520.00
Range, Bret	Counseling, Lead & Spc Ed	\$2,745.00
Rice, Judith	History	\$3,440.00
Rieger, Sharon	English	\$880.00
Robbins, Linda	Counseling, Lead & Spc Ed	\$1,120.00
Roberts, Minnie	Psychology	\$2,520.00
Russell-Ice, Whitney	Theatre & Dance	\$2,640.00
Scales, Megan	Sociology & Anthropology	\$1,920.00
Scarborough, James	Management & Information Tech	\$1,160.00
Schaefer, Julie	Reading Foundations & Tech	\$920.00
Scheele, Robert	Management & Information Tech	\$2,000.00
Schmitt, Vicki	Reading Foundations & Tech	\$2,680.00
Schneider, Steven	College of Agriculture	\$6,040.00
Segovia Liga, Argelia	Global Studies	\$2,754.00
Sims-Giddens, Susan	School of Nursing	\$320.00
Slinkard, Christopher	Accounting	\$3,880.00
Sly, James	Psychology	\$2,400.00
Smith, Sean	Tech & Construction Mgmt	\$1,360.00
Smith, Sharina	Management & Information Tech	\$3,120.00
Speckman, Cynthia	Communication	\$920.00
Stacy, William	Music	\$4,760.00
Starnes, David	Theatre & Dance	\$3,600.00
Stockburger, David	Psychology	\$480.00
Sutherland, Kelly	Childhood Ed & Family Studies	\$720.00
Sutliff, Jackson	English	\$1,720.00
Sutliff, Jennifer	English	\$920.00
Sutton, Kim	Childhood Ed & Family Studies	\$2,120.00
Townsley, Megan	English	\$920.00
Triola, Matthew	Dept of Hospitality Leadership	\$840.00
Tsahirdis, Peter	History	\$1,560.00
Umbarger, Annesha	Criminology	\$1,560.00
Van Arsdale, Ernest	Management & Information Tech	\$2,880.00
Varava, Kira	Communication	\$840.00
Walker, Amy	Modern & Classical Languages	\$680.00
Walker, Kristen	Music	\$4,320.00
Wallenburg, Roger	Finance & General Business	\$1,520.00
Waters, Teresa	Childhood Ed & Family Studies	\$2,080.00

Westpheling, Devon	Psychology	\$840.00
Williams, Kirby	Psychology	\$1,360.00
Yu, Hae Min	Childhood Ed & Family Studies	\$200.00
Zhou, QiongQiong	Biomedical Sciences	\$480.00

**The following have been appointed as Per Course Faculty for the Fall semester: August 19, 2019 through December 13, 2019.**

<u>Name</u>	<u>Department</u>	<u>Salary</u>
Allen, Nancy	Finance & General Business	\$4,000.00
Ampleman, James	Marketing	\$3,300.00
Bennett, Susan	Theatre & Dance	\$2,448.00
Black, Angela	Theatre & Dance	\$2,860.00
Clayton, Penny	Finance & General Business	\$8,000.00
Dubinsky, Julie	Finance & General Business	\$3,300.00
Gentile, Federica Wanda	College of Hum & Pub Affairs	\$2,499.00
Goodale, Deborah	Marketing	\$3,300.00
	Finance & General Business	\$3,300.00
Inmon, Joshua	Theatre & Dance	\$2,145.00
McDonald, Scott	Finance & General Business	\$3,300.00
Meyers, Sandra	Finance & General Business	\$4,000.00
Patterson, Jane	Finance & General Business	\$8,000.00
Pettijohn, James	Finance & General Business	\$11,572.00
Pratt, Francine	College of Hum & Pub Affairs	\$2,499.00
Rushefsky, Mark	Political Science	\$5,793.00

**ADDENDUM B**

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

<u>Name</u>	<u>Department</u>	<u>Salary</u>
Amidon, Ethan	Criminology	\$6,563.00
Ampleman, James	Marketing	\$3,300.00
Anderson, Wayne	Finance & General Business	\$5,258.00
Artman, Amy	Religious Studies	\$5,438.00
Atkinson, Jamie	Reading Foundations & Tech	\$4,211.00
Barnett, Joann	Childhood Ed & Family Studies	\$1,924.00
Basu Roy, Sabhasree	Graduate College	\$5,536.00
Beatty, Nick	Political Science	\$6,382.00
Benedict-Chambers, Amanda	Childhood Ed & Family Studies	\$4,436.00
Bennett, Susan	Theatre & Dance	\$2,448.00
Besara, Tiglet	Physics Astronomy & Mat Sci	\$6,000.00
Bishop, Rhonda	Childhood Ed & Family Studies	\$3,227.00
	Reading Foundations & Tech	\$3,227.00
Bosch, Eric	Chemistry	\$7,786.00
	Finance & General Business	\$5,821.00
Boyle, Michael	Philosophy	\$3,484.00
Brattin, Ricky	College of Business - EMBA	\$9,500.00
Buyurgan, Nebil	College of Business - EMBA	\$9,500.00
Cemore Brigden, Joanna	Childhood Ed & Family Studies	\$9,274.00
Chackal, Anthony	Philosophy	\$3,227.00
Chang, Ching-Wen	Reading Foundations & Tech	\$9,670.00
Clark, Anthony	Computer Science	\$7,787.00
Clark, Ronald	Marketing	\$9,311.00
Cobos, Liza	Dept of Hospitality Leadership	\$6,000.00
Cook, Sherry	Marketing	\$3,937.00
Correll, Pamela	Reading Foundations & Tech	\$8,423.00
Curry, Natalie	School of Social Work	\$3,136.00
Curtis, Scott	Chemistry	\$3,545.00
Davis, Shelby	Comm Sciences & Disorders	\$4,401.00
Davis, Tammi	Childhood Ed & Family Studies	\$4,211.00
Echols, Leslie	Psychology	\$6,000.00
Eldred, Jannette	School of Social Work	\$3,239.00
Ellickson, Mark	Political Science	\$5,626.00
Finn, Debra	Biology	\$9,111.00
Foster, Michael	Theatre & Dance	\$3,264.00

## Academic Personnel Board Actions, cont'd.

Page 20

Franklin, Thomas	Comm Sciences & Disorders	\$11,156.00
Frederick, Dana	Finance & General Business	\$3,441.00
Gebken, Richard	College of Business - EMBA	\$19,000.00
	Tech & Construction Mgmt	\$6,533.00
Haggard, Dana	College of Business - EMBA	\$9,500.00
Haggard, Kelly	Finance & General Business	\$20,228.00
Hallgren, Deanna	Childhood Ed & Family Studies	\$3,260.00
Hammons, David	Marketing	\$3,075.00
Hanson, David	Reading Foundations & Tech	\$4,890.00
Hass, Aida	Criminology	\$14,645.00
Heinlein, Kurt	Theatre & Dance	\$11,244.00
Hellman, Daniel	Music	\$2,151.00
Hermans, Charles	Marketing	\$17,314.00
Herr, Christopher	Theatre & Dance	\$5,608.00
High, Brian	Chemistry	\$7,915.00
Hiller, Jokima	Dept of Hospitality Leadership	\$6,000.00
Hinch, Steven	Reading Foundations & Tech	\$5,097.00
Hobbs, Lora	Religious Studies	\$3,685.00
Hoelscher, Seth	Finance & General Business	\$9,514.00
Hubbard, Kevin	Tech & Construction Mgmt	\$6,432.00
Hwang, Chin-Feng	College of Agriculture	\$11,575.00
Iqbal, Razib	Computer Science	\$7,933.00
Jamos, Abudullah	Comm Sciences & Disorders	\$1,479.00
Jean-Charles, Alex	Reading Foundations & Tech	\$4,295.00
Johns, Justin	School of Social Work	\$2,445.00
Johnson, David	Political Science	\$9,781.00
Jones, Steven	Reading Foundations & Tech	\$11,865.00
Joswick, David	Tech & Construction Mgmt	\$1,914.00
Kaf, Wafaa	Comm Sciences & Disorders	\$6,602.00
Kageyama, Yoshimasa	Dept of Hospitality Leadership	\$6,000.00
Kappeler, Erin	English	\$6,000.00
Keys, Amanda	School of Social Work	\$4,295.00
Kim, Kyoungtae	Biology	\$6,000.00
King, Elizabeth	Reading Foundations & Tech	\$4,211.00
Larkin, Kathleen	Finance & General Business	\$3,584.00
Leamy, Diane	Criminology	\$7,359.00
Leasure, Stanley	Finance & General Business	\$14,944.00
Lewis, Kayla	Reading Foundations & Tech	\$8,589.00
Liu, Siming	Computer Science	\$6,000.00
Martinez, Biana	Modern & Classical Languages	\$6,000.00
Masterson, Gerald	Graduate College	\$12,627.00



Academic Personnel Board Actions, cont'd.

Page 21

Mbanga, Cedric	Finance & General Business	\$9,514.00
McLean, Annice	Reading Foundations & Tech	\$7,136.00
Meek, Russell	Finance & General Business	\$3,584.00
Mellors, Sarah	History	\$6,000.00
Meyer, James	Childhood Ed & Family Studies	\$5,317.00
Michaelfelder, Gary	Geography Geology & Planning	\$6,000.00
Mowery, Sascha	Childhood Ed & Family Studies	\$8,423.00
Murphy, Lindsey	Childhood Ed & Family Studies	\$2,445.00
Neely, Jeremy	History	\$6,000.00
Nelson, Walt	Finance & General Business	\$14,896.00
Newman, Jonathan	English	\$6,000.00
Nixon, Sarah	Reading Foundations & Tech	\$10,589.00
Obafemi-Ajayi, Tayo	Cooperative Engineering	\$6,000.00
Ongaga, Kennedy	Counseling, Lead & Spc Ed	\$3,000.00
Pearman, Cathy	Reading Foundations & Tech	\$12,833.00
Perryman, Amber	Reading Foundations & Tech	\$4,890.00
Pham, Courtney	Marketing	\$6,768.00
Philpot, James	Finance & General Business	\$9,409.00
Pierson, Carly	Marketing	\$7,272.00
Post, Rana	Childhood Ed & Family Studies	\$4,890.00
Price, Debra	Childhood Ed & Family Studies	\$8,720.00
Proctor, Lisa	Comm Sciences & Disorders	\$6,673.00
Rector, Paula	Criminology	\$8,514.00
Richter, Mark	Chemistry	\$8,833.00
Rico, Cyren	Chemistry	\$6,000.00
Roam, Kim	Childhood Ed & Family Studies	\$8,810.00
Sakidja, Ridwan	Physics Astronomy & Mat Sci	\$24,440.00
Salinas, Patti	Criminology	\$6,999.00
Saquer, Jamil	Computer Science	\$15,724.00
Satterfield, Michelle	Childhood Ed & Family Studies	\$10,220.00
Saur, Aaron	Tech & Construction Mgmt	\$10,000.00
Saxon, Caryn	Criminology	\$1,174.00
Schaefer, Allen	Marketing	\$8,697.00
	College of Business - EMBA	\$9,500.00
Schmedeke, Jeffrey	Graduate College	\$5,000.00
Scott, Patrick	Political Science	\$6,164.00
Seal, Stephen	Reading Foundations & Tech	\$2,445.00
Siebert, Matthew	Chemistry	\$11,223.00
Simmers, Christina	Marketing	\$18,550.00
Simmons, Daniel	Communication	\$4,063.00
Suttmoeller, Michael	Criminology	\$9,843.00

Academic Personnel Board Actions, cont'd.

Page 22

Swearington, Rebecca	Reading Foundations & Tech	\$9,667.00
Tapis, Gregory	Accounting	\$15,000.00
Templeton, Kelly	Theatre & Dance	\$2,601.00
Thomas-Tate, Shurita	Comm Sciences & Disorders	\$5,158.00
Tipton, Sara	Childhood Ed & Family Studies	\$3,833.00
Turner, John	Graduate College	\$3,518.00
Wait, D. Alexander	Biology	\$760.00
Walker, Kristen	Music	\$2,145.00
Walters, Heather	Communication	\$3,337.00
Watson, Margaret	Sociology & Anthropology	\$6,000.00
Wehrman, Erin	Communication	\$6,000.00
West, Nicole	Counseling, Lead & Spc Ed	\$6,000.00
White, Timothy	Media, Journalism & Film	\$4,628.00
Wiggin, Sarah	Theatre & Dance	\$737.00
Wilcoxon, Sarah	Theatre & Dance	\$701.00
Witte, Hugh	Finance & General Business	\$19,064.00
Wright, Christine	Childhood Ed & Family Studies	\$3,000.00
Wroblewski, Mary	History	\$6,000.00
Yarckow-Brown, Ivy	Criminology	\$8,841.00

**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, Lead & Spc Ed	\$1,840.00
Agrawal, Deepti	Management & Information Tech	\$12,015.00
Ajuwon, Paul	Counseling, Lead & Spc Ed	\$840.00
Allen, Amanda	McQueary College of Hlth & Hman Svs	\$500.00
Amidon, Ethan	Criminology	\$2,480.00
Ammons, Jacynda	College of Hum & Pub Affairs	\$1,680.00
Anderson, Wayne	Finance & General Business	\$3,815.00
Arora, Sonia	Comm Sciences & Disorders	\$1,000.00
Artman, Amy	Religious Studies	\$1,960.00
Ashcroft, Paul	Accounting	\$1,200.00
Aurentz, Cynthia	McQueary College of Hlth & Hman Svs	\$840.00
Aurentz, Cynthia	School of Anesthesia	\$2,640.00
Austin, Rebekah	Management & Information Tech	\$3,920.00
Baggett, Holly	History	\$200.00
Bajalan, Djene	History	\$3,240.00
Balasundaram, Clement	Management & Information Tech	\$3,000.00
Balasundaram, Isaac	Management & Information Tech	\$3,000.00
Barber, Marlin	History	\$880.00
Barber, Sarah	Comm Sciences & Disorders	\$1,697.00
Barreda, Albert	Dept of Hospitality Leadership	\$160.00
Bartholomew, Jake	Philosophy	\$3,560.00
Beatty, Nick	Political Science	\$2,080.00
Bell, Angela	English	\$5,656.00
Benedict-Chambers, Amanda	Childhood Ed & Family Studies	\$360.00
Berquist, Char	Graduate College	\$680.00
	Communication	\$1,520.00
Bishop, Rhonda	Childhood Ed & Family Studies	\$1,280.00
Blanton, Patti	Mathematics	\$1,560.00
Blevins, Brooks	History	\$1,520.00
Bolyard, Chloe	Childhood Ed & Family Studies	\$760.00
Bourhis, John	Graduate College	\$1,040.00
Boyd, Carmen	Biomedical Sciences	\$960.00
Boyer, William	College of Agriculture	\$120.00
Boyle, Michael	Philosophy	\$1,920.00

## Academic Personnel Board Actions, cont'd.

Page 24

Brahnam, S. Berlin	Management & Information Tech	\$3,160.00
	College of Business - EMBA	\$9,500.00
Brattin, Ricky	Management & Information Tech	\$1,600.00
Brinkman, Bryan	History	\$1,680.00
Brown, Robert	Mathematics	\$1,440.00
Burge, Sara	English	\$1,800.00
Burton, Michael	College of Agriculture	\$7,283.00
Butcher, Darla	Counseling, Lead & Spc Ed	\$520.00
Buyurgan, Nebil	Tech & Construction Mgmt	\$1,440.00
Cadle, Lanette	English	\$1,160.00
Callahan, Richard	Tech & Construction Mgmt	\$800.00
Caravella, David	Kinesiology	\$2,367.00
Cemore Brigden, Joanna	Childhood Ed & Family Studies	\$1,040.00
Chackal, Anthony	Philosophy	\$1,840.00
Chang, Chih-Chen	College of Business - EMBA	\$9,500.00
Chang, Ching-Wen	Reading Foundations & Tech	\$3,680.00
Chaston, Joel	English	\$840.00
Christian, McCall	Sports Med & Athletic Train	\$1,025.00
Claborn, David	Political Science	\$640.00
Cobos, Liza	Dept of Hospitality Leadership	\$480.00
Coltharp, Joel	English	\$920.00
Cox, Nora	Honors College	\$2,400.00
Crain, Susan	Finance & General Business	\$960.00
Curry, Natalie	School of Social Work	\$480.00
Dalton, Tracy	English	\$267.00
Daniel, Carol	School of Nursing	\$280.00
Davis, Joshua	Management & Information Tech	\$2,000.00
Davis, Shelby	Comm Sciences & Disorders	\$347.00
Davis, Tammi	Childhood Ed & Family Studies	\$680.00
DeBode, Jason	College of Business	\$12,537.00
	Management & Information Tech	\$3,560.00
Dicke, Thomas	History	\$960.00
Dillon, Randy	Graduate College	\$400.00
	Communication	\$1,240.00
Dollar, Susan	Biomedical Sciences	\$360.00
	School of Social Work	\$1,200.00
Dyer, Samuel	Communication	\$360.00
Echols, Leslie	Psychology	\$1,600.00
Ehlers, Abigale	Dept of Hospitality Leadership	\$440.00
El Alami Canning, Khanssaa	Modern & Classical Languages	\$240.00
Ellickson, Mark	Political Science	\$2,320.00

## Academic Personnel Board Actions, cont'd.

Page 25

Feeney, Sylvia Monika	School of Anesthesia	\$2,507.00
Fent, Nathan	College of Agriculture	\$1,440.00
Frederick Dana	College of Business	\$7,120.00
	Management & Information Tech	\$3,240.00
Frizell, Michael	Theatre & Dance	\$1,632.00
Gallaway, Julie	Economics	\$1,200.00
Gallaway, Terrel	Economics	\$2,200.00
Garg, Vinay	College of Business - EMBA	\$9,500.00
Garland, Brett	Criminology	\$440.00
Gattis, Lyn	English	\$800.00
Geiger, Lacey	Management & Information Tech	\$4,320.00
Gerasimchuk, Nickolay	Chemistry	\$3,094.00
Gillam, Kenneth	English	\$840.00
Goerndt, Michael	College of Agriculture	\$5,287.00
Gonzalez, Alexis	English	\$3,328.00
Goodwin, David	Reading Foundations & Tech	\$1,040.00
Gorley, Nicole	School of Anesthesia	\$1,362.00
Haggard, Dana	Management & Information Tech	\$2,240.00
Haggard, Kelly	Finance & General Business	\$1,600.00
	College of Business - EMBA	\$9,500.00
Hallgren, Deanna	Childhood Ed & Family Studies	\$3,260.00
Hammond, Michael	Accounting	\$4,480.00
Haslam, Darryl	School of Social Work	\$960.00
Hass, Aida	Criminology	\$3,080.00
Hatz, Kirsten	Kinesiology	\$319.00
Havlin, Tiffany	School of Social Work	\$3,136.00
Hein, Stephanie	Dept of Hospitality Leadership	\$600.00
Hellman, Daniel	Music	\$320.00
Herring, Sean	English	\$600.00
Hieber, Daniel	Philosophy	\$1,800.00
High, Brian	Chemistry	\$4,959.00
Hiller, Jokima	Dept of Hospitality Leadership	\$320.00
Hines, Christopher	Accounting	\$1,320.00
Hobbs, Lora	Religious Studies	\$5,280.00
Hoelscher, Seth	Finance & General Business	\$1,400.00
Hornberger, Robert	Management & Information Tech	\$4,600.00
Hudson, Michael	Sports Med & Athletic Train	\$3,900.00
Hunter, Anne Marie	McQueary College of Hlth & Hman Svs	\$880.00
Hurst, Beth	Reading Foundations & Tech	\$3,640.00
Iman, Gary	Communication	\$3,640.00
Irons, Chrystal	Marketing	\$3,300.00

Academic Personnel Board Actions, cont'd.

Page 26

Jamos, Abudullah	Comm Sciences & Disorders	\$520.00
Jean-Charles, Alex	Reading Foundations & Tech	\$640.00
John, Judith	English	\$1,720.00
Johns, Justin	School of Social Work	\$1,240.00
Johnson, Alex	English	\$920.00
Johnson, David	Political Science	\$3,760.00
Johnson, Emlyn	Music	\$3,600.00
Johnson, Richard	Management & Information Tech	\$3,000.00
Jones, Jeffrey	Finance & General Business	\$640.00
Jones, Martin	Tech & Construction Mgmt	\$1,640.00
Kageyama, Yoshimasa	Dept of Hospitality Leadership	\$360.00
Kappler, Erin	English	\$347.00
Kaula, Rajeev	Management & Information Tech	\$3,520.00
King, Elizabeth	Childhood Ed & Family Studies	\$560.00
Kissoon-Charles, La Toya	Biology	\$1,360.00
Kitheka, Bernard	Study Away	\$2,792.00
Koch, Philippa	Religious Studies	\$4,560.00
Korang-Okrah, Rose	School of Social Work	\$2,800.00
Koroglu, Didem	Communication	\$920.00
Larkin, Kathleen	College of Business	\$4,261.00
	Finance & General Business	\$1,720.00
Leamy, Diane	Criminology	\$5,600.00
Leasure, Stanley	Finance & General Business	\$6,560.00
Lee, Amanda	Childhood Ed & Family Studies	\$3,260.00
Lee, Kewman	Reading Foundations & Tech	\$2,240.00
Lewis, Kayla	Reading Foundations & Tech	\$2,893.00
Lockenvitz, Sarah	Comm Sciences & Disorders	\$2,000.00
Lombilla, Luis	Modern & Classical Languages	\$640.00
Luo, Jun	Geography Geology & Planning	\$1,800.00
Lupfer, Christopher	Biology	\$640.00
Martin, Judith	Modern & Classical Languages	\$1,040.00
Masterman, Gerald	Graduate College	\$1,040.00
Matthews, James	Counseling, Lead & Spc Ed	\$1,640.00
Mayes, Hillary	McQueary College of Hlth & Hman Svs	\$1,700.00
McCafferty-Wright, Christine	Childhood Ed & Family Studies	\$280.00
McClain, William	College of Agriculture	\$5,913.00
McCoy, Katelyn	College of Agriculture	\$560.00
McLean, Annice	Reading Foundations & Tech	\$4,320.00
Meek, Russell	College of Business	\$12,043.00
Messerly, Dana	School of Nursing	\$5,548.00
Metzker, Helena	Chemistry	\$4,000.00

Academic Personnel Board Actions, cont'd.

Page 27

Miller, F. Thornton	History	\$4,240.00
Miller, Kyle	History	\$1,640.00
Million, Rita	School of Nursing	\$27.00
Mitra, Mahua	Economics	\$3,560.00
Morris, Taleyna	Communication	\$1,240.00
Moser, Linda	Honors College	\$3,200.00
Murray, Sarah	Biomedical Sciences	\$1,080.00
Murvin, Jennifer	English	\$960.00
Neely, Jeremy	History	\$1,120.00
Nelson, Eric	History	\$2,800.00
Nelson, Walt	Finance & General Business	\$2,880.00
Newman, Jonathan	English	\$880.00
Nordyke, Kathy	Childhood Ed & Family Studies	\$7,385.00
Novotny, Daniela	Biomedical Sciences	\$400.00
Odneal, Marilyn	College of Agriculture	\$1,600.00
Oyenyi, Bukola	History	\$480.00
Paliliunas, Dana	Psychology	\$1,520.00
Panza, Juli	Management & Information Tech	\$3,000.00
Pearman, Cathy	International Programs	\$6,000.00
	Reading Foundations & Tech	\$3,920.00
Peterson, Lori	Management & Information Tech	\$1,080.00
Pham, Courtney	Marketing	\$1,520.00
Philpot, James	Finance & General Business	\$1,760.00
Piccolo, Diana	Childhood Ed & Family Studies	\$1,080.00
Pippa, Cristina	Media, Journalism & Film	\$760.00
Pratt, Jennifer	Comm Sciences & Disorders	\$1,122.00
Price, Debra	Childhood Ed & Family Studies	\$2,880.00
Prosono, Marvin	Sociology & Anthropology	\$1,440.00
Qi, Kangkang	Management & Information Tech	\$1,640.00
Qiao, Yuhua	Political Science	\$600.00
Rabon, John	Graduate College	\$1,040.00
Ragan, Kent	Finance & General Business	\$6,840.00
Rast, Rebecca	Marketing	\$2,680.00
Rector, Paula	Criminology	\$3,200.00
Reger, Elizabeth	Management & Information Tech	\$4,600.00
Rimal, Arbindra	College of Agriculture	\$18,755.00
Roam, Kim	Childhood Ed & Family Studies	\$2,706.00
Rodriquez de la Vega, Vanessa	Modern & Classical Languages	\$760.00
Rogers, Lori	English	\$1,200.00
Rost, Ann	Psychology	\$2,000.00
Rowe, Roberta	Communication	\$1,880.00

Academic Personnel Board Actions, cont'd.

Page 28

Runke, Gayle	Kinesiology	\$402.00
Salinas, Patti	Criminology	\$4,973.00
Satterfield, Michelle	Childhood Ed & Family Studies	\$320.00
Saunders, Georgianna	Biology	\$3,040.00
Saxon, Caryn	Criminology	\$5,293.00
Schaefer, Allen	College of Business - EMBA	\$9,500.00
Schmelzle, George	College of Business	\$16,934.00
	Accounting	\$3,600.00
Schotthofer, Melissa	Childhood Ed & Family Studies	\$3,200.00
Scott, Patrick	Political Science	\$2,240.00
Scott, Shari	Counseling, Lead & Spc Ed	\$1,680.00
Scroggins, Wesley	College of Business - EMBA	\$9,500.00
Seawright, Leslie	English	\$2,640.00
Sells, Patrick	Management & Information Tech	\$6,280.00
Shade, Maria	School of Nursing	\$440.00
Shand-Hawkins, Carolyn	Mathematics	\$440.00
Shao, Feibo	Management & Information Tech	\$3,560.00
Shepard, Jason	Sociology & Anthropology	\$2,280.00
Shin, Soo	Management & Information Tech	\$920.00
Shirley, Corinne	Modern & Classical Languages	\$1,306.00
Simmers, Christina	Marketing	\$1,480.00
	College of Business - EMBA	\$9,500.00
Skibiski, Barbara	School of Anesthesia	\$3,400.00
Smart-Winegar, Sandra	Management & Information Tech	\$3,000.00
Smith, Cara	Childhood Ed & Family Studies	\$4,120.00
Sottile, James	Counseling, Lead & Spc Ed	\$1,200.00
Stafford, Gary	Mathematics	\$520.00
Stanbrough, CaSandra	Psychology	\$1,120.00
Stanton, Rhonda	English	\$440.00
Stormer, Kimberly	Reading Foundations & Tech	\$360.00
Strong, John	Religious Studies	\$1,800.00
Stulce, Tara	McQueary College of Hlth & Hman Svs	\$4,320.00
Suttmoeller, Michael	Criminology	\$1,640.00
Swidey, Edward	Theatre & Dance	\$5,658.00
Tassin, Kerri	Accounting	\$760.00
Templeton, Kelly	Theatre & Dance	\$2,601.00
Test, Joan	Childhood Ed & Family Studies	\$1,440.00
Thomas-Tate, Shurita	Comm Sciences & Disorders	\$1,120.00
Troche, Julia	History	\$840.00
Turner, John	English	\$1,760.00
Turner, Valerie	English	\$880.00



Academic Personnel Board Actions, cont'd.

Page 29

Uribe-Zarain, Ximena	Counseling, Lead & Spc Ed	\$120.00
Van Landuyt, Cathryn	Management & Information Tech	\$8,330.00
	Study Away	\$2,792.00
Van Ornum, Kimberly	Mathematics	\$1,720.00
Walker, Alicia	Sociology & Anthropology	\$2,040.00
Walker, Ruth	Psychology	\$1,240.00
Wallace, J. Dane	Modern & Classical Languages	\$3,138.00
Walters, Heather	Communication	\$4,760.00
Wehrman, Erin	Communication	\$2,160.00
Whisenhunt, Brooke	Psychology	\$2,730.00
Whitaker, Charles	Media, Journalism & Film	\$720.00
White, Wajean	Dept of Hospitality Leadership	\$400.00
Wilcoxon, Sarah	Theatre & Dance	\$1,401.00
Wilhelm, Paula	Management & Information Tech	\$3,000.00
Williams, John	Accounting	\$960.00
Wilson, Ryan	Management & Information Tech	\$3,000.00
Witte, Hugh	Finance & General Business	\$1,800.00
Woodard, Rebecca	Kinesiology	\$1,101.00
Yadon, Carly	Psychology	\$2,080.00
Yan, Chen	Management & Information Tech	\$4,000.00
Yang, Zhiguo	Management & Information Tech	\$1,200.00
Yarckow-Brown, Ivy	Criminology	\$5,360.00
Young-Jones, Adena	Psychology	\$1,000.00
Zhang, Ying	Finance & General Business	\$920.00

**ADDENDUM D**

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

<u>Name</u>	<u>Department</u>	<u>Salary</u>
Akram, Nadib	Physics Astronomy & Materials Sci	\$5,336.00
Idowu, Olusegun	Chemistry	\$5,336.00
Islam, Mohammad Tauhidul	Physics Astronomy & Materials Sci	\$5,336.00
Magness, David	Physics Astronomy & Materials Sci	\$5,336.00
McCormick, Emily	English	\$4,386.00
Odusanya, Abiodun	Physics Astronomy & Materials Sci	\$5,336.00

**The following have been appointed as Graduate Teaching Assistants for the Summer semester: June 3, 2019 through August 2, 2019.**

<u>Name</u>	<u>Department</u>	<u>Salary</u>
Cunningham, Arielle	Psychology	\$1,096.00
Djordjevic, Vladan	Chemistry	\$1,096.00
Dooling, David	Communication	\$2,193.00
Hayden, Henry	Mathematics	\$2,193.00
Moller, Casey	Communication Sciences	\$1,096.00
Plummer, Michaela	Communication	\$2,193.00
Simpson, Ashley	History	\$2,668.00

**The following have been appointed as Graduate Teaching Assistants for the Fall semester: August 12, 2019 through December 13, 2019.**

<u>Name</u>	<u>Department</u>	<u>Salary</u>
Qin, Mengqing	Mathematics	\$5,336.00
Skyles, Sydney	College Of Business	\$5,336.00
Thornhill, Chad	College Of Business	\$5,336.00
Zheng, Huiyin	College Of Business	\$5,336.00

**The following have been appointed as Graduate Teaching Assistants for the Academic Year: August 12, 2019 through May 15, 2020.**

<u>Name</u>	<u>Department</u>	<u>Salary</u>
Beard, Austin	Mathematics	\$8,772.00
Djordjevic, Vladan	Art & Design	\$8,772.00
Murphree-Roberts, Amanda	Music	\$8,772.00

Academic Personnel Board Actions, cont'd.

Page 31

Napier, Megan

Music

\$8,772.00

MISSOURI STATE UNIVERSITY

III.E.2.

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

**APPOINTMENTS:**

<u>Name</u>	<u>Position-Department</u>	<u>Grade</u>	<u>Salary</u>	<u>Effective</u>
Yo Satake	Assistant Project Manager Planning, Design & Construction	43	\$42,000 annually	02/06/19
Martin Spieler	Assistant Coach Intercollegiate Athletics	UN	\$55,000 annually	02/11/19
Christina Wood	Custodian I Custodial Services	21	\$21,237 annually	02/11/19
Robert Price	Custodian I Plaster Student Union	21	\$21,840 annually	02/13/19
Stephen Bravo-Brown	Assistant Coach Intercollegiate Athletics	UN	\$44,000 annually	02/14/19
Chiara Citterio	Mental Health Clinician Counseling Center	44	\$43,000 annually	02/25/19
Jeffrey Stevens	Supervisor, Campus Safety University Safety	26	\$35,880 annually	02/26/19
Austin Davis	Academic Administrative Assistant I Childhood Ed & Family Studies	11	\$23,400 annually	03/01/19
Sarah Davis	Administrative Assistant II Planning, Design & Construction	12	\$28,226 annually	03/01/19
Sarah Foster	Academic Advisor-Marketing, Recruitment & Retention Specialist College of Natural & Applied Sciences	42	\$33,000 annually	03/01/19
Jessica Heinz	Director Web Strategy & Development	47	\$76,500 annually	03/01/19

Non-academic Personnel Board Actions, cont'd.

Page 2

Zhongsong Qiu	Executive Assistant II College of Arts & Letters	13	\$32,760 annually	03/01/19
James Akin	Custodian I Custodial Services	21	\$21,237 annually	03/11/19
Jon Butcher	Custodian I Custodial Services	21	\$21,237 annually	03/11/19
Tammie Carr	Licensed Practical Nurse Magers Health & Wellness Center	41	\$36,691 annually	03/11/19
Dylan Earnshaw	Academic Advisor-Marketing, Recruitment & Retention Specialist College of Natural & Applied Sciences	42	\$33,000 annually	03/11/19
Robert Murphy	Telecommunications Technician Networking & Telecommunications	26	\$36,712 annually	03/11/19
Wesley Savage	Maintenance Painter Facilities Maintenance	25	\$35,880 annually	03/11/19
Manuel Concepcion	Assistant Coach Intercollegiate Athletics	UN	\$42,010 annually	03/13/19
Lakan Drinker	Director, Graduate Enrollment Management Graduate College	45	\$50,000 annually	03/18/19
Tyler Gilbert	Warehouse & Delivery Clerk Facilities Management	21	\$23,213 annually	03/18/19
Rodney Messenger	Maintenance General Mechanic Facilities Maintenance	25	\$32,510 annually	03/18/19
Douglas Neidigh	Sustainability Coordinator Environmental Health & Safety	42	\$36,675 annually	03/18/19

Non-academic Personnel Board Actions, cont'd.

Page 3

Susan Dugan	Event & Meeting Services Coordinator Plaster Student Union – Event & Meeting Services	12	\$27,997 annually	03/25/19
Jennifer Lumley	Accounting Specialist McQueary College of Health & Human Services	13	\$33,800 annually	04/08/19
Ashley Moore	Custodian I Custodial Services	21	\$21,237 annually	04/08/19
Virginia Morris	Custodian I Custodial Services	21	\$21,237 annually	04/08/19
Seth Stillwell	Custodian I Custodial Services	21	\$21,237 annually	04/08/19
Karen McKinnis	Manager, Emergency Preparedness University Safety	45	\$58,929 annually	04/15/19
Corbin Livingston	Master Control Operator Ozarks Public Television	21	\$27,498 annually	04/16/19
Andrew Minor	Custodian I Custodial Services	21	\$21,237 annually	04/16/19
Amaka Agugua	Head Athletics Coach Intercollegiate Athletics	UN	\$240,000 annually	04/17/19
Courtney Coleman	Postdoc Research Associate Biology	UN	\$47,479 annually	04/22/19 08/31/21
Christopher Lewis	Campus Safety Specialist University Safety	24	\$27,872 annually	04/22/19
Sarah Zey	International Services Advisor International Services	41	\$36,500 annually	04/22/19
Jake Morse	Assistant Coach Intercollegiate Athletics	UN	\$52,500 annually	04/26/19

Non-academic Personnel Board Actions, cont'd.

Page 4

Nicole Muse	Executive Assistant IV Information Services	17	\$40,997 annually	04/29/19
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**RESIGNATIONS:**

<u>Name</u>	<u>Position-Department</u>	<u>Effective</u>
Carol Lyon	Custodian I Residence Life, Housing & Dining Services	02/15/19
Bryan Sullivan	Groundskeeper Grounds Services	02/22/19
Rebecca Neal	Academic Advisor Academic Advisement Center	02/28/19
Maxwell Sommers	Centralized User Support Specialist Computer Services	03/01/19
Rosalina Marquez Navarro	Assistant Teacher Child Development Center	03/08/19
Mack Brown	Assistant Coach Intercollegiate Athletics	03/16/19
Lauren Webster	Associate Director Planning, Design & Construction	03/18/19
Matthew Kemp	Maintenance General Mechanic Facilities Maintenance	03/21/19
Tammie Carr	Licensed Practical Nurse Magers Health & Wellness Center	03/29/19
Sarah Davis	Administrative Assistant II Planning, Design & Construction	04/12/19
Jonathan Harper	Assistant Coach Intercollegiate Athletics	04/14/19
Kellie Harper	Head Athletics Coach Intercollegiate Athletics	04/14/19

Non-academic Personnel Board Actions, cont'd.

Page 5

Jackie Stiles	Assistant Coach Intercollegiate Athletics	04/23/19
Jessen Miller	Admission Counselor Office of Admissions	05/21/19
Amanda Polking	Coordinator Project Success Learning Diagnostic Clinic	07/31/19

**RETIREMENTS:**

<u>Name</u>	<u>Position-Department</u>	<u>Effective</u>
Calvin Avery	Distance Learning Engineer Supervisor Missouri State Outreach	03/31/19
Davey Thomas	Custodian I Custodial Services	03/31/19
Kristy Russell	Athletic Equipment Attendant Kinesiology	04/30/19
Hongjun Yin	Library Associate I Library	04/30/19
Cynthia Thieman	Professional Education Advisor Recruiter Education Advisement-College of Education	05/31/19
Valerie Murphy	Accounting Technician Financial Services	06/30/19
Sheryl Ruff-Hensley	Administrative Assistant II Marketing	06/30/19
Donald Simpson	Associate Vice President Enrollment Management & Services Enrollment Management	07/31/19

**SEPARATION FROM EMPLOYMENT:**

<u>Name</u>	<u>Position-Department</u>	<u>Effective</u>
Johnnie Summerlin	Procurement Technician Procurement Services	03/22/19



**CHANGE OF STATUS:**

<u>Name</u>	<u>Position-Department</u>	<u>Action</u>	<u>Effective</u>
Christopher Clark	From: Coordinator Residence Life Student Success Initiatives Residence Life, Housing & Dining Services To: Coordinator of Residence Life Living-Learning Communities Residence Life, Housing & Dining Services	Title Change	01/11/19
Katie Colip	From: Coordinator Residence Life Student Success Initiatives Residence Life, Housing & Dining Services To: Coordinator of Residence Life Living-Learning Communities Residence Life, Housing & Dining Services	Title Change	01/11/19
Mack Brown	Assistant Coach Intercollegiate Athletics From: \$71,233 annually To: \$83,801 annually	Salary Adjustment	02/01/19
Trent Figg	Assistant Coach Intercollegiate Athletics From: \$42,515 annually To: \$56,515 annually	Salary Adjustment	02/01/19
Justin Kramer	Assistant Coach Intercollegiate Athletics From: \$61,301 annually To: \$68,301 annually	Salary Adjustment	02/01/19

Non-academic Personnel Board Actions, cont'd.

Page 7

Danadan Liu	<p>From: China Operations &amp; Instruction Specialist Research &amp; Economic Development &amp; International Programs</p> <p>To: Coordinator, Office of China Programs Research &amp; Economic Development &amp; International Programs</p>	Title Change	02/01/19
Sharon Long	<p>From: Head Cashier Financial Services GR 15, \$47,152 annually</p> <p>To: Supervisor, Bursar's Office Financial Services GR 45, \$52,671 annually</p>	Reclassification & Salary Adjustment	02/01/19
Christian Morton	<p>Assistant Coach Intercollegiate Athletics</p> <p>From: \$62,377 annually</p> <p>To: \$65,323 annually</p>	Salary Adjustment	02/01/19
Eric Taylor	<p>From: Videographer/Editor Faculty Center for Teaching &amp; Learning GR 42, \$34,733 annually</p> <p>To: Instructional Designer – Educational Technology Faculty Center for Teaching &amp; Learning GR 44, \$46,733 annually</p>	Promotion	02/01/19
Chris Heslip	<p>From: Property Control Specialist Facilities Management GR 23, \$28,876 annually</p> <p>To: Property Control Manager Facilities Management GR 26, \$39,520 annually</p>	Promotion	02/11/19

Non-academic Personnel Board Actions, cont'd.

Page 8

Priscilla Childress	<p>From: Assistant Director New Student &amp; Family Programs New Student &amp; Family Programs</p> <p>To: Assistant Director, Family Programs &amp; Student Affairs Special Events New Student &amp; Family Programs</p>	Title Change	02/15/19
Stacy Rice	<p>From: Instructional Designer Faculty Center for Teaching &amp; Learning GR 43, \$54,066 annually</p> <p>To: Senior Instructional Designer Faculty Center for Teaching &amp; Learning GR 46, \$58,066 annually</p>	Promotion	02/16/19
Kimberly Hardie	<p>From: Executive Assistant II College of Arts &amp; Letters GR 13, \$33,800 annually</p> <p>To: Administrative Assistant II Printing Services GR 12, \$32,448 annually</p>	Status Change & Salary Adjustment	02/18/19
Richard Britton	<p>From: Custodian I Residence Life, Housing &amp; Dining Services GR 21, \$23,040 annually</p> <p>To: Custodial Specialist Residence Life, Housing &amp; Dining Services GR 23, \$28,080 annually</p>	Promotion	02/25/19
Kimberly Stagner	<p>From: Academic Advisor College of Business Graduate Program GR 43, \$41,000 annually</p> <p>To: Coordinator, Student Success Initiatives College of Business Advisement Center GR 43, \$41,000 annually</p>	Status Change	02/25/19

Non-academic Personnel Board Actions, cont'd.

Page 9

John Matthews	Supervisor, Campus Safety University Safety From: GR 26, \$35,298 annually To: GR 26, \$35,880 annually	Salary Adjustment	02/26/19
Lynda Jochims	From: Accountant Financial Services GR 42, \$36,960 annually To: Senior Accountant-Analyst Financial Services GR 44, \$43,000 annually	Reclassification	03/01/19
Rebeca Reut-Robinson	From: Academic Administrative Assistant I Communication Sciences & Disorders GR 11, \$24,814 annually To: Academic Administrative Assistant II Communication Sciences & Disorders GR 12, \$29,119 annually	Reclassification & Salary Adjustment	03/01/19
Christopher Bibbs	From: Campus Safety Specialist University Safety GR 24, \$27,049 annually To: Campus Safety Specialist – Lead University Safety GR 25, \$32,552 annually	Promotion	03/16/19
Stephen Bravo-Brown	Assistant Coach Intercollegiate Athletics From: \$44,000 annually To: \$46,500 annually	Salary Adjustment	03/16/19
Trent Figg	Assistant Coach Intercollegiate Athletics From: \$56,515 annually To: \$58,015 annually	Salary Adjustment	03/16/19

Non-academic Personnel Board Actions, cont'd.

Page 10

John Humiston	Maintenance Painter Facilities Maintenance From: GR 25, \$36,982 annually To: GR 25, \$37,440 annually	Salary Adjustment	03/16/19
Kenji Jackson	Assistant Coach Intercollegiate Athletics From: \$52,110 annually To: \$57,110 annually	Salary Adjustment	03/16/19
Justin Kramer	Assistant Coach Intercollegiate Athletics From: \$68,301 annually To: \$85,000 annually	Salary Adjustment	03/16/19
Munir Prince	Assistant Coach Intercollegiate Athletics From: \$52,110 annually To: \$57,110 annually	Salary Adjustment	03/16/19
Martin Spieler	Assistant Coach Intercollegiate Athletics From: \$55,000 annually To: \$56,102 annually	Salary Adjustment	03/16/19
David Withrow	Maintenance Painter Facilities Maintenance From: GR 25, \$31,691 annually To: GR 25, \$36,088 annually	Salary Adjustment	03/16/19
Jean Cobban	From: Administrative Specialist III Advisement Center GR 13, \$29,527 annually To: Academic Administrative Assistant II College of Agriculture GR 12, \$29,527 annually	Status Change	03/18/19

Non-academic Personnel Board Actions, cont'd.

Page 11

James Deal	From: Warehouse & Delivery Clerk Facilities Management GR 21, \$23,212 annually To: Property Control Specialist Facilities Management GR 23, \$28,870 annually	Promotion	03/18/19
Donna Sexton	From: Athletics Equipment Attendant Kinesiology To: Staff Emeritus Kinesiology	Status Change	03/25/19
Calvin Avery	From: Distance Learning Engineer Supervisor Missouri State Outreach To: Staff Emeritus Missouri State Outreach	Status Change	04/01/19
Tiffany Bowden	Campus Safety Specialist University Safety From: GR 24, \$27,058 annually To: GR 24, \$27,872 annually	Salary Adjustment	04/01/19
Jeff Brown	From: Environmental Management Technician/Recycling Coordinator Environmental Management To: Environmental Management Technician Environmental Management	Title Change	04/01/19
Nikolas Bryant	Campus Safety Specialist University Safety From: GR 24, \$27,040 annually To: GR 24, \$27,872 annually	Salary Adjustment	04/01/19
Rachel McGinnis	From: Interim Director Office of Research Administration To: Director Office of Research Administration	Title Change	04/01/19

Non-academic Personnel Board Actions, cont'd.

Page 12

Karen Neal	From: Advancement Applications & Data Analyst Advancement Services To: Staff Emeritus Advancement Services	Status Change	04/01/19
Josh Owen	Campus Safety Specialist University Safety From: GR 24, \$27,058 annually To: GR 24, \$27,872 annually	Salary Adjustment	04/01/19
Robert Penner	Campus Safety Specialist University Safety From: GR 24, \$27,795 annually To: GR 24, \$27,872 annually	Salary Adjustment	04/01/19
Calvin Rucker	Campus Safety Specialist University Safety From: GR 24, \$26,196 annually To: GR 24, \$27,872 annually	Salary Adjustment	04/01/19
Amanda Searcy	Campus Safety Specialist University Safety From: GR 24, \$27,058 annually To: GR 24, \$27,872 annually	Salary Adjustment	04/01/19
Rashaud Turner	Campus Safety Specialist University Safety From: GR 24, \$27,058 annually To: GR 24, \$27,872 annually	Salary Adjustment	04/01/19
Andrea Allen	From: Administrative Specialist II Kinesiology GR 12, \$28,200 annually To: Administrative Assistant II Graduate College GR 12, \$28,600 annually	Status Change & Salary Adjustment	04/16/19

Non-academic Personnel Board Actions, cont'd.

Page 13

Erika Brame	From: Content Strategist University Communications GR 42, \$37,611 annually To: Marketing Strategist University Communications GR 42, \$38,000 annually	Status Change & Salary Adjustment	04/22/19
Kristy Russell	From: Athletic Equipment Attendant Kinesiology To: Staff Emeritus Kinesiology	Status Change	05/01/19
Hongjun Yin	From: Library Associate I Library To: Staff Emeritus Library	Status Change	05/01/19
Valerie Murphy	From: Accounting Technician Financial Services To: Staff Emeritus Financial Services	Status Change	07/01/19
Sheryl Ruff-Hensley	From: Administrative Assistant II Marketing To: Staff Emeritus Marketing	Status Change	07/01/19
Donald Simpson	From: Associate Vice President Enrollment Management & Services Enrollment Management To: Staff Emeritus Enrollment Management	Status Change	08/01/19

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



IV.B.

**RECOMMENDED ACTION** – Approval of a resolution to acknowledge the 2018-2019 Excellence in Public Affairs for Faculty and Staff award recipients.

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

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

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

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

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

Lyle Foster  
Janice Greene  
Carol Miller

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

Heather Blades  
Sheryl Ruff-Hensley  
Katie Stinnett

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

**VOTE:**      **AYE** \_\_\_\_\_

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

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

V.C.1.

**RECOMMENDED ACTION** – Approval of revisions to G1.18 Contract Authorization Policy

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

**WHEREAS**, the Administration recommends that G1.18 Contract Authorization Policy be revised with respect to the Administration’s authority to execute contracts with entertainers and performers, subject to annual report to the Board of Governors; and

**WHEREAS**, the Administration also recommends that G1.18 Contract Authorization Policy to clarify the responsibility of the Administration and the Board of Governors with respect to the execution of contracts for the lease, purchase, or sale of real estate.

**NOW, THEREFORE, BE IT RESOLVED** by the Board of Governors for Missouri State University that the proposed revisions to G1.18 Contract Authorization Policy, which revisions are delineated in redline form and attached hereto, are hereby approved.

**VOTE:**      **AYE** \_\_\_\_\_

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

**COMMENTS:**

The proposed policy revisions provide:

- That the Administration is authorized to executed contracts with entertainers and other performers without prior approval of the Board of Governors; however, a report of all entertainment/performance agreements for the prior fiscal year will be reported to the Board on an annual basis, no later than December.
- Such report will include information regarding profits and/or losses for each performance (except for those performances scheduled by the Student Activities Council or other student organizations).
- Other revisions are editorial only in that they clarify existing practice with respect to obtaining Board approval for contracts related to the lease, purchase, or sale of real estate.

# Contract Authorization Policy

## G1.18 [Contract Authorization Policy](#)

### Contracts, Generally

The Administration, in furtherance of the public policy of efficient and responsible operation of the University, is expressly delegated the authority to enter into, execute and administer as agent of the Board of Governors, certain contracts and appropriations requiring the expenditures of funds, subject to the following terms and conditions:

#### **1. Contracts Recurring or Non-Recurring in Nature - Estimated Not to Exceed \$250,000.00**

Contracts for the purchase of goods and services not to exceed \$250,000.00 (excluding new construction, remodeling and repair of facilities, architectural, engineering and surveying services, and long-term leases of a duration more than 24 months), whether recurring or non-recurring in nature, for which an appropriation has been made in the annual budget, or the use of carryforward funds, or the use of dedicated revenue may be processed by the Administration according to the University Procurement Procedures without reporting the same to the Board of Governors or requiring formal Board approval except as set forth in this policy, such contracts and appropriations being considered ministerial in nature, and authorized and approved by the action of the Board in approving the annual budget. Single purchases of more than \$100,000.00 (< \$250,000) if a bid other than the low bid is accepted should be presented to the Board for information purposes subsequent to the award.

The following purchasing activities should be presented to the Board for information purposes subsequent to the award: Single purchases of more than \$100,000.00 but less than \$250,000.00 if only one bid is received, or single feasible source purchases pursuant to the Procurement Procedures.

Any procurement activity that is determined to be sensitive or of significant impact to the University, at the discretion of the Chief Financial Officer, the Chancellor of the West Plains campus and/or the President of the University, should be presented to the Board for approval.

#### **2. Contracts Recurring or Non-Recurring - Estimated to Exceed \$250,000.00**

Contracts for the purchases of goods and services to exceed \$250,000.00 (excluding new construction, remodeling and repair of facilities, architectural, engineering and surveying services, and long-term leases of a duration more than 24 months), whether recurring or non-recurring in nature, for which an appropriation has been made in the annual budget, or the use of carryforward funds, or the use of dedicated revenue, may be processed according to the University Procurement Procedures, but such contracts must be approved by the

Board, by a majority vote of all members, before execution of said contract, whenever possible (provided, however, that items purchased for resale according to the University's Procurement Procedures are not required to be submitted to the Board for approval, but individual transactions exceeding \$250,000.00, or contracts likely to exceed \$250,000.00 per fiscal year, must be approved in writing by the appropriate Vice President or Chancellor of a branch campus prior to purchase).

Contracts, excluding short-term leases of a duration of 24 months or less, for the lease, purchase, or sale of real estate should be presented to the Board for approval, regardless of value by the Vice President for Administrative Services or the Chancellor of the West Plains campus. Short-term leases of a duration of 24 months or less are considered contracts and are reported as required under item 1 or 2 above.

Contracts may be amended without Board approval, unless the amendment would cause the originally estimated annual value of such contracts to be exceeded by 25% or \$50,000.00, whichever is less. If the amendment would cause the originally estimated annual value of a contract to be exceeded by 25% or \$50,000.00, whichever is less, the recommended action should be presented to the Board for approval prior to finalizing the amendment.

### **3. Architectural, Engineering and Surveying Services**

The University adopts as a formal procedure for procurement of architectural, engineering and surveying services, the provisions of Missouri Revised Statutes, but such contracts must be approved by the Board, by a majority vote of all members, prior to the execution of said contract if such contracts exceed \$250,000.00. The Vice President for Administrative Services and the University Architect and Director of Planning, Design and Construction are delegated the authority to select and sign contracts for such sources for \$250,000.00 or less without Board approval for all campuses.

### **4. New Construction, Remodeling and Repair of Facilities**

Contracts for new construction, remodeling and repair of facilities with a project budget of \$250,000.00 or less may be processed according to Missouri Revised Statutes, and the University Policy Library without reporting the same to the Board or requiring formal pre-approval by the Board, such contracts being considered ministerial in nature. Management of these contracts shall be carried forth in accordance with all university policies which may include notices to proceed, proposal requests, change orders, substantial completion certificates, etc. as long as the project budget is not exceeded.

No contract for new construction, remodeling, or repair of facilities which exceeds a project budget of \$250,000.00, shall be executed by the Administration until the project has been first approved by the Board.

The Board of Governors will be provided at each regular meeting of the Board for review and approval all notice of awards for construction projects that are greater than \$100,000.00

that did not originally require action by the Board. These would include notices of awards to consultants and contractors.

## **5. Change Orders**

Changes in the scope of the work to be performed pursuant to any contract described in G1.18.3 through G1.18.4 above, which result in a change order approved by the Vice President for Administrative Services or the University Architect and Director of Planning, Design and Construction, which do not cause the approved budget for the project, including a contingency for change orders, to be exceeded need not be pre-approved by the Board. However, if such change order does result in the approved budget for the project being exceeded, the change order and revised project budget must be approved by the Board prior to any work being performed pursuant thereto.

## **6. Emergency Procedures**

In those circumstances where emergency, inefficiency or waste of state resources would occur, contracts and appropriations authorized by G1.18.2, G1.18.3, G1.18.4 or G1.18.5 may be verbally approved by the Chair or Vice Chair of the Board and must then be brought to the Board for approval at the next regular meeting of the Board of Governors.

## **7. International Purchases**

Purchases by University officials located outside the U.S. originated in or intended for use at an international location, up to \$100,000.00, may be purchased with locally generated funds according to procedures authorized in the Procurement Procedures, without Board approval.

## **8. Budget Authorization**

Contracts and appropriations which would exceed the major administrative area annual budget or the use of carryforward funds, or the use of dedicated revenue or not otherwise approved by the Board must be approved prior to the contract or appropriation. Appropriations and disbursements may be authorized and approved by the Board by the adoption of the annual budget, or the use of carryforward funds, or the use of dedicated revenue or subsequent Board action approving any modification.

## **9. Delegation of Authority to Execute and Administer Contracts Appropriations, or Change Orders.**

The authority to proceed and execute and administer any contracts, documents and instruments, appropriations, disbursements or change orders described in G1.18.1 through G1.18.7 above, is hereby delegated to the President of the University (who may subdelegate such authority in writing to appropriate Vice-Presidents or Chancellors of the University, or other officer or employee of the University as the President determines appropriate, either generally or specifically) and to the University Procurement officers,

University Architect and Director of Planning, Design and Construction, and as otherwise set forth and subject to the requirements stated herein, or as set forth in this policy. It is the determination of the Board of Governors that such delegation is necessary to the furtherance of the public policy of efficient and responsible operation of the University, and no further action of the Board is required regarding matters and actions hereby delegated to the Administration.

## **10. Personnel Appointments**

Academic and full-or part-time regular employee appointments will be made by the Board following recommendation by the President. Academic appointments include 12-month, 9-month, semester, summer, intersession, per course and supplemental teaching assignments. Certain part-time employees may be approved by the President as authorized by Board bylaws. Academic and full-or part-time regular appointments will be approved by the Board prior to commencement of duties if possible, and if not, at the next regular meeting of the Board.

## **11. Notice of Action by the Board**

The Board shall duly note in Board minutes on any approval by the Board on any contracts requiring Board approval, as set forth in this Policy, and the Board may otherwise authorize and approve contracts by description or incorporation by reference.

## **12. Administrative Authority**

Pursuant to the rulemaking and management authority of the Board, the Administration is authorized from time to time to promulgate purchasing and facility policies and procedures in compliance with prevailing law. The Board delegates to the Administration the authority from time to time to amend policies and procedures, which shall then be observed by the Administration in all purchases of goods and services as set forth in this policy.

## **13. Entertainment and Performance Contracts**

Contracts with entertainers and performers ~~estimated not to exceed \$400,000.00~~ may be approved by the Administration, provided, however, that a report of all entertainment/performance agreements executed during the prior fiscal year will be made to the Board of Governors, on an annual basis, no later than December. Such report shall include information regarding profits and/or losses for each entertainment performance (with the exception of performances scheduled by and contracted through the Student Activities Council or other student organizations). ~~without reporting the same to the Board or requiring formal preapproval by the Board. No such contract exceeding \$400,000.00 shall be executed by the Administration until the contract has first been approved by the Board.~~

NOTE: Nothing in this policy is intended to diminish or otherwise affect the contracting authority granted to the University's health center and bookstore to execute any and all agreements for the

purchase of goods or services for use by the health center and/or bookstore (e.g., pharmaceuticals, books, etc.).

**Effective date**

Approved by Board of Governors: ~~October 27, 2017~~ May 16, 2019

VI.A.

## **PRESIDENT'S REPORT**

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

1. May 2019 Graduation
2. Jefferson City Update
3. Chief Information Officer Hire
4. AGB National Conference
5. Approval of 2019 Wall of Fame Inductees (resolution to be distributed at the meeting)



VII.A.

**Missouri State University Board of Governors  
May 16, 2019 meeting**

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

**Commencement:** To date, more than 260 students have applied to be candidates for graduation from Missouri State -West Plains during commencement ceremonies May 18 at the West Plains Civic Center. This number could increase because the deadline to apply to graduate has not passed at the time this report was submitted. In addition, approximately 50 students will participate in commencement ceremonies for Missouri State University-Springfield graduate and undergraduate degree programs, some of which are available through the Missouri State Outreach program on the West Plains campus.

**New program development and curriculum changes:** We are proposing several curriculum changes to various programs for the upcoming academic year. Our goals include trying to create more stackable certificates and degrees, while streamlining and eliminating low enrollment certificates. We would hope to increase completers through certificates leading to AAS, AS or AA degrees and facilitate transfer to bachelor's degrees, while still supporting "terminal" AAS degree-seeking students through the addition of an AA and AS degree and the addition of options to AAS degrees. All of these efforts are in support of our Complete College America and guided pathways initiative, and all are focused on increasing retention and facilitating completion of a credential.

**Phi Beta Lambda (PBL):** Students from the West Plains campus received five medals at the PBL State Leadership Conference. One of the students qualified to compete at the national conference in San Antonio, Texas, in June.

**Excellence in Education Award:** Dr. Linda Wulff-Risner, associate professor of agriculture, was awarded the Missouri Council on Public Higher Education's Governor's Award for Excellence in Education. The 15 recipients of this year's award were recognized during a luncheon in their honor on April 4 in Jefferson City. The annual award honors outstanding faculty from post-secondary public schools, colleges, and universities within the state. The recipients were selected by their respective institutions for effective teaching, innovation in course design and delivery, effective advising, service to the institution's community, and commitment to high standards of excellence.

**NJCAA National Volleyball tournament:** West Plains has been selected to host the National Junior College Athletic Association (NJCAA) Division I Volleyball Championship in 2020 and 2022. The bid was submitted through a joint effort by the Missouri State University-West Plains Booster Club, the city of West Plains' Tourism Department, and West Plains Regional Economic Development. West Plains has a history of hosting the NJCAA Division I Volleyball Championships, serving as host from 2001-06 and 2010-12.

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

- Jan. 26: Middle School Math Relays, Math Educators of South Central Missouri
- Feb. 1: Future Business Leaders of America (FBLA) District Leadership Conference
- Feb. 23: Elementary and Middle School Regional Contests, Missouri Council of Teachers of Mathematics
- March 19-20: Bringing Back the American Small Farm conference, Ozark Farmers Agriculture Cooperative (OFAC), the University of Missouri Extension and the City of West Plains.
- April 4: Rural Schools Partnership Forum, Community Foundation of the Ozarks.
- April 12: Interscholastic Contest, 14 area high schools participated in the academic contest.

- April 26-28: Oz-Con gaming, anime and cosplay event at West Plains Civic Center; MSU-WP Computer Graphics and Programming department and the local chapter of ACM (Association for Computing Machinery).

It has been great to see all the different groups come to campus. Many of these events and conferences help bring prospective students to campus and allows us to showcase our academic programs.

VIII.A.

**FACULTY SENATE REPORT**

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

VIII.B.

**Report from the Provost**

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

1. Approval of Resolution of Appreciation for Dr. Thomas Dicke for Chair of the Faculty Senate
2. Introduction of the Recipients of the Missouri State Foundation Awards for Teaching, Research and Service
3. McQueary College of Health and Human Services Update
4. Highlights of Research Presentation Forums – CNAS Undergraduate Research; MCHHS Research Day; and Einhellig Interdisciplinary Graduate Forum

VIII.B.1.

**RECOMMENDED ACTION:** Approval of Resolution of Appreciation for Dr. Thomas Dicke

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

**WHEREAS**, Dr. Thomas Dicke, Professor in the Department of History, served as Chair of the Faculty Senate for the 2018-2019 academic year; and

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

**NOW, THEREFORE, BE IT RESOLVED**, that the Board of Governors of Missouri State University expresses its sincere appreciation to Dr. Thomas Dicke for his exemplary service as Chair of the Faculty Senate for the 2018-2019 academic year.

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

**NAY**    \_\_\_\_\_



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

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

**PROJECT HIGHLIGHTS**

- **Jason Ray**, Director of the Center for Resource Planning and Management, and **Robert Pavlowsky**, Director of the Ozarks Environmental Water Resources Institute, received **\$219,167** from the **US Environmental Protection Agency** through the **Missouri Department of Natural Resources**. Funding will be utilized to implement a demonstration project within the James River Basin to remediate failed or poorly functioning septic systems and replace damaged or undersized tanks and/or lateral fields. The objective of this project will be to reduce the potential for contamination of pollutants in local waterways. The project will also serve to complete a nine-element watershed based plan (WBP) for the James River Basin.
- **David Meinert**, Dean of the College of Business, received **\$484,064** from the **International Management Education Center**. This Contract provides funding for the Executive Masters of Business Administration for Chinese citizens and working professionals with five to thirty years of experience in their field.
- **Rishi Patel**, Senior Research Scientist for the Center for Applied Science and Engineering, received **\$2,999,250** from the **Department of the Army, US Army Engineer Research and Development Center**. The objective of this proposed 3-year program is to design, develop, and generate the knowledge and technology needed for a low-profile, low-power, and wireless sensor system/platform to provide an on-site, real-time, accurate, and reliable Yes/No response to the targeted analytes, specifically, arsenic, copper, and nitrates, in surface water within or surpassing the contamination threshold and/or sensitivity requirement set by the Environmental Protection Agency (EPA) or other regulatory agency.

**RESULTS**

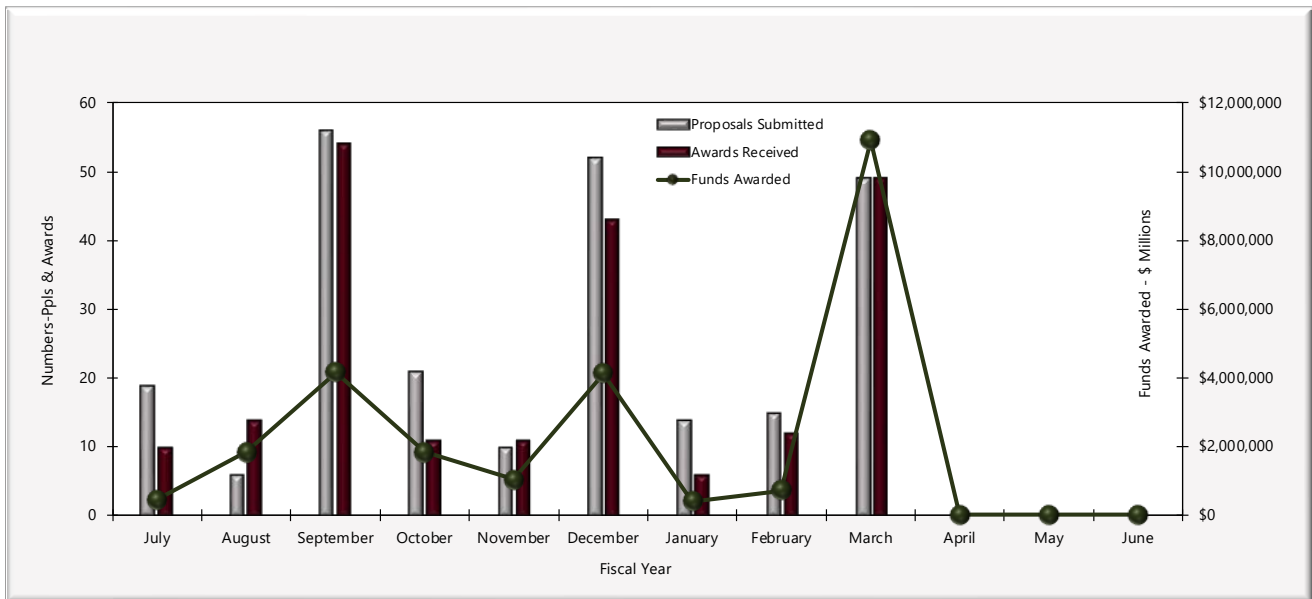
As of the end of March, the University has submitted 242 proposals for support of University-based projects. To date, 210 awards have been received – some of which are from proposals submitted during the previous fiscal year. The commitment of funds in these grants and contracts to date is \$25.4 million. Some of these awards are for projects that extend over more than one year, but the full commitment for funds is allocated to the first year.

Key Indicators	Activity for FY 2019	% Change from FY 2018
Proposals Submitted	242	8%
Funds Requested	\$34,199,601	13%
Named Investigators	84	-7%
Grants & Contracts Awarded	210	6%
Funds Awarded	\$25,479,167	46%

External funding activity so far in FY 2019:

Sponsored Program Activity FY 2019

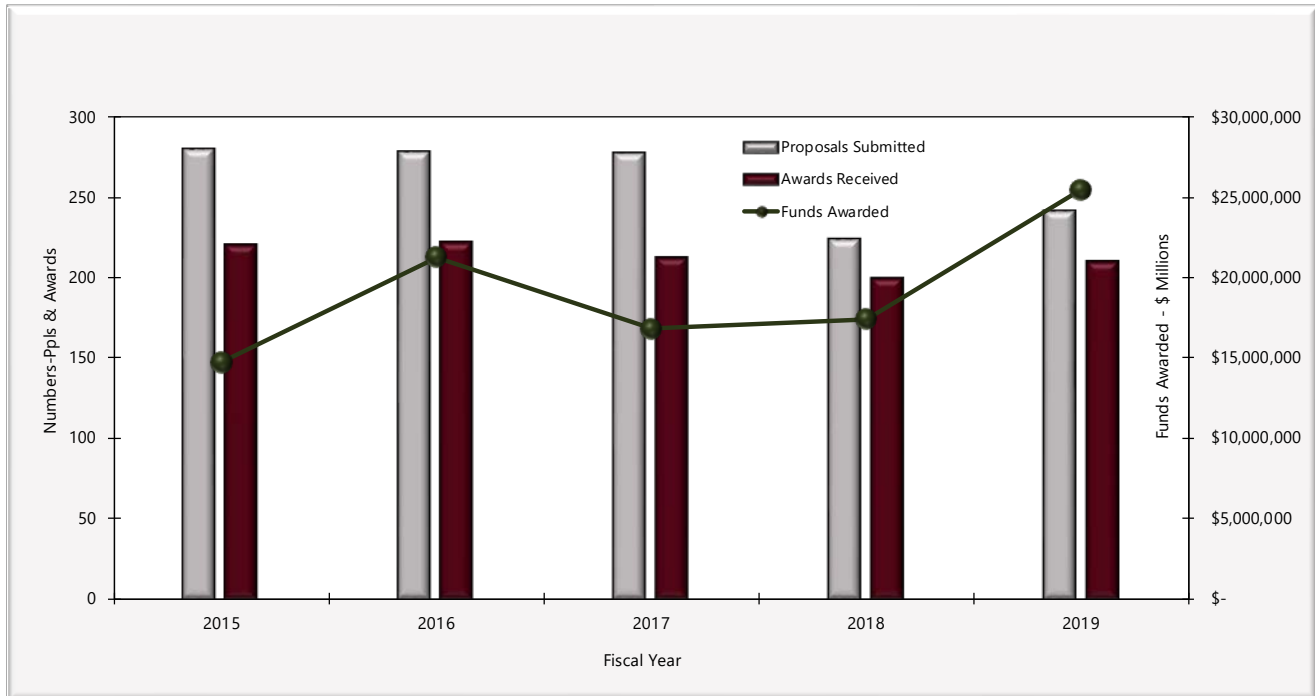
Month	Proposals Submitted	Total Awards	Dollars Awarded
July	19	10	\$463,742
August	6	14	\$1,831,416
September	56	54	\$4,150,814
October	21	11	\$1,840,558
November	10	11	\$1,048,198
December	52	43	\$4,115,714
January	14	6	\$409,735
February	15	12	\$718,192
March	49	49	\$10,900,798
April	0	0	\$0
May	0	0	\$0
June	0	0	\$0
	242	210	\$25,479,167



A comparison of activity over the last five years:

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

Fiscal Year	Proposals Submitted	Number of Awards						\$Millions	
		Facilities &					Ttl Awds	Requested	Awarded
		Education	Equipment	Infrastructure	Research	Service			
2015	280	43	0	6	30	142	220	\$ 32,644,123	\$ 14,737,582
2016	279	43	2	7	36	134	222	\$ 47,322,168	\$ 21,279,383
2017	278	44	0	3	38	127	212	\$ 34,241,442	\$ 16,822,195
2018	224	41	0	7	33	118	199	\$ 30,369,812	\$ 17,402,534
2019	242	27	0	1	31	151	210	\$ 34,199,601	\$ 25,479,167





Grant and contract activity for FY 2019, through March:

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

Unit	# Applying		# Awarded		Credit Share*			Actual**		
	Staff	Faculty	Staff	Faculty	Grants / Contracts		Award	Grants / Contracts		Award
					Submit	Awards	\$	Submit	Awards	\$
Administrative Services	0	0	0	0	0	0	\$ -	0	0	\$ -
College of Agriculture	2	4	0	5	13	12	\$ 234,843	11	10	\$ 257,224
Center for Grapevine Biotechnology	0	1	0	1	4	2	\$ 85,595	3	2	\$ 85,595
Mid-America Viticulture & Enology Center	2	1	2	1	6	6	\$ 60,408	5	5	\$ 60,408
College of Arts & Letters	0	1	0	2	2	3	\$ 552,414	2	3	\$ 552,414
Center for Dispute Resolution	0	1	0	1	3	3	\$ 26,504	3	3	\$ 26,504
Center for Writing in College, Career, & Community	0	1	0	1	3	3	\$ 10,350	3	3	\$ 10,350
College of Business	0	1	0	1	3	3	\$ 1,300,922	3	3	\$ 1,300,922
Center for Project Innovation & Management	0	0	0	0	0	0	\$ -	0	0	\$ -
College of Education	3	6	2	3	16	12	\$ 668,344	14	12	\$ 668,344
Agency for Teaching, Leading and Learning	0	1	2	1	5	8	\$ 1,440,425	5	6	\$ 1,440,425
Institute for Play Therapy	0	0	0	0	0	0	\$ -	0	0	\$ -
Institute for School Improvement	0	0	0	0	0	0	\$ -	0	0	\$ -
College of Health & Human Services	2	12	1	9	24	18	\$ 720,010	22	17	\$ 694,902
Center for Research & Service	0	0	0	0	0	0	\$ -	0	0	\$ -
College of Humanities & Public Affairs	0	1	0	0	1	0	\$ -	1	0	\$ -
Center for Archaeological Research	1	1	1	1	15	14	\$ 473,003	10	9	\$ 473,003
Center for Community Engagement	0	0	0	0	0	0	\$ -	0	0	\$ -
Center for Economic Research	0	0	0	0	0	0	\$ -	0	0	\$ -
Center for Social Science & Public Policy Research	0	0	0	0	0	0	\$ -	0	0	\$ -
College of Natural & Applied Sciences	0	33	0	13	60	19	\$ 769,867	41	15	\$ 732,658
Bull Shoals Field Station	0	1	0	1	3	3	\$ 17,220	3	3	\$ 17,220
Center for Resource Planning & Management	4	0	4	0	27	26	\$ 740,277	16	16	\$ 804,712
Ozark Environmental Water Research Institute	1	1	1	1	17	20	\$ 449,283	9	10	\$ 399,676
Diversity & Inclusion	0	2	0	2	2	2	\$ 19,167	2	2	\$ 19,167
Graduate College	0	1	0	1	1	1	\$ 164,000	1	1	\$ 164,000
Information Services	0	0	0	0	0	0	\$ -	0	0	\$ -
Library	1	0	1	0	1	1	\$ 10,000	1	1	\$ 10,000
President	1	0	0	0	1	0	\$ -	1	0	\$ -
Provost	2	2	1	2	9	7	\$ 54,848	9	7	\$ 54,848
Ozarks Public Health Institute	0	1	0	1	3	4	\$ 914,978	3	4	\$ 940,086
Southwest Missouri Area Health Education Center	1	0	1	0	7	8	\$ 307,739	7	8	\$ 307,739
Research & Economic Development	7	0	6	0	28	27	\$ 3,662,669	26	24	\$ 3,662,669
Center for Applied Science & Engineering	2	0	2	0	5	6	\$ 8,120,351	5	6	\$ 8,120,351
Center for Biomedical & Life Sciences	0	1	0	1	8	9	\$ 803,806	8	9	\$ 803,806
International Leadership & Training Center	1	0	1	0	3	3	\$ 1,655,316	3	3	\$ 1,655,316
Jordan Valley Innovation Center	1	0	1	0	10	10	\$ 741,488	10	10	\$ 741,488
Small Business Development & Technology Center	1	0	1	0	6	6	\$ 291,490	6	6	\$ 291,490
Student Affairs	1	0	2	0	1	3	\$ 582,954	1	3	\$ 582,954
West Plains	4	4	6	2	10	9	\$ 600,898	8	9	\$ 600,898
<b>TOTAL</b>	<b>37</b>	<b>77</b>	<b>35</b>	<b>50</b>	<b>297</b>	<b>248</b>	<b>\$ 25,479,167</b>	<b>242</b>	<b>210</b>	<b>\$ 25,479,167</b>

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

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

X.A.

**REPORT TO BOARD OF GOVERNORS  
FROM ASSISTANT TO PRESIDENT/CHIEF DIVERSITY OFFICER  
Submitted for Board of Governors Meeting (May 16, 2019)**

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

**Facing Racism Institute (FRI)**--The 2019 Facing Racism Institute reconvened on February 28-March 1, 2019, at the Adolos Student Center. More than 200 people have attended and this year ten scholarships were available for non-profit organizations (limit 2 per organization) due to the generation of diversity grants received from the Community Foundation of the Ozarks (CPO). A one-day session, as a pre-conference CDC event, entitled “Facing Racism: Face it to Erase it!” was held on April 24, 2019. The program presented an understanding of the origins of racism; engaged in meaningful conversations about its impact while developing strategies to mitigate divisive racist attitudes and behaviors. *Dr. Leslie A. Anderson and Dr. Lyle Q. Foster, Faculty Diversity Training Coordinator*, facilitated the sessions with participants from the public, non-profit, for profit businesses, corporate and faith-based sectors.

**Staff Diversity Composition Initiative (SDCI)**--Program administered in Division for Diversity & Inclusion by Chief Diversity Officer.

[https://www.missouristate.edu/policy/Op1\\_02\\_10\\_Staff\\_Diversity\\_Composition\\_Initiative.htm](https://www.missouristate.edu/policy/Op1_02_10_Staff_Diversity_Composition_Initiative.htm)

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

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

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

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

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

**Tough Talks**--The spring 2019 Tough Talks sessions facilitated by Dr. Lyle Q. Foster continue throughout the semester.

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

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

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

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

Promoting and encouraging staff participation in development opportunities to improve cultural competencies.

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

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

**Student Diversity Leadership Training Program**--DDI and Division of Student Affairs Multicultural Student Services developing D & I training model for student organizations' leaders utilizing student peer trainers to be initiated in the fall 2019 semester.

**President Councils on Diversity:**

**President's Community Diversity Council**--The spring meeting of the Community Diversity Council was held on April 3, 2019. President Smart and the CDO provided updates on diversity initiatives on campus and in the community, including the 2019 Collaborative Diversity Conference.

**President's Student Diversity Council**--The spring semester meeting was held on April 28, 2019, and facilitated by the Vice President for Student Affairs, Dr. Dee Siscoe.

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

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

**Diversity Talent Hub Job Fair**--A Spring semester Job Fair provided opportunity for local employers to meet/interview diverse and traditional-aged targeted college underrepresented students for internship and co-operative job opportunities, and potential full-time careers.

Employers and college and community college students attended. Prosper 2025, Workforce Development, and DDI were community collaborators.

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

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

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

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

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

**Minorities in Business (MIB)**--MSU DDI co-sponsored MIB Heritage Awards Dinner on April 11, 2019.

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

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

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

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

**Assistant to the President/Chief Diversity Officer (CDO) Activity Report**  
**CDO attended various events during following months:**

**February 2019**

CDO and Dr. Lyle Foster attended Midwest Baptist Theological Seminary Conference as panelists on 4/23/2019.

CDO attended Coffee with the Coach (Dana Ford) at Big Momma's Coffeehouse on 2/26/2019.

CDO attended Springfield Police Department planning meeting for recruitment with Officer Brandon Keene on 2/26/2019.

CDO attended Dr. Todd Payne and Multicultural Ensemble recital at C-Minor Hall in Ellis Hall on 2/26/2019.

CDO attended planning meeting for co-chairs of the SPS Equity Workgroup on 2/27/2019.

CDO attended MSU/City of Springfield Administrators meeting at Busch Memorial Building on 2/28/2019.

CDO attended President's Student Diversity Council meeting on 2/28/2019.

CDO attended Bridge Springfield: Brother2Brother general meeting on 2/28/2019.

CDO attended Executive Enrollment Management Committee meeting on 2/28/2019.

CDO attended Facing Racism Institute training session on 2/28/2019.

CDO recorded KSMU program regarding 2019 Collaborative Diversity Conference highlights on 3/5/2019.

CDO attended meeting with SPS Learning Officer regarding SPS Diversity Review on 3/6/2019.

CDO attended meeting with DOSA regarding American Council of Education (ACE)/MU report review on 3/6/2019.

CDO attended and participated in Equal Justice Initiative meeting on 3/6/2019.

CDO attended meeting with B2B Coordinator and OTC student on 3/6/2019.

CDO attended Diversity Outreach, Recruitment, & Retention Subcommittee meeting of the Public Entities Diversity Workgroup on 3/7/2019.

CDO attended Springfield Metropolitan Bar Association Board meeting on 4/3/2019.

CDO chaired President's Diversity Community Advisory Meeting on 4/3/2019.

CDO attended the Courageous Church "Undivided" diversity training pilot program meeting on 4/4/2019.

CDO attended Executive Enrollment Management Committee on 4/5/2019.

CDO attended "Undivided" diversity training pilot program meeting on 4/6/2019.

CDO attended President's Student Diversity Council meeting on 4/9/2019.

CDO attended Community Leadership Forum breakfast meeting on 4/11/2019.

CDO attended Multicultural Programs/LGBTQ+ accreditation review meeting on 4/11/2019.

### **March 2019**

CDO attended Facing Racism Institute training at Adolos on 3/1/2019.

CDO attended MSU African American Studies Committee meeting on 3/1/2019.

CDO attended Student Diversity Leadership Training Meeting on 3/4/2019.

CDO attended Faculty Diversity Composition Initiative meeting on 3/4/2019.

### **April 2019**

CDO attended and participated in Minorities in Business (MIB) Heritage Awards Banquet on 4/11/2019.

CDO attended Public Affairs Hall of Fame Induction Ceremony on 4/12/2019.

CDO spoke at Islamic Center regarding New Zealand massacre and support for Muslim students, citizens and residents on 4/13/2019.

CDO attended Missouri Developmental Disabilities Council (MODCC) School to Prison Pipeline organizational meeting on 4/16/2019.

CDO attended "Shattering the Silences" performance by Giving Voice on 4/16/2019.

CDO attended Diversity Talent Hub Job Fair at the Fairbanks on 4/16/2019.

CDO attended Ladies Bears basketball coach announcement and reception for Coach Amaka Agugua-Hamilton on 4/17/2019.

CDO attended "Undivided" diversity training meeting on 4/18/2019.

CDO attended Facing Racism in 2019 and beyond pre-conference on 4/24/2019.

CDO convened and attended Missouri State University 2019 Collaborative Diversity Conference 4/24-4/26/2019.

**MAY 2019**

CDO attended Springfield Metropolitan Bar Association Law Day Luncheon and opened program with invocation on 5/1/2019.

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

AVP met with Health and Human Services Diversity Committee – Inaugural meeting with this new Diversity Council for the College of Health and Human Services (18) on 3/1/2019.

AVP met with Dr. Andres Casillas regarding the Faculty Diversity Composition Initiative on 3/4/2019.

AVP meeting with CDO, Lyle Foster, Michele Smith, and Ashley Raines about the Student Diversity Training Team and its launch on 3/4/2019.

AVP met with employee regarding personnel issues in the maintenance department on 3/5/2019.

AVP met with CDO and Dr. Alexander Hover about possible candidates for the opening on the Mercy IRB Board.

- |          |   |
|----------|---|
| March 6  | Met with Mt. Grove Superintendent James Dicky about Diversity Development Leadership Team – Scheduled for Late July 2019.                         |
| March 6  | Met with MSU student Spencer Champion about Diversity Ideas and how to be a more inclusive public school teacher.                                 |
| March 7  | Good Morning Springfield – Monthly session about changes and events happening with the Chamber of Commerce and the Greater Springfield Community. |
| March 7  | Health and Human Services Leadership Team Unconscious Bias Session for Search Committees (20).  |
| March 7  | Met with Don Harkey of People Centric about possible sponsorship for the Collaborative Diversity Conference.                                      |
| March 11 | Diversity Development Session with the Bowling Green School District Leadership Team in Bowling Green, Missouri (12).                             |

- March 11 Met with representatives from the Parkway and Clayton School Districts about possible Diversity Development Sessions with the District Leadership Teams (6).
- March 18 Met with Missouri State University Tammy Few and Debbie Donnellan, HR, about future training sessions for our MSU Faculty and Staff on Inclusive Excellence and Diversity 101 for Supervisors.
- March 19 Attended Special Presentation by Francine Pratt as “Part of the 12 People you Should Know in Springfield Series (100).
- March 20 Facilitated Leadership Springfield Access Class 2 Diversity Development Session with SPS District teachers.
- March 20 Attended Training Project Discussion with Wes Pratt, Lyle Foster, Matt Morrow, Jen McClure and Tracy Kimberlin. Discussion was on possible training modules for our service industry professionals in the retail service areas.
- March 21 Facilitated Diversity Development Session with the Waynesville Public Schools Leadership Team focusing on the LGBTQ community (37).
- March 21 Diversity Executives Leadership Academy teleconference to plan and implement our inaugural Diversity Conference May 16-17, 2019, in Arlington, Virginia (12).
- March 21 Diversity MODES Meeting – met to discuss the new vision for MODES and what MSU can do to help.
- March 22 Met with Nikki Underwood about future Diversity development training with her OCAC Leadership Team.
- March 22 Met with Wes Pratt and Lyle Foster about the future of SAAB/Brother to Brother and the relocation to Springfield as well as Diversity Development Session for the Community.
- March 22 Met with Wes Pratt, Lyle Foster and Heather Hardinger about City of Springfield’s Human Rights Commission issues.
- March 23 Staff meeting to update the team on activities and upcoming events with the Division for Diversity and Inclusion.
- March 26-30 Participated in the MBAA International Conference as Program Chair/President Elect and was officially elected MBAA International President, Thursday March 28, 2019. First Latino President in 55 Years (700 Participants).



## **April 2019**

- April 2 Search Committee Meeting for Associate Vice President for Enrollment Management, Shared Unconscious Bias information.
- April 2 Met with Justin McMullen about internships in St. Louis in information systems and connected him with Dell Corporate.
- April 3 Conference call with MBAA International to discuss new Advisory Council and changes to the organizational leadership.
- April 3 Met with Judith Martinez about her research and publications and follow up to her presentation at Georgetown University.
- April 3 Reference call for Adam Beck, MSU Alumni, applying for Advisor position at MSSU in Joplin.
- April 3 President's Council on Diversity – met at the MSU Alumni Center and shared current events taking place with the division both on and off campus as well as an update on the MBAA International Presidential Election.
- April 4 Good Morning Springfield – received updates from the City of Springfield, Greene County, Springfield Public Schools, and the Chamber of Commerce. Celebrated the 5 nominees for Small Business of the Year as well as the passing of the school bond.
- April 4 Met with Daniel Ogunyemi about networking in Springfield and mentoring young professionals in Springfield.
- April 4 Met with the Bias response team to discuss three reports on campus and how to best address each situation.
- April 8 Conference call with Academy of International Business US Midwest chapter to discuss updates and new leadership team and how to increase participation in the MBAA International Conference next year.
- April 9 Met with CDO to share updates on activities and trainings that are upcoming next month and this summer as well as a visit by 60 Honor Middle School Students from Springdale, Arkansas.
- April 9 Meeting with Katya Urbina-Cabrales about graduate school and opportunities at Missouri State University and Jefferson City.
- April 11 Search Committee meeting for Associate Vice President of Enrollment Services to discuss applicant pool and tentative recommendations for phone interviews.

April 11	MIB Heritage Awards to celebrate 2 winners and listen to keynote speaker Dr. Lyle Foster.
April 12-13	Attended Greater St Louis Jazz Festival to network with high school students and visit with MSU Alumni.
April 16	Phone Interviews for Associate Vice President for Enrollment Services with select candidates.
April 17	Phone Interviews for Associate Vice President for Enrollment Services with select candidates.
April 18	Phone Interviews for Associate Vice President for Enrollment Services with select candidates.
April 18	Diversity Executives Leadership Academy (DELA) Conference call to share updates on our inaugural inclusion conference scheduled for May 16-17, 2019, in Washington DC.
April 18	Meeting with Valerie Vaughn from Paycom about best practices with HR and payroll.
April 18	MODES meeting to share ideas on what MSU can do to move MODES to the next level.
April 22	Search committee meeting to discuss finalists for Associate Vice President for Enrollment Services with select candidates for campus visit, meetings and presentations.
April 22	Division Staff meeting to share final preparations for Diversity Conference and other activities associated with DDI.
April 23	Assessment Council meeting to get updates on campus assessments and the campus climate survey.
April 24-27	Collaborative Diversity Conference 2019 – “Bridging the Cultural Divide” with keynote speaker Irshad Manji.
April 30	Student Success Committee met to share best practices for student success including text messaging to connect better with students about important dates and registration.

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

FDTC conducted the Facing Racism Institute all day training for the pre-conference for the 2019 Collaborative Diversity Conference on April 24, 2019 with Dr. Leslie Anderson.

FDTC presented a workshop titled “How the Media Portrays Diverse Audiences” and facilitated a Roundtable Discussion for the 2019 Collaborative Diversity Conference.

FDTC attended and participated in the American Association of Colleges and Universities Diversity Conference and presented a Poster Presentation along with Dr. Leslie Anderson.

FDTC planned and scheduled the next round of Tough Talks on “What We Wish For” exploring the place of hope in a difficult world.

FDTC was the Keynote Speaker for the Minorities in Business Heritage Awards Banquet.

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

FDTC attended an Anti-Semitism workshop on campus.

FDTC developed a certificate program titled Diversity in the United States. This is now going through the college approval process.

FDTC spoke at the Springfield public relations professionals conference.

FDTC participated in a KOLR 10 interview on the Springfield Greene County African-American Heritage Trail.

FDTC attended Patrese Colours’ presentation on campus.

FDTC attended and presented at the President’s Community Diversity Council meeting on campus.

FDTC met with the Springfield Area Chamber of Commerce and Convention and Visitors Bureau on developing a workshop on diversity issues for small businesses and the hospitality industry.

FDTC spoke to the Springfield Leadership Academy on diversity issues.

FDTC spoke to the Graduate Business call on diversity in the business world.

FDTC spoke at the Library Station on the Springfield-Greene County African-American Heritage Trail.

FDTC participated in several interviews for the Springfield-Greene County African-American Heritage Trail.

FDTC mentored Bears LEAD participants.

**DDI Diversity Fellow Activity Report [Dr. Adena Young-Jones]:**  
**Spring 2019 (Tasks from 2/23-4/30)**  
**Coordinated the following events:**

Shattering the Silences: March 21 and April 16

Diversity Fellow coordinated with Karen Aroesty (Regional Director of the Heartland Anti-Defamation League) who presented a lecture entitled *History of Anti-Semitism: History No Longer* in which past and current hate crimes were outlined.

Diversity Fellow also worked with the Giving Voice Troupe, directed by Dr. Carol Maples, who presented *Reducing Microaggressions: From Awareness to Action* in which acting majors performed intentional or unintentional acts of oppression and then engaged with the audience for feedback and better methods to deal with the microaggressions.

Mini-Diversity Workshops: March 4/March 5 and April 1/April 2

Hosted two versions of the same interactive discussion on the intent/impact of microaggressions on campus through a workshop titled *Critical Perspectives: Micro-Aggressions in Academia* with faculty and staff; then, another two versions of the same discussion regarding dialogue on miseducation/misperceptions and subsequent interactions on campus titled *Critical Perspectives: Assumptions on Campus*.

Book Talks: February 28, March 27, and April 22

Facilitated three scholarly discussions on the book *White Fragility* by Dr. Robin Di'Angelo

Lunch and Learn 4: March 20

Coordinated with Rhonda Leslie who presented on *Suicide Awareness* for faculty and staff

Extra Activities:

Presented an interactive workshop for Junior League of Springfield presentation entitled *Promoting Diversity and Inclusion in our Community*: April 12

Coordinated Scholar 2 Scholar conclusion session with existing students and recruited new students via email to become paid research assistants for professors through work study funding.

Recruited S2S students at the Maroon Milestone Event for second-year students: March 19

Attended the Bears for a Just Community LLC meetings: March 6, April 10

Attended the American Council on Education (ACE)-MU report in a coffee meeting/discussion: March 6

Attended Student Diversity Leadership Training meeting: March 4

Attended the planning meeting for Second Year Experience: March 4

Attended meetings and reviewed materials for the internal CAS evaluation of Multicultural Resource Center: February 27, March 21

Submitted: May 1, 2019

X.B.

## **7<sup>th</sup>Annual Collaborative Diversity Conference (CDC)**

**April 24-27, 2019**

The 2019 CDC was held last month with the theme “Bridging the Cultural Divides”. It featured Professor Irshad Manji, a nationally recognized author, speaker and founder of the Moral Courage Project (MCP). The MCP is an award-winning initiative that empowers individuals to do the right thing and cooperate across differences.

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

Professor Manji spoke to the Administrative Council and the Academic Leadership Council before heading to the West Plains campus to speak to students, faculty and staff. The Springfield Area Chamber of Commerce hosted a reception for Professor Manji at the Springfield Area Chamber of Commerce, and she spoke to Chamber leadership officials.

The 2019 CDC illustrated local, state, and regional best practices, collaborative partnerships, and programs fostering the value of the inclusion of diversity across culture divides. The pre-conference workshop entitled “Facing Racism in 2019 and Beyond” was held April 24<sup>th</sup>. Various professionals from multiple sectors identified factors associated with bias and racism, as well as mitigation techniques that result in participants becoming anti-racist in the current divisive and polarized political climate.

The CDC culminated with the naming of the 2019 Diversity Champion at the Friday, April 26<sup>th</sup> Diversity Champions Luncheon. Nikki McGruder, the Executive Director of the Inclusive Excellence Institute in Columbia, MO, was selected as the 2019 Diversity Champion. A conversation with President Smart and Professor Manji followed the luncheon regarding her new book, “Don’t Label Me: A Conversation for Divided Times”—a unique conversation about “diversity, bigotry and our common humanity...”

The Diversity Summit Student Day concluded the conference on April 27<sup>th</sup> with a program designed to inspire and motivate our students to assist one another and our communities in ‘bridging the cultural divides’. Professor Manji spoke to the students during the luncheon for the Diversity Summit and had a Q and A session with our student leaders.

XI.A.

**STUDENT BODY PRESIDENT REPORT**

Mr. Isaiah Villarreal, President of the Student Body, will make a report to the Board of Governors.

**Student Affairs Report**  
**Missouri State University Board of Governors**  
May 16, 2019

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

**Enrollment Management & Services:**

- A commencement ceremony was held on the Fort Leonard Wood base on May 1 to recognize the first set of graduates of the MS in Defense and Strategic Studies – Countering Weapons of Mass Destruction program.
- A partnership agreement with the Boys & Girls Clubs of Springfield (BGCS) was developed. Through this partnership, the two organizations will cooperate to encourage BGCS students to consider postsecondary education. Missouri State will offer scholarships to selected BGCS students, including a scholarship to match that given by BGCS to their annual Youth of the Year award recipient.
- Enrollment Services staff worked collaboratively with staff from Academic Affairs and others across campus to implement a pilot texting project for current students. A vendor was selected, a contract was signed, and the system is currently being implemented under the coordination of Dr. Kelly Wood in the Center for Academic Support and Transition. The pilot project will run through spring 2020 and will focus on students who started as first-time students this year as well as those who enter in fall 2019. If successful, we will expand to all students in 2020.
- Renovation of the Financial Aid Office was completed. All of the staff from that office are now housed on the first floor of Carrington with enhanced office space that is more accessible to students.

**Magers Health and Wellness Center:**

- 424 employees have completed a very popular and successful April employee walking challenge. 20 of these employees were from the West Plains campus. The group enjoyed the beautiful MSU campus grounds, budding trees, tulips, and flowering shrubs. Total distance walked is ~ 2 times the circumference of earth.
- Thus far, we have not had any measles outbreak cases at the Magers clinic and lab.

**Campus Recreation:**

- The Foster Recreation Center was recently featured in the USA Today Article “51 Amazing university and college buildings across the USA” (<https://www.usatoday.com/picture-gallery/travel/experience/america/fifty-states/2019/03/20/university-college-buildings-landmarks-architecture/3212778002/>)
- Campus Recreation continues to make sustainability a priority and has just recently implemented new software for digital facility management (Incident/Accident Reports, Task List, Operating Procedures and more)
- Seating upgrades to the student recreation turf fields have begun and are estimated to finish by the end of the month.

**Multicultural Services**

- An official Ribbon Cutting Celebration for the new National Pan-Hellenic Council (NPHC) Plots was held on May 9<sup>th</sup> outside of McDonald Arena. The Plots are constructed to represent each of the NPHC organizations and give alumni and students the opportunity for reflection, gathering and celebration.
- 54 students were recognized at the Multicultural Services Graduation Reception on May 9<sup>th</sup>. Students received a Kente cloth stole to be worn at commencement representing their commitment to diversity, education and community.

- There were 961 total tutoring hours conducted with Student Support Services students through TRiO.

**Bookstore:**

- Sales in the Bookstore were more than doubled on Admitted Student day this year, March 30, compared to Admitted Student day last year.
- Sales for the month of March increased by 9%.
- 288 of the Lady Bears' Sweet 16 shirts were sold in four days, which was a complete sell out.
- Consultants from Campus Bookstore Consultants (CBC) were on campus April 16-17 and May 8-9 to meet with campus stakeholders, gather data and begin their report/recommendations.

**Dean of Students:**

- The DRC did four different presentations on document accessibility training, which included faculty, a student organization, and fraternity and sorority life.
- DRC staff presented to Upward Bound students on disability inclusion.
- The Office of Student Conduct is currently in the process of hiring an Assistant Director of Student Conduct.
- Fraternity and Sorority Life awarded Chapter of the Year to the following:
  - Interfraternity Council: Lambda Chi Alpha
  - Panhellenic Association: Delta Zeta
  - National Pan-Hellenic Council: Kappa Alpha Psi Fraternity, Inc.
- Student Activities Council announced a free concert on May 8 featuring Daya. Daya is best known for top hit singles "Hideaway" and "Sit Still, Look Pretty".
- The Diversity Fund Grant program committee awarded \$30,000 for diversity education related programming and conference travel to 18 organizations.
- The annual Student Talent and Recognition Awards (STAR Awards) ceremony was held on April 29, celebrating the accomplishments of student organizations and individual students.
- One hundred ninety-six families (with an average of 4 people per family) purchased tickets for Spring Family Day. This is the highest number of tickets since we began the event.
- During the FY 2019 fiscal year, the Counseling Center has provided direct counseling services to 1,405 MSU students to date, which is another record number of students counseled. In addition, counseling staff have provided a total of 4,344 individual and couples sessions and over 200 crisis counseling sessions.

Respectfully submitted by,

Dr. Dee Siscoe  
Vice President for Student Affairs



XI.B.1.

**RECOMMENDED ACTION** – Offer of commendation to Isaiah Villarreal for service as Student Body President.

**WHEREAS**, Isaiah Villarreal served as Student Body President at Missouri State University from May 2018 through May 2019, 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**, Isaiah Villarreal 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**, Isaiah Villarreal 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**, Isaiah Villarreal 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**, Isaiah Villarreal 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 Isaiah Villarreal for outstanding service as Student Body President of Missouri State University from May 2018 through May 2019.

VOTE:        AYE \_\_\_\_\_

                 NAY \_\_\_\_\_

XI.B.2.

**RECOMMENDED ACTION** – Offer of commendation to Dillon Cordel for service as Student Body Vice President.

**WHEREAS**, Dillon Cordel served as Student Body Vice President of Missouri State University from May 2018 through May 2019, and has been faithful and competent in the performance of his duties; and

**WHEREAS**, Dillon Cordel has presided over the Student Government Association with considerable parliamentary skill, leadership, and motivation; and

**WHEREAS**, Dillon Cordel 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**, Dillon Cordel has continually demonstrated his dedication to the University and his fellow students through many leadership and service roles in extracurricular activities; and

**WHEREAS**, Dillon Cordel 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 Dillon Cordel for outstanding service as Student Body Vice President of Missouri State University from May 2018 through May 2019.

VOTE:        AYE\_\_\_\_\_

                 NAY\_\_\_\_\_

MarCom updates since the February 22, 2019 meeting

### **Website Refresh**

The new home page for MissouriState.edu successfully launched on April 25. This was followed by the successful launch of the West Plains home page on May 2. This redesign was implemented in response to admitted student feedback indicating gaps in communication of the strengths of the university. The next pages to be updated by the end of June are the “Future Students” page and the “How-to-apply” page. The overall design will then be rolled out across the website over the coming year. By redesigning within the current architecture, the team has been able to more expeditiously create an experience that empowers users to guide and control their journey, engage with the brand, and easily find what they’re looking for.

### **Provost Enrollment Enhancement Grants**

All director groups within MarCom are working with recipients of the Provost Enrollment Enhancement Grants to develop and execute strategic marketing plans that will aid them with engaging prospective students with regard to their programs - ideally resulting in increased enrollment. This is an integrated approach that incorporates web, print, digital marketing and visual assets. Currently the teams are working with Criminology Degree and Certificate Marketing, the College of Education.

### **Public Affairs Hall of Fame Induction Banquet**

MarCom supports the PA-HOF in drafting bios and media releases, shooting photos, creating the honoree videos, along with writing scripts for the videos and preparing the script for our emcee. We also design and produce all print materials and maintain the website and the PA-HOF kiosk in the Welcome Center. It’s a group effort.

### **Web Strategy and Development**

The team continues to update academic and administrative websites and support the Foundation and Alumni organizations. A large academic update to the Department of Geography, Geology and Planning site will be completed soon.

### **University Communications**

The team is embarking on a new area of support for admissions and academic programs -- digital marketing.

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

### **Visual Media**

The team has been busy with spring activities as the semester winds down. They are preparing new videos for the upcoming academic year – including Mind’s Eye and What’s New. They continue to partner with the Foundation on the many visual media elements for the upcoming campaign. They have also been very busy supporting athletics via photographic and video coverage of spring sports.

### **Editorial and Design Services**

The team continues to be very busy partnering with Admissions on variable data related pieces. This will expand to a new small-batch variable data view book, coming this fall.

A notable variable data project included unique nametags created for students who attended Admitted Student Day on March 30. These nametags included specific actions the student needed to take to complete their enrollment, e.g. complete financial aid processes or sign up for SOAR, etc.

They team recently completed the Safety and Transportation rebranding project.

XIII.A.

**STAFF SENATE REPORT**

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

XIII.A.1.

### Staff Satisfaction Survey Results 2019

All Staff (39% Completion)	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Abstain	Verification
I am satisfied with my current rate of pay.	1%	22%	17%	37%	23%	0%	100%
My work is recognized and appreciated.	15%	42%	22%	14%	7%	0%	100%
My work is challenging, stimulating, and rewarding.	23%	52%	15%	7%	2%	0%	100%
I am satisfied with my opportunities for professional development.	14%	43%	23%	13%	6%	0%	100%
I am given sufficient opportunities to engage in leadership related activities.	13%	40%	26%	14%	6%	0%	100%
I feel stressed in my current position.	16%	29%	27%	20%	7%	1%	100%
Work responsibilities are appropriately distributed within my office.	9%	38%	21%	21%	11%	0%	100%
My office works to promote team cohesion.	21%	36%	19%	14%	10%	1%	100%
I feel that I can rely on my team members.	29%	41%	18%	7%	4%	0%	100%
I am comfortable bringing forward issues within my team.	22%	45%	13%	11%	9%	0%	100%
I enjoy working with my team.	31%	45%	15%	5%	3%	1%	100%
Important information is communicated to me.	16%	43%	20%	14%	7%	1%	100%
I feel my input is taken into consideration when decisions or policies are made.	12%	36%	21%	19%	12%	0%	100%
My supervisor allows me to participate in campus activities.	43%	41%	10%	3%	2%	0%	100%
Employee performance evaluations are fair and appropriate.	21%	39%	23%	10%	6%	1%	100%
I feel like my area is well managed.	23%	38%	20%	9%	9%	1%	100%
I have an adequate understanding of my benefits as an employee.	22%	57%	14%	5%	1%	1%	100%
I am satisfied with my ability to utilize accrued leave benefits.	28%	56%	8%	4%	2%	0%	100%
I am able to participate in campus activities and events that I'm interested in.	32%	48%	12%	5%	2%	1%	100%
I have the opportunity to interact with staff members outside my immediate department	22%	52%	15%	8%	2%	1%	100%
I am satisfied with the employee benefits, not including pay, offered at MSU.	22%	53%	14%	9%	2%	1%	100%
Upward mobility is a possibility for me.	3%	19%	32%	28%	17%	1%	100%
I am likely to retire from MSU.	29%	31%	23%	9%	6%	0%	100%
I am currently looking for employment elsewhere.	6%	11%	22%	30%	30%	1%	100%
I am considering quitting.	4%	8%	21%	28%	38%	1%	100%
I prefer to work at MSU over any other employer in the Springfield area.	23%	38%	30%	6%	2%	1%	100%
How would you rate your overall satisfaction with your job?	16%	50%	22%	10%	2%	1%	100%

XIII.B.

**RECOMMENDED ACTION** - Offer of commendation to Jon Lee for service as Staff Senate Chair.

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

**Whereas**, Jon Lee has served as Chair of the Staff Senate at Missouri State University for fiscal year 2018-2019; and

**Whereas**, Jon Lee has provided outstanding leadership which has resulted in a high level of respect for the Staff Senate among the University's staff, faculty, students, and administration; and

**Whereas**, Jon Lee has pursued a fully participatory form of Staff Senate governance by working energetically to keep staff informed of issues affecting the University and soliciting staff input and ideas; and

**Whereas**, Jon Lee has continually demonstrated his dedication to the University and his fellow staff, and has represented the interests of staff and effectively communicated their views to the University administration and to the Board of Governors; and

**Whereas**, Jon Lee has conducted himself in a manner appropriately befitting the Chair of the Staff Senate of a major state university.

**Be It Now Resolved**, by the Board of Governors for Missouri State University, that we commend Jon Lee for his outstanding service as Staff Senate Chair at Missouri State University for 2018-2019.

VOTE:        AYE\_\_\_\_\_

              NAY\_\_\_\_\_

XIV.A.

**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		Year
		No.	Amount	No.	Amount	No.	Amount	No.	Amount	
<b>Annual Gifts</b>	FY 18	5,060	\$149,934	55	\$119,355	5,115	\$269,289	51,877	\$5,782,930	FY 18
	<b>FY 19</b>	5,645	\$184,626	63	\$160,206	5,708	\$344,832	56,004	\$5,460,524	<b>FY 19</b>
<b>Special Campaigns</b>	FY 18	424	\$35,688	16	\$207,744	440	\$243,432	1,793	\$3,202,088	FY 18
	<b>FY 19</b>	29	\$5,978	11	\$575,922	40	\$581,900	1,471	\$4,792,795	<b>FY 19</b>
<b>One Time Gifts</b>	FY 18	0	\$0	18	\$146,941	18	\$146,941	128	\$8,096,680	FY 18
	<b>FY 19</b>	0	\$0	8	\$128,592	8	\$128,592	131	\$5,639,956	<b>FY 19</b>
<b>TOTALS</b>	FY 18	5,484	\$185,622	89	\$474,040	5,573	\$659,662	53,798	\$17,081,698	FY 18
	<b>FY 19</b>	5,674	\$190,604	82	\$864,720	5,756	\$1,055,324	57,606	\$15,893,275	<b>FY 19</b>



**MISSOURI STATE UNIVERSITY FOUNDATION  
INCOME SUMMARY TOTALS BY TYPE AND SOURCE  
07/01/2018 TO 04/30/2019**

SOURCE	UNRESTRICTED CURRENT	RESTRICTED CURRENT	ENDOWMENT	GIFTS OF PROPERTY	NON-GIFT INCOME*	TOTAL 07/01/2018 TO 04/30/2019	TOTAL 07/01/2017 TO 04/30/2018
ALUMNI	65,426	2,130,580	490,334	420,775	353,475	<b>3,460,590</b>	\$4,207,366
FRIENDS	11,242	1,982,987	277,282	91,370	322,935	<b>2,685,816</b>	2,484,178
PARENTS	2,787	137,904	8,865	534	32,600	<b>182,690</b>	211,084
FOUNDATIONS	11,863	718,637	59,906	0	6,500	<b>796,906</b>	875,022
ORGANIZATIONS	5,421	678,425	858,351	6,647	1,600	<b>1,550,444</b>	4,932,899
BUSINESSES	16,892	2,662,546	120,871	3,672,004	744,516	<b>7,216,829</b>	4,371,149
<b>GIFT TOTAL</b>	<b>113,630</b>	<b>8,311,079</b>	<b>1,815,609</b>	<b>4,191,330</b>	<b>1,461,626</b>	<b>15,893,275</b>	<b>\$17,081,698</b>

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

**DEFERRED GIFT COMMITMENTS**

	UNRESTRICTED CURRENT	RESTRICTED CURRENT	ENDOWMENT	GIFTS OF PROPERTY	TOTAL 07/01/2018 TO 04/30/2019	TOTAL 07/01/2017 TO 04/30/2018
DEFERRED GIFTS	0	1,027,000	1,327,000	1,306,500	<b>3,660,500</b>	\$ 6,400,000
<b>GRAND TOTAL FOR TESTAMENTARY GIFTS YET TO BE RECEIVED:</b>			<b>43,352,000</b>			

	NUMBER OF DONORS 7/1/2018 TO 04/30/2019	NUMBER OF DONORS 7/1/2017 TO 04/30/2018
ALUMNI	5,697	5,653
FRIENDS	10,738	11,099
PARENTS	1,391	1,381
FOUNDATIONS	55	44
ORGANIZATIONS	210	196
BUSINESSES	871	904
<b>TOTAL</b>	<b>18,962</b>	<b>19,277</b>

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

	Year	MONTHLY						YEAR-TO-DATE		
		Designations under \$1,000		Designations \$1,000 and over		Totals for March		Running Totals		Year
		No.	Amount	No.	Amount	No.	Amount	No.	Amount	
<b>Annual Gifts</b>	FY 18	5,827	\$232,588	51	\$214,693	5,878	\$447,281	46,762	\$5,513,641	FY 18
	<b>FY 19</b>	5,752	\$208,544	56	\$155,136	5,808	\$363,680	50,296	\$5,097,717	<b>FY 19</b>
<b>Special Campaigns</b>	FY 18	79	\$11,291	15	\$61,200	94	\$72,491	1,353	\$2,958,656	FY 18
	<b>FY 19</b>	25	\$5,551	10	\$1,820,950	35	\$1,826,501	1,427	\$4,210,895	<b>FY 19</b>
<b>One Time Gifts</b>	FY 18	0	\$0	11	\$738,283	11	\$738,283	110	\$7,949,739	FY 18
	<b>FY 19</b>	0	\$0	9	\$332,329	9	\$332,329	120	\$5,397,643	<b>FY 19</b>
<b>TOTALS</b>	FY 18	5,906	\$243,879	77	\$1,014,176	5,983	\$1,258,055	48,225	\$16,422,036	FY 18
	<b>FY 19</b>	5,777	\$214,095	75	\$2,308,415	5,852	\$2,522,510	51,843	\$14,706,255	<b>FY 19</b>

**MISSOURI STATE UNIVERSITY FOUNDATION  
INCOME SUMMARY TOTALS BY TYPE AND SOURCE  
07/01/2018 TO 03/31/2019**

SOURCE	UNRESTRICTED CURRENT	RESTRICTED CURRENT	ENDOWMENT	GIFTS OF PROPERTY	NON-GIFT INCOME*	TOTAL 07/01/2018 TO 03/31/2019	TOTAL 07/01/2017 TO 03/31/2018
ALUMNI	63,510	1,579,478	416,639	420,055	352,527	<b>2,832,209</b>	\$4,118,956
FRIENDS	10,973	1,804,953	208,162	91,370	321,884	<b>2,437,342</b>	2,310,884
PARENTS	2,682	129,557	8,475	534	32,600	<b>173,848</b>	198,274
FOUNDATIONS	11,863	666,038	54,906	0	6,500	<b>739,307</b>	865,322
ORGANIZATIONS	3,771	602,834	850,569	6,647	1,600	<b>1,465,421</b>	4,765,150
BUSINESSES	12,888	2,582,134	117,922	3,600,917	744,267	<b>7,058,128</b>	4,163,450
<b>GIFT TOTAL</b>	<b>105,687</b>	<b>7,364,994</b>	<b>1,656,673</b>	<b>4,119,523</b>	<b>1,459,378</b>	<b>14,706,255</b>	<b>\$16,422,036</b>

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

**DEFERRED GIFT COMMITMENTS**

	UNRESTRICTED CURRENT	RESTRICTED CURRENT	ENDOWMENT	GIFTS OF PROPERTY	TOTAL 07/01/2018 TO 03/31/2019	TOTAL 07/01/2017 TO 03/31/2018
DEFERRED GIFTS	0	1,027,000	1,019,022	1,306,500	<b>3,352,522</b>	\$ 6,400,000
<i>GRAND TOTAL FOR TESTAMENTARY GIFTS YET TO BE RECEIVED:</i>			<i>43,052,000</i>			

	NUMBER OF DONORS 7/1/2018 TO 03/31/2019	NUMBER OF DONORS 7/1/2017 TO 03/31/2018
ALUMNI	5,392	5,352
FRIENDS	10,139	10,598
PARENTS	1,356	1,297
FOUNDATIONS	50	43
ORGANIZATIONS	191	167
BUSINESSES	824	861
<b>TOTAL</b>	<b>17,952</b>	<b>18,318</b>

XV.A.1.

**RECOMMENDED ACTION** – Approval of bids and award of a contract to renovate the general counsel suite at Carrington Hall.

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

**BE IT RESOLVED** by the Board of Governors for Missouri State University that the low bid of Bales Construction Company, Inc. in the amount of Two Hundred Eighty-nine Thousand Two Hundred Eighty and 00/100ths dollars (\$289,280.00) for the base bid plus alternates 1 and 2 to renovate the general counsel suite at Carrington Hall be accepted, approved, and awarded.

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

<b>Project Budget</b>	
Consultant Fees	\$32,500.00
Construction Costs	\$289,280.00
Other Construction Costs	\$15,364.00
Project Administration	\$14,464.00
Construction Contingency	\$43,392.00
Furniture, Fixtures, and Equipment	\$0.00
Telecommunications	\$13,000.00
Relocation Costs	\$6,000.00
<b>Total Project Budget</b>	<b>\$414,000.00</b>
<b>Funding Source</b>	
Carrington 205 Renovation budget	\$414,000.00
<b>Total Funding Source</b>	<b>\$414,000.00</b>

**BE IT FURTHER RESOLVED** that this be paid from the Carrington 205 Renovation budget funded by the President’s Program Enhancement budget.

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

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

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

**COMMENTS:**

The bids received on this project are as follows:

<b>Contractor</b>	<b>Base Bid</b>	<b>Base Bid Calendar Days</b>	<b>Alternate 1</b>	<b>Alt. 1 Calendar Days</b>	<b>Alternate 2</b>	<b>Alt. 2 Calendar Days</b>	<b>Total (Base Bid + Alt. 1 &amp; 2)</b>
Bales Construction Company, Inc.	\$175,800.00	120	\$108,800.00	75	\$4,680.00	0	\$289,280.00
Rio Contracting, LLC	\$196,525.00	110	\$84,149.00	90	—	10	\$280,674.00
Carson-Mitchell, Inc.	\$196,993.00	100	\$100,186.00	60	\$5,048.00	0	\$302,227.00
Oke-Thomas + Associates, Inc.	\$216,350.00	—	\$115,300.00	100	\$3,500.00	0	\$335,150.00
Friga Construction Company, Inc.	\$211,200.00	120	\$127,200.00	60	\$6,950.00	30	\$345,350.00

In a continued effort to utilize space within Carrington Hall more efficiently, a renovation of spaces currently occupied by the university's General Counsel, room 205, needs to be completed. The renovated area will house the General Counsel's Office, Title IX Resources, and the Office for Institutional Equity and Compliance once complete. Mechanical and electrical updates will be addressed along with new walls, doors, ceilings, finishes, and other associated work. The work is scheduled to be completed by the end of the 2019 fall semester.

Alternate 1 removes and replaces the existing fan coil units, existing supply and return air ductwork and associated control valves, thermostats, and condensate piping. It provides new chilled and hot water piping above the ceiling. Alternate 2 removes and replaces an existing door, frame, and hardware. It is recommended that these alternates be accepted.

Other construction costs include asbestos abatement in room 205.

This project will be paid from the Carrington 205 Renovation budget funded by the President's Program Enhancement (\$414,000.00) budget.

XV.A.2.

**RECOMMENDED ACTION** – Approval of bid and award of a contract to upgrade ventilation systems and replace low roofs at Carrington Hall.

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

**BE IT RESOLVED** by the Board of Governors for Missouri State University that the low bid of Carson-Mitchell, Inc. in the amount of Eight Hundred Eighty-two Thousand Seventy-four and 00/100ths dollars (\$882,074.00) for the base bid plus alternates 1 and 2 to upgrade ventilation systems and replace low roofs at Carrington Hall be accepted, approved, and awarded.

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

<b>Project Budget</b>	
Consultant Fees	\$57,600.00
Construction Costs (Bid: \$962,207.00 - Reductions: \$80,133.00)	\$882,074.00
Other Construction Costs	\$45,000.00
Project Administration	\$9,015.00
Construction Contingency	\$202,311.00
Furniture, Fixtures, and Equipment	\$0.00
Telecommunications	\$0.00
Relocation Costs	\$4,000.00
<b>Total Project Budget</b>	<b>\$1,200,000.00</b>
<b>Funding Source</b>	
Replace Air Units / Low Roof, Carrington budget	\$1,200,000.00
<b>Total Funding Source</b>	<b>\$1,200,000.00</b>

**BE IT FURTHER RESOLVED** that this be paid from the Replace Air Units / Low Roof, Carrington budget funded by the FY18 Maintenance and Repair – Operating, FY19 Maintenance and Repair – Operating, and FY20 Maintenance and Repair – Operating budgets.

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

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

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

**COMMENTS:**

The bid received on this project is as follows:

<b>Contractor</b>	<b>Base Bid</b>	<b>Alternate 1</b>	<b>Alternate 2</b>	<b>Total (Base Bid + Alt. 1 &amp; 2)</b>
<b>Carson-Mitchell, Inc.</b>	\$885,200.00	\$70,387.00	\$6,620.00	\$962,207.00

This project will remove and replace make-up air units on the rooftop. The work provides new roofing on both low roofs as part of the unit replacement. The units will be rotated for better access and maintenance, and piping will be reworked below the roof to allow penetration to occur near the new make-up air unit locations. The project will also provide a new pump setup for future four-pipe heating and cooling, new reheat piping risers for future connections, an additional reheat coil and sequence of operations to the auditorium air-handling unit, and carbon dioxide monitoring in the auditorium. The work is scheduled to be completed by the end of the 2019 fall semester.

Alternate 1 removes the existing low roofs and installs a new roof system over existing concrete roof deck. Alternate 2 modifies the existing air handling unit in the auditorium to include a reheat coil and add carbon dioxide monitoring to control humidity, reduce operating costs, and increase air quality in the space. It is recommended that these alternates be accepted.

Since the bidding of this project, the University has worked with Carson-Mitchell, Inc. to look for cost savings available to this project that would not harm the overall project. Looking at multiple suggestions and costs, the University has agreed to a reduction of \$80,133.00 in the contract award.

While only one bid was received for this project, it was in line with the anticipated costs and it is recommended that it be accepted.

This project will be paid from the Replace Air Units / Low Roof, Carrington budget funded by the FY18 Maintenance and Repair – Operating (\$13,800.00), FY19 Maintenance and Repair – Operating (\$950,000.00), and FY20 Maintenance and Repair – Operating (\$236,200.00) budgets.

XV.B.

**RECOMMENDED ACTION** – Approval of bids and award of a contract for the multi-purpose addition at Greenwood Laboratory School.

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

**BE IT RESOLVED** by the Board of Governors for Missouri State University that the low bid of DeWitt & Associates, Inc. in the amount of Four Million Nine Hundred Twenty-four Thousand Nine Hundred and 00/100ths dollars (\$4,924,900.00) for the base bid plus alternates 1, 3, 4, 5, 6, 7 and 8 for the construction of the multi-purpose addition at Greenwood Laboratory School be accepted, approved, and awarded.

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

<b>Project Budget</b>	
Consultant Fees	\$389,600.00
Construction Costs	\$4,924,900.00
Other Construction Costs	\$35,000.00
Project Administration	\$40,000.00
Construction Contingency	\$895,500.00
Furniture, Fixtures, and Equipment	\$80,000.00
Telecommunications	\$35,000.00
Relocation Costs	\$0.00
<b>Total Project Budget</b>	<b>\$6,400,000.00</b>
<b>Funding Source</b>	
Greenwood Multi-Purpose Addition budget	\$6,400,000.00
<b>Total Funding Source</b>	<b>\$6,400,000.00</b>

**BE IT FURTHER RESOLVED** that this be paid from the Greenwood Multi-Purpose Addition budget funded by private donations and University One-Time Reserves.

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

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

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



**COMMENTS:**

The bids received on this project are as follows:

<b>Contractor</b>	<b>DeWitt &amp; Associates, Inc.</b>	<b>R.E. Smith Construction Company</b>	<b>Carson-Mitchell, Inc.</b>	<b>Branco Enterprises</b>	<b>Crossland Construction</b>	<b>Larry Snyder &amp; Company</b>	<b>Bales Construction Company, Inc.</b>
<b>Base Bid</b>	\$4,544,000.00	\$4,445,000.00	\$4,705,600.00	\$4,765,000.00	\$4,949,000.00	\$4,997,000.00	\$5,078,000.00
<b>Alternate 1</b>	\$53,400.00	\$55,000.00	\$54,815.00	\$43,500.00	\$56,000.00	\$44,500.00	\$57,800.00
<b>Alternate 2</b>	\$56,600.00	\$60,000.00	\$61,365.00	\$57,000.00	\$81,000.00	\$74,000.00	\$72,800.00
<b>Alternate 3</b>	\$88,800.00	\$92,000.00	\$93,913.00	\$94,500.00	\$117,000.00	\$109,400.00	\$106,800.00
<b>Alternate 4</b>	\$2,000.00	\$2,000.00	\$2,002.00	\$2,000.00	\$2,000.00	\$1,900.00	\$2,800.00
<b>Alternate 5</b>	\$11,000.00	\$7,000.00	\$6,941.00	\$7,000.00	\$18,000.00	\$7,300.00	\$7,800.00
<b>Alternate 6</b>	\$165,000.00	\$295,000.00	\$165,915.00	\$247,000.00	\$136,000.00	\$278,400.00	\$258,000.00
<b>Alternate 7</b>	\$36,700.00	\$27,000.00	\$37,037.00	\$37,000.00	\$25,000.00	\$39,800.00	\$39,800.00
<b>Alternate 8</b>	\$24,000.00	\$33,000.00	\$32,889.00	\$32,500.00	\$24,000.00	\$34,100.00	\$34,800.00
<b>Alternate 9</b>	(\$23,000.00)	(\$27,000.00)	(\$34,083.00)	(\$22,000.00)	(\$35,000.00)	(\$37,000.00)	\$8,000.00
<b>Total (Base Bid + Alt. 1, 3, 4, 5, 6, 7, &amp; 8)</b>	<b>\$4,924,900.00</b>	<b>\$4,956,000.00</b>	<b>\$5,099,112.00</b>	<b>\$5,228,500.00</b>	<b>\$5,327,000.00</b>	<b>\$5,512,400.00</b>	<b>\$5,585,800.00</b>

Greenwood Laboratory School would like to construct a multi-purpose addition. The multi-purpose addition will seat 750 guests and includes a new south entrance, an adjacent office, a lobby supporting the school, public restrooms, and connections to adjacent corridors. The new space will provide both a larger, accessible event entrance and a welcome center. The addition also includes a stage with wood flooring, lighting, and sound. This project will rework the playground, sidewalks, driveways, and plazas near the addition. The work is scheduled to be completed during summer 2020.

Alternate 1 provides sound-absorbing wall units for sound control. Alternate 3 replaces the fire alarm system throughout the entire existing structure with a Simplex fire alarm system. Alternate 4 installs a Simplex fire alarm system in the multi-purpose addition in lieu of the Notifier fire alarm system specified in the base bid. The acceptance of alternates 3 and 4 places the entire school under one unified fire alarm system. Alternate 5 provides electrical infrastructure for a future two-way communication system in the entire existing structure. Alternate 6 provides a built-up asphalt roofing system. Alternate 7 reroofs the existing electrical substation building and provides new gutter and a downspout. Alternate 8 provides stage curtains. It is recommended that these alternates be accepted.

Alternate 2 would have replaced the fire alarm system throughout the existing school and science laboratory with a Notifier fire alarm system. This alternate is not being accepted due to the acceptance of alternate 3. Alternate 9 would have provided LED tape lights mounted on the face of the wall panels in lieu of recessed lights. This alternate is not being accepted due to client preference.

Other construction costs include the installation of donated equipment.

This project will be paid from the Greenwood Multi-Purpose Addition budget funded by private donations (\$3,200,000.00) and University One-Time Reserves (\$3,200,000.000).

## XVI.A.

### **Department of Defense and Strategic Studies**

Missouri State University's Department of Defense and Strategic Studies (DSS), was moved in 2005 to the Washington D.C. metropolitan area. In 2008 and 2009, DSS provided classes at the Army Management and Staff College; in 2010, DSS began an exchange program with Masaryk University in the Czech Republic; and, in 2012, DSS added the M.S. degree option in WMD Studies to its curriculum. DSS was selected by the National Defense University and the Department of Defense via a competitive process to provide the WMD degree option for up to 48 students from the National Defense University per year. In 2018, DSS began a graduate program partnership with the U.S. Army's CBRN Advance Officers' Training Program based at Ft. Leonard Wood, MO. The commencement ceremony for the first graduating class of seven U.S. Army officers took place on May 1, 2019. With its partnership and traditionally matriculating students, DSS has become one of the largest and most recognized programs of its kind offering an unparalleled graduate curriculum of study at a public university price.

The DSS program is highly practical in its orientation. Educational emphasis is placed on the practical application of U.S. policies, programs, and options as well as on theoretical comprehension. Their students acquire the tools needed to address national and international security questions in specific terms. Direct experience in policy development and academic credit is offered through student participation in professional internships in government, defense-related industries, and non-profit organizations. These internships provide valuable experience, academic credit, and professional contacts for students pursuing a career in government, the defense industry, academia, or policy and research institutions.

Graduates of the DSS program have found employment in government offices at the Departments of Defense, State, Energy, and Homeland Security; intelligence agencies; Congress and the White House. Their graduates also work in corporations in the defense industry, companies engaged in defense research and analysis, educational institutions, and non-profit organizations focused on defense issues and national security policy.

Having received approval from the MSU Graduate Senate and Faculty Senate as well as the Board of Governors, DSS will submit its proposal for the Professional Doctorate degree to the Missouri Department of Higher Education on July 1, 2019. They have already received strong support for this new degree from former and prospective students, government agencies, and several branches of the military.

**Dr. Keith Payne** serves as the Department Head. Among his previous professional positions are Deputy Assistant Secretary of Defense for Forces Policy, Co-chair of the U.S. Nuclear Strategy Forum, and Editor-in-Chief, *Comparative Strategy: An International Journal*. He is the author, co-author, or editor of over one hundred published articles and seventeen books and monographs.

**Dr. John Rose**, Brigadier General (Ret.) will begin to serve as Interim Department Head June 1, 2019. Former Director of the George C. Marshall European Center for Security Studies, Dr. Rose has been instrumental in establishing the link with Ft. Leonard Wood.

XVII.

RECOMMENDED ACTION - Resolution authorizing closed meeting

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

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

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

VOTE: \_\_\_ AYE

\_\_\_ NAY